

Haysite Marks 50 Years in Business



By Jennifer Sikorski,
CF Editor

CF: How many employees do you have?

PG: Approximately 140.

CF: What is the nature of your business?

PG: Haysite develops and produces thermoset composite materials, and we use several

molding processes—compression molding, injection molding, and also pultrusion—to supply those thermoset products to various industries.

CF: What is your company's background?

PG: Haysite was formed as a division of Hays Manufacturing Company. Hays was a brass foundry that concentrated on making products for the plumbing industry. Haysite was formed as their plastics division, and some of the early products that Haysite manufactured were laminated sheets used for liners for foundry hoppers for the sand castings. Early on in Haysites existence, they also did a little bit of compression molding, small molded parts molding.

Haysite was formed in 1954, so we're in our 50th year. Hays was formed pretty close to the turn of the century. It had been a local company for many years.

CF: How has your company evolved from its beginnings?

PG: The biggest part of the evolution is, as time went on, Haysite began to develop internally new materials to meet new applications. So there was an act of development effort in coming up with new laminate grades, our sheet products, as well as molding compounds. In both cases, pretty much to meet the marketplace demand. Haysite also took on a couple new molding processes. Initially it was all compression molding, but during the late '70s, injection molding and pultrusion were brought on to further

compliment the existing line of products that the company offered its customers.

CF: How did you get started in the industry?

PG: I started here in an inside selling capacity. Over time, I became a product sales manager. I was responsible for our molded parts and molding compounds sales. In the early part of the '90s, I was promoted to a technical



Paul Gacka
President
Haysite
Reinforced
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services position and headed up our engineering and quality and tooling efforts. In the latter part of the '90s, I was promoted to vice president of manufacturing, and I also retained the technical services function. A year ago, I was promoted to president.

CF: Do you face any technical or regulatory obstacles?

PG: We know we're going to be in full compliance with all the regulatory statutes, the MACT statute in particular. I think we're just like everyone else; you're trying to comply without excessive costs, if at all possible. What we're finding early on is that we've actually identified some cost savings that we might incur in meeting compliance. There's definitely some quantifiable savings in converting over to be in compliance, so we think there's some benefits. There's obviously some upfront capital investment to comply, but we think we can get it back over time. So

hopefully we'll continue to see those benefits. There also will be an ongoing cost for the documentation of compliance, and we're also trying to streamline that.

CF: What are your marketing efforts?

PG: Our marketing efforts revolve around three types of applications. We have electrical insulation, we make products also that act as thermobarriers, and we have products that are geared toward corrosion-resistant-type applications. Those are basically the arenas that our sales and marketing people currently pursue, and we've been in those markets for many years, so they're our heartland of activity. Recently, we've begun to market cast epoxy products that serve as a replacement for porcelain in certain types of traditional electrical applications.

CF: What research or developments would you like to see to improve the industry?

PG: I think there are probably many things going on that I'm not specifically aware of, but the area that you hope for continuous research and development would be improvements in fiberglass reinforcement technology. Also, everybody is always looking for more and more economical resins; in our case, in the thermoset polyester resins area.

CF: Where do you see your business in five years?

PG: That's a difficult question, but in general our goal is to be stronger in our existing markets, penetrate new markets, and to remain as a growing and healthy company.

CF

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