



VALCO INDUSTRIES, INC.
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PRESSing NEWS

November 2021

THANKSGIVING WISHES

Most of the time it seems as though we 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. We forget to take a few minutes to appreciate the many good things we each get to enjoy on a daily basis.

The upcoming Thanksgiving Holiday will give each of us a chance to take a couple days off from work, to relax and to 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. Hopefully, Thanksgiving will allow you and I to rededicate ourselves to those things we personally have come to value and treasure. Each of us really does have the opportunity to become a positive force with our families, with our work, within our communities, and with our own personal futures.

Perhaps this year more than ever I feel very fortunate and thankful that we have been able to keep our Valco Team members working full-time and then some and have been able to hire a substantial number of new people, despite the ongoing pandemic and the uncertainty it continues to bring. Luckily, we have not had to close for even a day due to Covid 19. I remain thankful that most of our associates have remained healthy and safe. I urge you to please remain vigilant, safe, and smart over the holidays and do not let your guard down. It may seem as though the pandemic is behind us it is not. People are still getting sick and in some cases are dying every day from it.

I am also extra thankful this year for Valco's sale and transition to an Employee Stock Option Plan (ESOP). We have created a company where each associate has now become an owner while helping to ensure our company's continuity, our job security and a vehicle that will provide each associate a brighter more secure future and retirement. I am proud to know when a customer or vendor now call, they will be talking to one of the owners. We have been able to create a company that remains positive and committed to the future of our associates, our customers, and our community. We can each be very proud of all we have been able to accomplish by working together knowing that any successes and accomplishments we have had this year are the result of what each one of us has done for each other and for our customers.

As we enter the upcoming holiday season, I want to wish each of you and your families the very best and may the new year, 2022, bring you and yours a year of good health, a virus free year, much happiness, with lots of personal and professional success. I look forward to working with each of you in 2022 knowing that by continuing to Work Together the Best is Yet to Come.

Best Regards,

Eddie Leventhal
President



We are glad to report that there will be no change in 2022 to our health care coverage in terms of our insurance carrier or the premium Valco participants are currently paying. Valco did receive an increase in our rates but fortunately we are able to absorb the increase without increasing anyone's contribution.

As always we encourage you to become smart health care consumers, avoid the emergency room if at all possible, and ask for generic prescriptions if and when they are available. Most of all take good care of yourselves and your family members. Each of us can and does play a major role in controlling our health costs and premium rates.



happy BIRTHDAY

Megan Watson December 3rd
 Robert Shuman December 4th
 Jose Rivers Pagan December 12th
 Joey Guinn December 17th
 Jerry Shingler December 19th
 Renea Bailey December 28th
 Toby Clark December 29th

Wow what a Birthday month December is at Valco. Wishing each of you a great day on your special day and hoping your new year is one of good health, lots of laughs, some new adventures and much continued success. Here's hoping each of you have many more birthday celebrations in the years ahead. Enjoy!

Years of Service

Teddy Griffith. . Dec. 18. . 20 Years!!!
 Richard Griffith . . Dec. 19 . . 5 Years

Thanks Teddy and Richard for being part of the Valco Team and doing all you do every day for Valco and for our customers. Your contributions are greatly appreciated. We look forward to working with you in the months and years ahead. Let's Keep On Keeping On!

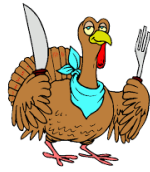
Welcome TO THE TEAM!

Welcome to Robert Eicholtz who joined the Valco Team on October 26 and is part of our welding department.



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Holiday Schedule



Turkey Day 2021 is almost upon us. 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 maybe get to spend time with 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 for 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.

Since Christmas and New Year's day are both on a Saturday this year, we will be taking Friday, December 24 and Friday, December 31 as paid holidays for Valco Associates. We will have more information about our holiday work schedules as we get closer to the actual holidays. It is hard to believe 2021 is rapidly drawing to a close and 2022 is almost here.



Valco is once again proud to be a sponsor of Holiday in the City. The event will last for five weeks, and will go from Nov. 26 through New Year's Day, starting with the Grand Illumination of Downtown on the first night.

There are numerous and varied activities that will be taking place around our downtown core block. Some activities include AuroraMax light show, SantaCon at Mother Stewart's Brewery and Mannheim Steamroller Christmas at the Clark State Performing Arts Center. **Also, for the first time ever there will be an outdoor ice skating rign on City Hall Plaza!!** Santa is also scheduled to visit a number of downtown locations including the Springfield Public Library, Springfield Museum of Art and the Heritage Center Museum, among others. An extra special event happening this year

Hopefully you and your family will be able to take advantage of the activities and events.

HAWAIIAN RULES

- Never Judge A Day By The Weather.
- The Best Things In Life Aren't Things.
- Speak Softly and Wear A Loud Shirt.
- Goals Are Deceptive—The Unaimed Arrow Never Misses.
- Tell The Truth—There's Less To Remember.
- He Who Dies With The Most Toys, Still Dies.
- Age Is Relative-When You're Over The Hill , You Pick Up Speed.
- There Are 2 Ways To Be Rich-Make More Or Desire Less.
- Beauty Is Internal-Looks Mean Nothing.No Rain-No Rainbows.