

What's in the Air?

All the news from your flavor and fragrance partner

F A L L / W I N T E R 2 0 0 3

What Partnership Means

Vigon International has always been dedicated to creating open, honest partnerships with our customers, employees, and suppliers. These partnerships are based on utilizing the skills, talents and expertise of those involved to benefit all. We recently asked some of our partners what "partnership" meant to them and this is what they said:

"It means sharing. Sharing the ups and downs in our common goal of meeting the needs of our clients."

Lee Beuk - Givaudan

"It's about each person giving equally and helping each other out. It's about working hard and caring about the company and the company caring about you"

Vigon Employee

"It's about a relationship built on trust and understanding that enables all involved to grow and prosper. Vigon provides for me and my family and gives me peace of mind and the desire to give 110% back."

Dave Soltis - Vigon

"It means open communications, mutual understanding, and trust...the willingness to understand each other and to help each other's business grow."

Pat Kiernan - Degussa

"When Vigon was unknown in flavor and fragrance land, They called us to give them a hand.

We collaborated with Vigon - our partners
Which let us work much smarter

Now the Yipppeee people have a great brand!"

*Cynthia Busbee - , Sonnenberg, Haviland & Partners
(Vigon advertising agency)*

A Note From Steve

I hope your summer was enjoyable and you found some time to kick back and relax. This summer I had what turned out to be my most relaxing, restful, and thought provoking vacation ever. I wish to share a little bit with you.

My family and I rented a house for a week enjoying the beautiful Outerbanks of North Carolina versus our normal fast paced Disney World type extravaganza. The days were spent swimming in the pool, relaxing in the hot tub, playing cards and ping pong with the kids, taking long walks on the beach with my wife, playing golf, indulging in local seafood restaurants and my favorite ice cream. The weather was great and it was heaven.



Then it happened. One afternoon I decided to do something I seldom get a chance to do at home which is to watch a movie on videotape. The house came equipped with a home theatre along with a library of movies so why not. Upon reviewing the selection, I selected an older Robin Williams movie "Dead Poets Society" which I had never seen. Let me tell you, this movie touched me like few movies have ever done before.

There was one particular part of the movie which was especially moving. The scene is set with Robin Williams as the unconventional English teacher in an otherwise old fashioned, Ivy League style, boys' prep school in New England. It is the first day of school and the teacher has the students from the class stand in the hallway alongside pictures of famous alumni dating back almost one hundred years. As the students look at the pictures, the teacher comments "they are not that different from you. Look, they have the same haircuts. Like you, they felt invincible, the world was their oyster, and they were destined for greatness. Now they are food for worms. Did they wait till it was too late to make their lives one iota of what they were capable of, because the boys are now fertilizing daffodils. If you listen real close, they are whispering their legacy. Carpe Diem. (Translated from Latin - Seize the Day). Seize the day boys and make your life extraordinary."

Wow!!! This grabbed me and provoked so many thoughts. It has always been my goal, my desire in life to leave this world a little different than the way I found it. To give everything I had toward a goal which would leave an indelible mark. When I set out on my journey with Vigon having left my position at Givaudan, this was my thought process. Here it is. Vigon is my Carpe Diem.

My team and I have the fortune presented at Vigon to make a difference, to make that indelible mark in this industry. I realize in our own little way we can change the way business is done. Maybe we can make it a little fun with YIPPEEE! Maybe we can make it a little easier for you our customers, by giving unsurpassed service, a breadth of products through partnerships and our own basic manufacturing that cannot be matched, quality that meets and exceeds requirements, a friendly approach that is inviting, a technical knowledge that supports all challenges, and a value that is unbeatable. This is our challenge. One that we invite you to share with us as we pursue our destiny.

So come along and Carpe Diem
(seize the day) with us.

Oh, and by the way, YIPPEEE!!!



We make it happen...together.

EmployeeNEWS



Partner with a flavor and fragrance company that focuses on your success

Profile: Danna and Jim Ward

Vigon's longest standing partnership is the very husband and wife team that has been a part of Vigon since virtually the beginning...the team of Jim and Danna Ward. Since 1989 they have been a committed, integral part of our success and have helped see us through many of the up's and down's (thankfully mostly up's) in our company's history.

Jim started with us in 1989 and at the time, he was the only employee at Vigon other than our founders Victor and Nancy Fulgoni. Jim originally started with us in operations, but soon got involved in compounding, reaction/distillation, shipping and receiving, and anywhere else he was needed – you name it, Jim did it! Having been here since the beginning, Jim knows every square inch of our facility and every piece of equipment inside and out! Jim is currently our Senior Maintenance Mechanic and is responsible for keeping the facility and equipment humming! Jim also conducts all forklift training and oversees all of the grounds maintenance. When he is not making sure that everything looks and runs well here at Vigon, Jim can be found outdoors hunting, skiing, playing volleyball, or biking and playing golf with Danna. Jim also enjoys wood working, and is thinking of taking up stained glass making as a new hobby!

The other half of this special partnership is Danna Ward. Danna started with us shortly after Jim, as a lab technician and then moved into office management where she established many of the systems and procedures still used today at Vigon. Danna was instrumental in helping Vigon to achieve our original ISO certification, establishing and implementing many of the current standards. As Office/Quality Systems Manager, Danna is responsible for administering/managing our ISO standards and managing all office and administrative functions including leading our Customer Service Department. Danna also is part of many of the teams that constantly evaluate our various processes in search of continual improvement. As if this weren't enough, Danna is also responsible for managing our Human Resource function, as well as coordinating many of the various internal corporate functions that we have during the course of the year. After spending her days (and many nights) taking care of all of the responsibilities just mentioned, Danna spends much of her time away from Vigon traveling, gardening, quilting, scrap booking, and toll painting. All of this leaves her just enough time for two of her favorite hobbies which she shares with Jim: golfing and biking!

Jim and Danna are also the proud parents of two sons, Josh and Justin. Josh is currently studying architecture at Penn State University and Justin is currently working in the plumbing and HVAC field having recently graduated from Penn Tech College.

As you can see, Jim and Danna's partnership is a varied and very special one, both here at Vigon and at home. Jim's response to a question about what the Vigon partnership concept means to him truly sums it up... "I'm not sure partnership is really the right word. I've always thought of us here at Vigon as a family".



NEW HIRES

We have more new faces here at Vigon. We would like to introduce you to the newest members of the team...



Jim Selvi
Shipping & Receiving



Mike Loughlin
Shipping & Receiving



Lynn Booth
Sales



Amy Rolando
Customer Service

Vigon's Annual Company Picnic a Success

Vigon's annual company picnic was again a great success. The chance for our extended families to come together for a full day of fun in the sun has become a tradition that we all look forward to. There was plenty of food and drink, fun games for the kids, and there is still a lot of controversy surrounding who actually won the highly contested softball game.



Steve Somers pounds one into the parking lot

Our Inaugural End of Summer Barbeque, a Great Surprise

Just last month, all of us at Vigon were treated to an End of Summer Barbeque hosted by our own Steve Somers and his wife Sharon. We all enjoyed the last of summers' warm sunshine, (even though it was a little frosty here in the Pocono's that morning), while Steve cooked hotdogs and hamburgers for us on the grill. Having cooked and prepared various salads and side dishes beforehand, Sharon made sure that our plates were full and that we all enjoyed the afternoon sun. Steve and Sharon's goal was quite simple – give us all a chance to relax a little and enjoy the end of summer!



Sharon Somers



Steve Somers



Hungry Vigon Employees

AIB Audit Complete. Rating: Superior! For the third year in a row, Vigon was rated **SUPERIOR** by AIB International, the national food safety auditing firm. As part of our on-going effort to improve our food safety programs here at Vigon, we undergo annual audits by AIB and we are extremely proud to have scored an impressive 965 out of a total of 1000 possible points on our recent audit!

AIB audits cover a comprehensive array of food safety areas and Vigon was found to have fulfilled and exceeded the requirements of the Department of Food Safety/Hygiene against which we were evaluated. Our Superior rating demonstrates our commitment to operating a manufacturing operation with standards that are the highest possible.

Materials Management Team Established Demonstrating our ongoing commitment to improving the efficiency of our operations, we are pleased to announce the recent establishment of a Materials Management Team. The primary focus of the team is to fully maximize the efficiencies and integration of the planning and purchasing functions here at Vigon. The team will be headed up by Wendy Ross and include Laura Campos and Ann Martinez. We know great things will come from this team!



Laura Campos, Ann Martinez, Wendy Ross

Service Milestones

Since the previous issue of "What's in the Air" and through October 2003, the following team members will reach milestones in their careers with Vigon...

Jeff Yohe – 3 Years	Randy Cornell – 6 Years	Jeff Milton – 4 Years	Peter Crimi – 1 Year
Bill Blake – 3 Years	Pete Disalle – 1 Year	Felicia Perryman – 10 Years	Cheryl Limbach – 2 Years
Kim Blomquist – 5 Years	Dale Fetterly – 2 Years	Wendy Ross – 2 Years	Dennis Dittrick – 4 Years
Mike Boice – 4 Years	Laura Campos – 5 Years	Conrad Schmidt – 7 Years	Danna Ward – 14 Years
Raymond Budge – 2 Years	Chad Knecht – 2 Years	Steve Somers – 6 Years	Dave Soltis – 3 Years
Rich Chicoski – 5 Years	James Massa – 12 Years	Joe Walsh – 4 Years	Danette Angle – 1 Year
George Cornell – 6 Years	Tom McKain – 4 Years	Jim Ward – 14 Years	Mike Bunnell – 4 Years



We make it happen...together.

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Annual Fishing Trip Great Fun
This summer, a group of us from Vigon along with our partners from Givaudan Fragrance hosted our second annual deep sea fishing trip aboard the "Lucky Charm" out of Atlantic Highlands, NJ. Although the sky was overcast we all decided to brave the weather (actually it was pouring rain when we left the dock but the boat and beer were already paid for, so we said it was "overcast"), and it was well worth it as the seas gave up a bounty of Stripers, Blues, and an assortment of other sea creatures! If anyone is interested in joining us on our next voyage, please let us know as we are sure that this is a tradition that will continue as long as our luck holds out!



Tom Dalfonzo



Allen Brown

Vigon International, Inc located in East Stroudsburg, Pennsylvania is a privately owned ISO 9001:2000 certified manufacturer and supplier of high quality flavors, fragrances and ingredients. The company also develops and maintains unique strategic partnerships with larger ingredient suppliers providing ingredients and servicing customers in select flavor and fragrance market segments. Vigon's products encompass over 1,000 items including essential oils, oleoresins, botanical extracts, and natural and synthetic aroma chemicals. The company's comprehensive manufacturing capabilities coupled with their ability to successfully partner with major multinational flavor and fragrance houses has firmly established Vigon as one of the most progressive companies in the industry. If you're interested in partnering with a flavor and fragrance company that is focussed on your success, contact us at:

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Web Site: www.vigoninternational.com



Bob Papp



Tom Dunn



Lee Beuk



Bob Papp & Dave Soltis



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