

AUGUST 2020

RESPECT • HONESTY • TIMELINESS • GENEROSITY • PURITY OF INTENT

Standardmatters

WE ARE DEDICATED TO MAKING SAFE, EFFECTIVE, & NATURAL HEALTHCARE SOLUTIONS EASILY ACCESSIBLE TO ALL.

Company Team Updates - July 2020



Twice a year managers adjust teams to reflect the hard work of individuals, evaluate their employees' contributions to the company, and modify how work is assigned. Please join us in celebrating these well deserved promotions and title changes below.

Promotions

- Alvaro Reyes - Sr. Production Scheduler
- Juan Quintero - Manager 2, Manufacturing
- Arcel David - Technician 2
- Julia Mahler - Canadian Associate Marketing Manager
- Bethany Carrillo - Manager, QC Compliance
- Laila Canlas - DC Coordinator 3
- Brando Peters - Lead, Specialty
- Lindsey Tak - Manager, QC Launch Analytics
- Chidi Umeh - Sr. Manager, QS
- Maria Serrano - Technician 2
- David Baugher - Shipper 2
- Mary Lene Apostol - Operator 2
- Dennis Sison - Technician 2
- Naila Sanchez - Supervisor, QA Inspection
- Erica Lau - Manager, Design & Production
- Noemi Neria - Supervisor, DC / EDMS
- Fernando Arevalo - Manager 2, Planning
- Paula Sandoval - VP, Supply Chain
- James Frey - Sr. Manager, IT Business & Systems
- Romulo Macandili - Operator 2
- Janice Frank - VP, Controller
- Terrish Floyd - Manager 2, QA
- Joyce Keith - Sr. Manager, EHS
- Tetter Martinez - Supervisor, Payroll

Position Title Changes

- Danielle Boyce - Brand Manager, Flexmore, PRID, Adult Pain Line, Young Adult & Canker Sore
- Lamia Mokhtar Jamai - Director, Brand & Insights
- Quang Ly - Research Engineer 1

Quality Restructure

Furthermore, congratulations to the Quality team for their restructuring in the new fiscal year. The restructuring brings scalable functionality and alignment of the Quality organization with the industry. You can refer to the new Quality Organization Chart for the job titles and reporting structure on Digital Signage.

Please join us in congratulating the teams in their current or new position titles.

Congratulations to each of you! Thank you for all you do!

Check out Jay's thoughts on this week's hot story on page two!
Look for more coverage of our exciting news in the Standard Matters September issue.

Standard Matters is published by Standard Homeopathic Company to provide information to all employees about the happenings across all of our companies. Your input is welcome. Ideas, comments and stories should be forwarded to beth@hylands.com.



JAY'S JOURNAL



Teddy Roosevelt was president when George Hyland established Standard Homeopathic Company in 1903. Trans-continental travel was by train, the first cross country link being just 40 years old. Some 25 years later, a young pharmacist, Cecil Craig, came to work for Hyland. When Mr. Hyland died, the business passed to Mr. Craig, and the Craig family has been involved ever since.

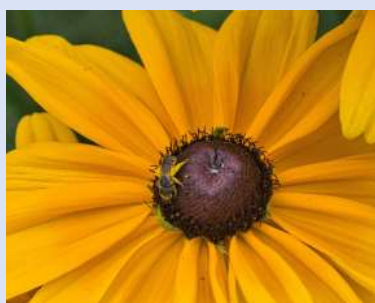
Over the years, Cecil Craig's children, the second generation of Craigs, worked in the business: Jack as a general manager and salesman (along with his uncle Clary Gibbs), Dick as a pharmacist, and Pat in the lab. Pat's son, Mark, joined the Company in 1979. Through the years, the Craigs were the definition of beneficial owners of the Company. As the second generation retired or passed away, only Mark was left, ultimately leaving operational management about a decade ago, but continuing to serve on the Board as Vice-Chair.

After nearly nine decades of ownership, the Company entered a new era on July 31, 2020, as we shared with you earlier this week. The Craigs sold the majority of their ownership share to professional investors, Hildred Capital. Hildred is a firm that I have known for some years. Professional, smart, and visionary, the Hildred team is aligned with our mission, vision, and values. As importantly, they bring energy, expertise, and funding that can take SHC into the future.

For our more senior leaders, you will see Hildred's experts in meetings helping us. At the operations level, things are expected to feel pretty much the same for the near future. I am hoping together we can accelerate our growth and development - so hopefully, you will notice some functional changes as we take advantage of our many opportunities.

Dan and I are excited about continuing in our current roles - and I remain very significantly invested personally, so Anne Marie and I are optimistic about the future. We know change can be disconcerting and want to assure you that we are here to listen and answer any questions you may have. We expect this change to bring great things for the business and each of you!

We say, "Hail! And Farewell!" to the Craigs, with respect and gratitude for their decades of contributions to SHC.



IN THE GARDEN...

August is a core working time for the gardens. We have had "good rain" (as they say on the Eastern Shore) for a while, and the crops are happy. The cutting beds are looking a bit beat, but producing flowers still. This is tomato and corn season, the farmer up the road picks in the morning, and we can have corn in the evening that still is warm from the field. We are still getting peaches (make a cobbler!). We are getting melons and cantaloupes as well. The grapes look pretty good, but there are some fungus issues. The birds really hurt the young apple crop. My hope for a crop of elderberries was for the birds. The bees seem very content.

We planted some more apple, peach, plum, and hazelnut trees. Planting trees is an act of optimism. So, as we pick and harvest, it's time for jams, summer salads, home-made ketchup, and enough marinara to fill a pool. July and August are the payoffs for March!

Be well, wear a mask, stay six feet from everyone, and keep the faith. We will get through the pandemic together - we are the coalition of the willing. Thank you for everything you do for SHC.



HUMAN RESOURCE

New Team Member Announcements



Lester Gomez
Technician 2, Specialty
Main Street

Lester Gomez is our new Specialty Technician, who will be working in the Manufacturing Department. Lester comes with over 11 years of experience in the manufacturing/packaging of food products. He will be a great asset to the Specialty Department at Main Street.

When not at work, Lester enjoys spending time with his family. He is the proud dad of three girls.



Francisco "Frank" Tejeda
Warehouse 2

Francisco Tejeda is back at Standard Homeopathic Company. Frank previously worked with us from 2009 to 2017. After leaving Hyland's, Frank went to DHL and became an International Gate Agent loading and unloading airline containers.

In his spare time, Frank enjoys reading science fiction and biography books. He also enjoys watching action movies.



Stefani Perez
Quality Control Lab
Coordinator

Stefani Perez is our new QC Lab Coordinator. She will be leading our sampling operations in Quality Control. Stefani obtained her Bachelor of Arts degree in Biology from California State University, San Bernardino.

Stefani enjoys painting portraits of people, nature and playing tennis, but due to the pandemic has resorted to running... in her living room.



Pamela Salapong
Safety Coordinator
Main Street

Pamela Salapong is our new Safety Coordinator. Pamela will be working with various departments and managers across the company. She will be leading the Safety Committee and will help with keeping SHC compliant with all OSHA regulations.

Pamela enjoys spending time outdoors with her fiancé and her puppy. She enjoys reading books or baking her favorite bread or dessert recipes.

Together We Can Stay Healthy

5 Tips to Prevent Respiratory Illness

- Wash your hands
Wash often, preferably with soap & water
- Avoid touching eyes, nose & mouth
- Cover your sneeze/cough
- Stay home if you're sick
- Avoid contact with sick people



Here is Kay Oliver (Innovation, Corporate HQ) sporting her Hyland's mask!

You make the Difference

During these challenging times, let's stay STRONG & POSITIVE!!

Recognize your co-workers for any of our core values, job well-done, teamwork/support, above & beyond through our new automated online employee recognition platform: hylands.workstars.com

workstars

Healthy Recipe Swap

Recommended by Kimberlea Whitehead

Ever since the pandemic hit, I have been baking a lot of comfort food and eating most of it myself. After almost two months of eating my homemade breads and desserts, my clothes started getting a little tighter. When the snow melts, I always start running more, so I am hungry all the time. I decided the comfort food had to adjust. I found this recipe online for banana muffins that the whole family likes, including my 11 year old son!

Amazingly Wholesome Five Ingredient Banana Bread Muffins

by Pinch of Yum

Banana Bread Muffins – made with just five wholesome ingredients and no refined sugar, naturally gluten free, and SO yummy!

Ingredients:

2 cups oats
3 bananas
2 eggs
3/4 cup pitted whole dates
1 teaspoon baking soda
a pinch of salt
a pinch of cinnamon
chocolate chips (optional)



Instructions:

Preheat oven to 350 degrees.

Grease a muffin tin.

Mix all ingredients in a blender or food processor until smooth.

Pour batter into muffin tin (you should have enough for 10-12 standard size muffins). Top with chocolate chips if you want.

Bake for 15-20 minutes. Store in the fridge for up to 3 days.

Notes:

We used Dole whole pitted dates which are very soft, similar to medjool dates. Medjool dates also work in this recipe. If you need to soften the dates a bit, just soak in some warm water before putting the blender. This is especially helpful if you have a less-than-awesome blender.



Healthy Recipe Swap is a new feature where we can share our favorite healthy recipes. Send yours to beth@hylands.com

Staying Healthy

Strengthen Your Immune System
with Stress Management

A life without Stress is Impossible
There is **GOOD Stress** and **BAD Stress**:

GOOD STRESS

- Motivating
- Positive Source
- Healthy
- Excitement

BAD STRESS

- Exhausting
- Threat-based
- Unhealthy
- Can be **Re-framed**



Staying Healthy

Strengthen Your Immune System
with Stress Management

Coping Strategies

- ✓ Nurture yourself with **GOOD HABITS**
- ✓ Stay below your **Personal Stress Threshold**
- ✓ **Re-frame Stress** by focusing on:

- * Resources you have to Meet the Challenge
- * Potential Positive Outcome of a Situation
- * Remembering Your Strengths
- * Maintaining a Positive Mindset



Staying Healthy

Strengthen Your Immune System
with Stress Management

Mindfulness ★ Movement ★ Mindset

A Morning Routine of even five minutes
can make a difference

The **BEST** exercise for **STRESS** is ~
ANYTHING YOU LIKE!

Exercise helps us de-stress
And
Builds resilience to stress in the future



Click the link below for to watch Dr. Rangan Chatterjee talk about how to manage stress. This is a very worthwhile video in which Dr. Chatterjee shares tips that his patients have successfully used.

https://www.youtube.com/watch?v=Yrpfddq_KRQ



We're So Proud of Our Hyland's Family!



Congratulations to **Chidi Umeh** and his wife, Deborah on the birth of Arinze Micah who arrived on March 8, 2020! He was welcomed by his two big brothers, Jide on the left and CJ on the right.



Les Hamilton and his wife, Michele became grandparents with the birth of Ava Jean! Ava joined the Hamilton family on June 1, 2020. Congratulations!

Loi Capulong sent these pictures of the fruits of her garden labors - mouthwatering blackberries and perfect strawberries!



Angela Drew is a new GranDiva to a healthy baby boy named Mason! He was born May 9, weighing in at 7lbs 11oz and 20.5 inches. Congrats, Angela!



Belinda Swayzer shared the graduation story about her granddaughter Mady, who has been promoted to Middle School, 7th grade. She recently had her first speaking engagement, at Mollie Pies Pre-K, where she was the keynote speaker for the 2020 graduating students, for which she was even compensated \$100! In preparation for her engagement, she shopped online for just the right outfit for the occasion. Belinda shared, "I'm so proud of the young lady she's becoming, she's smart as well as beautiful. At just 12 years old, she's a princess in the making. Love her more than life." Have a wonderful summer, Mady and congrats to Belinda!

Look for more family news next month! Send yours to beth@hylands.com.

Learn, Grow and Make New Friends By Valerie Krugh

*Hyland's Director of Sales, Valerie Krugh shares her experiences in the **Toastmaster's International Club** over the past nine months.*

In October of 2019, I decided to join my local *Toastmasters International Club* to enhance my public speaking and leadership skills as well as add to my local social circle. My club is comprised of a diverse group of people who encouraged me to jump right in and start working on my learning modules and required speeches. Socially, we even had a fun Christmas party at a member's home!

When an opportunity arose to participate in a speech contest that required members to write and tell a "tall tale" I jumped at the chance to put my creative juices to work. With that challenge, I managed to win my club level and then my area level. I was ready for the district level when the Covid-19 pandemic hit. Suddenly the speech contests and weekly in-person meetings were all canceled. However, within two weeks my local club was back to meeting on a weekly basis via Zoom.

The first couple of meetings were a little rough, but now we are all old pros and the unexpected bonus is that I am learning a whole new skill set – how to present virtually!

Since the pandemic, I have completed learning modules and presented speeches on topics such as leadership style, conflict resolution and mentoring. I certainly miss the in-person meetings but now I look forward to every Wednesday night because I get to see all my Toastmaster friends and have some fun while I learn new skills and practice my public speaking.

If you are quarantine-weary and looking for something challenging with a social aspect to brighten up your week, I highly recommend you check out your local TM club!

Dues are only \$45 twice a year, for which you get a lot of bang for your buck! Check out their website or feel free to contact me for more information. vkruh@hylands.com

Toastmasters International is a non-profit educational organization that teaches public speaking and leadership skills through a worldwide network of clubs. Headquartered in Englewood, CO, the organization's membership exceeds 358,000 in more than 16,800 clubs in 143 countries. Since 1924, Toastmasters International has helped people from diverse backgrounds become more confident speakers, communicators, and leaders.

<http://www.toastmasters.org/>



Valerie (right) with two of her local club's members, Alyson and Tom, at an area level speech contest.

♥ **Meet Baby Dalery** ♥



BILIARY ATRESIA
Donor must have
Type O Blood



Maria Melena's (WLI Shipping) Niece



LIVER TRANSPLANT

She's very sick and needs help now.
Born with *biliary atresia* and hospitalized since birth, she is in need of a *liver transplant*. If you are interested in being screened for compatibility and want to share the gift of life, please call:
♥ **Elizabeth or Eli Garcia at 562-328-7501** ♥

Donor must have type O blood.

Maria Melena sent us a recent update on her niece's progress. Although Dalery is in stable condition, she is still waiting for a donor. She is a strong baby, even when she is in pain she still smiles and puts on a happy face. Due to virus precautions, with the exception of her mother, the family still can't visit her. Sadly, Dalery's father and five year old sister have tested positive for Covid-19. Maria shared, "The situation is heartbreaking but the family is still holding onto their faith and hoping for a miracle from God."



"Noteworthy"

Connecting Through Music

Thoughtfully curated song recommendations from your co-workers

by Maribell Huerta

I recently subscribed to Sirius XM radio, which provides hundreds of commercial free radio stations. I am able to listen in my car, on my phone, laptop, even on my TV using the app through Roku. It airs everything from pop, rock, jazz, rap/hip-hop, decade specific stations, artist specific stations (all Beatles station is a favorite), country, a rock hall of fame station, Spanish, reggae, symphony, talk radio like Howard Stern, news, entertainment talk, religious talk, sports talk....you name it.

At first I didn't want to subscribe because it was sort of expensive. But they gave a crazy great deal (like 90% off) for a year so couldn't pass that up. I have been using my Hyland's speaker that we received as a holiday

gift two years ago. I have these tagged as some of my favorites that I listen to while working from home:

- 90s/2000 hip hop
- Classic 90s rap/hip hop
- Phish Radio (psychedelic rock, funk, reggae, hard rock and various "acoustic" genres, such as folk and bluegrass)
- 90s Alternative Grunge Rock
- Rock & Roll Hall of Fame station
- 80s New Wave
- Spanish Rock
- 90s Dance/House
- The Beatles station
- Dave Matthews Station

- Pitbull's station (Rhythmic/Dance hits from around the globe)
- For softer music, conducive to concentration, I sometimes listen to classical music or a station called "coffee house".

Music is definitely something that helps me with my workflow. In the office, I used to listen to music at a very low volume or with my earphones. But now that I'm working from home, I can listen to it at any volume I like and I am really enjoying that.



Editor's note: you might hear a Hyland's Restful Legs, Leg Cramps, and 4 Kids product advertisement as well!

"Noteworthy" is a new feature highlighting music as a great way to connect, motivate and uplift us. What songs inspire you? What music do you associate with an aspect of life? Do you have a quarantine playlist you want to share? Send your songs, reviews and stories to beth@hylands.com.

PET CORNER

Fetch? No, Thanks.



Dante and Ben

Ben and Dante

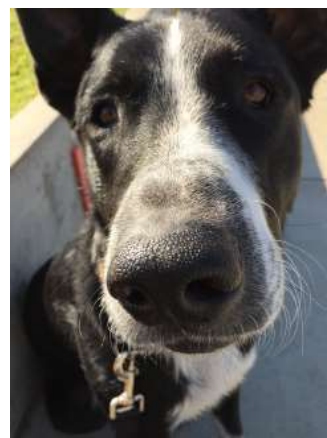


Our pet this month belongs to Ben Singer, our VP of International Sales. Dante is a 5 year old Labrador and Border Collie mix, probably.

Dante is a highly socialized and well trained dog. Dante spends a lot of his time at the dog park as well as with friends and family. He is named after Dante Alighieri, an Italian poet, theorist, and philosopher best known for *The Divine Comedy*, born in 1265.

As with any dog, Dante loves to eat, sleep and go for his daily walks. Unlike many dogs, Dante will not fetch. Ben and his family have tried time and time again to teach him to fetch and he refuses, "probably wondering why we want him to go back and forth", says Ben. His biggest achievement is walking off-leash and always staying close by.

Dante is bigger than Ben's family expected, but he is such a good dog, it's hard to imagine him any different than he is now.



Arturo and Dante

♥Pet Corner is a recurring feature in *Standard Matters*. Pets are featured by random selection from the ongoing pool of submissions, so send your pictures and stories to Beth Monaco (beth@txoptions.com). We also welcome pictures and news about your kids, special events, or anything you want to share.

📢 WHAT'S NEW IN SUTTON 📢

Signage Update for Sutton!

Perhaps you never knew that the sign in front of the Sutton office looked like the photo at right. Or perhaps you did know that, but never understood why. Few did!

Well, back in the '90s, at the time the sign was installed, most of the staff were taking calls for just 1800Homeopathy, formerly known as Walker Labs, originally from St. Louis, MO, but recently under the SHC umbrella. Some of the employees were also employed by Hyland's Canada. So a name to bring them all together was chosen, and since Calms Forté was the big seller for Hyland's, and because to Margot, Forté meant inner strength, that name was used for the sign.

But all things change, right? These days, all of the Sutton staff are proud to be Hyland's employees. So it was decided that a new sign that would better represent who they are and what they do, would be an important update. In July, a Hyland's sign was installed to everyone's delight.



Check out a sampling of the employee feedback on the updated signage:

Thia Thornton: "Great to have such a great looking sign to finally say where we work. Great job to everyone who was involved in making it happen!"

Julia Fredericks: "I have to say it looks even better in person! Great job to all involved!"

April Greenwood: "Wow! What a big difference that makes. I used to say I worked for Hyland's in the building that says Forté."

Penny Corey: "Looks amazing, I noticed right away when I drove by last night." (and later) "I am hearing so many people from town complimenting the sign!"

Tutti Gould: "My neighbor who was new to Sutton, told me he tried to research Forté as a company and found nothing. So nice to be connected to something tangible! Much better Feng shui."

Meanwhile in KOP ⚙️ ⚙️ ⚙️

Thursday Noodle Day

by Matt Frankl and the KOP A-Team

Ever since the global COVID-19 pandemic shook up our everyday lives, it has become harder and harder to realize and maintain a sense of normalcy. Our daily routines usually provide us with comfort and make us feel like we have some control over the random and terrifying things that life throws our way.

The KOP 'A' shift realized that we needed a new routine... one that we could look forward to; one that we could celebrate. One that includes noodles.

Actually, "Thursday Noodle Day" first started as a coincidence. On Thursdays we were just getting various kinds of noodles for lunch. Stir-fry from "Honeygrow", Lo Mein from "China Wok", Spaghetti from "The Western Spaghetti Factory". On one fateful Thursday afternoon, we looked at each other and said "Hey wait... did we just get noodles three Thursdays in a row?"

And thus, "Thursday Noodle Day" was born!

Now, when we go into work every Thursday, we have our new routine, and it seems like some semblance of normalcy has been restored. It's a new tradition that feels a little reminiscent of our old normal and something we look forward to each week. Something to celebrate. Now, we have "Thursday Noodle Day".



Pictured above: Matt Frankl and Julie Thumm, ready to enjoy Thursday Noodle Day





Assessing the Risks of Activities

by Joyce Keith

It's summer! Everyone loves to get out and enjoy summer's promise of fun in the sun, but this summer things are a little different. We need to weigh our risks, manage disappointments and unselfishly make good choices. This summer we face the risk of not only getting seriously ill, but we must also make it a priority to protect others from potential Covid-19 contamination by ourselves and others who may not yet know they are sick. Please use the graphic below to plan your activities wisely. Always WEAR YOUR MASK whenever you are outside of your household.



Hyland's Arnica Montana Harvest

by Eric Graham

Have you ever wondered where the botanical base materials for Hyland's products are sourced? Answer: from countries who have the best seeds, soil, and where plants thrive the most. Our partnership with our growers makes sure that we receive plants that have been given the best growing conditions for the entire plant structure (root, stem, leaves, flower, etc). This global botanical network includes growers such as Friederich's Nature Discovery, who on July 2, on a mission for Hyland's, visited Transylvania in Romania. It was time to harvest Arnica montana, commonly called 'mountain daisy', for the Hyland's seasonal order. Here in the Apusini mountains, the Arnica is cultivated on beautiful rolling clay hills, under the Romanian sun, producing excellent quality Arnica for our products.



Committee Spotlights

Health and Wellbeing Committee



Of the many committees that regularly meet behind the scenes, planning activities, campaigns and events for the all of the Hyland's employees, the Health and Wellbeing Committee is one of the more visible. They create and present Health topics on physical, mental and financial health and wellbeing. For example, did you get a Fitbit this winter? That was planned by the H&W Committee. Did you participate in the Let's GO! Challenge? That was H&W too.

The H&W Committee dovetails with the Safety Department and also works closely with our Human Resources Department. The committee is comprised of employees from all across the organization. Like all of the Hyland's committees, the H&W members are volunteers committed to bringing the best information and programs on Health and Safety to all of the Hyland's employees.

As with every aspect of life these days, the H&W committee's activities have been seriously challenged by the pandemic. In person presentations have been postponed and are bound to look very different in the foreseeable future. The same goes for most other activities. But the committee is still actively planning to bring enjoyable health and wellbeing information and challenges for employee participation.

The Health and Wellbeing Committee

- Mary Borneman - Legal and Communications
- Beth Monaco - Legal and Communications
- Martha Arias - Human Resources
- Jennifer Benites - Human Resources
- Joyce Keith - Safety
- Pamela Salapong - Safety
- Paula Persson - Innovation
- Nancy Rosen - Canada
- Elyse Boulanger - Eastern Operations

IMPACT @ HYLAND'S



Last month, we introduced a relatively new committee - Sustainability. We highlighted several of the committee members and what they do personally to support a sustainable world. This month we are spotlighting two more members of the Impact@Hyland's committee.

Elyse Boulanger : "I try to reduce my impact when I travel by traveling with my own fork & spoon, water bottle, never using cup covers or straws, reuse bags

or cups I have to take, carry any extra napkins given (sometimes all the way home!), etc."



Shauna Traub : "We spend a lot of time in the great outdoors hiking, biking, and camping...so we made the move from the case of bottled water to a refillable 5 gallon jug to fuel our adventures at home and on the road."



POLLINATING IDEAS

Introducing Hyland's 4 Kids Pain Relief Products

by Kay Oliver



We are excited to announce the launch of our newest family members - Hyland's 4 Kids Pain Relief products.

Our new Hyland's 4 Kids Pain Relief provides natural relief to help children with muscle aches, headaches, cramps, toothaches, stiffness, back pain and pain in joints and limbs. Currently, there are no natural alternatives to OTC pain medications such as Tylenol or Motrin. Our new products address the needs of parents who want natural medicine to safely treat their children's pain, worry-free.

Our formulas are gentle, safe and always made with natural active ingredients, free of artificial colors and flavors and free of stimulant side effects. They are specially formulated for children ages two to 12 years and are available in grape flavor and an unflavored option.

Hyland's 4 Kids Pain Relief unflavored liquid will be available at Family Dollar, Dollar General and Rite Aid stores.

Hyland's 4 Kids Pain Relief grape flavor will be available at Walmart and Walgreens and other fine retailers.

Both products will be available online on Amazon.com, Hylands.com, 1800Homeopathy.com, and other e-Commerce sites.

