



VALCO INDUSTRIES, INC.
ISO 9001:2015 CERTIFIED

PRESSing NEWS

April 2021

★ ★ ★ ESOP NEWS! ★ ★ ★

Now that Valco has become an ESOP and our transition plans have been implemented, our future sustainability is established and ensured by continuing to work together. From here, we think it is critical to plan for the future and, when possible, promote from within. In partnership with Brightwork, we have designed and implemented a Career Development program to develop the skills and knowledge of high-performing associates to become future leaders at Valco.

This program spans several months, and its goal is to provide the tools and knowledge that will enable participants to be more proactive about self-development, take control of their career, and “retool” themselves to enhance their effectiveness and efficiency in the workplace.

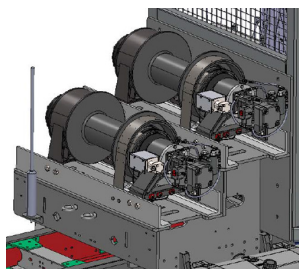
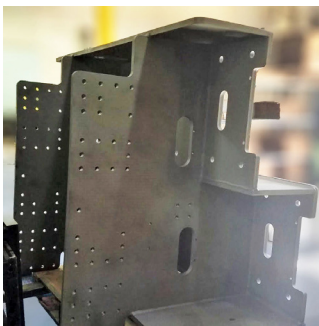
We are excited to announce the first round of participants - Renae Bailey, Tim Denney, Josh Dennin, Cody Evans, Micah Hanks, Rob Shuman, and Megan Watson. This group has demonstrated a strong work ethic and focus on teamwork, and we are looking forward to their future contributions to Valco's future and continued growth and sustainability.

At the conclusion of this first round of the Career Development program, Valco management will select the next round of participants - if you are interested in participating, please let a member of Valco management know, but most importantly, focus on demonstrating leadership and going above and beyond in your day-to-day job responsibilities - this will not go unnoticed! Remember each of you are now shareholders in Valco and will financially share in our growth and success.

We are excited to see the impact of this program, please join me in congratulating our first class of participants, which we expect to be the first of many!

Product of the Month

Valco recently fabricated (2) Dual Winch Support Weldments for a local customer. These units are used to support (2) 60,000 lb. Hydraulic Winches that are located on the back of a truck to pull loads onto a flatbed trailer. The Weldments weigh 1,765 lbs. and are made from $\frac{3}{4}$ thick high strength steel. The fabrication of these weldments involved using fiber laser to cut /laser the component parts. The parts were then moved to the machining department, after which a significant amount of welding took place. The parts were then sand-blasted as the final step in the manufacturing process.



THE ESOP TOP TEN

- 10: **ESOP's Are Unique**—there are only 7,500 employee stock option plan companies in the entire country.
- 9: You have a unique opportunity most Americans do not. Only 14 million people (out of about 124 million) have an ownership stake in the company where they work. You are one of the 11% who do.
- 8: ESOPs outperform conventional competitors.
- 7: ESOPs hold company stock.
- 6: Annual stock appraisal is required by law. Your stock value is determined once a year by an outside, third-party appraiser, who is independent of the company.
- 5: It is a retirement plan for you and your family.
- 4: You are fully vested in six years.
- 3: Annual contributions are based on the performance of the company. The better we each do, the higher the contribution.
- 2: Stock is held in trust. Each year you will receive an account statement showing your shares and their current dollar value.
- 1: Provided to you at **NO COST**: Enough said!



HAPPY BIRTHDAY

Jerry Reed May 16th
Neal Scott May 22nd
Bill Brougher May 31st

We wish each of you a Very Happy Birthday and hope you have a great day on your special day and an even better year. We hope your new year is one of good health that is virus free with lots of laughs and much personal and professional success. We also wish each of you many more birthday celebrations in the years ahead. Enjoy your special day!

Years of Service

Jamie Callan May 2 10 Years!!
Jonathan Baisden . . . May 11 . . . 1 Year
Megan Watson May 13 . . . 2 Years
Jerry Reed May 18 . . . 23 Years!!!
Bradley Castle May 21 . . . 3 years
Brennen Kumbusky . . May 22 . . 4 Years

May has been a great month for hiring some great people as part of the Valco Team. We thank each of you for all you have done and accomplished for Valco and for our customers over the years. We look forward to working with each of you in the years ahead as we can continue to grow and improve each and every day.

Great Quotes

"Risks must be taken, because the greatest hazard in life is to risk nothing."

Leo Buscaglia

"Life is not measured by the number of breaths we take, but by the moments that take our breath away."

Maya Angelou

"Success seems to be largely a matter of hanging on after others have let go."

William Feather

"It is far more impressive when others discover your good qualities without your help."

Judith Martin

"Accept challenges, so that you may feel the exhilaration of victory." George S. Patton



We will be celebrating Memorial Day, our first holiday in 2021, on Monday May 31st. This of course is a paid holiday for all full-time associates. We hope each of you will get to spend the day with family and friends doing the things you enjoy most (besides working at Valco). Have a great holiday extended weekend and be smart and safe out there. Take a few minutes to think about the real meaning of Memorial Day, besides not having to work. Normal work schedules and hours will resume on Tuesday, June 1st.

Upcoming Community Events and Happenings



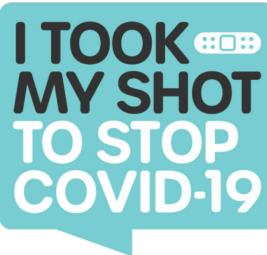
Memorial Day Parade on Monday, May 31st. After taking a year off due to the pandemic the Memorial Day parade will once again take place on Memorial Day.



The Springfield Arts Council Summer Arts Festival will be returning this summer to Veterans Park. This year it is being planned as a four-week festival and will be run from July 1-24. More details to follow as they become available.



The annual Springfield Rotary Club Food Truck event will be returning on Saturday September 11 in Veterans Park. We will have more details as we get closer to the event date. Hopefully, summer 2021 will bring us much closer to a return to a more normal way of life.



We continue to strongly encourage each of you, members of your family and your friends to get a free life-saving Covid-19 vaccine shot. Currently, in Clark County and throughout the state of Ohio vaccines have become available to anyone 16 and older. There is now a significant amount of vaccine and times to receive it available for those wanting it.

Vaccines have proven to be safe, to keep you out of the hospital and prevent death, and if you do get Covid, it most likely will be a very mild case. You can help save lives, including your own, by getting vaccinated. If you need any help or assistance in getting registered for a vaccination please see Eddie for help.

Our special thanks to the Clark County Combined Health District, health commissioner Charlie Patterson and his Team for the FANTASTIC job they have done over the last several months in getting thousands of residents vaccinated in such a well-organized, safe, and easy manner. We appreciate the hundreds of extra hours they have put in and continue to put in to protect and keep all of us safe.

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