Chairman’s Message

Well, Happy Spring to you all! I hope that things are getting green at your particular latitude. As winter closed here in North Texas; and as I expect it was for many people in other parts of the northern hemisphere, I was wondering who I needed to speak to about banning the color white from the palette. I mean no offense to the white pigment folks. It is just that the white wet stuff came and stayed way too long!!

As with our lawns greening up nicely in spring due to earlier preparations, the planning and execution of the division’s objectives is bearing good fruit and bringing us recognition. Our one-day program at ANTEC® in Boston will be on May 2nd with the annual business meeting taking place after the sessions. And this year’s CAD RETEC® will take place on September 25 – 27, 2011 at the Westin Hotel in Lombard, IL. Please check for more information on these and other CAD activities in the following pages of this newsletter.

For recognition, this time of year also brings awards season for the Society and I am pleased to inform you that the Color & Appearance Division has once again been named a recipient of the SPE Pinnacle Gold award. This award is only given to those divisions and sections meeting specific operational and management objectives – Silver Level, and very high performance criteria in areas of organization, technical programming, and membership outreach – Gold Level. CAD has achieved Gold status each year since Pinnacle inception, adding to a string of wins for its predecessor – The Pride Award. We have also been informed of the successful election of our nominee to Honored Service Member of the Society. Lastly, the CAD has been recognized with the Communications Excellence Award at the Leader Level. This is the highest level award in this program. None of these successes would happen without the energy, vision, and dedication of your elected board members, and I want to thank them again for their service to the membership of the division.

In my two previous Chair Messages, I have tried to impress upon the reader a sense of the value of the Color & Appearance Division as The Source for information on the “Coloring of Plastics”. I believe I will go out on that subject because an understanding of that is very important to the future of the Division; and very much so to the future of the Plastics Industry. To start, I want to share a little statistic with you. At the beginning of 2010 the average age of division members was 51.1 years. Analysis done with data from the end of February 2011 showed that the average age had gone up to 51.5 years. I would not have been concerned

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Chairman’s Message - continued

about so minor a shift in the age demographic of the division, except that it is not in line with what the Society as whole has experienced. Analysis of the Society-wide demographic showed that the average age has dropped almost two full years - from 50.4 to 48.8 over the same period. From these numbers it appears that we in CAD are slowly getting older, and we can draw from that fact that we are not attracting younger members to the division. I want to toss out a couple of my thoughts on the subject.

One thing is corporate commitment. Beyond the dues (who pays them) issues, there is also a time commitment issue, with many organizations tending to think in terms of “One Ranger – One Riot” (Yes, I do live in Texas). This does in many cases cut down on personnel involvement in the Society, with deference usually going to those of us who have been in it a long time. And this leads to where I see another of the possible problems.

Quite a few of us now in the division are in that “elder statesman” stage of the game. While many have retired or have left the industry during the economic downturn, others have moved into technical service or management - sometimes changing companies in the process, or worse <gasp>, have gone over to the dark side of sales and marketing; and few of us have the time to spend in the day-to-day operation of a color lab, and more importantly, on the long-term training of our successors. This is creating a gap in the educations of these new and future colorists. I see this frequently when visiting a color lab (in any industry) and talking to the younger personnel, and hear it when I get a call on a problem with what I would call a “Well Duh!!” solution. It really seems that we are not giving them the tools to be as good as we are. And these are also the young colorists that we are not seeing coming into the ranks of CAD, where they would have another venue for learning more of the tricks of the “Coloring of Plastics”...

continued on page 3

SPE Color & Appearance Division Mission Statement

The Color and Appearance Division of SPE strives to educate, train, inform and to provide professional interaction opportunities to the global community involved in visual performance and aesthetics of plastics.

Board Minutes

Dear Members:

Just a reminder that you can view past and current Board Minutes on the SPECAD website. We do not typically publish the minutes in the electronic versions of our newsletter, but they are always available for our members to view from our website.

The link is provided below:


Invitation to Attend Our CAD Board Meetings

The Color and Appearance Division regularly holds Board of Director (BOD) meetings at the ANTEC® and the CAD RETEC®. In addition, a Summer BOD meeting is typically held about 6 weeks prior to the next CAD RETEC®. The Summer meeting is scheduled in various locations. A Winter BOD meeting is held in January. The Winter meeting is typically held at a site of a future RETEC®.

Any SPE CAD members who wish to attend are welcome at these meetings. If interested in attending the next Board meeting, please contact the Division Chairperson for more information.
It was at this point in my effort to put this message together that I received word of the passing of CAD Past-Chair Gary Beebe; a pioneer in the educational activities of the Division. With one of our scholarships named after him, Gary was also responsible for structuring the funding mechanism for them. His efforts in this arena were a recurring theme as I phoned many of his peers to inform them of the sad news, and in one of those conversations reference was made to a paper given by Gary some 12 years ago that seemed to speak to the point I was trying to make earlier. With the kind assistance of our Division Archivist - Tracy Phillips – I was able to get a copy of the paper and have asked that it be included in this newsletter. It is a great paper touching on many topics still being struggled with today, but the sections most pertinent to my point are those regarding training and education – particularly Gary’s comments on technology loss, lack of understanding by many new colorists of the fundamentals, and too few of those new colorists. I hope you enjoy the reread, (and respond to the takeaways).

It appears to me that Gary’s crystal ball was spot on. The age analysis makes it painfully obvious that new colorists are not becoming members of CAD, and if that is the case, they are being denied access to the very educational content that made so many of us successful colorists in the first place. I cannot believe this is a good thing for the industry, but the good news is that this trend is easily reversed because CAD will continue to provide the best learning platform for those “involved in the coloring of plastics”. So let’s get those young-uns taught right!

In closing, the completion of our board meeting on May 3rd will mark the end of my term as Division Chair. I would like to thank you all for your support during my time at the helm. I do hope that I have lived up to your expectations, but if I have it is in large part due to the continued dedication of all the members of the CAD board. It has been; and I hope will continue to be, my privilege to work with this great group of people.

No matter the challenge, always remember that you can’t sing the blues when your world is full of color.

Earl W. Balthasar, III
CAD Chairperson 2010-2011

Remembering
Gary E. Beebe

Gary E. Beebe, 61, of Marco Island, FL, passed away Wednesday, March 30, 2011. Gary was born and raised in Oneida, NY. He obtained an undergraduate degree in plastics engineering at the University of Massachusetts at Lowell, and two Masters Degrees, a MBA in Business (Ohio University) and MS in Color Science (Clemson University). He was very well respected in his field. He married Victoria McGlone in 1993.

Gary was on the Board of Directors of The Color and Appearance Division of the Society of Plastics Engineers (SPECAD) for many years. The group annually awards scholarships to qualified individuals studying in the coloring of plastics field. One of the group’s five scholarships is named for Gary Beebe. The endowment that funds these scholarships was the brainchild of Gary, who was also one of SPECAD’s past residents. He created and spent many of his years on the board shepherd this project. Gary’s commitment and perseverance to this project included creating its funding mechanism, its growth and maintenance plan, and finally working on the distribution of the scholarships. Gary truly felt that education was the key to sustaining a vibrant coloring of plastics industry. These scholarships help prepare the new people entering the industry to be successful. Although Gary was happily “retired” in sunny Marco Island, FL he still maintained an interest in the scholarship process.

Gary owned and operated two ice cream stores on Marco Island – Sweet Annie’s and Beebe’s Ice Cream. Gary was a mentor to many – both in color science/plastics and with the staff at the ice cream stores. When Gary was not scooping ice cream, he enjoyed baseball (Yankees), his time relaxing in his pool, his many trips to Disney World and his recently rescued two year old black Lab, Izzie. Investing was his hobby. Gary was a big teddy bear who liked to act tough. He was loved and will be missed more than he will ever know.

Apart from Victoria, Gary is survived by his mother-in-law, Dolores McGlone also of Marco Island; his brother, Raymond Beebe (Camden, NY); his niece, Julianne Scanlan (Schoharie, NY); and his nephew, Greg Beebe (Houston, TX). Anyone wishing to express condolences is asked to give donations to their local paramedics, or the American Heart Association.

Published in Naples Daily News on April 3rd, 2011
COLOR SUSTAINABILITY & MORE
MORNING SESSION

8:00  Personal Care & Beauty Packaging Color Trends for 2012/2013
      Doreen Becker, Americhem

8:30  Consequences of a Halogen-free Color Palette
      Roger Reinicker, BASF Corporation

9:00  The Chemistry of Compostable Colorants for Biopolymers
      Douglas Koerner, Keystone Aniline Corporation

9:30  Progress Toward More Environmentally Friendly Pigment Production
      in Developing Countries
      Frank Lavieri, Lanseco Colors

10:00 Next Generation Low Emission Colored Polyacetal Copolymer (POM)
      Bruce Mulholland, Ticona

10:30 10-Year Outdoor Weathering of Molded-In-Color ASA Resin
      Olga Kuvshinnikova, SABIC Innovative Plastics

COLOR SUSTAINABILITY & MORE
AFTERNOON SESSION

1:30  Keynote: Introduction to Color Theory
      Bruce Mulholland, Ticona

2:00  Color Measurement of Irregularly Shaped Objects
      Jack Ladson, Color Science Consultancy

2:30  A Scientific Approach to Specifying and Modeling Plastics for Lighting
      Michael Fye, RTP Company

3:00  Infrared-Reflective Engineering Thermoplastics
      Christopher Hein, SABIC Innovative Plastics

3:30  Effects on Colors of Compounded Plastics When Processed on Different Sized Extruders,
      With Minute Variations in Pigment Compositions and Using Different Grades of Resins
      Shahid Ahmed, UOIT

4:00  Interactions of Stearic Acid with Select Titanium Dioxide Pigments
      Philipp Niedenzu, DuPont Co.

4:30  Evolution of Carbon Black From Rubber Applications To Specialty Plastic Applications
      Daniel Callahan, Cabot Corporation

5:00  Color and Appearance Business Meeting.
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Blown Away by Color

Exhibits
Brian West - bwest@techmerpm.com
865.425.2113

Sponsorship
Sharyl Reid - sharyl_reid@us.aschulman.com
864-968-2426

Conference Chair
Howard Kennedy - hkennedy@dominioncolour.com
416.253.4297

September 25-27, 2011
Westin Hotel, Lombard, IL (Chicago)

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- In registration materials
- In the final brochure - if received by June 3, 2011. (*Circulation: ~15,000 mailings)
- In a post-conference CAD Newsletter (*Circulation: ~1400 industry professionals)
- From industry peers for defraying costs that would normally be passed on to registrants

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THE GOOD, THE BAD AND FUTURE OF COLORING PLASTICS
THE LAST 25 YEARS

GARY E. BEEBE OF A. SCHULMAN, INC.

As we look back over the last twenty-five years, some aspects of the world have changed a lot, and in some aspects, little
is done differently. This is also true in the field of coloring plastic.

Think back to the early seventies—there was Nixon with Watergate; in 1998 there is Clinton and Zippergate. Volkswagen
was popular with the beetle, both in 1973 and 1998. The major differences revolve around technology changes. Remem-
ber the seventies when only a few people had microwave ovens and they cost more than a conventional oven, when a
hand-held scientific calculator with some basic functions cost $200-300, manual adding machines were the standard. Early
in the seventies, the inflation rate was 12%, there was an oil embargo and the stock market dropped about 50%. Hopefully,
this will not be repeated.

In reviewing the last twenty-five years of the coloring of plastics, many good things have happened. Some bad things
have also occurred. Most important is what lies ahead in the future. The sub-sections of coloring of plastics that will be
discussed are:

- Instruments
- Software
- Sample Preparation
- Colorants
- Training and Education

Instruments
Due to technology advances in both computers and electronics, vast improvements have been made with color instru-
m entation. In the seventies, spectrophotometric scans took up to one minute each, calibrations often required 30-60 min-
utes and were not stable over a four hour period. Instruments required up to 6 feet by 4 feet space on a table. Some
instruments only provided analog output. Thus, data needed to be transferred manually off curves. Some instruments
read values directly, but still needed to be transferred to a computer through a device such as a paper tape punch/reader.
There often were so many moving parts to the earlier instruments that there was need for constant repair.

The good with current instrumentation is that accuracy has improved dramatically, size and weight have reduced, meas-
urement speed has drastically increased, transfer and storage of results have radically improved. Instruments can now be
portable, measure in less than one second, maintain calibration, easy to calibrate when needed, and based on computer
configuration can store almost limitless number of sample data in various output formats.

What can be bad about all this new technology? Due to their ease of use, many people are now using instruments with-
out understanding how the instrument works, what can cause variation and what the data means. The basics are often
neglected and the number off the computer from the instrument is gospel. Another issue is the new instruments reside
continued on page 10
in a small box with little access (good for mobility, serviceability and protection of parts). The older instruments were
great teaching tools of what a color measurement did. Those of you who were fortunate enough to learn on a true dual
beam hardy Spectrophotometer will understand. Also, newer instruments tend to be less flexible if non-routine meas-
urements need to be made.

Software
Obviously one of the biggest improvements that has been made in systems over the last twenty-five years in software both
in color measurement and color matching. In color measurement the data had to be converted from the instrument to
the computer in one of various cumbersome error-prone methods. The calculations were done for individual situations
once a one light source, a color difference formula and viewing parameters were set.

Currently, after the measurement is made, an unlimited choice of conditions, several at a time, can be selected and even
graphed at a push of a button. Display of the amount of data and quality of presentation is quite remarkable.

Color matching software has progressed at an equally remarkable pace. Simple tristimulus, five or six factorial matches
could take minutes of CPU processing time on an early seventies computer. At the time this was considerably fast since
the alternative was hand calculating a match or using a COMIC Analyzer. Software has improved to include many
choices of algorithms, sophistication in correction factors and development of base colorant file levels. Software has been
designed to handle difficult optical situations such as fluorescents, metallics/pearlescents as well as traditional opaque,
transparent and translucent products. There are a myriad of options of choices for calculation and outputs.

The question pops up again: where can all the bad be with all the improvements? The answer lies in the same area. Do
color matchers understand that the computer is predicting as a formula? Are considerations being used to predict a bal-
canced formula to allow for single production adjustments? In initial matching is spectrophotometric curve analysis used
for least metameric predictions? These are some of the concepts which I fear are neglected at most sites due to speed and
sophistication of a quick output color matching system. There is great haste to get the job done, but little time is spent
on what could be the best match.

Sample Preparation
Sample preparation (which to me means all the work needed to present a sample to the instrument) is an area I feel that
not only has not made progress but has slipped in the last twenty-five years. There have been improvements in mold tech-
nology and molding techniques to improve on surface quality. But the lure of rapid measurements has made us sloppy
in the color science field. When measurement time was more important, we made sure the sample was clean, positioned
properly, and then stored properly for future use with the correct name and measurement conditions. Now the tendency is
to rush through the process since the measurement/data collection takes seconds; and if something appears wrong, it can
be re-done easily. There is a lot of poor data generated fast that is not caught.

Another example is in colorant file preparation. Due to lack of understanding of the individual colorant's linearity, col-
orant files are being set up with fifteen levels for each colorant. Just because a software program can handle fifteen levels
doesn't mean you need to use fifteen levels. The number of levels needed to be determined based on the colorant's
color/concentration rate of change.

Colorants
The world of colorants has changed significantly over the last couple of decades. There have been major consolidations
between suppliers and manufacturing locations. In the seventies, most colorants were domestically produced. Now the
products are worldwide and rationalization of manufacturing by the major colorant suppliers has taken place. In the
worldwide market, suppliers from China and India are now participating.

The good of this change is more economies of scale and lower cost production techniques can be employed which should help stabilize pricing. Also with product line rationalization, customers should be able to obtain more technical support from the supplier who now is focusing their efforts.

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On the bad side, there may be only one or two suppliers selling the product you are buying. Lack of supply can be an issue, and prices can increase if competition is reduced.

Another major issue with colorants over the last twenty-five years is the regulatory effect of the use or non-use of colorants. The regulatory issue hit colorants in two ways. One is with their application in products. Because of OSHA guidelines and CONEG laws, the use of colorants, such as heavy metals, require special testing when used and special disposal of waste streams and discarded final product. The difficulty of compliance has forced many users to go to other colorants as replacements. Often the cost is higher and the properties are not as good with the replacements. The other regulatory effect is with the production of dies/pigments. Due to the desire to keep waste streams from contaminating air/water/earth systems, more engineering is to reduce waste streams is being employed. While this is beneficial to the environment, it adds significant costs to the production system, thus to the product costs. Also, the effects of regulation have moved production of some materials to countries where the regulatory impact is less.

Training and Education

In the 1970's there were three schools that taught color science, two of which had MS and PhD degree programs. One was Clemson University under Professor F. T. Simon; the other was RPI headed by Professor Billmeyer. Dr. Allen at Lehigh University also taught courses and did research in color. As these professors left or retired, the programs were not continued. Presently, there is only one location to get advanced education in color, Rochester Institute of Technology (with the focus on photographic, printing and video). There is a two-year program established for the coloring of plastics at Terra Community College which CAD/SPE has heavily supported.

Equally throughout the years and even more recently in the late eighties and nineties, companies have re-engineered their staffs and support groups. Color technology has been reduced at many major resin suppliers and resin users. The gap appears to be filled by the concentrate manufacturers who are the front-line users of the colorant.

There is pressure to get more done in less time. With the advent of very quick responsive instruments, the fundamental knowledge of what is happening scientifically during the measurement is often not understood. The knowledge of how an instrument works, what the color scales mean, where and how much variation is normal, when the instrument needs calibration or repair, what can affect a measurement, how to interpret the data, and the use of colorant curve analysis are not being taught as fundamentals at many color laboratories.

This technology loss appears across the board in QC, Product Development (Color Matching), Colorant Selection and Customer Development. People in the coloring of plastics industry are retiring every year and I do not believe there are enough new individuals being trained with the basic and fundamental principles of color science and colorant technology to maintain efficient knowledgeable color laboratories. In my opinion, one of the causes is the lack of senior management to recognize the value this technology brings to their product lines. Unfortunately, that recognition will probably only take place when business is lost. Those of us who have worked in color for awhile know it takes years to train a person in the field of coloring plastics.

The Future

Instruments

As technology increases, the coloring of plastics will benefit. The instruments made today are precise and accurate enough to consistently measure color. Special effects still require instrument understanding to approach replicating what the eye detects. One concept many researchers/scientists/engineers often forget: the instrument replicates what the reflected or transmitted light from the sample that corresponds with the eye, calculations then approximate lighting and viewing conditions. No instrument has yet been able to capture the total appearance of the object that the eye can. In most cases, the instruments can come very close to human vision. The instruments can repeat much better than the eye and remember better than the eye/brain, but the person using their vision is often the final decision maker. The instrument supplier market is very competitive with all suppliers having state-of-the-art performance. It is expected there may be some consolidation in the future.

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Software
In the eighties, there were advances in programming that allowed algorithms and improvements to be developed to help the accuracy of initial shots and batch corrections. Most software packages now can adequately handle opaque and transparent matches. Some can do a reasonable job on translucents/fluorescents/metallics/pearlescents. In the nineties, the emphasis has been on user friendliness of the applications. With the onset of Windows/Windows 95, the software is quicker to learn and easier to use. I would expect incremental improvements and possible branching out to some of the more challenging applications by some programmers in the future.

Sample Preparation
I do not see an improvement in the future unless the training and education side of the color technology improves. Although the vast majority of samples generated are satisfactory, it's the errant ones that slip by due to lack of understanding of general scientific color principles that will cause the majority of the problems.

Colorants
The trends affecting colorants from regulatory issues will continue. These will cause increasing costs and the colorant suppliers to rationalize their product line to focus on where they can compete in the lowest costs venue. This may cause less competition and more difficulties with supply and higher costs. The unknown effects is what production Asia and India will have in the immediate future.

Training and Education
With all the consolidation/re-engineering that is taking place across industry, it is not likely that support technologies (such as color) will grow. It is more likely that color technology will find its place more at businesses which are based in color (pigment and dye suppliers, concentrate suppliers) rather than resin suppliers and end users. The training and education of color science principles and coloring of plastics technology will be dictated by these companies. They will be a major determining factor as to reversing the trend of providing qualified personnel in color. It will be successful when upper management is convinced of the value that color brings to its business.

YOUR COMPANY, OUR DIVISION

The Color and Appearance Division (CAD) is committed to the publishing of at least three newsletters a year (four, if there is sufficient material to justify the extra issue). To that end, we would like you to think about the financial side of sponsorship of the newsletter. For the small donation of $300 per year, we offer a business card sized (2 x 3.5 inches) mention in our newsletter, which goes out to the nearly 1,500 members of the CAD as well as other SPE division members. These are people active in every aspect of plastic coloring and additive technology. Larger sized spots are available at a commensurate increase in rate.

If you are interested in helping to sponsor the SPE/CAD Newsletter please contact:

SHARYL REID
Phone: 864-968-2426 Email: Sharyl_Reid@us.aschulman.com.

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On-Line Plastics and Coloring of Plastics at Terra Community College

Terra Community College’s Coloring of Plastics Program now offers three Internet-based courses available from any computer connected to the Internet anywhere in the world.

These affordable courses will be in a completely distance format—no on campus time involved. They are designed for students who find it difficult to attend regularly scheduled classes on campus due to distance or time constraints.

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- Designed to provide valuable color knowledge to QC technicians, operators, production engineers, or anyone else who needs to work with the coloring of plastic parts.
- Longer programs of study up to two year Associates Degrees are available.

Distance Learning Courses Offered

Section VL PET 1100 Introduction to Plastics (3 Credits)
Fees: $400 Ohio students/$600 out-of-state
Books: approximately $200
Offered Fall 2011: (August 22–December 16)
Offered Spring 2011: (January 10–May 5)

Section VL PET 1240 Introduction to Color (3 Credits)
Fees: $400 Ohio students/$600 out-of-state
Books: approximately $200
Offered Fall 2011: (August 22–December 16)
Offered Spring 2011: (January 10–May 5)

Section VL PET 2320 Colorants for Plastics (4 Credits)
Fees: $500 Ohio students/$790 out-of-state
Books: approximately $150
Offered Spring 2011: (January 10–May 5)

Why is Terra the Right Choice?

Terra Community College is a two-year accredited, state-supported, commuter college. Its mission is to provide students with the opportunity for quality learning experiences that are both accessible and affordable.

Many options are offered for those who desire to take one course or a full curriculum leading to an Associate Degree. Students who wish to continue their education may transfer credits to a four-year college or university.

Terra maintains a strong commitment to provide state-of-the-art equipment, facilities, library, and instructors that give the students a quality technical education and a competitive edge in the job market.

In addition to the quality courses that are offered, Terra is the only technical college in the U.S. that offers the Coloring of Plastics program. TCC Plastics courses are designed to be flexible to work around the schedules of working adults.
SOCIETY OF PLASTICS ENGINEERS
ENDOWMENT SCHOLARSHIP PROGRAM
FOR THE 2011 – 2012 SCHOOL YEAR

The Endowment Scholarship Program offered by the Color & Appearance Division of the Society of Plastics Engineers awards up to five scholarships each year to students who have demonstrated or expressed an interest in the coloring of plastics industry.

The students must be majoring in or taking courses that would be beneficial to a career in this industry. This would include, but is not limited to, plastics engineering, polymer science, coloring of plastics, chemistry, physics, chemical engineering, mechanical engineering, industrial design and industrial engineering. All applicants must be in good standing with their colleges. Financial need is considered for most scholarships.

Undergraduate and graduate scholarships range up to $4,000 annually. Scholarships are awarded for one year only, but applicants may apply for a re-award for each year they are enrolled in school.

Scholarship Eligibility
1. Applicants for these scholarships must be full-time undergraduate students in either a four-year college or a two-year technical program or enrolled in a graduate program.
2. All applicants must be graduates of public or private high schools.

Scholarship Criteria
1. Applicants must have a demonstrated or expressed interest in the coloring of plastics industry.
2. Applicants must be majoring in or taking courses that would be beneficial to a career in the coloring of plastics industry.
3. An applicant must be in good academic standing with his or her school.
4. Preference is given to student members of SPE and also to students who have a parent(s) as a member of the Color & Appearance Division of the SPE.
4. Financial need of an applicant will be considered for most scholarships.

Application Procedure
To be considered for a scholarship from the Color & Appearance Division Endowment Scholarship Program, applicants must complete an application available at WWW.SPECAD.org and return it to the address specified on the application by June 15, 2011.

All applications submitted must include:
1. A completed application form.
2. Three recommendation letters: two from a teacher or school official and one from an employer or non-relative.
3. A high school and/or college transcript for the last two years.
4. An essay by the student (500 words or less) telling why the applicant is applying for the scholarship, the applicant's qualifications, and the applicant's educational and career goals in the coloring of plastics industry.
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A true story difficult to believe!

A large compounding company had a multi-hundred thousand pound order to provide a specific red color in a high cost engineering polymer with tightly controlled color and physical specifications. The color match was made and approved by the customer. Production was scheduled. Fine so far.

The compounding ingredients were pulled from inventory and the production run commenced. At this important point an error occurred, but was not detected. The employee assigned to pull the color pigments from inventory made a huge mistake. Turns out the red pigment in the colorant warehouse had an internal stock number quite similar to a blue pigment. In addition, the two color pigments were, unfortunately, stored right next to one another in the colorant warehouse. You guessed it! The stock clerk picked the blue pigment instead of the correct red pigment. The stock clerk was not color defective and was able to read. So, the blue pigment rather than the correct red pigment made it to the weighing station on the shop floor. Did the employee assigned to weigh out the correct amounts of red pigment become aware he was weighing blue instead of red for this large order? Not a chance! This turned out to be a single red colorant formulation so it seems logical a red pigment would not be mistaken for a blue pigment or vice-versa. It was not detected and/or questioned. So, away we go to extruding the correct red, umm I mean, the blue engineering polymer. Did anybody catch the error? Not yet!

The production run started and pellets were produced. 40,000 pounds of product were produced before anyone caught the fact the material being extruded was blue not RED!! Good grief, where were the QC people and all the others involved in this debacle. This was not a commodity polymer; this was a high cost engineering polymer. A person can only imagine the amount of dollars down the drain with this huge multi-error ridden episode. The, embarrassed, people involved in this awful unbelievable fiasco shall remain unidentified.

Where were the QC people and others as this disaster unfolded? No one knows for sure. The conclusions and the message here are. Everyone has to communicate! Not just transmit knowledge and information, but be sure the person(s) receiving the message understands the message. Actually, all involved in this goofy sequence had a responsibility to push the stop button well before 40,000 pounds of scrape were produced.

Once again, this is absolutely a true story. Don’t let it happen to you! “If you see something, say something!”

Names of all involved are unavailable to protect the guilty.
This report covers both the Fall 2010 Council Meeting and the December 2010 SPE Executive Review.

**Fall 2010 Council Meeting:**
The Fall 2010 Council Meeting for SPE was held on September 25, 2010, in Southbury, CT. Various committee meetings were conducted the day prior to the Council meeting.

The presentation by Ken Braney focused on the SPE Plan and the society’s efforts to grow membership. Since July 2009, the total membership appears to have stabilized; however, there must be growth in the membership for the society to succeed. To this end, there are various efforts to attract younger people in the plastics industry as well as groups which are not traditionally members of SPE, such as designers. Additionally, the Corporate Affiliate program continues to be promoted. Also mentioned in the President’s presentation are the upcoming Asiatec and Eurotec conferences, which are based on the ANTEC model.

The 2011-2012 elections were held with the following results:

- **President-Elect:** Jim Griffing
- **Sr Vice-President:** Jon Ratzlaff
- **Vice-President:** Vijay Boolani
- **CCOW Chair:** Dick Cameron

Following the discussion at the ANTEC® Council meetings and this summer’s on-line survey of SPE leadership, Lance Neward discussed the evolution of the Proposed Alternative Operating Model (POAM) into the Strategic Planning Committee. The results of the on-line survey indicate that more than 60% of the respondents think that a change is needed; however, 50% do not think that the proposed model would be effective. Based on this feedback, several subteams of the Strategic Planning Committee were formed:

- **Structural Development Team**
  - **Goal:** Further evaluation of the survey data and reconciliation of the current structure with the proposed model.
- **Financial Factors Team**
  - **Goal:** Propose multiple scenarios for financial resource flow.
- **Leadership 2020**
  - **Goal:** Develop overall strategy, including PAOM.

**2010 Executive Review:**
On December 16, 2010, there was a review of 2010 presented by Susan Oderwald, the Executive Director of SPE. The review covered topics including membership, financial and upcoming conferences.

During 2010, the membership of SPE has remained essentially stable as compared to the decreasing membership seen in the past several years. It is believed that the trend will turnaround and a small gain in membership will be seen in 2011.

Financially, based on the November 30, 2010 balance sheet, the organization is in better financial shape. In part, this is due to the improving membership situation.

The planning for ANTEC® 2011, in Boston, MA, is progressing. The program will be finalized by the end of January with registration opening on February 1. At this point, it appears that there will be approximately 600 papers with an additional 100 presentations and special sessions.

The TopCon schedule is solid for 2011, although it is heavily weighted for the fall. Additionally, in 2011, Eurotec 2011 is planned for Barcelona in November. Projected attendance is about 500. ANTEC® 2012 will be co-located in Orlando with NPE 2012.

**Sandra Davis**
Color & Appearance Division Councilor
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SpectroTechs Color Solutions  
eballthazar@xxxxtx.rr.com

**Chair-Elect:**
Scott Heitzman, 513-681-5950  
Sun Chemical Corporation  
scott.heitzman@xxxsunchemical.com

**Finance Chair:**
James Figaniak, 215-736-1126  
LTL Color Compounders, Inc.  
jim.fignaniak@xxxltlcolor.com

**Immediate Past Chairman:**
Howard Kennedy, 419-253-4297  
Dominion Colour Corporation  
hkennedy@xxxdominioncolour.com

**Councilor:**
Sandra Davis, 302-999-2540  
DuPont  
sandra.p.davis@xxxusa.dupont.com

**Treasurer:**
Bruce Mulholland, 859-525-4756  
Ticona  
bruce.mulholland@xxxticona.com

**Secretary:**
Ann Smeltzer, 412-809-2222  
Lanxess Corporation  
ann.smeltzer@xxxlaxness.com

### DIRECTORS until 2011

- **Sharon Ehr,** 616-494-7577  
  Uniform Color  
  seh@xxxuniformcolor.com

- **Steve Esker,** 614-679-4677  
  Paramount Colors, Inc.  
  stevesker@xxxhotmail.com

- **Steve Goldstein,** 704-996-6781  
  BASF  
  steven.goldstein@xxxBASF.com

- **Jamie Przybylski,** 419-559-2459  
  Terra Community College  
  jprzybylski@xxxterra.edu

- **Betty Puckerin,** 812-466-9828  
  Ampacet Corporation  
  Betty.puckerin@xxxa Ampacet.com

- **Austin Reid,** 228-255-2362  
  DuPont  
  Austin.h.reid-jr@xxxusa.dupont.com

- **Larry Nitardy,** 423-312-3439  
  ComAssist, LLC Len Associates, dba  
  Nitardy@xxx Faul.com

- **Mark Tyler,** 330-239-3067  
  A. Schulman Invision, Inc.  
  mark_tyler@xxxaschulman.com

### DIRECTORS until 2012

- **Alan Bodi,** 419-356-7308  
  PolyOne  
  Alan.Bodi@xxxPolyone.com

- **Hal Button,** 330-535-2100  
  Akrochem  
  halbutton@xxxakrochem.com

- **Robert Charvat,** 513-248-8044  
  Charvat and Associates, Inc.  
  rcharvat@xxxmsn.com

- **Jeff Drusda,** 570-668-8321  
  Silberline Manufacturing Co., Inc.  
  drusdaj@xxxsilberline.com

- **Jack Ladson,** 215-369-5005  
  Color Science Consultancy  
  jack.ladson@xxxverizon.net

- **Frank Lavieri,** 401-461-4100  
  Lansco Colors  
  Frank@xxxPigments.com

- **Bruce Mulholland,** 859-525-4756  
  Ticona  
  bruce.mulholland@xxxticona.com

- **George Rangos,** 724-229-5371  
  Ferro Corporation  
  rangosg@xxxferro.com

- **Sharyl Reid,** 864-968-2426  
  A. Schulman Inc.  
  sharyl_reid@xxxus.aschulman.com

### DIRECTORS until 2013

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  EMD Chemicals  
  Scott.Aumann@xxxemdchemicals.com

- **Doreen Becker,** 914-772-5580  
  Americhem Corporation  
  dbecker@xxxAmerichem.com

- **Paul Bykowski,** 219-331-6981  
  Finos, LLC  
  pbkyowski@xxxusa.dupont.com

- **Brenda Mullins,** 904-540-0880  
  Nubiola, USA  
  b.mullins@xxxnubiola.com

- **Tracy Phillips,** 770-995-0887  
  Uniform Color  
  tiphillips@xxxuniformcolor.com

- **Tom Rachal,** 405-775-5014  
  Tronox LLC  
  thomas.rachal@xxxtronox.com

- **Roger Reinicker,** 302-992-1252  
  BASF Corporation  
  roger.reinicker@xxxbsaf.com

- **Johnny Suthers,** 423-229-3263  
  Eastman Chemical Company  
  jsuthers@xxxeastman.com

- **Brian West,** 865-425-2113  
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  bwest@xxxticona.com

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**SPE Headquarters:**  
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**ACE Chair Roberto Todesco**  
r.todesco@xxxinternational.com

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210 Lancaster Street  
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