



INSIDE THIS EDITION **#29**

LESSONS IN LIFE # 16
CHRISTMAS EDITION

ERA POLYMERS:
SEASON'S GREETINGS

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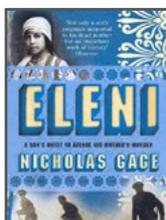
ELENI

In Memory of John Trovas

Have you ever read a book that made you cry, really cry...? In decades of reading books, only one brought me to tears, a torrent of tears.

The book is about one man's (Nicolas Gage*) search, for the reason for his mother's (Eleni) death, during the Civil War in Greece in the late 1940's.

It is a story about Communism versus Democracy, a story about a country tearing itself apart because of differing ideologies, about Greek Village versus Greek Village, about one family versus another, and one brother versus another ... It's a sad story.... The book is titled; "Eleni"*



(CONT'D PG 2)

MERRY CHRISTMAS and **HAPPY NEW YEAR**

During the holiday season more than ever, our thoughts turn gratefully to those who have made our progress possible. And in this spirit we sincerely say Thank You and Best Wishes for Christmas and a Happy New Year

George & Tina

LARGEST POLYURETHANE RESEARCH CENTRE IN AUSTRALIA



In September 2014, the administration and technical sales teams moved across the road to the new Administration building, leaving behind the Research team to expand.

(READ MORE ON PG11)

AND, it's about stories that my father told me, about this difficult time, and about stories that my Father In-Law didn't tell me.



My Father In-Law, John Trovas, was born in the small Samian Village of Vourliotes, on October 7th 1921.

He was one of six brothers and two sisters. (The younger of his two sisters, died when she was 2 ¹/₂.. In her memory, he named his daughter after her... AdamanTINA. And to finish off THAT story, Niki and Shannon named their first born son, ADAM, after his grandmother.... YES it's a Greek Island custom, thing!)

His father, Andrew Trovas, was one of two village priests in Vourliotes. I have been to Tina's Village many, many times...The old people that are left, remember, Father Andrew, as a quiet man, a gentle man, indeed a HOLY man.

He was also a man, a man of the people, for the people. He would give food from his family's dinner table, to people less fortunate than his family.

He would share, as only GOOD people, can, and do, share. My Father in Law was too, his father's son. He was happiest being a Husband, being a Father, and especially being a Grandfather and Great Grandfather... He always used to say, that he never thought that he would live to see grandchildren.. He saw them, and then some more.

He was a gentle man, and like HIS father, a HOLY man. He was happiest when all his family come together for Easter and Christmas feasts. He was in this element having his family around him.

I was always in awe, of his calmness, his serenity. My wife, unsuccessfully, over these last four decades, has to tried to convert me to his demeanour. I've failed!

His Calmness and Gentleness however, were touched by sadness, when the conversation drifted to the Civil War.

He would remember how his family was treated. He remembered the people who went out of their way to wrong his family ... and in his inimitable way, when he would go back to his village, every few years, he would greet everybody, with a friendly smile... EXCEPT, there were a couple of people, in the village, that he would NOT shake hands with ... people who, with malice and contempt, wronged, his family. The Village of Vourliotes, like a lot of other Villages in Greece, was torn apart by Civil War, in the '40's.

Half the Village followed KKE (the Communist Party of Greece). The other half followed Democracy.

My Father In Law had five brothers, three older and two younger (and also another beautiful sister, who lived to the ripe old age of 88. Thea Maria, who I was privileged to have seen on many occasions before she too, passed away).

Two of the brothers joined the KKE... Nicholas the oldest, and George, the third

“He would give food from his family's dinner table, to people less fortunate than his family”

oldest. One other brother, incidentally, died at 16, another at 21. And the only other brother who made it into adulthood, Vaggelli, died in a bus accident in 1978. That was a part of life, in those days... families were LARGE families, and you were lucky if a couple of children survived into adulthood.

The two that joined KKE, Nicholas and George, had left the Village, and gone up into the mountains, to plot mutiny, to plot, the destruction of democracy.

Father Andrew was tarnished with his sons' brush. All the Gentleness and Holiness came to nought. If his sons were Communist, then to HE and the rest of the family, must be Communists too.

They were ostracised by the villagers. It didn't sit at all well, with father Andrew that his sons had done what they had done.... So he told his youngest son,

John (my Father In-Law) to go up into the mountain, find his brothers, and convince them to lay down their arms, and come back into the Village.

It was a difficult task, a task that could have got him killed ... but, he did as his father wished. If you knew my Father in Law, he was intelligent, very intelligent (thank goodness his daughter took after him!).. He was persuasive. A gentle persuasiveness, that only comes from intelligence.

He found his brothers. And he convinced them to lay down their arms, and come back to the village.

They agreed. And when the rest of the KKE, heard that the two brothers were going to leave the “cause” ... They killed them! This is what my father in law, carried in his soul, for the rest of his life... was HE the cause of his brother's deaths? Would they have died, if HE had not gone up to the mountains, to find them, to talk to them? It was a very difficult burden for one man to carry, for all his life.

His eyes would glaze over every time the “war” was mentioned, a sadness would envelop him and he never told me, HIS story.. My father did. He kept the pain to himself.

So, John Trovas married Vassilia Tzihas in Brisbane, in 1956. They had three children Tina, Andrew and George.

He lived to see his children married, he lived to see six grandchildren, and he got to see, three Great Grandchildren ... and only missed seeing the fourth, Adam by a few weeks.

His later years, brought peace and harmony, to his soul.

He passed away eight years ago, this coming January. His family has grown some more since he left us... he now has SIX great grandchildren.



And I think that some of his grandchildren and great grandchildren have inherited his gentleness and intelligence.

And we all still miss him.

* Nicholas Gage - **Author of Eleni**: (Born Nikolaos Gatzoyiannis; Greek: Νικόλαος Γκατζογιάννης; July 23, 1939) is a Greek-born American author and investigative journalist.

BEHN MEYER - ERA POLYMERS' VIETNAMESE AGENT CELEBRATE THEIR 175TH ANNIVERSARY

This year Era Polymers were amongst board members, directors and principle suppliers from around the world celebrating the 175th Anniversary of Behn Meyer.

Tony Hatzikiriakos, International Sales Manager for **Era Polymers** was honoured and proud to attend this function on behalf of Era Polymers. It was held on Saturday 31st October 2015 at the newly constructed Behn Meyer office and warehousing facilities in the Bac Ninh Province Hanoi.

Dating back to 1840, Behn Meyer has grown to become a global leader servicing a variety of chemical industries such as Performance Chemicals, Polymers, Ingredients and Agri Care products.

Era Polymers would like to congratulate Behn Meyer on this impressive milestone and wish them continued success, growth and prosperity for the future. We would also like to express our sincere gratitude for having us as one of your business partners.



Tony Hatzikiriakos with Nguyen Thy Trang - Executive Director for Behn Meyer, Vietnam



THE BEHN MEYER GLOBAL PARTNERS - TREE OF LEAVES

The close up shows the Era Polymers' Leaf on the Tree of Leaves



ERA'S GLOBAL REACH: MEXICO



John Diaz Era Polymers Sales & Tony Hatzikiriakos, Era Polymers International Sales Manager recently visited Mexico to talk to a potential distributor and visit local polyurethane users.

While they were there they managed to visit:

The holy city of Teotihuacan ('the place where the gods were created') situated some 50 km north-east of Mexico City.

Teotihuacan was built between the 1st and 7th centuries A.D. it is one of the most powerful cultural centres in Mesoamerica.

And get a glimpse of The Palacio de Bellas Artes - Palace of Fine Arts one of the most prominent cultural centres in Mexico City, located on the west side of the historic centre of Mexico City.

Taking in some of the local culture. Era Polymers currently export to 74 countries and are interested in increasing their presence. Era is dedicated to the principle

Business, is people doing business with people and want to offer a Global Reach with Family Values.

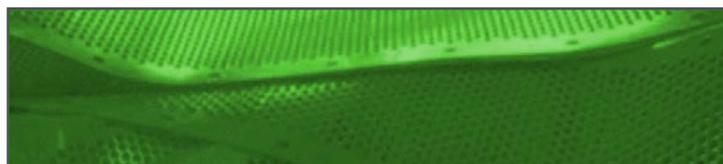


Era Polymers BROCHURES

Did you know that most of our brochures and publications are available for download directly from our website?

Simply go to:
www.erapol.com.au and click on the **Download** tab.

THIS EDITION'S PRODUCT FOCUS: ERAPOL FLEXIBLE PU 83A



ERAPOL FF83A - FLEXIBLE SCREENS

► HIGH PERFORMANCE POLYESTER MDI- THE ULTIMATE IN FLEXIBLE POLYESTER URETHANES

Erapol FF83A- A new generation HIGH PERFORMANCE POLYESTER MDI based urethane that offers exceptional flex life, abrasion and cut and tear resistance with the added advantage of high elongation.

This material was predominantly developed for the flexible PU screen market. It can be satisfactorily hand cast or processed via suitable Polyurethane type dispensing equipment.

By keeping their finger on the pulse, **Era Polymers** is satisfying a market that services the ever-growing PU processors that are trending toward MDI based products to get the job done.

Enter **Erapol FF83A**. The ideal product for FLEXIBLE PU screens and mats.

ERAPOL FF83A - FLEXIBLE PU SCREENS

Erapol FF83A is high performance hot cast MDI polyurethane elastomer system based on polyester polyols.

This product produces an elastomer with outstanding toughness and abrasion properties. The **FF83A** product has been specifically designed to maximise abrasion resistance and elongation.

Erapol FF83A is free of TDI, MOCA, mercury catalyst and flammable solvent. Using **Erapol FF83A** for flexible PU screens, offers a better performance directly attributable to the superior blending of this MDI / Polyol curative polyester.

Extensive testing of the **Erapol FF83A** in the flex testing unit has been carried out. At the time of writing, the **Erapol FF83A** has undergone in excess of 1.5 million cycles without failure or signs of deterioration.

Ask our Machinery experts at Era Polymers for the best available technology in equipment to process this product.

Contact Tel: (+612) 9666 4788. Visit our website: www.erapol.com.au

BREEDN' BETSY USES ERA FOAM!



Brad Pickford an expert in artificial breeding for cattle and horses invented **Breedn' Betsy**, a training aid for artificial breeding, pregnancy diagnosis and embryo transplanting in cattle and horses. This unique training aid is currently being used in 28 countries allowing students to practice perfecting their skills prior to going live.

According to Brad, Betsy is 90% realistic the main benefit of **Betsy** is the student is operating 'blind' (as they would when working on a live cow). They are unable to see past the metal plate but the lecturer can see everything that the student is doing.

Era Polymers Greenlink R4 high density rigid foam was used in the bone structure (dull yellow/cream coloured bones) while **Greenlink HR250** a softer flexible foam was used to replicate the organs which are coloured yellow and blue. **Greenlink HR250** is high resilience water blown flexible polyurethane foam. Mainly used in the manufacture of cushions, for office and domestic furniture. It can be manually drill mixed (@ a minimum speed of 2500 rpm) or processed through foam-dispensing equipment.

Era Polymers Greenlink R4 is a general purpose rigid polyurethane foam system for pour in place applications. The system consists of two components when mixed produces a foam with a free-rise density of 180 kg/m³. **Greenlink R4** can be hand mixed or processed through a low-pressure foam-dispensing machine. It is used in a wide range of applications including self-skinning structural such as imitation wood and shoe heels, or cavity filling applications where structural strength is required. Interested in knowing more about Era Polymers Foams? Contact your local Era Representative who will be happy to help you. www.erapol.com.au/products/foams/





TIRED OF USING DANGEROUS CHEMICALS TO CLEAN YOUR MACHINES OF CURED PU RESIDUES?



Introducing Era BIOSOLV

Era Polymers are pleased to introduce **Era BioSolv Gel & Liquid** effective but non-hazardous cleaning products to remove cured PU residues from your machinery and moulds.

Era BioSolv products are no more hazardous than standard household cleaners. So you can now replace the traditional dangerous cleaning chemicals such as NMP, NEP, DMF and Methylene Chloride with **Era BioSolv** a safer alternative.

Era BioSolv products will remove cured MDI, TDI, Rigid and flexible foam, PU Elastomers, Isocyanates, Polyurea and PU/Epoxy based adhesives and other PU based materials.

Shiny equipment with less risk to your health; you only need to wear standard PPE equipment of gloves and safety goggles when using **Era BioSolv**.

WAIT! There's more - Era BioSolv is fully biodegradable too.

Want to know more about our **Era BioSolv** products please call your local Era Representative, or visit www.erapol.com.au and download the **Era BioSolv Gel & Era BioSolv** flyers



BEFORE ERA BIOSOLV



AFTER ERA BIOSOLV



BEFORE



AFTER



Ninety-seven years ago the greatest conflict the world had seen came to a shuddering end.

After three days of intense negotiations between the Allies and an increasingly desperate Berlin delegation, the Germans, facing riots at home, signed the terms of the Armistice at 5.10am on November 11th, 1918. The parties agreed that fighting would officially end at 11am, a time delay to ensure the information was carried across the Western Front.

The digits, the 11th hour of the 11th day of the 11th month, have gone down in history as a day to pause and remember.



We remember those brave Australian soldiers that fell in WWI, Gallipoli, WWII, The Boer War, Vietnam, Afghanistan.....We also remember those fallen soldiers from other lands that fell in every conflict, every war. So upon the sound of a single soulful bugle on the 11th hour, on the 11th day of the 11th month, we, all of us at Era Polymers, will remember and honour their sacrifice.



(Photo to the right courtesy Australian War Memorial Gallery, Taken 11 / 11 / 1911 Martin Place Sydney)



AUSTRALIAN WAR MEMORIAL P01102.002





MELBOURNE CUP 2015

ERA ANNUAL SOCIAL EVENT



WINNING HORSE:
PRINCE OF PENZANCE

HAT PARADE WINNER 2015:
HUGH FRASER



ERA's SPECIAL EVENTS



CHRISTMAS PARTY 2015



Business is People doing Business with..... People

Era Polymers operates six divisions within the company: **Elastomers, Foams, Coatings & Membranes, Machinery, Trading** and **Toll Manufacturing**. We have four state of the art manufacturing facilities: two are located in the Sydney suburb of St Marys, one in Melbourne and one in Auckland, New Zealand. Our Research and Development Centre is also based in Sydney, NSW. Additional Sales Offices are based in Adelaide, Auckland, Brisbane, Melbourne, and Singapore. Stock is warehoused in all capital cities of Australia, as well as Belgium, Canada, China, Dubai, Malaysia, New Zealand, South Africa and the USA. Our customers worldwide are serviced by our extensive distributor network.



In an increasingly impersonal world, Era Polymers is dedicated to the principle – Business, is people doing business with people.

Era NZ People: Mel Sadler is Era Polymers Production Manager in Auckland, New Zealand



But he hasn't always been in production he used to be a professional jockey. This year he had a reunion with some of his old Jockey Friends in Germany.

We asked Mel what life was like as a jockey and this is what he told us:

"At the age of 15 my father asked me what I wanted to be I said a Jockey. Well that didn't go down too well. To be a jockey in those days you had to be born in to racing. I had never been near a horse in my life. Well my parents let me pursue my career with horses.

I was lucky enough to meet the right people. I started working for Jenny & Richard Pitman, who gave me a very good grounding in the life with horses. After a few years learning I started to ride racers over jumps. In fact I rode Jenny's first winner when she became a trainer. She went on to winning major racers in England, Gold Cup and Grand Nationals.

In the summer time when there was no jump racing I decided to go to Germany for more experience. I stayed in Germany to ride over jumps but they didn't have many racers, so I decided to get my weight down and ride on the flat. I got my weight down to 48kg – 50kg and rode for years as a flat jockey.

I worked for some great trainers. The best was Hein Bollow, he's a German legend in his own right and has ridden and trained over 1000 winners. He is still alive at 97 years old.

My reason to go back this year was to see my daughter Melanie for her 30th Birthday. She had organised with all my old jockey friends a reunion without me knowing. They came from all over Germany, England and

Switzerland to see me.

Best day ever, it was so nice to see them all again after 25 years.

Life being a jockey was fantastic. Had my ups and downs broken a few bones about 30 all up? I rode for Lords & Lady's, Barron's and Baroness. Met a few film stars along the way too.

But you can't be a jockey all your life and to train them it's even harder.

This was my journey as a Jockey."



MEET THE ERA TEAM



SHANNON WILLIAMS

"ABOVE ALL...BELIEVE IN YOURSELF."
THE STORY OF ERA'S WORKS MANAGER



SHANNON DAVID WILLIAMS Works Manager

Sometime this year, Shannon celebrated 20 years with the company. Which means Shannon joined us when he was 19!

I remember the interview well... We were small enough, back then, that I got to do the interviewing and I got to choose. Am I a good interviewer? Nah! I do it by osmosis. Ask lotsa questions and try to understand the REAL person. Let what the person says, DIFFUSE into you. THE person, that some people go out of their way to hide.

Not Shannon. He wasn't trying to hide anything. What you saw and heard, is what you got.

He came across as very intelligent, very polite very shy; I think that he was in awe of me. (ME, I've NEVER been in awe of me!)

So what was his job... a Chemical Plant Operator; I asked him towards the end, if he had anything to ask of me. Very politely, and very quietly he asked:

"So how much is this job paying"

Me: "Nineteen thousand"

"Gee I'm only getting \$11,000 now"

Shannon got the job.

When Alex, our son, joined the company, I told him that I would change his career path every three years, or so. (Come to think of it, he's overdue for a change NOW).

His first job in the company was as Factory Manager, at the ripe old age of 22! When it was time for Alex, to move onto his next part of his education process... and it was time to appoint a NEW Factory Manager; Alex asked who I had in mind SHANNON was my answer.

Did Shannon accept the job willingly and enthusiastically? Nah! He didn't think that he could do it ... It took a few Chinese meals at Wests Football Club; then again it may have been a few Maccas; for me to convince him, to make him understand that he had the drive, the intelligence, and the ability to do the job, and then some.

So, he started to believe in himself. He did the job brilliantly back then, and continues to still amaze me..... that it doesn't matter how much we grow (NOW, he is looking after 4 factories) how many people we employee, how much daily stress and grind, we throw at him....He shines.

He and his team make us a world class, manufacturing company. And by the way, did I mention that Niki followed in her brother's footsteps.

HER first role, in our company was Assistant Factory Manager. And Shannon was HER boss.

Somewhere along the line, the tables turned over.

Like all good Greek families, we are only as good as the women we choose to spend our lives with. Shannon and Niki married nearly nine years ago.

So he, like Alex and I have learnt to say: "Yes ma'am, No ma'am, three bags full ma'am".

Part of the marriage deal was he had to be baptised in a Greek Orthodox Church FIRST.

We did that. Tina's brother, Andrew, was the Godfather.. And just like "My Big Fat Greek Wedding " ,Father Steven delighted in throwing buckets of Holy Water over Shannon.

And Shannon and Niki are blessed with Adam (named after Tina), George, (named after yours truly), and Joanna, the baby of our family) named after Tina's father, John.

And the moral of THAT story don't clam up, at a job interview. Let your personality, your warmth, your intelligence, your drive and your soul, come through. AND ABOVE ALL... believe in yourself!



Now, isn't THAT a nice story!



ALEXANDER (ALEX) STINSHOFF VISITS ERA POLYMERS FROM GERMANY

Alex is the son of Peter Stinshoff who runs a casting company in Germany and Polytec EMC in Austria. Era Polymers have worked with Peter Stinshoff for many years representing Polytec EMC in Australia & New Zealand.

Polytec EMC specialise in casting machines using low pressure mixing technology. These machines are made to order to your exact requirements and can be used to process all prepolymer types as well as various curatives including MOCA and Ethacure.

This August we were lucky enough to have Peter's son Alex come and work at Era Polymers for 14 weeks. Alex, 21, was keen to learn about polyurethanes and practice the English language.

He landed in Australia on 20 August and started work the following day in our physical testing lab.

While at Era Polymers Alex has been involved in, sample preparation, testing the physical properties of pu samples, moulding foams with Linda Liu one of our Foam Chemists as well as

assisting Leigh Symes with demonstrations on our Polytec EMC casting machine, rebuilding old spray machines and demonstrating new Gama spray equipment.

It's not been all work and no play while Alex has been visiting Australia, he has also enjoyed surfing at Cronulla beach, riding his BMX at skate parks on the beach all while avoiding spiders, snakes, sharks and the array of other deadly animals found here. Alex has enjoyed his time in Australia and is already planning his next trip.

Should you wish to know more on our machinery range contact our Machine Specialist: Hugh Fraser on (02) 9666 3788

Visit our website for more: www.erapol.com.au



AT ERA, LOVE IS IN THE AIR



Congratulations KARINA
DATE: 15th March 2015
RECEPTION: Neutral Bay 



Congratulations ROB & REBECCA
DATE: 28th March 2015
VENUE: Foreshore Adelaide
RECEPTION: The Grange Hotel 



Congratulations MICHELLE & JONATAN
DATE: 1st July 2015 

BABY NEWS

Congratulations Emilie & Enguerran
BABY: TOM
BORN FRIDAY 11TH SEPT 2015
Time: 10:41 am
Weight: 2.4 Kg
Length: 43 cm





ERA POLYMERS: LARGEST POLYURETHANE RESEARCH CENTRE IN AUSTRALIA

LARGEST POLYURETHANE RESEARCH CENTRE IN AUSTRALIA

(cont'd from page 1)

State-of-the art Research facilities have now been upgraded to provide research and training for Era Polymers. The Research Centre is providing practical, real life training for the next generation of polyurethane chemists that will develop tomorrow's polyurethane solutions.

The Research Centre aims to bring lasting benefits to the polyurethane industry by tailoring research to meet the demanding requirements of the diverse and rapidly growing polyurethane applications.



PUT US TO
**THE
TEST**

The Era Polymers laboratories in Sydney, which are NATA accredited, are arguably the foundation of our success. There are specific laboratories devoted to:

- ›Elastomer development
- ›Foam development
- ›Coatings development
- ›Physical testing
- ›Analytical testing
- ›Customer training

According to the R & D Technical Manager of the Research Centre, Terry Petkovic, (who incidentally was our first chemist employed about 26 years ago!), and who has overseen the refurbishment of the project, the centre will ensure that research is used to develop products to meet the changing environmental, legislative and performance requirements. More importantly, he said, the Research Centre would continue to be involved with the University of New South Wales Co-Op program.

Over the past 12 months, the 10 labs have been upgraded with new lab equipment and fume cupboards, along with a new coat of paint.

The chemists moved upstairs into a more comfortable environment and this allowed the different departments to be together.

Four new labs were created and now there are 10 labs at Banksmeadow (and 6 more at our other sites Era NZ, Applied Polymers, Samos Ena and Samos Dio).

- 1) Technical Service Lab
- 2) Elastomer Lab
- 3) Cryogenic Lab
- 4) UV Lab
- 5) Membranes and Coatings Lab
- 6) Foam Lab
- 7) Demonstration Lab
- 8) Physical Testing Lab
- 9) Analytical Lab
- 10) Analytical/Physical Testing





WHAT'S NEWS?



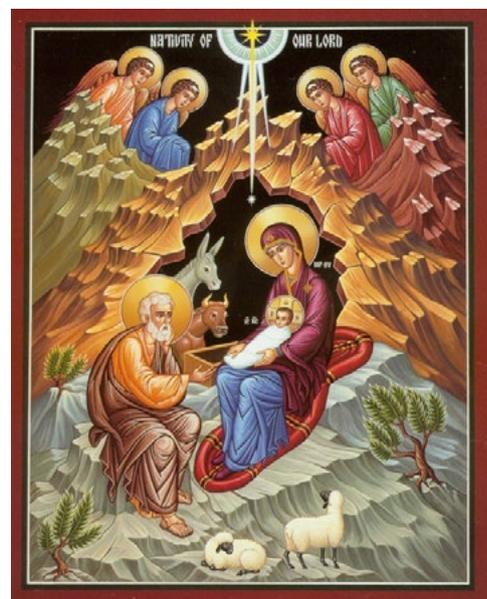
MOLECULES YOU OUGHT TO BE AWARE OF:
PART 1. RING SYSTEMS...

Orthodox c1ccc(cc1)Ph.D Paradox c1ccc(cc1)Ph.D
Mercedes benzene c1ccccc1
Cyclone C1CCNCC1 Anticyclone C1CCNCC1
1,2 dimethyl-chickenwire C1=CC=C(C)C=C1
Metaphor c1ccc(cc1)IV Metastasis (highly carcinogenic) C1=CC=C(C)C=C1

MOLECULES YOU OUGHT TO BE AWARE OF:
PART 2. MORE ORGANICS...

A novel contraceptive (No in every conceivable position) O=[N+]([O-])c1ccc(cc1)[N+](=O)[O-]
A ferrous wheel FeC1=CC=CC=C1Fe
Cisters H2C=CH-ter Linda H2C=CH-Linda
Jane H2C=CH-Jane Transisters H2C=CH-ter
mer-mer-mer-mer-mer-mer-mer a polymer
mer a monomer
paradise c1ccc(cc1)paradise paradise lost c1ccc(cc1)paradise

THERE IS NO
B2B OR B2C
IT'S **H2H:**
HUMAN TO HUMAN



 **IMPORTANT DATES**

We will close:
Wednesday 23rd Dec 2015
We will Reopen:
Monday 4th January 2016



DG160

NO, REALLY..CHECK THIS OUT

Do you need a High Volume machine to produce Big Parts?

The **DG160** could be for you.

Polytec EMC have recently added the DG 160 to their range of machines.

The **DG 160** is a standard 2 – 3 component machine capable of high volume production; tank sizes are from 34 to 600 litres with an output of up to 30kg a min. An impressive machine.

Polytec EMC are specialist in casting machines using low pressure mixing technology, "PURE (polyurethane) passion is their motivation" to provide you with first

class machinery.

Era Polymers represent Polytec EMC in Australia & New Zealand.

So if you would like to know more about the DG 160 or are interested in any other machinery please contact our Machine Specialist **Hugh Fraser** on Tel: +61 (0) 2 9666 3788.

Era Polymers have machines to suit both high and low volume outputs.

<http://www.erapol.com.au/products> , click on Dispensing Machines

THE Herald
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Strategic Alliances

