

# Polymer Valley News



The Newsletter of the Akron Section of the Society of Plastics Engineers  
Our 60<sup>th</sup> Year of Education and Service to the Plastics Industry

~ Next Session ~

Monday, September 17, 2018  
5:30 p.m.

**Sajar Plastics**  
**Gas Injection Molding, Plant Tour**  
15285 South State Avenue  
Middlefield, Ohio 44062



Information on this first meeting  
of the season will be sent soon in  
a separate email.

TOPCON Coming Soon  
see page 4



## Meeting Information

Member and/or guest	TBD
Non-member	TBD
Retired	TBD
Student	TBD
New Member - first meeting	Free

Reservations must be in by noon on  
Wednesday, September 12 and can be  
made to Dan Crist at  
mail@cmd-tip.com or 440-227-5424  
Please be sure to include the  
company affiliation of each attendee  
including dietary restrictions.

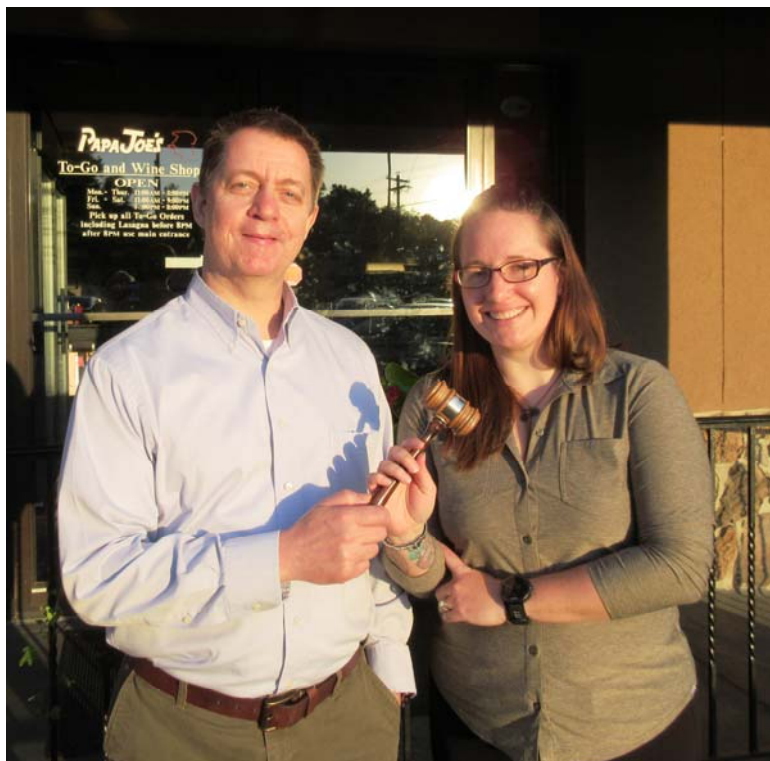
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# President's Message

Dear Akron SPE Members.

The Board of Directors of the Akron Section and I welcome you to our 2018-2019 professional activities. First, let me thank Tom McQuaide for the excellent job he did last year in putting together a wonderful program. If you haven't been to a Section meeting lately, you are missing a lot. Attendance is up with active participation from University of Akron polymer engineering students and the programs have been very interesting. With the support from the Cleveland chapter, we have another interesting and educational program of technical and social meetings for you to enjoy this year.



All meetings will be held jointly with the Cleveland Section except for our separate Award Nights in May. You will find program details in the Polymer Valley newsletter, our web site at [akronspe.org](http://akronspe.org) or our Facebook home page, as well as the pocket calendar sent separately. Note that meetings will be held on the second Monday of each month at 5:30 p.m. unless otherwise indicated.

This year will be very busy for the Section, with Akron hosting the TPE TOPCON in September. During our Holiday Party in December we will also celebrate the section's 60<sup>th</sup> anniversary. Akron SPE again hosts the Akron Council of Engineering and Scientific Societies (ACCESS) for our January meeting. In March we will have a mini-tech of after-market suppliers for the Extrusion Industry.

If you would like to participate in the leadership and decision making, please join us at the board meetings. This year, board meetings are generally scheduled the first Monday of the month at 5:30 p.m. in the conference room of the UA Polymer Engineering Academic Center. Please contact me for details.

I'm looking forward to meeting you at an upcoming Akron SPE event.

*Nicole Fraifogl*

President, Akron Section

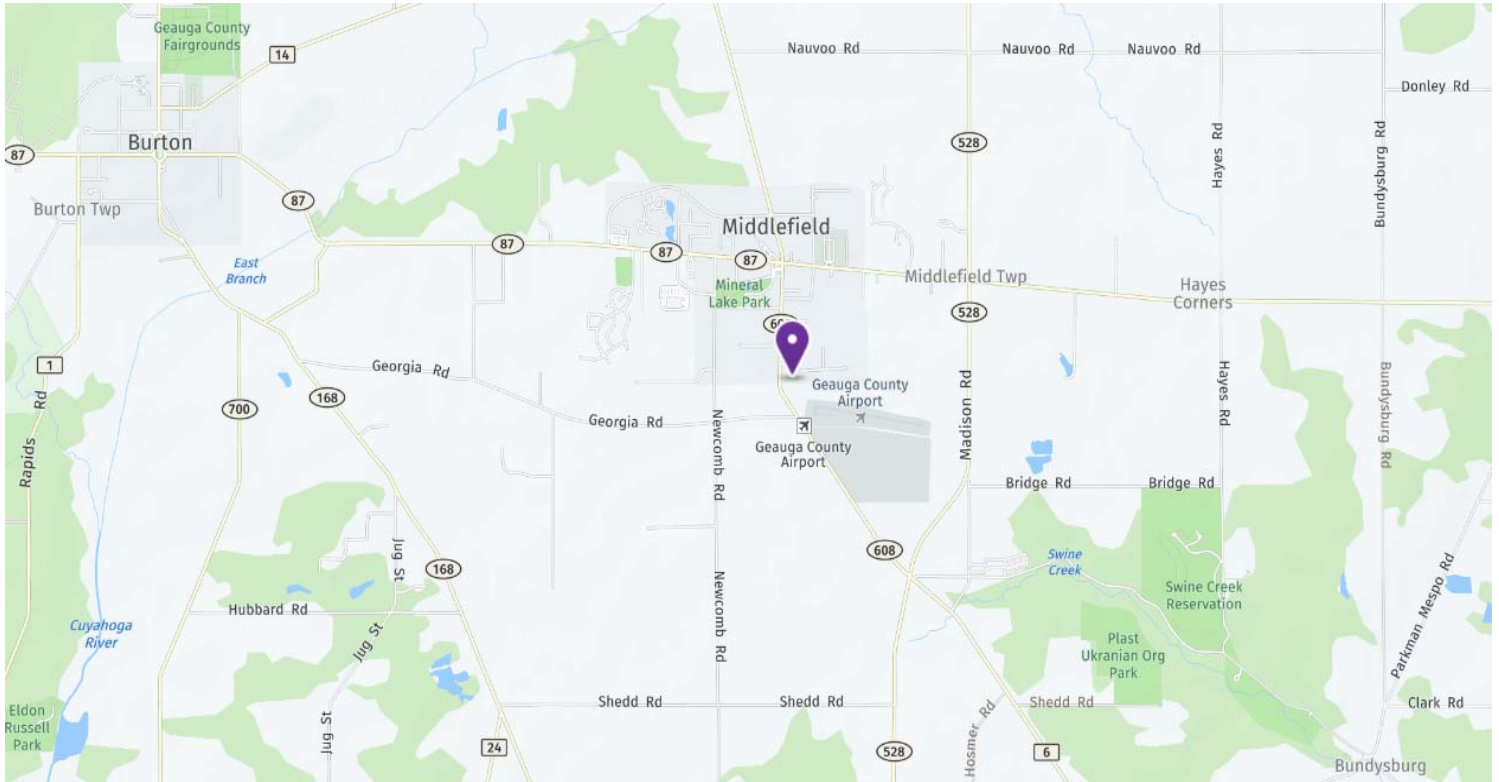
(216)744-2740ex707

[Nicole.Fraifogl@ViscusBiologics.com](mailto:Nicole.Fraifogl@ViscusBiologics.com)



# Map to Meeting

You may zoom in



## Technical Assistance

For technical polymer questions  
please use the SPE International  
forum “The Chain”



For local questions please contact the  
officers at [akronspeweb@gmail.com](mailto:akronspeweb@gmail.com)



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*Now is the time to start planning for this season's advertising – see page 21 for the order form*



## 13<sup>th</sup> TPE TOPCON

Only 3 weeks until the September 10 deadline for reduced advanced registration pricing –

The Akron Section of Society of Plastics Engineers, along with the TPE Special Interest Group of the SPE will be hosting the 13th Thermoplastic Elastomers Conference. The conference will be held at the Hilton Hotel in Akron, OH, September 18-20.

This conference is highly oriented to the theme "innovation" as it will feature presentations that involve use of Bio-Renewable Materials, Wearable Technology, and of course, Materials, Modification and Development. Processing and scale-up will also be addressed.

A half-day primer on TPE basics, taught by industry experts, will take place on the afternoon of September 18 as a prequel to the main conference. For more information – [www.4spe.org/tpe18](http://www.4spe.org/tpe18)

There will be 2 keynote addresses. Quizar Hassonjee (President, Hass Tech Associates) will share information about Smart Textiles. Christine Hockman (Co-Director, Great Lakes Biomimicry) will address the subject of Biomimicry.

There will be exhibitor booths and two evening networking socials.



# Membership Report - 2018

The Akron Section currently has 246 active members.

Month	Active	New + Renewal	Expired + Dropped
Jan	263	3 + 0	1
Feb	267	5 + 0	2
Mar	274	7 + 0	3
Apr-Aug	246	--	--

**Say hello to new members**

**April:**

Christopher Beal, Mexichem  
Jessica Cleland, Miami University  
Monoj Goash, Sherwin-Williams  
Todd Warner, Ovation Polymers, Inc.

**June:**

Jacob Lance, Dover Chemical Corp.

**July:**

Travis Hancock, Matrix Mfg.  
Andrew McCaffrey, Paramount Colors, Inc.

**August:**

Sainath Jadhav, University of Akron  
Ayaz Khan, Michigan State University

*Congratulations  
to the Akron  
Section on  
beginning their  
60<sup>th</sup> year!*



*Thank you to these  
TPE TOPCON  
Sponsors*



PERFORMANCE PLASTICS



# Rubber Division – American Chemical Society



**October 9-11. 2018**

**Kentucky International Convention Center, Louisville, KY**

Details can be found at [www.rubberiec.org](http://www.rubberiec.org)

The International Elastomer Conference is the premier place where educators, customers, manufacturers and suppliers of materials, equipment, tools and services come together. This event is the one place, one time of year, where you find the best of the best of the elastomer industry all under one roof. It provides a forum for the exchange of ideas, observations, regulatory reforms and emerging scientific technologies, as well as learning, networking, seeing current customers and making new ones.



With a history of successful conferences behind them, SPE'S Akron Section and the TPE Special Interest Group host the 13<sup>th</sup> Thermoplastic Elastomers Conference at the Hilton Hotel in Akron, OH, September 18-20.

## FEATURING

- **Half-day Primer** on TPE Basics, September 18, prequel to the main conference
- **Presentations:** Bio-renewable Materials, Wearable Technology and, of course, Materials, Modifications and Development. Processing and Scale-up will also be addressed.
- **2 Keynote Speakers:** Quizar Hassonjee (President, Hass Tech Associates) shares information about Smart Textiles and Christine Hockman, (Co-Director, Great Lakes Biomimicry) addresses the subject of Biomimicry
- **Exhibitor booths** and two evening **networking socials**

To see Primer and Conference programs and to register, go to [www.4spe.org/tpe18](http://www.4spe.org/tpe18)

## SPONSOR / EXHIBITOR OPPORTUNITIES

WThe TPE Conference 2018 brings companies and individuals together for the benefit of all. **Become a sponsor or exhibitor today! Sponsors & Exhibitors must register by August 15, 2018.**

## QUESTIONS?

Conference: William Blasius - +1 774-545-0990 or Vivian Malpass - +1 330-342-1120

Sponsor/Exhibitor: Kevin Malpass - +1 330-398-9411







# 2018 GOLF OUTING

## PITTSBURGH SOCIETY OF PLASTICS ENGINEERS

### WEDNESDAY, SEPTEMBER 5th, 2018

### CRANBERRY HIGHLANDS GOLF CLUB

#### TIME:

9:00 AM REGISTRATION

10:00 AM SHOTGUN START

3:00 PM DINNER AND AWARDS

#### ADDRESS:

5601 FRESHCORN ROAD

CRANBERRY TWP., PA 16066

- Limit of 144 golfers
- Lunch is provided at the turn and beverages are provided throughout the course
- **All golfers** will receive a door prize!
- Check us out at <http://pittsburgh.4spe.org> for additional details and upcoming events

#### REGISTRATION:

- Golf, Lunch, and Dinner = \$140 per golfer
- Dinner Only = \$45 per person
- For your convenience, all golf, meals, sponsorships, and additional chance items can be purchased via PayPal
- Email [pittsburgh@4spe.org](mailto:pittsburgh@4spe.org) with your completed order form to confirm your registration. If paying via Credit Card, an invoice will be sent to your email. If paying by check, please make payable to "Pittsburgh Section SPE" and mail it along with your order form to:

Pittsburgh SPE  
410 Banbury Crossing  
Gibsonia, PA 15044



#### SPONSORSHIP LEVELS:

- SILVER (Tee box sign) = \$125
- PLATINUM (Lunch) = \$500.00
- GOLD (Course beverages) = \$250
- \* Platinum sponsors will be permitted to advertise to all attendees in registration packets*



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Please click the following areas  
of interest:

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# Board Meeting Minutes – June 4, 2018

**Call to Order:** Meeting called to order at 5:30 PM at Papa Joes – Wrap for 2017-18 Year

**Present:** Tom McQuaide, Nicole Brostowitz, Gary Taylor, Keith Pelfrey, David Schultz, Sherri Hart, Viv Malpass, Joe Mattingly, Bob Wegelin, John Fellenstein, Juan Marin Angel, Larry Stanek, Kevin Malpass, Tony Dean, Szu Hao-Jackie, Tzu Yu Lai and Bob Weiler

**Absent:** Sahil Gupta, Anisa Cobaj and Marcos Pantoja

Minutes from April 30 reviewed and passed - Thank you to John Fellenstein and Jenny Digiantonio for preparation.

## **Presidents Report—Tom McQuaide**

No report

## **Committee Reports:**

### **Technical Program 2017/18—Tom McQuaide**

Tom informs he is now complete - for his year's worth of Programs. BOD feels the Awards Night went very well - good attendance of students - since it was later May.

### **Technical Program 2018/19—Nicole Brostowitz**

Nicole informs Cleve- Rik Keely- confirmed one tour set for Feb anticipating two more potential tours. Informs the following as basic Program- details to follow

- Sept- Cleve- due to TPE TOPCON
- Oct.- Akron
- Nov - Cleve
- Dec - Planned Holiday Event/60 Year Anniv.
- Jan - ACCESS with SPE- looking for forum-Cedar Point- Engineering- suggested plastic relevance
- Feb - Cleve- Tour
- March - Akron- Extrusion –MiniTech- Joe Mattingly to help
- April - Education –Magnet-Ohio
- May - Awards
- Considering: Akron Bounce, Goodyear- Innovation Center, Americhem or Molders Night

### **House—Gary Taylor/Bob Wegelin**

Gary Taylor confirms he is now complete and reviewed year average attendance at 44 persons and BOD determined to continue meeting at Hilton - West side of Akron.

### **Membership—Sahil Gupta**

No report - Sahil continues to try to determine details on recent past lost/lagging members.

### **Treasurer—Gary Taylor**

Gary provided a year's worth of transactions for review by BOD. He reports he will follow on last rebate from Intl. He wanted to confirm Approval by BOD- Seed money for TPE TOPCON for 2018. He has on HOLD –PlastiVan money- await ACS- Akron input- for a joint Akron-SPE, ASC-Akron and Cleve Program. He confirms he will forward to ACCESS- money approved by BOD in April for 2 Teacher Grants. He reports that TPE SIG should HOLD seed money til July 1.



# Board Meeting Minutes – 6/4 continued

## **Councilor—Kevin Malpass**

Kevin reports as he most recently attended the Meetings in Fla that NPE/ANTEC –Florida 2018- was well attended. He reports that ANTEC and TOPCONs in US continue to help Intl SPE. Kevin confirms he will continue as Councilor for another 3 year term. He will confirm Membership for Intl SPE. Kevin informs there are changes coming soon re Pinnacle Award, will confirm any changes Communication Award.

## **Student Chapter—Juan Marin Angel and Meeta Trivedi**

Tzu Yu informs that Marcos appreciates recent Student Chapter Leadership Award and would like to stay involved in helping as well as he finishes his West Coast experience and starts new job.

Namrata Salunke, Ph.D. candidate, Department of Polymer Engineering – sent thank you note for ANTEC support.

The new year starts soon and new Officers will be identified.

They would like to get PESO Members at U of Akron more involved in SPE Student Chapter, develop new ideas and will still stay involved with TOPCONs. BOD requested that they as well try to identify some undergraduate Engineering students that would like to join Student Chapter.

## **Awards—Keith Pelfrey**

Keith informs that he would be pleased to continue but should determine if Dan Jones- now in US /Ohio may have interest to step back into this role for near future. This would involve Intl Awards- Fellow and Honored Service- candidate to be proposed for Fellow Award from Intl. In addition help along with Pres-Elect to address requirements for new Pinnacle Award.

## **Public Interest/Website/Newsletter—Tony Dean**

Tony reports since we are utilizing Tabletop that it be updated- new SPE Green Logo, Pictures, background- color change- requested monies to improve. BOD voted and approved. He informs that as well will work Jenny and Nicole to get headers and SPE logos changed on Website, Newsletter.

## **Education Committee—John Fellenstein**

John Fellenstein informs all went well at Awards Night. He would like to see more involvement in Essay Contest next year- MS/HS. BOD suggests personal calls on behalf of BOD would best- John will develop an e-mail message to be utilized next year. John informs he is still involved with Intl Plastivan development with Eve Vitale. Tom informs he will step back into Education Committee and help John for this next year.

## **Education Foundation—Bob Wegelin**

Bob Wegelin reported all is well and we will soon be having a yearly Education Foundation meeting. We confirmed all current Members of the Foundation- Bob Wegelin- to step down as Chair- Joe Mattingly informed he would –Chair, Gary Taylor, Kevin Malpass, David Schultz and Nicole Brostowitz.

## **Growth Committee—Kevin Malpass**

Keith Pelfrey reports that the committee had their session with many new fresh ideas that should be able generate ideas for expansion. A work sheet was provided to BOD asking for feedback and suggestions – BOD please review. He further reports that Action items will now have to be developed as potential new members join.

# Board Meeting Minutes – 6/4 continued

## **Future TopCons—Vivian Malpass**

Viv informs that he still has concern re conflict out of society meetings in June and/Sept 2018. Committee has been meeting and are currently on schedule. Primer plans completed with PR out to 1300 local and regional companies.

## **Old Business:**

ACCESS teacher grant approval.

## **New Business:**

- New Growth Committee Meeting Date
- Establish/Confirm 2018-2019 Officers (President Elect), Committee Responsibilities
- Update Newsletter with New Logos
- Pinnacle Award – Nominee for National Award? One New Activity?
- National Request for Akron Section Volunteer Roster (Kathy Schacht, SPE).

## **BOD would like to Thank Tom for his great year as President and for the excellent Programs developed for the Section!!!**

## **Thank you to ALL for helping to make this a great 2017-18 Year**

New President- Nicole Brostowitz

The gavel has been passed.

Establish/Confirm 2018-2019 Officers (President Elect), Committee Responsibilities

- Nicole proceeded to review confirmation of the new Officers and Committee Chairs for next year
- Past President- Tom McQuaide- interested Education Committee
- Program Chair-Pres-Elect- Larry Stanek
- Councilor- Kevin Malpass- another 3 year term
- Secretary- David Schultz
- Treasurer- Gary Taylor
- House- Gary Taylor/Bob Wegelin
- Membership- Sherri Hart
- PIC Chair-Newsletter Tony Dean
- Website- Tony Dean/Nicole Brostowitz
- Education- John Fellenstein
- Education Foundation- Joe Mattingly
- TOPCON Conf. Chair- New – Viv Malpass
- Growth Committee- Keith Pelfrey, Kevin Malpass, Sherri Hart, Bob Weiler and Sahil Gupta

Suggest addition of Young Professional- potentially for Website.

Nicole has requested each BOD Member invite 1 person from business, industry, customer base to monthly meeting- Sherri to develop a template

Nicole has suggested and will reach out to various groups in extended Akron section territory- Youngstown State and Ashland University

Larry Stanek will aid in development of support for Viv Malpass as a Fellow of SPE Intl

# Board Meeting Minutes – 6/4 continued

Potential topics additional projects:

E- Week- update- L. Stanek

Larry reports he and D. Schultz see possibilities for SPE to expand their programs based on comparison to other societies as we are scheduled to head and run E Week – Feb 2023. This years banquet had 500 attendees- as SWE- Society of Women Engineers was lead- follow up meeting and subsequent meetings scheduled for 1<sup>st</sup> Monday of Month- SPE BOD dates. D Schultz and /or Dan Jones potentially to aid

Anticipate that SPE will need to expand into undergraduate contacts- awards plus added Graduate Awards

D Schultz to provide copy of Program for BOD to review Aug 2018

Status on Marcos project for two monitors in PEAC- John Fellenstein to discuss further with Dr. Sadhan Jana.

Meeting Adjourned – 8:30 PM

Next BOD Meeting set for August 27, 2018 at PEAC- 5:30PM

Have a great Summer!!

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# Programs for 2018 / 2019

Sept. 17 **Sajar Plastics**  
Gas Injection Molding, Plant Tour  
-- Middlefield, Ohio - Cleveland \*

Sept. 18-20 **13<sup>th</sup> TPE TOPCON**  
-- Hilton Fairlawn - Akron \*

Oct. 15 **Polymer Coating Systems**  
-- DoubleTree by Hilton Fairlawn  
Akron \*

Nov. 12 **Qure Medical**  
Liquid Silicone Injection  
-- Twinsburg, Ohio - Cleveland \*

Dec. 10 **60 Years and Holiday Celebration**  
Madrigal Singers and Speaker  
-- The Galaxy, Wadsworth – Akron\*

Jan. 14 **ACCESS**  
-- Hilton Fairlawn - Akron \*

Feb. 11 **Mar-Bal**  
Thermoset Molding, Tour  
-- Mentor, Ohio - Cleveland \*

Mar. 11 **Extrusion Event**  
After-Market Suppliers  
-- Hilton Fairlawn - Akron \*

Apr. 8 **Magnet Presentation**  
-- Hilton Fairlawn - Akron \*

May 20 **Akron Section Awards Night**  
-- Firestone Country Club  
Akron

*Meetings are joint with Cleveland  
Section with host section denoted by \**

## Board Meeting Dates

Generally scheduled the first Monday of the month at 5:30 p.m. in the conference room of the UA Polymer Engineering Academic Center.

August 27, 2018  
October 1, 2018  
November 5, 2018  
December 3, 2018  
January 7, 2019  
February 4, 2019  
March 4, 2019  
April 1, 2019  
May 6, 2019  
June 3, 2019

**The Akron SPE Section is happy to  
post local job openings in the plastics  
industry for 90 days for any member.**

**Please contact a board member if you  
are interested in posting.**

# Akron Section Past Presidents

*59 years of  
excellence*

1959-1960	Donald F. Siddall	1988-1989	William E. Tosko
1960-1961	Milan Krajcik	1989-1990	Robert C. Wegelin
1961-1962	Foster J. Young	1990-1991	Geraldine R. Stromquist
1962-1963	Dickson L. Stoker, III	1991-1992	Spencer Kreiser
1963-1964	Edward L. Hillier	1992-1993	Robert C. Wegelin
1964-1965	John R. Russell	1993-1994	Anthony F. Dean, Jr.
1965-1966	John R. Russell	1994-1995	Wayne Decamp
1966-1967	Clyde H. Jones	1995-1996	Melanie Stewart
1967-1968	Alan Corry, Jr.	1996-1997	Kevin Hershfield
1968-1969	Bernard M. Saffian	1997-1998	David Schultz
1969-1970	Harold R. Schick	1998-1999	John Raab
1970-1971	Robert G. Hills	1999-2000	Gary Taylor
1971-1972	John J. Satterfield	2000-2001	Kevin Malpass
1972-1973	Alexis M. Gross	2001-2002	Kenneth L. Sharp
1973-1974	Francis J. Maurer	2002-2003	Joseph E. Pfeiffer
1974-1975	Leverett A. Anderson, Jr.	2003-2004	Robert C. Wegelin
1975-1976	Robert M. Hershey	2004-2005	Joseph Mattingly
1976-1977	Richard L. Fleshman	2005-2006	Lloyd A. Goettler
1977-1978	David Curtis	2006-2007	John Woodside
1978-1979	John A. Zelek, Jr.	2007-2008	Vivian Malpass
1979-1980	Gerald W. Whitnable	2008-2009	Joseph Mattingly
1980-1981	Kathleen N. Bechter	2009-2010	David A. Katz
1981-1982	Victor E. Giuffrida	2010-2011	Lloyd A. Goettler
1982-1983	James Steiner	2011-2012	David Schultz
1983-1984	Robert G. Hills	2012-2013	Kevin Malpass
1984-1985	Anthony F. Dean, Jr.	2013-2014	Dan Jones
1985-1986	Gene Buser	2014-2015	Vivian Malpass
1986-1987	Harry J. Barth	2015-2016	Keith Pelfrey
1987-1988	Judith A. Fallon	2016-2017	Robert Weiler
		2017-2018	Tom McQuaide

**The Akron Section is in  
need of New Board Members.**

**Please consider becoming a Board Member  
to help support your Section.**

**Contact anyone currently  
on the board  
if you are interested.**

**Thank You!**

# Akron Section Board of Directors

Nicole Fraifogl President/Chair,  
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# Akron Section Society of Plastics Engineers Educational Foundation



1-18

The Akron Society of Plastics Engineers Educational Foundation operates exclusively for the benefit of and to carry out the purposes of the Akron Section of the Society of Plastics Engineers, which is to promote scientific and engineering knowledge relating to plastics by making educational scholarship grants to deserving students in the field of plastics engineering and related subjects. The Organization is supported primarily by contributions from the Akron Society of Plastics Engineers, the Society's individual members and corporations like yours affiliated with the polymer industry.

Since the inception in 1988, the Akron Society of Plastics Engineers Educational Foundation has grown to its current position through the hard work of many volunteers and the generosity of the local business community. Over the thirty years that the foundation has been in existence, it has provided scholarships to over 265 young men and women totaling in excess of \$335,000 to assist them in furthering their careers in the polymer industry.

Our goal is to continue to grow the assets of the Foundation in order to increase the number of scholarships awarded, as well as the size of the awards, and to do so in perpetuity. In doing this, we hope to be able to contribute to the supply of well-trained individuals to support the growth of the polymer industry in the Northeast Ohio area today and well into the future.

When the Foundation began its fund raising activities in 1988, we offered those companies who contributed \$30,000 a scholarship in their name. To date we have four named scholarships, Newell/Rubbermaid, Goodyear, Ken Sharp Memorial and Jim Steiner Memorial scholarships. We are asking your company to help with the growth of well-trained individuals in the local polymer industry. Please print this page, fill out the information and mail it to Bob Wegelin, 13206 Kaufman Ave. NW Hartville, OH 44632.

## Akron SPE Scholarship Donation Commitment

- ☐ \$30,000 lump sum. \_\_\_\_\_  
☐ \$10,000/yr. next 3yrs. \_\_\_\_\_  
☐ \$5,000/yr. next 6 yrs. \_\_\_\_\_  
☐ Other: \_\_\_\_\_

Company name: \_\_\_\_\_  
Contact person: \_\_\_\_\_  
Ph. # or email: \_\_\_\_\_

Our named scholarship donors are recognized at the annual Awards Night of the Akron Society of Plastics Engineers. We invite you to present your tax deductible donation at our Awards Night, which is scheduled on May 21, 2018.

We look forward to your support of this very worthwhile cause by your fine company. Please contact me at (330) 414-1498 with any questions. Thank you for your consideration.

Sincerely,  
*Bob Wegelin, Foundation Chair,*  
*Akron Section Society of Plastics Engineers, Educational Foundation*



## Akron Section Society of Plastics Engineers

Tony Dean, Advertising Manager  
330-929-9916

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### Website, E-Blast & Newsletter Advertising

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#### Insertion Order 2018-19

Polymer Valley News: Akron Section SPE Newsletter  
Delivered via email, stored at <http://www.akronspe.org/newsletter.htm>

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Please check ad size wanted. One column is 3-7/8" wide.

This is the 59<sup>th</sup> year of the Akron SPE Section and rates are for entire season, September 2018 – Summer 2019. **Payable in Advance. Please let me know if you need an invoice.**

Ad format must be electronic (but we can scan your original artwork). File size should be limited based on the size of the ad ordered. Oversized ads will be charged an additional fee. Acceptable formats are .bmp, .pcx, .jpg, .tif, .gif, or MS PowerPoint or Word (if you have any issues with format, please email us and we can provide assistance). **Color is Free! Color helps your ad stand out!** All ads included in newsletter, email blast (logo) and web site.

**Email artwork and this Insertion Order (completed) as an attachment to [francis@neo.rr.com](mailto:francis@neo.rr.com)**

If you don't include your email address, we have no way of sending you each issue!

(please X)	Ad Size	Dimensions	Price for year
	Business Card	One column by 2" high	\$100
	Double	One column, 2 to 4" high	\$150
	Triple	One column, 4 to 6" high	\$200
	Half Page	One column, 10" high	\$250
	Half Page	Page width (7.5"), 5" high	\$250
	Hotlink to company website	N/A	No Charge

**The cost on a per issue basis will be calculated by dividing the "Year" price by 10**

#### Contact Person

#### Billing Information:

Company:

Name:

Address:

Phone #:

Fax #:

Email address:

#### Mail checks, payable to AKRON SECTION SPE, to:

Akron Section SPE  
c/o Gary Taylor  
Akron SPE  
715 Thelma Drive  
Wadsworth, OH 44281