

BUSINESS SPOTLIGHT: **Polymer Technologies** BY CLAIRE ARMANN

»» What started off as a small business running out of a dining room, is now a thriving manufacturing company with 150 employees and three locations. Polymer Technologies was founded in 1989 by Robert Prybutok, the President and CEO of the organization, and his wife, Suzanne, Vice President of Finance. They manufacture products that provide solutions for energy management, including noise control, vibration solutions, thermal insulation, and air and fluid transmission.

Polymer Technologies is headquartered in Newark, Delaware, and has two additional locations. Polymer Molded Products Facility in New Jersey develops energy management solutions using POLYFORM® molded foam. Their third location in Norwood, Massachusetts, houses their Elastomeric Solutions Division which focuses on shock and vibration solutions. "I decided that after building a successful manufacturing company for others, I could remain in Delaware and build a business and a legacy for my family," said Prybutok.

Some industries that Polymer Technologies supplies products for include Aerospace, Rail, Buses and Medical devices. They believe in developing close working relationships with their customers while providing reliable, quality products that offer a total solution. The company's diverse product solutions and in-depth design capability can address most industrial problems such as fluid resistance, thermal resistance, shock and environmental protection.

Polymer Technologies offers a variety of standard products for companies to choose from, or they can work with a

company to create a custom product. This business prides itself on being innovative and effective in creating products that solve challenges faced by their clients, no matter the scope of the project. Whether the solution is an existing product that needs modification, or is a customized product filling a unique need, Polymer Technologies is ready to help. "We focus on taking a customer intimate approach in all that we do, which results in becoming a trusted supplier within our markets," Prybutok said. The company and its team oversee every detail from initial concept to final testing and to production out the door.

Custom designed isolation mounts can require significant design resources

control vibration from being transmitted throughout a machine that can cause problems, interfere with safe operation and create audible noise. Both products were created in response to common issues faced by Polymers' clients, providing them with affordable and effective solutions. Customers can use these anti-vibration mounts to control the vibration and noise generated from vehicle engines, generators or construction equipment.

Some of Polymers' more unique products include POLYDAMP® Melamine Foam and POLYDAMP® Hydrophobic Melamine Foam. POLYDAMP® Melamine Foam is heat resistant, and POLYDAMP® Hydrophobic Melamine Foam is water



*Polymer Technologies
Newark headquarters.*

and time. As an alternative to creating a custom isolation mount, Polymer Technologies has several core products already manufactured. Two of the standard product lines available are the ArmorFlex® and the SquishyFlex® anti-vibration mounts. These mounts help to

resistant and heat resistant. Both of these materials are examples of the innovation Polymer Technologies offers the market. This collaborative, technical approach is particularly well received by Aerospace and Rail manufacturers who are constantly looking to improve their designs through



*Polymer Technologies’
ArmorFlex® vibration mount.*

innovative and cutting-edge products.

To ensure continued success, Prybutok has created a very family-oriented business, one that takes workplace satisfaction very seriously. Their culture and values are infused throughout the organization, based on the idea that satisfied employees and a quality work environment leads to better products and strong customer relations.

Bob and Suzanne look at their employees as an extension of their family. Polymer Tech has 14 employees that have been with the company for over 20 years, and their average tenure is over ten years. Once a month the company comes together for a breakfast break to celebrate birthdays, work milestones and raffle off some free prizes. They also strive to create a positive work life balance, which is easier said than done in manufacturing, by having a schedule of four, nine-hour days, and one, four-hour day for production staff, so that if overtime is needed, it doesn’t consume the weekend time off.

Prybutok said, “We stress values, and define these values as ‘Polymer’s Fundamentals.’ These are meaningful statements of behavior that we live by. The culture is top down, stressed by management with the expectation that all employees will behave accordingly. We stress our values and maintain that culture trumps capability.”

Intern Spotlight

» The Delaware State Chamber of Commerce offers several internships throughout the year to students in their junior or senior year of college. We believe that providing students with hands-on workplace experiences, they will be better equipped to take on their careers post-graduation. Our interns are an important part of our team, providing helpful support and new perspectives. To learn more, visit www.dscc.com/intern.



Claire Armann

Claire was a valued team member at the Chamber as our Communications & Events Intern during winter session. Her help executing the 181st Annual Dinner and in the production of Delaware Business magazine (look for her bylines in this issue!) is tremendously appreciated. She is currently a junior English major at the University of Delaware, minoring in Sociology and Women & Gender Studies. She spends most of her time outside of class working at University of Delaware’s Morris Library and doing community service projects with her sorority Gamma Sigma Sigma. She is also involved with the E-52 Student Theatre group on campus.



Danielle Fahey

Danielle is interning with the Chamber for the Spring 2018 semester, helping with communications and events. She is currently a senior at the University of Delaware majoring in English, with minors in Interactive Media and Global Studies. Outside of class, she does community service projects for the National Residence Hall Honorary (NRHH) and her sorority Gamma Sigma Sigma. Upon graduation, she wishes to pursue a career in communications and marketing.



Sarah Braatz

Sarah is a senior at the University of Delaware majoring in Financial Planning & Wealth Management and Public Policy. At school, she is the captain of the Varsity Swim Team and the Treasurer of the Student-Athlete Advisory Committee. She is interested in corporate governance and budgetary policy. She is a Delaware native and graduated from Newark High School in 2014. Sarah will join the Chamber as its Legislative Affairs Intern.