



VALCO INDUSTRIES, INC.
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PRESSing NEWS

October 2021



October is Employee Ownership Month! It has been nearly 7 months since Valco announced that we are now an Employee Owned Company (ESOP).

ESOPs align the interests of the associates and owners by making them one and the same, which explains why ESOP companies tend to put the needs of their workers front and center. This was particularly visible when the COVID-19 pandemic hit, and ESOP companies drastically outperformed other firms in terms of protecting their workers' jobs.

While the implementation of an ESOP is by no means an indication of the particular social and political values a company might espouse, it is true that many business owners who implement ESOPs are motivated by a desire to see their business be a positive force in their community even after they're gone. Business owners are immensely proud not only of the jobs they've been able to create and the wealth they've been able to build in their community—both of which are typically improved by an ESOP—but the ways in which they have been able to give back. They see selling their company to their employees as an extension of that, and as a way to keep their company local, keep it intact, and keep that giving spirit going for many years to come.

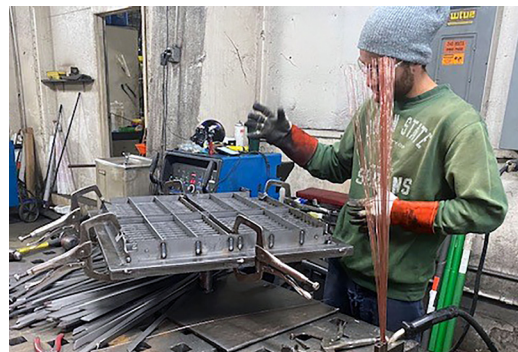
Numerous studies have shown that ESOP companies are attractive to millennial workers because they offer benefits and a culture that fit what they are looking for. They provide powerful retirement savings at a time when perks that their parents may have enjoyed, like robust pension plans, are nearly impossible to find.

ESOP companies provide workers with a voice at their company. The most successful ESOP companies are those with strong employee ownership cultures that prioritize transparency and valuing input from across the organization. Millennial workers make up the largest share of American workers and will be driving our economy for decades. They have made their voices clear about what they want and expect from an employer. And to find it, they only have to look for a company with an ESOP.

We certainly are proud of Valco becoming an ESOP. We know it will help to ensure our continuity and sustainability for many years to come while helping to increase the wealth of our associates and insuring a much enhanced retirement and quality of life during their retirement years.

Product of the Month

Valco has been making floor grates for the better part of ten years for a very valued customer. The grates direct the warm airflow in computer server rooms. Some of the grates direct air one direction, while others will direct air in two separate directions. All of the parts are either lasered or stamped, then sent to one of our robotic welders. After robotic welding, the grates continue to move thru the welding department for manual welding operations. Each grate then moves to our grinding department and then is finally checked for dimension integrity and squareness. Finally, they are powder coated before being shipped to the customer.





Happy Birthday

Kurt Gallmeyer Nov. 23
Bryant Wells Nov. 26
Brennan Kumbusky Nov. 30
Wishing Kurt, Bryant, and Brennan a great day on their special day and a very Happy Birthday. We hope their new year is a very healthy one with lots of laughs, new adventures and continued personal and professional success. Here's hoping they each have many more birthday celebrations in the years ahead.

Years of Service

Micah Hanks . . . Nov. 6 . . . 15 Years!!
Frankie Knight . . Nov. 17 . . . 7 Years!
Jason Combs . . . Nov. 20 . . . 1 Year
Thanks Micah, Frankie and Jason for being part of the Valco Team and doing all you do to help Valco and our many customers grow and succeed. We appreciate all you do and look forward to working with each of you in the months and years ahead. Let's Keep On Keeping On!

Get Well Wishes

We want to wish Bill Murray a quick and full recovery from an accident he recently had. We sure miss Bill and hope to have him back at Valco in the near future.

DON'T FORGET TO TURN YOUR CLOCKS BACK ONE HOUR ON NOVEMBER 7TH!



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YOUR VOTE COUNTS

A reminder about the upcoming elections that will be taking place on Tuesday, November 2nd. The voting locations/poles will be open from 6:30 a.m. till 7:30 p.m.

Early voting is taking place now and you can vote at the Board of Elections located at 3130 E. Main Street from 8:00 a.m. till 7:00 p.m. the week of October 25th. Early voting hours on November 1 are from 8:00 a.m. till 2:00 p.m. There are numerous elections for school boards, city commissioners, township trustees, judgeships and a renewal levy for the Clark County Health Commission. You can get more information and a list of the candidates by going to the board of elections web site at www.boe.ohio.gov/clark/.



The Holidays Are Coming

It's time to start thinking about Turkey Day 2021, especially if you are unlucky enough to be the turkey on the table. This year we will be celebrating the Thanksgiving Holiday on Thursday, November 25 and getting a paid day off work, so we can overeat, watch some football, and hopefully get to spend time with select family members and a few friends. We will also be closed on Friday, November 26 with normal production and shipping hours resuming on Monday, November 29. As in the past we will be providing gift cards to each Valco associate to help make your Thanksgiving dinner a little easier and more enjoyable. Please try and continue to wear masks when appropriate and maintain social distancing. You and all of yours good health remains Job No. 1. Be smart and vigilant while enjoying the holiday.

This year Christmas and New Year's Eve are on Fridays and are of course paid holidays for all Valco Associates. We will have more information about our holiday work schedules as we get closer to the actual holidays. Hard to believe 2021 is rapidly drawing to a close and 2022 is almost here.



*With the recent passing of **Colin Powell** America lost one of its greatest leaders, statesman, generals, and public servants. Some of the beliefs and words he lived and lead by are:*

It ain't as bad as you think. It will look better in the morning.

This rule reflects an attitude, not a prediction. "I have always tried to keep my confidence and optimism up, no matter how difficult the situation," Powell wrote

Get mad, then get over it.

Everyone gets mad. But, as Powell wrote, "staying mad isn't useful."

Share credit.

When done correctly, Powell wrote, success should also be a team sport — and when something goes well, you need to share the credit across the entire organization.

Remain calm. Be kind.

When situations become chaotic, Powell wrote, stay calm and kind: "In the heat of battle' kindness, like calmness, reassures followers and holds their confidence."