



# THE Herald

ERA POLYMERS NEWS BULLETIN

ISSUE

#51

INSIDE THIS  
EDITION

#51

LESSONS FROM LIFE # 32

## ▶ A SON HONOURING HIS FATHER

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## POLYURETHANE MANUFACTURERS ASSOCIATION AWARD TO GEORGE PAPAMANUEL

Hi everyone. My name is Alex Papamanuel.

I'm here to introduce my father George, as a recipient of the PMA lifetime achievement award, that includes recognition of his more than 50 years' service to the polyurethane industry.

Firstly, apologies from another PMA lifetime achievement recipient, Andy Clock, who couldn't be here today. Andy and my dad met way back in the 80's, when they were both working at Uniroyal. It's a friendship that's lasted an incredible amount of time and also lead to Andy working with the Era USA team the last few years. I know he was looking forward to giving his introduction tonight to my father, so apologies again that he can't be here to do that.

Whilst my father, Andy, and many other of the old Uniroyal team go way back to the early 1980's, my earliest memories of polyurethane go back to 1986, when my parents began Era Polymers.



I was an 8 year old at the time. 1986 is when I recall our home garage being taken over, with a makeshift laboratory, and my dad mixing away all sorts of things down there. Hand mixing up pails of prepolymer at night, that he went on to sell during the day. It's amazing to think that Era began selling one pail at a time, but it's a testament to my dad's energy, personality, knowledge, and customer relationships, that Era started like this, growing into the company it is today.

(Continued on page 2)



(Continued from page 1)

Thinking back as an 8 year old in the school playground you would often talk about what your parents did for work. Other kids had it easy. Their parents were teachers, or builders, or accountants, or plumbers, or lawyers. All jobs or professions that are easily understood. Lots of people here though, know how difficult it is to explain to friends and strangers, what a polyurethane is.



The easiest my dad taught me as an 8 year old was skateboard wheels. Pretty cool to tell your friends that the stuff your parents make, produces the wheels on their skateboard.

The next best thing was theme parks. Yes, my dad was one of those polyurethane guys. The type that walks through a theme park with his family, excitedly pointing out the elastomer roller coaster wheels, the soft integral skin polyurethane foam seats and arm rests, and tapping his fingernails on all the themed surfaces, to see if they're real, or just a layer of polyurethane, sprayed onto carved polystyrene, and painted to look like any surface imaginable.

They were fun times.

I'm glad my dad has lived and breathed the polyurethane industry his whole life. His enthusiasm for it is infectious, as many of you will know. His passion for the polyurethane industry, is still as strong as ever. He could talk about it all day...and most days he does. Then just when you think he's talked about it enough, like here at the PMA, he will meet a stranger in the elevator back to his room and just relish the challenge of having 20 seconds to tell that stranger about what we do, and how polyurethanes are all around us.

Growing up in a polyurethane family, I've seen my parents live and breathe PU. It's brushed off on the rest of the family also, including me, my wife, my sister and my brother in law, who are all part of Era.

None of us were ever forced to join the family business...but we all did, because it felt like polyurethane was just a part of our lives....and I know we're all happier, for joining the business, and my parents, on this journey.

Polyurethane is an industry that allows your business to be as big, or small, as you like. It allows you to see the world and understand how closely related the cast polyurethane industry is, whether you're in the USA, Australia, or any other country in the world.

My dad is probably the best travelled person I know. He's visited an unbelievable number of countries, all in the quest of teaching people how to process cast polyurethane. He leaves every country with new friends, and hopefully some new orders at the same time.

The USA though, has always been his favourite. Many of his long-term polyurethane friends are from the US, and so many of them are here tonight.

His love in particular for the USA cast elastomer industry, and the PMA organisation, is something that's so important to him. His lifelong wish to have a US based business and production plant, was realised a few years ago, and now our production plant in Stanley, North Carolina, close to Charlotte, is like a home away from home.

Thank you to the PMA board, and members, for this recognition of my father's lifelong service to the cast polyurethane industry. And on that note, I will hand over to my father, to graciously accepted this award\*.

*Alex Papamanuel*, MAY 2025

(\*Turn to page 8 for George Papamanuel's Acceptance Speech)

## PMA 2025 CELEBRATION DINNER WITH FRIENDS





# CYCLE OF LIFE

## ALEX PAPAMANUEL



**Peaks Challenge** isn't just a ride—it's the ultimate test of grit, endurance, and pure determination. Once you take it on, you're hooked—forever chasing the thrill of the next climb. So, who has what it takes to conquer the up? ALEX PAPAMANUEL of course!

This is no ordinary ride. **Peaks Challenge** is a beast—235km of punishing terrain, 4,000+ metres of leg-burning elevation, and **just 13 hours to crush it.**

Alex completed it in just over **11 hours!** AND what's more?  
He was in a climbing mode of nearly **4 hours!**  
He had been training for months...and has lost 10 kg to get there .

So, its Moussaka, Manestra with pork, and lotsa lamb... to put the weight back on. And what did he get for this Herculean marathon...a JERSEY. A JERSEY !

The **FINISHER'S JERSEY?** It's not just fabric—it's a badge of honour! Only those who've danced with the pain, screamed up the climbs, and silenced every voice telling them to quit can wear it. It means you pushed beyond pain, stared down the suffering, and came out the other side triumphant. It's not just earned—it's **conquered.** ALEX, a true inspiration.

This was Alex's mountain stage.  
**CONGRATULATIONS !**

200	Medium
	<b>PEAKS CHALLENGE</b>
	FALLS CREEK
	ALEX PAPAMANUEL
Overall	11:16:31
Tawonga	32:47
Hotham	1:56:31
Falls Creek	2:19:39
Climbing	4:48:57
Well done and thank you for riding Peaks Challenge 2025	



# ANZAC DAY 2025

ANZAC Day is a time to acknowledge those who have died in service for our nations. To reflect on how that service and sacrifice has contributed to what and who we are as nations today — that is, to understand its impact and learn from it. **We will remember them. Lest We Forget**



# EASTER 2025

During this Easter Season, we at Era Polymers as well as all our staff worldwide, wish to express our sincere gratitude for your continued support and loyalty.

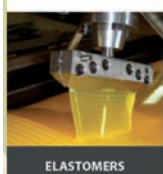
This season reminds us of the beauty of new beginnings, hope and faith.

We hope this Easter brought you and your loved ones joy, peace and renewed strength to face life's challenges. Let us all continue to spread kindness and love to those around us.

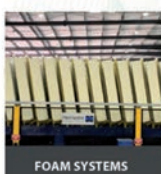


Australian Owned: State-of-the-art manufacturing facilities

Era Operates Six Business Units:



ELASTOMERS



FOAM SYSTEMS



MEMBRANES & COATINGS



Australia's Largest Independent Polyurethane Systems House

- Personnel: >200
- ISO 9001 Certified
- NATA Accredited
- Physical Testing Laboratory



DISPENSING MACHINERY



TRADING



TOLL MANUFACTURING

WORDS OF WISDOM FOR THE NOVICE ADVENTURER



"I WOULDN'T DRINK THAT POTION, IF I WERE YOU"



"NEVER READ FROM SINISTER ANCIENT TEXTS"



"DON'T OPEN THAT BEFORE CHECKING FOR TRAPS"

# ERA POLYMERS USA

[www.erapolymersusa.com](http://www.erapolymersusa.com)

## CONGRATULATIONS AUTUMN WAITE

At **Era Polymers USA**, we firmly believe in our Mission Statement “**Business is People doing business with People.**” People being at the heart of our company. Whether those “People” be our customers, workforce, or community members our commitment to helping others achieve their goals remains unwavering.

This year, we are delighted to announce our sponsorship of the Eisenhower Knights Youth Wrestling Team—a decision that embodies our core values and highlights our commitment to making a meaningful impact in the communities we are a part of.

The Knights Wrestling Team provides an opportunity for aspiring young wrestlers to learn and compete, while also acquiring essential life skills. Wrestling, as a sport, is not merely about competition; it instills lessons of perseverance, resilience, and the importance of hard work—principles that translate into success no matter what the chosen endeavor.

Our sponsorship assists in ensuring the athletes have access to the necessary resources to thrive both on and off the mat.

The Knights competed in the Great Lakes Elementary Wrestling League (EWL) for the first time in several years.

The league consists of 3 meets between the 16-team field culminating with a Championship tournament.

The Knights battled in the middle of the pack finishing in 9th place overall. They were able to crown two champions on the day **Autumn Waite (Girls 71-75lbs)** and **Hunter Vanderhoof (12 & Under 81-85 lbs)**.

Finishing one win shy with runner-up positions were **Leyton Curtis (10 & Under 71-713lbs)** and **Madelyn Ferrie (Girls 95-106lbs)**. While **Clayton Dyke (10& Under 92-101lbs)** secured third place with **Evan Huck (12 & Under 116-122lbs)** and **Mason Lauger (12 & Under 149-168lbs)** finishing the day fourth.

The season then turned to post season and a chance to compete in the 61st Pennsylvania Junior Wrestling State Championship.

Of the 8 wrestlers competing, 5 were able to punch their tickets to the State Tournament. Pacing the Knights on the day with the **lone championship was Autumn Waite (Girls 10U 78lbs)**.

Finishing with 2nd place medals were **Hunter Vanderhoof (12U 85lbs)** and **Evan Huck (12U 125lbs)**. While **Owen Ash** and **Zain Woodburn** claimed the final transfer spot with 3rd place finishes.

The Championship Tournament will be held in Harrisburg Pennsylvania, March 21-22nd.

Together, let us continue to champion community development and inspire the next generation of leaders, athletes, and change-makers. United in our efforts, we look forward to cheering on the Knights as they take the mat! Go Knights!!

~ Paul Waite, Era Polymers LLC



## DUOTHANE 2-POT POLYURETHANE

A premium two-component, transparent polyurethane system engineered for superior flow and ease of application - outperforming traditional single-pack finishes.

- Ideal for all timber species and particle board
- Exceptional UV resistance for lasting gloss & clarity
- Maintains natural timber character with a durable, high-gloss finish
- Compatible with TIMBERSEAL, SILVERSEAL, and MONOTHANE systems
- Fast-drying option available with DUOTHANE FAST A + PART B

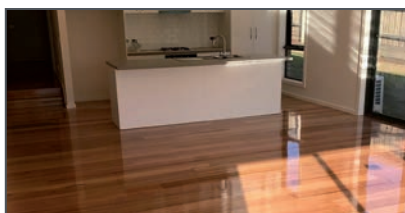
Note: Not suitable for cork floors - use TIMBERSEAL as your sealer coat.

**Professional-grade performance.  
Superior durability. Trusted results.**

For more information on this or our other products call:  
**Adrian Silva:** Mobile - 0412 818 817  
**Simon Lavis:** Mobile - 0423 797 316  
or our office: Tel: +612 9666 3888

## URETHANE COATINGS

POLYURETHANE SPECIALISTS SINCE 1979



Appearance	Transparent Liquid with mild aromatic odour.
Mixing ratio	1:1
Pot Life @ 25°C & 50% R.H. (Hours)	0.75
Colour	Pale Straw
Drying Time (hours) @ 25°C & 50% R.H.	Reduced temperature and/or increased humidity will slow drying (extend each drying phase).
Dust Free	0.50
Tack Free	1.50
Print Free	4.00
Hard Dry	6.00
Reflectance (%)	97 - 100
Viscosity @ 25°C (seconds)	28 - 30
Solid Content (%)	46 (±1)
Wet film per coat (mm)	0.100
Dry film per coat (mm)	0.046
Solubility	Not Soluble in Water.
Specific gravity (H2O = 1):	0.995
Sanding & Recoat @ 25°C & 50% R.H. (Hours)	4.0 - 6.0
Sanding properties	Excellent
Coverage (m²/Litre)	10
Full cure (Days)	7
Shelf life (Months)	12



### DUOTHANE PART A mixed with DUOTHANE PART B



# PU TECH 2025 - ERA POLYMERS IN INDIA

7<sup>th</sup> EDITION: 09 - 11 April 2025 at the India Expo Centre, Greater Noida.

As a global leader in polyurethane systems and materials, we recently showcased our extensive and innovative product range at the 7<sup>th</sup> edition PU TECH India 2025 Exhibition (organised by the IPUA - Indian Polyurethane Association) held at the India Expo Centre, Greater Noida, India.

The event took place from 09<sup>th</sup>-11<sup>th</sup> April 2025, bringing together industry experts, manufacturers, and suppliers to exhibit the latest developments and trends in polyurethane technology.

Our team of experts, **Era Polymers'** Managing Director George Papamanuel, Tony Hatzikiriakos, Daniel Turkovic and Krishnendu Ghosh engaged with attendees, discussing the **Erapol** product range and the many uses for them. **Era Polymers** displayed and discussed their vast line of polyurethane systems and materials designed for various applications in industries such as construction, automotive, footwear, and insulation.

**Era Polymers** sees India as a key market for their polyurethane products and solutions, and is committed to providing local customers with the highest quality and most innovative products available.

Overall, **Era Polymers'** success at the PU TECH India 2025 Exhibition is a testament to their dedication to providing the polyurethane industry with cutting-edge solutions that meet the evolving needs of customers. Due to the overwhelming positive response received at the PU TECH India 2025 Exhibition, **Era Polymers** has announced that they will be returning to the event in 2027 - this is sure to be highly anticipated by industry professionals and customers alike.



PU Tech India 2025! What an incredible few days it's been at PU TECH India 2025! This year's theme, "Polyurethane" truly came to life at the Era Polymers stand.

We were thrilled to welcome visitors from across the globe, with George Papamanuel, Tony Hatzikiriakos, Krishnendu Ghosh and Daniel Turkovic proudly representing the Era spirit. Their polyurethane expertise and warm hospitality made our booth a hub of innovation, insight, and great conversations!

A special shout-out to Mr. Hemanshu Thakker of Chemex, our dedicated distributor in India, for being there every step of the way—ready to answer any questions and connect with customers across the region.

From new connections to exciting opportunities, PU TECH 2025 was truly a celebration of collaboration and creativity in polyurethane.

We're already counting down the days until the 8<sup>th</sup> Edition of PU TECH India in 2027. See you there!



## ERA POLYMERS: 39 YEARS AND STILL GOING STRONGER!

### Celebrating 39 Years of Era Polymers

From modest beginnings to a global presence in polyurethane chemistry, today we celebrate **Era Polymers**—a company forged through passion, resilience, and a deep commitment to people.

Founded by George and Tina Papamanuel, Era Polymers has evolved over nearly four decades into a recognised leader in Excellence in Polyurethane Chemistry. Their bold vision, entrepreneurial spirit, and unwavering belief in doing things differently have shaped not only a thriving business, but a unique company culture.

At its core is a guiding principle that has stood the test of time:

#### **Business is People doing Business with People.**

This people-first philosophy has built strong, enduring relationships—with team members, customers, suppliers, and partners—and fostered a workplace where innovation and integrity go hand in hand.

As we celebrate this 39-year milestone, we honour the journey so far—and as we often say:

**“Life is a journey... and we have only just begun.”**

With new opportunities on the horizon and a bright future ahead in polyurethane, the next chapter of Era Polymers is poised to be its most exciting yet.

To everyone who has shared in this incredible journey—thank you.



Here's to what comes next: more chemistry, more camaraderie, and continued success!

### ERA POLYMERS Era Polymers

**Era Polymers** proudly manufactures across four countries—Australia, New Zealand, the USA, and South Africa. At each of these locations, we're committed to supporting local suppliers. It's a simple but powerful philosophy: manufacturers helping manufacturers, through local collaboration and product innovation.

In much the same way, Australia's three largest hot water system manufacturers—Dux, Rheem, and Rinnai—have consistently backed the local industry, including the Australian polyurethane foam sector.



### ERA POLYMERS FOAMS FOR INSULATION [www.erapol.com.au](http://www.erapol.com.au)

That's why we stand behind their joint initiative to form the AWHM (Australian Water Heating Manufacturers): <https://keepourhotwaterflowing.org.au/>  
As fellow Australian manufacturers, we understand the challenges of competing on a global stage. And yet, these three companies continue to invest in local production, delivering hot water systems that are not only designed in Australia, but built to thrive in our unique conditions. We salute their commitment to keeping the hot water flowing—locally made, and proudly Australian.



**“There are no secrets to success. It is the result of preparation, hard work, and learning from failure.”**

~COLIN POWELL



## TECHNICAL SALES: VICTORIA, SOUTH AUSTRALIA & WESTERN AUSTRALIA

**Connor O'Sullivan**  
Technical Sales

*Excellence in Polyurethane Chemistry*

**ERA POLYMERS PTY LTD**  
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VIC 3175 Australia  
Telephone: +61 (0) 3 9584 3966  
Facsimile: +61 (0) 3 9583 9979  
Mobile +61 (0) 451 511 274  
Email: [connor@erapol.com.au](mailto:connor@erapol.com.au)  
Website: [www.erapol.com.au](http://www.erapol.com.au)



### Meet Connor O'Sullivan – Technical Sales Representative at Era Polymers, Dandenong, MELBOURNE

Based out of Era Polymers' Dandenong office in Melbourne, Connor O'Sullivan brings a strong engineering background and a passion for polyurethane innovation to his role in Technical Sales. Servicing Victoria, South Australia, and Western Australia, Connor is a trusted partner to customers across a wide range of industries, providing tailored polyurethane solutions backed by Era's decades of experience.

Whether you're seeking high-performance elastomers, durable binders, or advanced spray systems, Connor is here to help. He frequently travels interstate—approximately every 6 to 8 weeks—and is always happy to visit customers on-site to provide hands-on technical support and recommendations.

All products are backed by testing capabilities in Era Polymers' laboratories, ensuring quality, performance, and peace of mind.

#### Areas of Expertise:

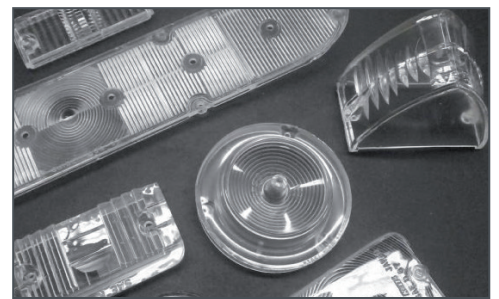
Connor supports customers across multiple industries and applications, including:

- Mining
- Building / Construction
- Food Industry Applications
- Seals / Gaskets
- Wheels & Rollers
- Oil, Chemical & Marine Environments
- The Movie Industry (Props / Moulding Applications)
- Pipe-lining Solutions

#### Product Highlights:

Connor specialises in a wide range of innovative polyurethane systems, including:

- Elastomer PU (Hot Cast / Cold Cast)
- PU Binders (for Stone and Rubber applications)
- Spray PU Systems
- 1K Blocked Series (Solvent resistant, durable coatings)
- Optically Clear Polyurethane (ideal for high-clarity applications)



**For tailored support and expert advice on how Era Polymers' products can meet your needs, give Connor a call on 0451 511 274.**

**URETHANE**  
COATINGS  
POLYURETHANE SPECIALISTS SINCE 1979

**SIMON LAVIS**   **ADRIAN SILVA**   **DAVID PU**   **DAVID GREAD**

**FORCE TO BE RECKONED WITH**

**POLYURE**  
INNOVATIVE COATING SYSTEMS

**MEET THE TEAM FOR ALL YOUR TIMBER COATING NEEDS**

**URETHANE**  
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**David Gread**  
National Sales Manager  
Coatings Division  
Specialises in all Polyurethane Products. His expertise is in all types of urethane Coatings and Polyurethane's related testing equipment.

**Adrian Silva**  
Area Manager  
Coatings Division  
(NSW & QLD)  
His expertise helps to provide the correct solution and service across these regions.

**Simon Lavis**  
Area Manager  
Coatings Division  
(Vic & Tas)  
With his experience in maintenance and waterproofing, he's the go-to for all things in charge of Era Polymers.

**David Pu**  
Business Manager  
Waterproofing Division  
With his expertise in maintenance and waterproofing, he's the go-to for all things in charge of Era Polymers.

**"You can have results or excuses. Not both."**

—ARNOLD SCHWARZENEGGER



# GEORGE PAPAMANUEL: LIFETIME ACHIEVEMENT AWARD

(Speech: PMA AWARDS NIGHT 2025)

Ladies and Gentlemen,  
Good evening.

I would first like to thank the PMA Board for this award ... I am honoured, and truly humbled, to accept this award...

I never thought when I started my urethane journey, that I would still be here, 53 years later, on this very special night, to tell my story. Ah that's the rub about tonight speech...

My family said that I should get up, say a polite thank you, and then quickly sit down... they know that when I start, I start to ramble. Paul and Sara Waite happened to be in my office, in Sydney when we discussed this, and Paul said:

**"Nah George, take 20 minutes, you deserve, your 20 minutes of fame".**

So, you can blame Paul, for what I am reading tonight!

I thought that, IF, I TALK about my URETHANE LIFE there would be no middle, and probably no end.

SO, I decided to write it down.

Let me begin by telling you some stories, which highlight this journey, and which are important to me...

**FIRSTLY, FOUR STORIES from my first job at Escon Chemicals.**

I applied for a job as a URETHANE CHEMIST in December 1971.

**Escon Chemicals, by the way, had two divisions, a saturated and unsaturated polyester resins division ... and a Urethane System business. I was employed as a Urethane Chemist**

**1...** On my very first day, on February 14th, 1972, my brand new URETHANE boss, Frank Benson, said to me, **OR SO I THOUGHT THAT HE SAID TO ME**, weigh these two chemicals at a ratio of 1/1, mix them for 10 seconds, **MEASURE THE TEMPERATURE**, and check the cream time, gel time and tack free time. So, I weighed the two together, mixed them for 10 seconds, **stuck a thermometer in the cup...** and you can imagine what happens when you react a SPRAY SYSTEM together!

Yep, I lost the thermometer.

I broke the one and only thermometer in the lab, on my very first, urethane reaction, on my very first day!

THAT led me to come up with the saying, which I have been lecturing all my employees, for the last 39 years:

**WHEN YOU THINK THAT YOU HAVE THE PICTURE, ASK ONE MORE QUESTION.**

What Frank had told me, and I was too nervous to ask him, to repeat it, was ...

**CHECK the temperature of the chemicals, BEFORE, you mix them together.**

**2...** The second story is taken from a lab book, that I have, which FRANK gave me, when Escon shut down (and I had long departed to greener pastures at UNIROYAL) ...

I asked him for all my lab books, **but that's the only one that he gave me...the "PILOT BATHCHES" book.**

Even as late as a month ago, I asked his Wife NERYL, (Frank has, by the way, at 94 years of age... dementia) ... for the rest of the books. She said that they threw them out, after he sold his business... bummer!

This is a page from that lab book.



So, the back story, for this page is ...

In 1972, we sold a MOCA based, Integral Skin system.

So, one of my jobs, was to scoop out the Moca, with a saucepan, out of a very dusty DUPONT, MOCA barrel.

Weigh it, into a plastic bucket, and toss the Moca into a heated polyol, and slosh it around until the Moca dissolved.

Cool the mixture, then and add the herbs and spices.

I did that, every couple of months for about 2 years... NO gloves, NO mask, NO EXTRACTION SYSTEM, NO, Tyvek suit.

AND most importantly ... NO bladder cancer, after 53 years.

I then developed a 1,4 Butane Diol based system ... long before the DRUG LORDS would discover BDO ... and re-christen it, as "BUTE" BUT THAT, is a whole different story, for another day.

**3...** The third story, concerns my lab books at Escon ... I had 5-6 Lab books...

This was WAY BEFORE computers, right?!

I had multiple lab books "R" for Rigids, a "HR" for High Resilience, Flexible foams, And "E" for Elastomers etc.

So, as I developed formulations, I would give them a name, BASED ON THE PAGE NUMBER in one of the relevant books.

SO, I had developed "R76", HR100 etc.

Why is this significant?



Well, my second job was at UNIROYAL... I'll come to that later. Sometime in 1982-1983, the then leader of the Vibrathane group, AL HOODBHOY, did a deal to buy DUPONT's ADIPRENE business.

During the handover, one night at dinner, I was fortunate enough, to sit next to BILL ROMAN.

He was MR. ADIPRENE and then some... he knew LOTSA stuff about the development of Adiprene...

So, I asked Bill a couple of questions: e.g. "Bill, I can imagine that the "L" in L100, L167 etc. means LIQUID.

Where did the numbers come from?"

**"Page numbers in a lab book"**, Bill replied.

There you go, I had the same system at Escon Chemicals, way before I met Bill...

Nice one.

The second question was:

"WHY did the original Dupont Adiprene, say in their literature "LIGHT AMBER".

HOW did you get that colour for prepolymers?"

(At Escon, in a fit of disillusion of grandeur, when Dupont had the whole market to themselves in Australia, way before Vibrathane appeared "Down Under" ... we tried to crack into the market.)

I cooked a couple of batches in the lab, BUT my product was ALMOST WATER WHITE.

((My product by the way was a Caprolactone / TDI system. I think that way back then we were the first company in Oz, to use the original LAPORTE, "CAPA"))).

The customer wouldn't even try my system, so we gave up...

DUPONT was just too strong.



# PMA - HONOUR ROLL

The prepolymer, they insisted, had to be LIGHT AMBER.

I could never figure out how they made it "LIGHT AMBER" ... I thought that it contained some secret, "herbs and spices"!!

Bill told me, how.

It would take too long to tell THAT story, as to why the original Adiprene, was light amber ...SO, I'll leave it for another day.

4... At Escon, I made Chief Chemist, of the whole laboratory group, when I was about 26...

The total lab group was about 12 people, including R and D, Tech Service and QC.

I had started at 22.

At 26, when you get that sort of promotion, you think that you're invincible...

You become cocky, i.e. full of yourself.

You can take on the world .... OR you think that you can.

Then when I was about 28 my Technical Manager boss, KEVEN WATT, said to me:

"George, you are doing a fantastic job. I'm 45, when I retire at 65... you can have my job".

GEE, I thought ... nearly 20 years, for my next promotion. That gave me itchy feet.

So, when I turned 30, I saw this job advertised.



**SO, MY SECOND JOB WAS WITH UNIROYAL, AS A SALES MANAGER, in 1980,** initially, for Australia, and eventually, I had responsibility for South East Asia and Japan.

I was in awe of my new job...

I had joined a **team of giants, a FAMILY TEAM** of giants, within a multinational corporation. Guys like Al Hoodbhoy, Ed Hagen, Ajaib Singh, Naureen Stone, RON ROSENBERG, RON FUEST, VINCE GAJEWSKI, ANDY CLOCK, John Swanson... and many, many more exceptional people. It was a formidable team, of highly intelligent, highly motivated .... professionals.

A VERY LARGE **team** of pros, which will probably, never again, be replicated.

The person that I was in TOTAL awe of, was **AL HOODBHOY** ...

He had risen from a humble bench chemist position, just like me, and eventually became Business Manager for the Vibrathane Group, and eventually, added the Adiprene business to it... He helped create, and LEAD, this extraordinary group of people.

Sadly, I asked a couple of years ago, a young **ex Chemtura person**, have they ever heard his name. "**NAH, who's Al Hoodbhoy?**".

His name and accomplishment was, no more... sad.

What floored me, is that they still knew MY name, in not, such a good light ... so many decades later.

My name was still being whispered in the corridors of Naugatuck ...and not in a good way.

**THAT IS WHY I HAVE INCLUDED THE NEXT PART OF THIS JOURNEY...to set the story straight.**

**SO, BACK TO THE STORY...**

My boss in Australia was BILL McLAUGHLIN...

He fine-tuned me, into thinking, and behaving, like a businessman.

I was in heaven with Bill as my boss, I was in awe of his business skills ... and being a part of this exceptional ADIPRENE / VIBRATHANE group.

BUT sometimes all good things sometimes, come to an end.

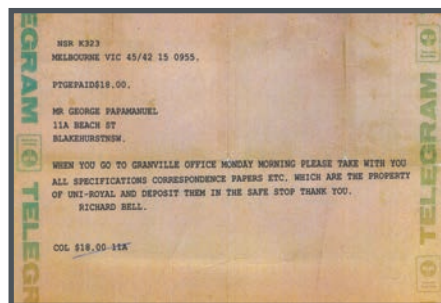
Bill left Australia, for greener UNIROYAL pastures to Hong Kong, around 1984.

My new boss was RICHARD BELL ...

A year later, I walked out the door... as he wanted.

I got home on Saturday, from my last trip to Naugatuck.

Tina was in tears as she showed me this Telex What does Telex tell you?



Richard Bell wanted me to resign on Monday. I did. Going for your next job, doesn't look too good, IF you have been fired ...so I resigned... to

have a clean bill of health.

My time at Uniroyal had ended in tears...

After 5 glorious years at Uniroyal, with the last year, being a job from hell, under Richard Bell ...I resigned.

TINA, AND, I then started Era Polymers, In APRIL 1986.

**And WE, eventually took Uniroyal to court ... The Financial Review is a NATIONAL Newspaper.**

So, our court case even made the national newspapers.



I don't know whether you know, but under the English system of law, the company doing the suing, is called the PLAINTIFF.

The one being sued, is called the DEFENDANT.

We, were the PLAINTIFF.

The court case, lasted about a year ...

It was a depressing time... our whole company was TWO people, Tina and me.

During one of those depressing meetings with our BARRISTER, John Ireland to discuss the court case ... I asked the question...

WHY, why is it taking so long?

Why, so much money that we didn't have (we had mortgaged our house as much as we could)?



So, John pointed me to this cartoon on his wall.

THIS, he said, is litigation... two "farmers" are fighting over the "COW "... and the lawyers are "MILKING IT"

**(APOLOGIES, DON)**

"WHEN, the "MILK" starts to run dry... the battle will settle." John said.

(continued next page)

## POLYURETHANE MANUFACTURERS ASSOCIATION AWARD TO GEORGE PAPAMANUEL

IT DID.

It cost us \$180,000...way back then.

Uniroyal spent about \$1million defending themselves.

For a while our case was studied in Law Schools in Sydney Universities...It was an unusual case... of a very small David, taking on a very large Goliath.

By the way, during those very dark 12 months of this massive court battle ...

ONE, of my Uniroyal brethren, stood by me, to the very end ... **ANDY CLOCK**.

A friendship that we still both treasure .... today.

### So why did we start Era Polymers?

I had left Uniroyal with NO job. We had a very young family, and we had little income.

So, I did odd jobs to bring money in.

TINA had become the primary bread winner.

So, every night, after the children, ALEX and NIKI, went to bed, for about a week or so, Tina would try and convince me, to start our own business... She understood I was urethanes, through and through ...

That's all I knew, that's all I wanted to know.

So, I, on the last night, FINALLY agreed, to start our own company .... she had worn me down ... We went to bed around midnight ... And I fell asleep around 3 am ...

In those waking hours I worked out a plan...a plan which still exists today.

I felt like a HARI SELDON, in Isaac Asimov's "FOUNDATION TRILOGY" ... He worked a plan, for the Empire, for the next 1000 years.

Mine was, more modest ... maybe if we survived the next 20-30 years, I would be happy ...

### SO, HOW TO START?

I reached out to a friend in AMERICA called **BILL PENTZ**. He worked for QO Chemicals (Quaker Oats). He gave me some starting formulations on **TELEX**. I knew how to make prepolymers... I learnt THAT craft, at Escon.

I showed the telexes to Schenectady Chemicals ... they checked with their lawyers ... AND we were good to go.

That was the problem by the way ...i.e. when Uniroyal took over the Adiprene business, to add to their Vibrathane business...The floodgates opened up ... BOTH Dupont with their TERATHANE PTMEG business, and QO Chemicals with their POLYMEG business... would hand out formulations, to anybody and everybody, who would dare to ask.

Some classic America elastomer companies took up their offer and started to make their own

prepolymers...and still do so, today.

POLYMEG, PTMEG by the way, was derived from CORN COBS... it was yellow in colour.

So, our first prepolymers, were yellow coloured, just like original Adiprene.

SO, NOW, after that very shaky start .... I am proud to say again, that our company just celebrated its 39th birthday on April 12th.

### SO, how did I come up with the name Era Polymers?

I knew that for us to succeed, it was going to be up to TINA... I understand URETHANES. I think that I understand BUSINESS and PEOPLE. I didn't understand MONEY... I still don't. To survive, to prosper... It was going to be up to TINA... She understands, CASH FLOW, she definitely understands money.

SO, My final thought was:

**"What do I call the company?"**

In a fit of stupidity, maybe close to 3 am...

I thought of calling the company... **TINA**

**POLYMERS**. Why not...?

You have Dow, Huntsman, BAULE ... all people's names. Nah... she'd kill me.

SO, my father, a long, long time ago, taught me GREEK MYTHOLOGY...

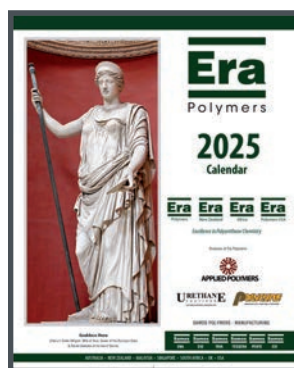
The Ancient Greeks, once upon a time, had their own Religion... ZEUS, and all those other gods on Mount Olympus.

Zeus, the top god, was married ...His wife's name was HERA.

She was born on the same GREEK island as ME... **SAMOS**

So, my wife and I own two companies. **Era Polymers** and **Samos Polymers**.

**Samos** makes the stuff and **Era** sells it. THIS is the Goddess Hera.



The "H", by the way, is silent, in Greek pronunciation. SO, to honour my father, and to subtly honour Tina:

**Era Polymers** it was to be.

AND, would you believe, for 39 years, I've explained time, after time, that we are NOT, E.R.A. Polymers.

We are named after a WOMAN... because ULTIMATELY, our company is run by a woman... In fact, NOW, by many women.

As the Chinese are fond of saying:

**"LIFE IS A LONG JOURNEY, AND WE HAVE ONLY JUST BEGUN"**

**There you go, 53 years, spread over three jobs... NO hint of retirement, and the journey still continues.**

THANK YOU FOR YOUR ATTENTION, AND AGAIN THANK YOU VERY MUCH FOR THIS AWARD.





# PMA - 2025 Annual Meeting: Sandestin Golf & Beach Resort Florida USA

## WHEN THE EXPERTS GET TOGETHER

April, 27 - April 29, 2025

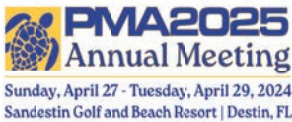
Era Polymers attended the annual PMA (Polyurethane Manufacturers Association) 2025 along with Plant Managers, Design Engineers, Owners, Research & Development Engineers, Foremen, and front-line personnel who handle specific, complex challenges associated with urethane production.

It was a two-day hands-on training opportunity for polyurethane industry professionals designed to



provide an interactive learning atmosphere where we met with fellow industry experts in a casual, yet informative setting.

One organisation connects us to all the best benefits and the best companies in the cast polyurethane industry. That's the PMA, the Polyurethane Manufacturers Association.





## THEORETICAL & PRACTICAL TRAINING COURSE



### 2025 POLYURETHANE TRAINING EVENT



*Excellence in Polyurethane Chemistry*

## 10 FEB – 12 FEB 2025

Led by George Papamanuel, Alex Papamanuel, Dave Weir, Terry Petkovic and Daniel Turkovic along with David Pu and John Diaz, **Era Polymers** successfully held its first Polyurethane Theoretical and Practical Training Course for 2025, welcoming visitors from across South East Asia to Sydney.

Over three dynamic days, participants engaged in insightful lectures, hands-on laboratory demonstrations, and technical discussions covering topics such as the Theory & Application of the Era range of products, Erakote, Troubleshooting, and more.

A highlight of the program was the exclusive tour of the **Samos Ena** and **Samos Dio** facilities in St Marys, NSW Australia,

offering attendees a firsthand look at cutting-edge polyurethane manufacturing in action. Beyond the technical sessions, guests had the opportunity to explore Sydney's famous landmarks and even encountered koalas and kangaroos, adding a uniquely Australian experience to their visit.

The training concluded with a special certificate presentation by George Papamanuel, recognising each participant's dedication and achievement. It was an enriching and memorable event, further strengthening Era Polymers' commitment to knowledge sharing and industry excellence.

**Era Polymers - Excellence in Polyurethane Chemistry**



## NEED FOAM? WE'VE GOT YOU COVERED





### JAKUB LISOWSKI

Technical Service Manager  
PIR and Polyols

[www.erapol.com.au](http://www.erapol.com.au)

At Era Polymers' Foams Division, we formulate it all—rigid, flexible, and spray applications! Whether you need foam for cushion seats, mattresses, surfboards, kayaks, metal panels, or the most important of all—insulation.

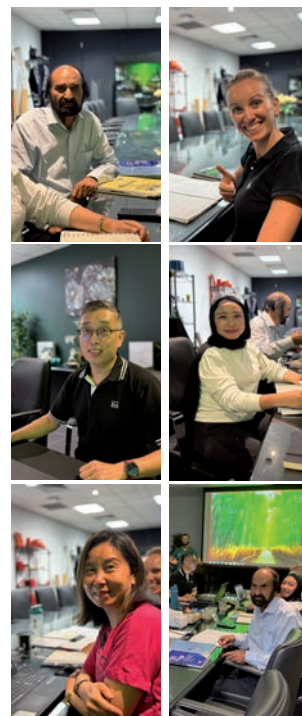
**PU FOAMS:**  
**Stay Warm in Winter,**  
**Stay Cool in Summer!**

We've got the perfect solution for you.

Remember, at Era Polymers, if you can dream it, we can foam it!

**Talk to our Polyurethane Foam experts on +612 9666 3788.**

**Our Team:** Jakub Lisowski, Aish Mohammed, Linda Liu, Ruby Mat Noor, Anna Miklusiak, Robert McLean, Marcel Tondo and David Di





# INTERNATIONAL



# WOMEN'S DAY

**08 March, 2025**

[www.erapol.com.au](http://www.erapol.com.au)








GUESS WHO'S AN AUSSIE NOW?



Jacob Dollolasa

After completing the program, I exited the country and went back again as a permanent resident on November 2017 and leading to this day I officially became a citizen.

There were heaps of challenges, but they were made easier because of awesome people I met along the way. I would like to thank my mates and colleagues who have been part of my Aussie journey!

It was my passion for engineering that led me here in Australia, and as I pledge my loyalty to our beautiful country, I also pledge to continue to contribute to its engineering brain trust in the best way I can.



The 22<sup>nd</sup> March, 2025 marks the special day I became an Australian through a citizenship ceremony held in Rockdale Town Hall conducted by Bayside Council.

Looking back at my journey, I first set my feet down under on the 2nd March 2013. I was one of the grantees of the now defunct Subclass 476 (Skilled Recognised Graduate) visa program which was awarded to recent engineering graduates of select universities across the globe, allowing them to work or study in Australia for 18 months. I gained valuable exposure to Australia's manufacturing industries during those times.

DID YOU KNOW?

October 31, 2000, was the last time all of humanity was on Earth.

Since then, there has always been at least one person in space.

The smell of old books comes from lignin, a compound in paper that's chemically similar to vanilla.

As books age, lignin breaks down and releases vanillin, giving them that nostalgic, slightly sweet scent.

In black and white films, milk was used to simulate rain because water was not visible on camera.

HAPPY ERA BIRTHDAY !  
SPECIAL MENTIONS (JAN-MAR\*)

*Congratulations!*

TONY HATZIKIRIAKOS (ERA HQ)	33 YEARS
TERRY PETKOVIC (ERA HQ)	32 YEARS
SHANNON WILLIAMS (SAMOS)	30 YEARS
MARICA GUBENKO (ERA HQ)	29 YEARS
EMMANUELE CASTRO (SAMOS)	28 YEARS
JOSIP SALOPEK (ERA HQ)	24 YEARS
CRAIG CARTER (SAMOS)	22 YEARS
SAM SULTANA (SAMOS)	21 YEARS
LYNDELL ANDREWS (SAMOS)	20 YEARS
DOMINIC PEARSALL (ERA QLD)	19 YEARS
JOHN DIAZ (ERA HQ)	17 YEARS
SHAKA MADONSELA (ERA SOUTH AFRICA)	15 YEARS
EMILIE DEGOUE (ERA HQ)	14 YEARS
JASON JOHNSON (SAMOS)	14 YEARS
VARUNITA SAMLI (SAMOS)	13 YEARS
AMOS AMOAKO (SAMOS)	12 YEARS
PETER WOODFIELD (ERA HQ)	11 YEARS
ROHAN KANDANEARATCHY (SAMOS)	11 YEARS
RAKESH KRISHNA (SAMOS)	11 YEARS
ANDREW ONGLINGCHUAN (SAMOS)	11 YEARS
NATHAN IAFETA (ERA NZ)	10 YEARS
JACINTHA OWEN (APPLIED POLYMERS)	10 YEARS
KALPESH PATEL (SAMOS)	9 YEARS
DAVID KILLEY (SAMOS)	8 YEARS
LINDA CANN (ERA SOUTH AFRICA)	7 YEARS
RANDALL HARDIN (ERA USA)	7 YEARS
TERMAINE THOMPSON (ERA USA)	7 YEARS
JAKUB LISOWSKI (ERA HQ)	7 YEARS
PATRICK SEKLE (ERA USA)	7 YEARS
DANIEL TURKOVIC (ERA HQ)	6 YEARS
NEIL GIBHARD (ERA SOUTH AFRICA)	6 YEARS
STEVE NATIONS (ERA USA)	6 YEARS
JAMES KONG (ERA HQ)	5 YEARS
LEHLOHONOLO MOLLO (ERA SOUTH AFRICA)	5 YEARS
JAYDEN HAZELTON (SAMOS)	5 YEARS

(\*Staff employed for 5+ years mentioned herein)



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<https://www.linkedin.com/company/era-polymers-pty-ltd/>



High-pressure metering machines are employed for the processing and application of polyurethane foams formulated with new-generation blowing agents. These systems are utilized across a range of industries, including construction, oil and gas, furniture manufacturing, and automotive production.

#### SAIP: SPB 40 Advanced Polyurethane Processing Solutions

SAIP is a leading manufacturer of both high- and low-pressure polyurethane processing and dispensing systems. The company specializes in the design and production of integrated process lines and customized equipment solutions tailored to the specific needs of polyurethane manufacturing operations.

#### SP Series: High-Performance Dispensing Technology

The SP series high-pressure metering machines are engineered with advanced technical features to ensure optimal control, precision, and reliability during operation. Designed for output capacities ranging from 40 to 200 kg/min, these machines offer adjustable component ratio settings from 1:5 to 5:1, allowing flexibility in formulation and processing. Each SP unit incorporates automatic flow rate adjustment for precise component dosing and is controlled by a PLC integrated with an industrial-grade PC. These systems are compatible with a wide range of polyurethane foam formulations, including those based on HCFCs, HFCs, water-blown chemistries (with or without co-blowing agents), and liquid CO<sub>2</sub>.

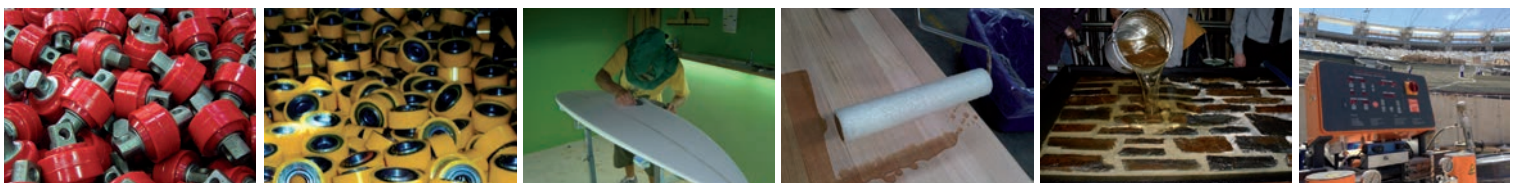
#### SPB Series: Rugged and User-Friendly Design

The SPB series is designed to accommodate diverse production needs, offering a robust mechanical structure combined with an intuitive user interface. These machines provide consistent performance across a variety of operational environments.

#### Key Advantages:

- Simplified maintenance and user-friendly interface
- Reliable operation under diverse production conditions
- Optimized balance of performance, quality, and cost
- High-grade construction materials and components
- Exceptional metering precision, accuracy, and repeatability
- On-head component calibration for enhanced process control
- Superior mixing precision and uniformity
- Advanced component conditioning and thermal regulation

## High-Pressure Polyurethane Metering Systems for Advanced Foam Applications







## FASTASEAL® CLEAR SEALER

### DISCOVER THE VERSATILITY OF POLYCURE'S FASTASEAL CLEAR SEALERS

Polycure's FASTASEAL range of clear sealers is designed to deliver versatile and effective solutions for a wide variety of timber finishing needs. Whether you're working with challenging oily timbers like Brush Box, Tallowwood, and Spotted Gum, or aiming to achieve a flawless foundation for your topcoats, the FASTASEAL range has the perfect product to meet your requirements.

**FASTASEAL 3030 Clear Sealer** is a single-pack, fast-drying sealer that offers exceptional adhesion to all timber species. It is specifically designed to address resin exudation issues in oily timbers like Brush Box, Tallowwood, and Spotted Gum, ensuring a smooth and stable base for further coatings. This sealer is easy to sand and can be used under all Polycure solvent-based, oil-based, or water-based coatings, making it a highly adaptable choice for professionals.

**FASTASEAL 3540 Fill & Seal** is another standout in the range, offering a fast-drying, high-build single-pack solution. It effectively fills and seals the surface, preparing it for topcoats and ensuring a high-quality finish. This product is compatible with all Polycure solvent-based and water-based coatings, making it a reliable and efficient choice for diverse applications.

For those seeking flexibility, **FASTASEAL 3535 Clear Sealer** is a versatile primer that can be used as a single-pack or mixed with Part B Hardener for a two-pack application, depending on project requirements. This sealer is compatible with AQUAPRO, AQUAPRO Stains, DURAPOL, and POLYTHANE coatings, offering a comprehensive solution for both domestic and commercial projects. When mixed with FASTASEAL 3535 Part B Hardener, this sealer can also be applied over previously coated polyurethane and engineered flooring, enhancing its utility and scope. This feature makes it an excellent choice for renovation projects where compatibility with existing finishes is crucial.

Polycure's **FASTASEAL** range is crafted with versatility and performance in mind, ensuring every product delivers excellent results regardless of the timber or coating system. From addressing specific challenges like resin exudation to offering compatibility with a wide array of topcoat systems, FASTASEAL sealers provide the ultimate foundation for beautiful, long-lasting finishes.

Choose Polycure's **FASTASEAL** clear sealers for your next project and experience the difference in quality and performance. Ask for the experts:

**David Gread:** Mobile - 0 412 534 490

**Adrian Silva:** Mobile - 0412 818 817

**Simon Lavis:** Mobile - 0423 797 316  
or **David Pu**



## AQUAPRO 2770

### KEY FEATURES:

- Designed to achieve a uniformly consistent colour with a soft, grain-defining effect.
- Offers a "colour washed" appearance, ideal for pastel tones and a coastal lime wash look.

### AVAILABLE IN:

- A range of pastel colours.
- White, perfect for the popular lime wash style.

### VERSATILITY:

- Suitable for use on all timber species.
- Works best with lighter timber colours, though this is not mandatory.

### APPLICATION:

#### SLOW DRYING TIME:

- Makes application simple.
- Ensures a uniform colour finish.

### METHODS

- Brush.
- Roller.
- Fixed-head applicator.
- Excess is wiped off post-application.

### COMPATABILITY WITH TOP COATS:

- Can be top-coated with the full range of Polycure products.
- For a non-yellowing finish, Aquapro Advanced 2K is the recommended choice.

### SAFETY AND USABILITY:

- Low odour.
- Non-flammable.
- No special precautions required for oily rags.

**David Gread:** Mobile - 0 412 534 490

**Adrian Silva:** Mobile - 0412 818 817

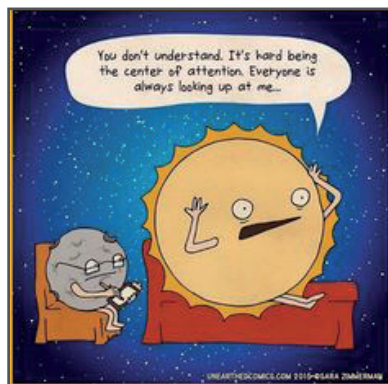
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# THE LIGHTER SIDE

**Era**  
Polymers



## WHAT'S MOVING IN MACHINERY?

IN DEMAND

### MOCA Motion – Precision in Every Pour



#### MOCA Dispensing Systems

Choose the solution that suits your operation best

#### Two Models Available:

##### • Manual System

A straightforward setup where MOCA output is controlled by tank pressure.

- The operator adjusts the internal pressure
- MOCA is dispensed based on the selected pressure level
- Suitable for operations with basic process requirements

##### • Automated System

A precision-controlled system using a Variable Frequency Drive (VFD) and pump.

- The VFD regulates pump speed for consistent flow
- Dispenses MOCA automatically without manual intervention
- Ideal for operations prioritizing consistency, speed, and safety

#### Why Choose the Fully Automated System?

The automated model is the preferred choice for many customers due to its advanced features and efficiency:

- Eliminates operator error
- Speeds up the pouring process

- Automatically activates the agitator to prevent MOCA from burning or darkening
- Includes daily email reports and heat logs for easy monitoring
- Features a user-friendly HMI with a programmable 7-day timer for automatic daily start-up and shut-down



#### Advantages of MOCA Melters:

- Precise control of MOCA temperature ensures that it remains in a liquid state and avoids degradation.
- Safety: Proper handling of a hazardous material by preventing moisture contamination and reducing operator exposure.
- Efficiency: Ensures smooth, continuous, and accurate mixing in the production process.

For more information about this exciting product, please call our Machinery Department:

**Contact:** Josip Salopek

**Tel:** (02) 9666 3788

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OTHER AGENCIES

