



VALCO INDUSTRIES, INC.
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PRESSing NEWS

February 2022

Spotlight of the Month: Robert Eicholtz

Our associate spotlight this month shines on Robert Eicholtz, who has been part of our welding department since October 2021. Robert was born and raised in Springfield and graduated from Greenon High School (Go Knights) in 1999. After high school graduation, he enrolled in a four-year bricklayers' apprenticeship program with the bricklayer union in Montgomery County. Robert spent the next 14 years laying brick on a variety of different projects throughout the Dayton-Springfield area, including much of the local new school construction that was taking place during that time. During those years he and his dad also had a small business doing construction, chimney repair work, duct pointing and remodeling work.



Robert's dad was vacationing in Albuquerque New Mexico and called him to tell him the area was booming and that he should get on a bus and head west. In fact, he had already gotten Robert a job! So, Robert took a 26-hour bus ride and was soon laying brick throughout New Mexico. There was a great deal of travel as part of his job and he soon grew to really like this new area of the country. After a couple of years in New Mexico, Robert moved back to Springfield as his mother's health started to deteriorate.

Once back in Springfield, he started doing several different jobs through temp agencies and then took a job with Ohio Indiana Roofing doing commercial roofing work for the next three years. This job also required a great deal of travel and was of course very weather dependent. Robert then took a job with Topre as a third shift operator but after a couple of years wanted to get back to first shift with a lot less weekend work. Luckily for us he chose Valco for his next position. Robert's daughter, Nevaeh, also works part-time at Valco as part of our welding department. She is finishing up her classes at CTC where she will be graduating from in late May.

Robert is married and is the proud father of four daughters (16, 18, 21 and 22) and the extra-proud grandfather of two and soon to be three grandchildren. He has recently purchased a house in Springfield to be closer to work. He is doing major renovation work on it with the hopes of moving into it within the next couple of months. When he finishes the home renovations, he will be enjoying fishing, camping, having a beer by the camp fire and of course spending time with his growing family.

Robert says he is enjoying working at Valco, is learning a great deal and has found everyone to be very helpful and good to work with. It is great to have him with us and we look forward to working with Robert, and hopefully Nevaeh, in the years ahead.



We know that one of the most important ingredients to the success of our ESOP is sustainability. One of the best ways to ensure sustainability is having the right personnel in place, planning and maintaining continuity. As a key part of that recognition, we have developed an internal leadership development program so we can continually promote our own and be sure we have the right people in place to continue our vision, our ownership culture and continued growth. On a monthly basis, with the leadership of Britework facilitating the meetings, the people in the leadership program meet to discuss a variety of topics, books, articles, and participate in leadership exercises. This leadership initiative is a major commitment to our futures, our

growth, our continued success, and the sustainability of our ESOP. Pictured here is a team building exercise the group did at our February meeting.



Why Do We Have An ESOP

1. Support our culture of working together and create an environment where everyone, no matter their job, thinks like a business owner.
2. Share the rewards. While everyone receives a weekly paycheck we want every Valco employee owner to share in the long term growth and success of the company.
3. Keep Valco local. By becoming an ESOP it ensures we remain local and makes each of our jobs more secure. We are here for the long haul.





PRODUCT OF THE MONTH

Happy Birthday



Charlotte Brickles March 18
Angie Judy March 20

We hope Angie and Charlotte each have a great day on their special day and an even better year. Here's hoping their new year is a healthy virus free one, with lots of laughs and much continued success. We wish Angie and Charlotte many more birthday celebrations in the years ahead. Enjoy your special time of year!

Years of Service

Toby Clark March 3 . . . 8 Years!
Josh Polcyn March 7 . . . 4 Years
Neal Scott March 9 . . . 2 Years
Jett Vanculin . . . March 22 . . 5 Years

We thank each of you for being part of the Valco Team. We appreciate all you have done throughout the years and continue to do for Valco and our many customers. We look forward to working with you in the weeks and months ahead. Let's Keep on Keeping on in 2022!

This month's product of the month represents two of the many sizes and configurations of sewer and drain cleaning tools that we produce for a local manufacture. These are the devices that actually cut the path through the restricted sewer or drain.

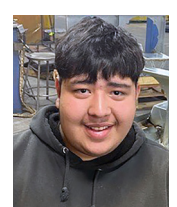
They are lasered in our laser department from annealed spring steel. They are then taken to our stamping department to be formed in a two-station hand transfer die. After being formed they are transported to a heat treater for hardening. Once hardened they are ready to meet the clogged sewers or drains head on! The parts are shown with a large paper clip to illustrate size comparison.



We are starting a monthly newsletter column devoted to our ESOP (Employee Stock Ownership Plan). We hope this will help to continually improve our communication in explaining our ESOP and what it means to now be an owner of Valco. We hope it will help everyone understand how the ESOP affects you on a daily basis, and how it will impact your future, as well as, that of your family. It will hopefully make your retirement years and the quality of your retirement that much better. If you have a specific question about our ESOP, you can ask it via email to eleventh@aeppowdercoating.com or in writing to Eddie.

Welcome TO THE TEAM!

Welcome to Jose Rodriguez who started on February 14 and is part of our first-shift welding department. Jose is working on a part-time basis as he completes his senior year at CTC where he is a student in their two-year welding program.



Great Quotes

"Be yourself. Who else is better qualified?" *Frank J. Giblin*

"Preparation, I have often said, is rightly two-thirds of any venture." *Amelia Earhart*

"Careers are a jungle gym, not a ladder." *Pattie Sellers*

"Working hard for something we don't care about is called stressed; working hard for something we love is called passion." *Anonymous*

"Coming together is a beginning; keeping together is progress; working together is success." *Henry Ford*



Welcome to Harold Rogers who started on February 15 and is part of our first-shift welding department.

It is great to have Harold and Jose as part of the Valco Team and we look forward to working with them in the months and years ahead.



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