

Diamond Envelope Quarterly

Summer 2022

Anniversaries - Retirement

As we celebrate these milestone anniversaries, we have also said goodbye to three employees in the past few months due to their retirements.

•**Genoveva Rodriguez** worked for Diamond Envelope for over 28 years as a 3rd Shift Folding Machine Operator. •**Brandon Chan** was a 2nd Shift Classic Adjuster who could always be found at Diamond during the week and the weekends making the machines run! •**Irma Munoz** has worked for Diamond Envelope for over 20 years as a 2nd Shift Folding Machine Operator.

Their experience and skill can never be replaced. They will be part of the Diamond Envelope Family for ETERNITY. We wish them nothing but the best in retirement, they've earned it!!

2nd Quater Anniversaries

April 2022

Victoria L.	18 Years
David K.	2 Years
Joe S.	1 Year
Yuliana P.	3 Years

May 2022

Guadalupe C.	21 Years
Ryan V.	15 Years
Courtney S.	9 Years

June 2022

Ed C.	37 Years
Edith Q.	23 Years
Lucia S.	15 Years
Sylvia M.	4 Years
Alexandr S.	1 Year
Lee M.	1 Year

What does it really mean to be Sustainable?

Here at Diamond Envelope, it means the responsibility to conserve natural resources and protect global ecosystems to support health and wellbeing, now and in the future. We take that seriously. That is why Diamond Envelope is FSC and SFI Certified. We are Certified to print the FSC and SFI logo on envelopes. Each year Diamond gets Audited on these specific jobs. Customers who require the use of FSC or SFI paper can be confident that Diamond Envelope will follow the Standard for whichever Certification is requested. We have strict procedures that we follow from the estimate request, entering the order and purchasing the specific FSC or SFI paper required. We even make sure the products are kept separate from the other paper we stock on our floor to help maintain the Chain of Custody required for these orders. Please contact your CSR or your Salesperson for more Information.

Bill Forbes



Thanks to our Contributors

AJ Jania	Damon Speciale	Bill Forbes
Susan Foley	John Mikelenas	Serena Taveggia
Kim Dolder	Mike Nicosia	Lee Meier

Letter From the President

Good news, summer is here! My family and I are excited to be enjoying the outdoors, the nice weather that comes with the season, and a break from school. I hope you all are looking forward to adventures with friends and family this summer.

Onto bleaker news, it seems like the supply chain issues are moving into daily life for consumers everywhere. We see it in high gas prices, empty grocery store shelves, and most recently, a baby formula shortage. Unfortunately, envelope lead times are also still affected by these ongoing supply chain issues and labor shortages. We feel fortunate here at Diamond to have a full schedule of work for the foreseeable future, despite the challenges we have seen in the last two years of the COVID-19 Global Pandemic crisis. We are still encouraging our clients and their customers to plan, plan, and plan some more, because we don't see these increasing lead times stopping on a dime.



AJ Jania

Diamond Envelope is doing everything possible to be a valued industry partner. We are streamlining our processes for maximum efficiencies, including daily meetings regarding paper allocation and machine scheduling. Diamond Envelope is proud to be giving 100% every day to hit maximum production numbers and sends a big thank you to our dedicated employees for their service to the envelope industry. We appreciate the countless hours of overtime on weekends and their focus on safety and efficiency to get your product and message delivered. Without our staff, we wouldn't be able to do what we do. We also thank you, our dedicated industry partners, for your continued business and trust through these unprecedented times. We're all in this together!

Please continue to provide opportunities for Diamond Envelope; if we have any availability to help we will jump at the chance!

If you know anyone with any envelope converting or manufacturing equipment for sale, please give them my number, we are excited to expand and are looking for avenues to do so.

Have a great summer and stay healthy!
AJ Jania

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Letter from the CEO

Women Manufacturing-Equal Opportunity

I had the honor and privilege of speaking at the Spring 2022 Envelope Manufacturer's Association (EMA) Meeting in April. I was a part of a dynamic panel discussion regarding equal opportunity, recruiting and mentorship. The panel was a mix of women in leadership roles, within the print, envelope, and paper industries.

Here was some key information from the panel that is worth sharing and the discussions that took place surrounding this information was, as Alan would say, "fantastic".

- Women make up almost half of the U.S. Workforce. Women make up less than 30% of the manufacturing workforce.
- For every 13 companies, 1 is run by a woman
- 21% of C-Suite positions are held by women
- 8.2% of Fortune 500 CEOs are women
- 90% of companies have at least 1 woman in senior management
- Women in senior management roles grew to 31% in 2021.
- Male-dominated industries rely on mentorship for professional and career development more heavily than other industries. Yet, while 63% of women have never had any formal mentor, more than 60% of men have had a CEO or senior executive-level mentor.
- Women, more than men, experience negative outcomes when they display assertive traits, such as competitiveness or dominance. Expressing these traits, including through negotiation, and communicating expertise, hurts women's likability and, as a result, hinders downstream outcomes, such as hireability and promotions.

Additionally, we discussed how starting as early as grade school is necessary to plant the seed for manufacturing opportunities in the future. Educating young women and men on STEM/STEAM careers for the future is extremely valuable in laying the foundation to keep America manufacturing.

It's important to highlight the key action items to recruit and retain women:

- Communicate openly – about gaps and strategies to make improvements
- Design workplaces and policies with all people in mind
- Establish mentoring/sponsorship and leadership development programs
- Think about the pipeline – apprenticeships, education
- INCLUSION is KEY!

In closing, I'll leave you with my favorite quote, as I did the audience: "There's a special place in hell for women that don't help other women." -Madeleine Albright

Susan Foley
CEO



Step Ahead Award

As some may have seen on Diamond Envelope's Website or Social Media sites including LinkedIn, Facebook, and Instagram we were able to celebrate Victoria (Vicky) Linares in Washington, D.C at the Annual Step Ahead Awards. The 10th Annual Step Ahead Awards were celebrated with two days of leadership events and an evening awards ceremony. The National Manufacturing Association and the Manufacturing Institute celebrate Women in the Manufacturing Industry in all positions. Vicky has a special story here at Diamond as she has worked her way through the ranks in a male dominated industry and position and is thriving!

Here is a little about Vicky's Story:

As the first woman to hold the position of Machine Adjuster at Diamond Envelope Corporation, Vicky has blazed trails for other women in her industry to not only succeed—but to carve out their own pathways to success. She has proven herself to be a true leader in the male dominated field where she has worked for nearly 20 years. Her success as a Folding Machine Adjuster has encouraged other women to pursue careers in the position, creating a more inclusive and equitable work environment at Diamond Envelope. As one of Diamond Envelope's top performers, Vicky is known for her ability to execute the most difficult jobs the company runs and does so with ease. Vicky has blown past any expectations that have been set for her and exemplifies the high potential for women in her industry to build highly rewarding careers.

Vicky is playing an active role in developing the next generation of women in her industry by breaking down barriers and creating opportunities for her colleagues. She has been an example to two women who were interested in becoming machine adjusters, engaging them in a four- to five-year apprenticeship to train in the intricacies of operating, maintaining, and repairing equipment. With a can-do attitude and incomparable work ethic, she has inspired other women at Diamond Envelope to take steps toward advancing within the company.

In addition, Vicky is active with the company in the community participating in outreach efforts with local schools. She leads students from area schools on plant tours where they learn about the production of envelopes and the manufacturing process in general. She talks to students about careers in manufacturing

and opportunities for women in the field. She serves as an example for the students she interacts with, proving that the manufacturing industry opens doors for growth, career advancement and the enhancement of in-demand job skills. When asked what Vicky loves about her job, she answered by saying, "I love working with my hands each day taking raw materials and turning them into envelopes!"



What were the reasons for paper shortage & increased pricing in 2021?

Will there still be a paper shortage in 2022 and what can we expect?

To many people, a shortage on paper may not seem as much a problem as meat or microchips. But paper still plays a huge role in many companies for finalizing work orders, shipping operations, etc. . . Just like how lumber prices increased drastically during the COVID-19 outbreak. That was a direct result of the increased demand for residential homes and the lumber supply being very low due to COVID-19. The exact same thing happened with paper production as well. Production for both lumber and paper stopped greatly due to shortages in the workforce, which in turn halted production in the U.S. in many companies. Before the COVID-19 outbreak many paper mills were producing less product due to the decrease in demand, that has now changed. The demand for paper has increased greatly and paper mills are trying to keep up with the orders, which has been very difficult as we all can agree. With both labor & material shortages, add in the COVID-19 rules, and you can only imagine how difficult their challenge was going to be. Lastly, material manufactured outside of the U.S. has also been faced with supply issues, increased import and shipping costs which has directly affected the paper industry. Currently the cost to ship any material from Asia is approximately triple what it was before COVID-19 hit! Also attributing is the shortfall of drivers to transport product nationally. As for the question that is often asked numerous times this past year. Will the paper shortage ever end? If so, when? As printing needs typically go up during the summer months, we can expect the need for paper to rise in 2022 as well. The word on the street is that we can expect to see paper shortages throughout 2023. So get in your orders for 2022 and 2023 mailings early!

By Mike Nicosia

It's rewarding to see how much I manufactured at the end of the shift, even more so when I open my mailbox and find an envelope I made. There is nothing else like it."

The best way to describe the celebration was magical, the event space was beautiful and the room of 750 attendants was powerful to say the least with 130 women being honored with this prestigious award. We are so proud of Vicky!!

Article by Kim Dolder
HR Business Partner

