



VALCO INDUSTRIES, INC.  
ISO 9001:2015 CERTIFIED

# PRESSing NEWS

November 2022

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 or 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.

I feel very fortunate and thankful that we have been able to navigate what has been a roller coaster year. 2022 was a year of dramatic and continuing increasing prices on just about all of the materials we use in our daily production activities. We, like many other companies, have struggled to find people we want to become part of our team. Despite the ongoing challenges, we have made it through 2022 and are well positioned to meet the challenges and opportunities we expect to have in 2023. We can all certainly be very proud of all we have been able to accomplish by working together.

I am also very proud that we continue to build upon our transition to an Employee Stock Option Plan (ESOP), where each and every team member is now a shareholder in Valco. This major ownership change should make both your jobs and your financial futures much more secure. We have created a company where each associate has now become a shareholder and 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 calls, 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.

As we enter the upcoming holiday season, I want to wish each of you and your families the very best during the holidays and may the new year, 2023, 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 2023 knowing that by continuing to Work Together the Best is Yet to Come.

Best Regards,  
Eddie Leventhal

## Valco's Updated Mission and Values Statement and Beliefs

### Mission Statement:

To be a leader in the production of fabricated parts and value-added services.

### Our Values:

**ENGAGED:** Passionately take pride in our work.

**COMMITTED:** Pursue excellence through continuous improvement and effort.

**FLEXIBLE:** Do whatever it takes.

**HONEST:** Take responsibility and respect others.

## THE FABRICATOR!!!

Valco was recently featured in **The FABRICATOR** - which is North America's leading magazine for the metal forming and fabricating industry.

Editor Kate Bachman interviewed Eddie about his decision to turn Valco into an ESOP. As Kate writes "When Springfield, Ohio-based Valco Industries owner Ed Leventhal was mapping his exit plan, he took the road less traveled to ensure that his valued employees would continue to have jobs by transferring ownership to them."

To read more of the article "Working out a win-win for the long haul for the workers at a Midwest manufacturing company" click on the link below. We also have some printed copies for you to read.

<https://www.thefabricator.com/thefabricator/article/shopmanagement/privately-held-ohio-metal-fabrication-shop-goes-employee-owned?>



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

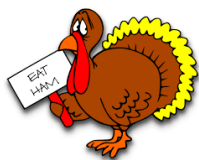
Wishing each of you a great day on your special day and a year of good health, lots of laughs, much continued success, with lots of parts to fabricate. Here's hoping for many, many more birthday celebrations in the years

### Years of Service

Teddy Griffith. . Dec. 18. . 21 Years!!!  
 Richard Ater. . . . Dec. 19 . . . 6 Years!  
 Trevor Barlowe. . . Dec. 22 . . . 1 Year

We thank each of you for being such an important part of the Valco Team. We appreciate all you have done and continue to do for Valco and more importantly for our many customers. We look forward to working with you in the months and years ahead. Let's Keep On Keeping On in 2022 and beyond. The Best Is Yet To Come!

# HAPPY Thanksgiving



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Turkey Day 2022 is upon us. This year we will be celebrating the Thanksgiving Holiday on Thursday, November 24 and getting a paid day off work, so we can overeat, watch some football and hopefully spend time with family members and friends. We will also be closed on Friday, November 25 with normal production and shipping hours resuming on Monday, November 28. As in the past we will be providing a token of our appreciation to each Valco associate to help make your Thanksgiving dinner a little easier and more enjoyable. Be smart and vigilant while enjoying the holiday. You and all of yours' good health remains Job No. 1 at Valco.

### GO BUCKEYES!



Christmas Day is Sunday, December 25. Monday, December 26 will be a paid holiday and we will be closed that day.

New Year's Day is on Sunday, January 1, 2023. Monday, January 2 will be a paid holiday and we will be closed that day.



We have recently met with our Health Insurance representative about our 2023 renewal and are very glad to report that we will not be making any changes to our current policy, coverages that are offered or the amount of contribution you are currently making. Everything will remain the same for 2023. Valco did receive a small premium increase which we have decided to absorb. Thanks to everyone for having a healthy year, for buying generic drugs rather than name brands when they are available and becoming better and smarter health consumers. All of our due diligence has paid off for 2023. Let's work on making 2023 an even healthier year.



As you are starting to think about developing your new year's resolutions give some serious consideration to making one of them joining the Valco 401K Benefit Program. Valco continues to contribute \$.50 for every dollar you do up to 6% of your earnings. That is a great return on your investment. Your money grows tax free, and you have numerous options where you can invest your dollars. If you would like to get more information or meet with our plan administrator, Eddie Bell, let Jamie or Eddie know and they will set up a confidential meeting for you. It is never too late or too early to start planning on investing in your future and for your retirement years.

### Great Quotes

*"If you aren't going all the way, why go at all?" Joe Namath*

*"It is not enough to be industrious; so are the ants. What are you industrious about?" Henry David Thoreau*

*"If your dreams do not scare you, they are not big enough."*

*Ellen Johnson Sirleaf*

*"Change your thoughts and you change your world." Anonymous*

*"Everyone is a genius. But if you judge a fish on its ability to climb a tree, it will spend its whole life believing that it is stupid." Albert Einstein*