



VALCO INDUSTRIES, INC.
ISO 9001:2015 CERTIFIED

PRESSing NEWS

February 2023

Spotlight of the Month: Richard Horton

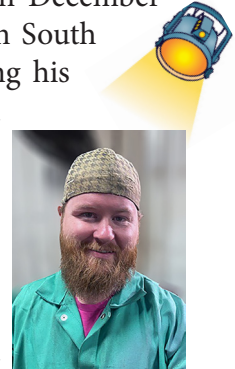
Our Associate Spotlight this month shines on **Richard Horton**, who started on December 27, 2022 and is part of our welding department. Richard was born and raised in South Charleston and graduated from Southeastern High School (Go Trojans!). During his high school years, Richard participated in football, basketball, baseball, track, and soccer. During his senior year, he participated in the state track meet where he ran the 100-meter dash.

After high school, he took his first job with Miller Excavating in South Charleston operating heavy excavating equipment. After four years moving dirt, he took a job with American Steel in Springfield where he learned to weld. Up until this job Richard had only done a little welding while working on a local farm but was not trained as a welder. While at American Steel he did a great deal of construction welding.

He took a job with BoBo Construction in New Carlisle as an iron worker and building/constructing metal buildings in the area. After spending 5 years at BoBo Construction, he took a third shift mig welding job at Stanley Electric in London. Deciding third shift was not ideal for him and wanting to work closer to his home he fortunately chose coming to Valco as part of our welding department.

Richard is the proud father of his 11-year-old daughter Phoebe. During his non-working hours he loves to snow board, golf, play in softball leagues and kayak. As time and weather allows, he snow boards in many different parts of the country.

Richard says he has really enjoyed working at Valco, very much likes the people he is working with and that he now lives the closest he has ever lived to his work. So far so good. We are thrilled to have Richard as part of our team and look forward to working with him in the months and years ahead.



NEW AND IMPROVED WAY OF APPLYING FOR A POSITION WITH VALCO INDUSTRIES!



We have recently updated our website to include an online application to make applying at Valco Industries easier than ever. On the same page of the online application, we created a job board where current

openings will be updated regularly, so it's easier for you to determine what position may be the best fit. Since we became a 100% Employee Stock Ownership Plan company (ESOP) in March of 2021, we strongly believe that becoming part of the Valco Team means more than just having an opportunity for a good, long term, secure job. You will also be provided the opportunity to begin building wealth for you and your family's futures. As you help Valco to grow and succeed you will directly share in that growth and success. Please visit our website at valco-ind.com and click on the Job Board tab at the top of the homepage to check it out! We encourage you to share this with your friends and family.

www.valco-ind.com

Coming Soon!

"The Process is Our Product!"

"In future issues we will occasionally be featuring a "Process of the Month" where you normally see the "Product of the Month". It occurred to us at Valco that while any given product might require several processes to make, not every reader will know what we mean when we name the process in the article. Also, since while A product is unique to A customer, the processes are universally required to make the large range of parts and assemblies we produce. It is accurate to say that "The Process is Our Product!". Please let us know what you the reader thinks of the "Process of the Month" in our next issue!"

FIBER LASER

STAMPING

WELDING

MACHINING

POWDER COATING

FORMING



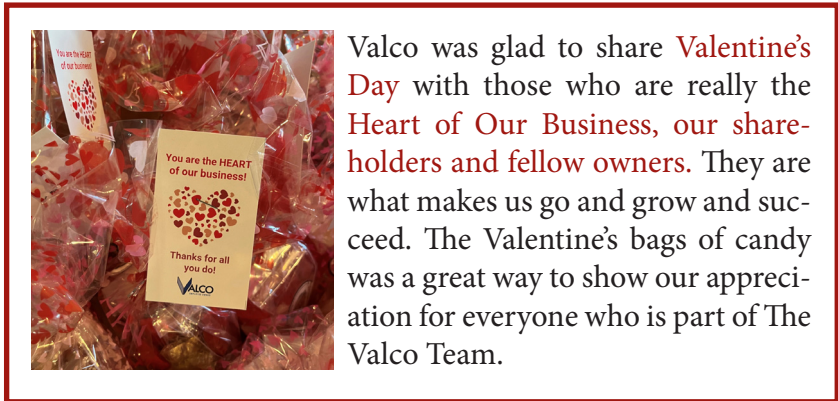
David Cantrell March 2
Charlotte Brickles March 19
Angie Judy March 20
Wayne Blakenship March 29

We hope you each have a great day on your special day and an even better year. Here's hoping your new year is filled with lots of laughs, new adventures, and much continued success. We wish you all many more birthday celebrations in the years ahead. Enjoy your special time of year!

Years of Service

Toby Clark March 3 . . . 9 Years!
Josh Polcyn March 7 . . . 5 Years
Neal Scott March 9 . . . 3 Years

We thank each of you for being such an important part of the Valco Team. We appreciate all you have done throughout the years and continue to do for our fellow Valco associates, as well as, for our many customers. We look forward to working with you in the weeks and months ahead.



Valco was glad to share Valentine's Day with those who are really the Heart of Our Business, our shareholders and fellow owners. They are what makes us go and grow and succeed. The Valentine's bags of candy was a great way to show our appreciation for everyone who is part of The Valco Team.

Welcome TO THE TEAM!



Edwin Sostre Rodriguez
January 13
Final inspection department.



Cody Minor
February 20
Machining department.



Francisco Colon Martez
February 13
Grinding department.



David Cantrell
January 23
Machining department.



Saul Mendoza Flores
February 15
2nd shift robotic welding.



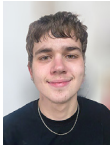
Courtney Cooke
February 8
Quality control department.



Wayne Blankenship
January 30
Material handler.



Dana Beecher
February 7
Saw and production support departments.



Rylan McInerney
January 17 Part-time in our welding department as he finishes up his senior year at CTC.



We are very excited about being able to hire some great people as part of our team and looking forward to working with each of our new team members in the months and years ahead. We are also happy about increased sales and new opportunities that in turn provide additional jobs in our community.



March 12,
2023

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Great Quotes

"Falling down is not a failure. Failure comes when you stay where you have fallen."
Socrates

"People are more impressed by the power of our example rather than the example of our power." Bill Clinton

"Results....I have gotten a lot of results! I know several thousand things that won't work." Thomas Edison

"None of us can know what we are capable of until we are tested." Elizabeth Blackwell

"If your dreams do not scare you, then they are not big enough."
Ellen Johnson Sirleaf, President of Liberia