

Company: Hayward Laboratories

Title: Helping an East Stroudsburg manufacturer navigate and survive the COVID-19 Pandemic

### Company Profile

Hayward Laboratories, Inc. is engaged in the manufacture and packaging of personal care products.

### Situation

Scott Mount, VP of Operations, and the Hayward Labs leadership team were looking for guidance in securing an Exception Waiver to the state-wide COVID-19 shut-down to ensure the livelihood of their workforce and their families. The main priority in continuing operations was ensuring the safety of their team, so leadership looked for ways to proactively implement social distancing, hygiene protocols, PPE requirements and other COVID-19 guidelines provided by the CDC. They realized early on that they would be able to help in the fight against the spread of COVID-19 by converting their production lines to manufacture hand sanitizer, which was in short supply, for use by medical professionals and other frontline personnel. Further support was deemed necessary regarding PPP and the legal and regulatory requirements of this new business line.

### Solution

NEPIRC worked with the leadership team at Hayward Labs to help ensure the implementation of safety measures and obtain PPP financing. They attended NEPIRC's bi-weekly COVID-19 Microsoft® Teams video conference and used NEPIRC's *Manufacturers Return to Operations & Best Practices Guide* to buttress their PPE strategy. Additionally, Hayward Labs received support in obtaining an ATF waiver for the alcohol needed to manufacture hand sanitizer and locating a supplier that met the requirements for this new product line.

### Results

**As a result of the Engage Survey Process, Hayward Laboratories achieved the following goals:**

- Received assistance in navigating CDC guidelines to safely remain open, 3/2020
- Gained valuable information regarding PPP program, 3/20/20
- Obtained a waiver from the ATF for yearly alcohol consumption allowing them to create a new product line of hand sanitizer, 3/2020
- Received Supplier Scouting assistance for alcohol supplier, 4/2020
- Attended the Rosenn Jenkins & Greenwald legal presentation on COVID-19 business practices, 6/2020

### Testimonial

*7/31/20 – “NEPIRC has provided instrumental assistance during the current COVID-19 crisis that helped our organization bring the vision of producing hand sanitizer to fruition within months, but that’s just part of the story. For many years, NEPIRC has provided invaluable training, coaching and additional resources to help our key employees continue their professional development, which is the basis of Hayward’s ongoing growth and success. Additionally, with its monthly Executive Network meetings, NEPIRC provides a forum for local business leaders to share ideas and experiences that make a real-world impact on our business. Excellent people, excellent programs!” – Scott Mount, VP of Operations*