



Guy Berkebile, Guy Chemical Company

After eight years at the helm of Guy Chemical Company, Guy Berkebile realized in 2003 that his rapidly growing business needed more experienced help to solve increasingly complex human resource issues. That was the year Berkebile joined SMC, and it was the start of a partnership to develop the first Guy Chemical Company employee handbook. That partnership has evolved over the past 14 years to help Guy Chemical Company resolve employee time and attendance matters, comply with Affordable Care Act requirements, and establish a presence and voice with elected officials in Harrisburg and Washington, DC.

"SMC has been a great resource to help guide us through a number of HR issues," says Berkebile, president and owner of Guy Chemical. He also cites the value of the SMC's collective government lobbying on concerns that affect small businesses. "The membership comes together for the common good of the business community," he says. "My favorite is the bus load of members that goes to Harrisburg to meet face-to-face with our state senators and representatives to discuss not only issues that affect our companies, but also issues that are affecting the state of Pennsylvania in general, such as the state employee retirement account burden."

SMC has been a constant source of support for Berkebile, who has navigated a 500% growth in his company over the past decade. Located in Somerset, PA, Guy Chemical produces silicone gasket makers, silicone grease, and two-part epoxy adhesives that are packaged into squeeze tubes, cartridges, pails, and drums for sale domestically and internationally. The 120-employee company packages more than 100,000 squeeze tubes and 40,000 cartridges daily under its customers' labels, and products are sold in major home improvement, hardware, and auto retail outlets in the U.S. At present, 60% of Guy Chemical products are exported outside of the U.S.

Says Berkebile, "We offer products that are high in quality but low in price in comparison to our competitors. I do not have a salesperson on staff. All of our business comes from growth of our existing customer base and word-of-mouth."

Guy Chemical's competitive stance in its industry is likewise reflected in the numerous accolades the company has received to date: the 2015 PA Governor's Impact Award for Exporting; 2013 Exporter of the Year by the U.S. Small Business Administration; one of the Top 100 Organizations of Central Pennsylvania by PA Business Central in 2009; and in 2001, inclusion in *Inc.* Magazine's

500 fastest growing privately owned companies in the U.S. and winner of the Pennsylvania Governor's Export Achievement Award in the category of Manufacturing.

Berkebile's competitive drive is also evident in his personal goals: He has been a USA triathlon licensed athlete since 2001, and has completed 10 Ironman triathlons. He is a USA triathlon four-time All American; a 2014 USA triathlon aqua bike age-group national champion; and a 2009, 2010, 2011, and 2012 age-group champion in the Ironman Executive Challenge, Ironman World Championships in Kona, HI.

Business expansion, with a customer focus to provide high quality, competitively priced products, continues to be the goal at Guy Chemical, with ready support from SMC. That goal will be sustained in 2017 with the launch of a construction project to expand Guy Chemical's physical plant with a new lab, new compounding room, and additional warehouse space.