



VALCO INDUSTRIES, INC.
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PRESSing NEWS

November 2017



Many times it seems as though many of us, including me, are too busy taking care of our normal daily activities and fighting daily fires to stop and say Thank You for a job well done or to stop and appreciate the many good things we each enjoy on a daily basis.

The upcoming Thanksgiving Holiday gives each of us a chance to take a couple days off from work to relax and spend time with family and friends. The Thanksgiving holiday also allows us to take some time to appreciate the many freedoms and opportunities we each enjoy and have available to us. Hopefully Thanksgiving will allow you and I to rededicate ourselves to those things we have come to value and treasure. We each have the opportunity to become a positive force with our families, with our work, with our communities, and with our own personal futures.

I feel very fortunate and thankful that this year we have been able to keep all Valco associates working full-time and then some, have been able to hire a number of new people, and have provided ongoing and continuous training. Valco remains very positive and committed to the future of our staff and our community. We can each be very proud of all we have been able to accomplish by working together and knowing that any success we have had is a Valco Team effort and accomplishment.

As we enter the upcoming holiday season I want to wish each of you and your family the very best during the holidays and may the new-year bring you and yours a year of good health, much happiness, and lots of personal and professional success and growth. I look forward to working with you in 2018 knowing that by continuing to Work Together the Best is Yet to Come.

Best Regards,

Eddie Leventhal
President



Valco Gives Back...

We are once again partnering with our local Salvation Army in their annual food drive. In several different locations throughout our facility you will see red Salvation Army barrels where your food donations can be put. Please help fill these barrels with non-perishables items such as canned foods, crackers, rice, cereal, pasta, or anything else that has a long shelf life. The Salvation Army will pick up the barrels in mid-December and distribute the food items that have been donated to local families in need of some extra help during the holidays. Your generous support is greatly appreciated and is much needed in our community.



Welcome TO THE TEAM!



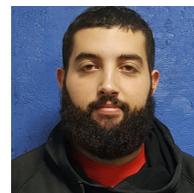
Adrian Woodson started on October 23rd at part of our grinding department.



Devon Phillips started on November 14th as part of our grinding department.



Joseph Antorietta started on October 30th as part of our grinding department.



Kody Owens started on October 16th as part of our grinding department.

It is great to have Adrian, Kody, Joseph, and Devon as part of the Valco Team and we look forward to working with them in the months and years ahead.





Holiday Schedules



Joey Ginn	December 17th
John Fetchko	December 25th
Renea Bailey	December 28th
Toby Clark	December 29th

December looks to be a great month for Valco birthdays. We wish each of you a great day on your special day and an even better year. Here's hoping for a year of good health, lots of laughs and much personal and professional success. Enjoy your special time of year!

Years of Service

Teddy Griffith. . .	Dec. 18 . .	16 Years!!
Richard Ater	Dec 19	1 Year

We thank Teddy and Richard for being a vital part of the Valco Team and look forward to working with each of them in the months and years ahead. Thanks Teddy and Richard for all you do for Valco and our customers each and every day. We appreciate it.



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A last reminder, should you need one, that we will be celebrating the Thanksgiving Holiday on Thursday, November 23rd. This is a paid holiday for all full-time associates who have been with us for at least 90 days. We will also be closed on Friday, November 24th. Normal production hours and schedules will resume on Monday, November 27th. We hope everyone has a great holiday filled with plenty of good eating, lots of good bargain shopping, and plenty of football watching (Go Bucks). Enjoy the long holiday weekend and hope you get to spend time with family and friends while doing the things you enjoy the most. Be careful, safe, and smart out there.



Christmas Day, December 31st and New Year's Day, January 1, 2018 each fall on a Monday this year. Therefore we will be taking those two Mondays off as paid holidays for all full-time associates. We will also most likely have a modified production schedule during the week of December 25th but will provide more information as we get closer to Christmas and New Year's holidays.

A reminder, as well as, an urging for all Valco associates who are not currently participating in the **Valco 401K Program** to learn more about the benefit program and give serious consideration about joining, effective January 1, 2018. December is the open enrollment period so now is the time to act. Valco continues to match \$.50 for every dollar you contribute up to 6% of your compensation through payroll deduction. You receive a tax benefit for the portion you are contributing and your investments grow tax free until they are withdrawn. To make an appointment to learn more about the program or to sign up contact Jamie Callan and he will make an appointment for you with a representative from Consolidated Financial Services. If you are currently part of the 401K program and want to review your personal account and investments we can set up an appointment for that as well.



Great Quotes

"It is not what you gather but what you scatter that tells what kind of life you have lived."

Helen Walton

"It is astonishing how long it takes to finish something you are not working on."

Unknown

"The world hates change yet it is the only thing that has brought progress."

Charles Kettering

"The important thing is this: to be able at any moment to sacrifice what we are for what we could become."

Charles Dubois

"Our background and circumstances may have influenced who we are, but we are responsible for who we become."

Unknown