



VALCO INDUSTRIES, INC.
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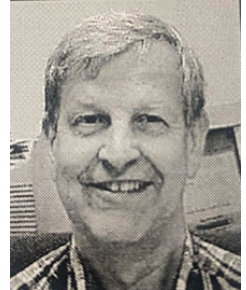
PRESSing NEWS

January 2024

THANKS FOR 20 GREAT YEARS!

This month we want to recognize and pay tribute to **Dave Montgomery**, who after nearly 20 years of dedicated service and outstanding leadership has decided to retire from his full-time position with Valco. Fortunately though, Dave has moved to a part-time consulting position where he will work on special projects on an add needed basis.

Dave started with Valco on June 24, 2004, as General Manager and over the years took on many different roles and positions with the company. Dave was born and raised in Dayton, Ohio and graduated from Oakwood High School. Dave then enrolled in a five-year co-op program at the University of Cincinnati and graduated with an electrical engineering degree. After getting his degree from Cincinnati, Dave was accepted to Harvard Graduate School of business and received his MBA in manufacturing with an emphasis on finance.



In 1967, Dave joined The Sheffield Division of Bendix Corporation in Dayton as manager of production and inventory control. After a few years he became the engineering manager at Sheffield. In 1976, Dave became president and CEO of Dayton Machine Tool Company, which was a family-owned business that specialized in the design, development, and building of specialized machines for government, aerospace, and automotive industries. Over the years Dayton Machined Tool developed partnerships and customers in numerous countries throughout the world. The company sold in January 2004, which of course turned out to be a very good thing for Valco! Dave has been married to Judy for some 60 years and has one son, David who is an attorney in Dayton and three grandchildren. He has been very active in a number of organizations, such as Dayton Opera, Dayton Art Institute, Engineering and Science Foundation, Association of Manufacturing Technology to name a few.

It certainly has been an amazing and satisfying journey over the last 20 years and I will always be grateful to Dave for his dedication, leadership, expertise, and friendship as we worked together to improve and grow Valco into an employee-owned company we can all be very proud of. Dave's calm demeanor and leadership were invaluable in February 2007 when we experienced a devastating fire that destroyed one of our facilities and all the equipment in that facility. Dave was an intricate part of leading the effort that had Valco relocated into a new facility and back operating by May 2007. He helped us rise from the ashes so to speak. Dave also was part of the leadership team that transitioned Valco from being privately owned for some 35 years into an Employee Stock Ownership Plan (ESOP) company in March of 2021.

Valco is thrilled to still have Dave's experience, expertise, dedication, and commitment on a part-time advisory basis. Valco, our employee owners, and I thank Dave for all he has done and accomplished over the past 20 years. "We certainly have come a long way baby." Well done Dave and very much appreciated.

Eddie Leventhal
President

VALCO AT WORK!



"The other day, I took my 3-year-old son to the Kettering Fire Station where my friend works for a tour. I was so excited to see 2 of their firetrucks as I knew where the doors had been made and the hard-working team that is behind the creation of those doors. When you come to work and cut, bend, weld, machine, and assemble materials you make an impact on so many people. Keep up the good work and continue to seek ways to innovate and improve."

Matt Hoyng, FastLane, Productivity Improvement Specialist.

Matt recently spent a week at Valco leading 5S event in our welding department, so he knows first-hand what we do and the high quality of the work we do.





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NEWS**



Chris McClung February 3rd
Kaitlynn Riley February 5th
Micah Hanks February 9th
Don Briggs February 10th
Dan Scott February 10th
Dan Penwell February 16th
Rylan McInerney . . . February 25th

February looks like a great month for Valco birthdays. We wish each of you a great day on your special day. Here's hoping your new year is a year of good health, lots of laughs, lots of good times/experiences, and lots of parts to fabricate in 2024. We hope you each have many more birthday celebrations in the years ahead and the good health to be able to enjoy each and every one of them. Enjoy your special time of year!!

Years of Service

Kurt Gallmeyer . . Feb. 4 . . . 5 Years

One year:

Francisco Colon Montez .Feb. 13th

Saul Mendoza FloresFeb. 15th

Anthony Courtney Feb. 22nd

We thank each of you for being part of the Valco Team. We appreciate all you have done throughout the year and that you continue to do for Valco and our many customers on a daily basis. We look forward to working with you in the months and years ahead. Let's Keep On Keeping On in 2024!



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Valco was very happy to provide the additional space that St. Vincent de Paul needed to distribute some 40,000 pounds of non-perishable food to a variety of local food banks and churches during the week of January 1st. The 40,000 pounds of food was a donation from the Church of Jesus Christ of Latter-day Saints. St. Vincent de Paul does a great deal of wonderful work and provides much needed services to members of our community throughout the year. Valco was proud to have helped with this project.



New Years Resolution for 2024!



If you are not already participating in Valco's 401K Benefit Program, you should strongly consider it as one of your first 2024 new year resolutions. It is an easy and safe way to plan for your retirement and is never too late to begin. For every \$1.00 you contribute, Valco matches

\$.50 up to 6% of what you contribute. You have numerous options on where to invest your dollars and those dollars grow tax free until you access them upon retirement. If you are interested in enrolling or learning more check with Jamie or Eddie and they will set up a meeting with Eddie Bell from Consolidated Financial to get more details.

By partaking in the Valco 401K benefit program and being a shareholder/owner of Valco, along with social security, you have the opportunity to financially plan for your future and your retirement years. With the 401K and ESOP you have the great opportunity to have a very strong and secure financial future.

Welcome TO THE TEAM!

Trevor Barlow,
December 26,
as part of our
welding group



Abe Breslin,
December 26
as part of our
welding group



Welcome Home!! It is great having Trevor and Abe back with us and look forward to working with them in the months and years ahead.

Great Quotes

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

"A mistake in judgement isn't fatal, but too much anxiety about judgement is." *Pauline Kael*

"If you don't want to be replaced by a machine, don't act like one." *Arno Allan Penzias*

"Coming together is a beginning. Keeping together is progress. Working together is success." *Edward Everett Hale*

"People who wonder whether the glass is half empty or half full miss the point. The glass is refillable." *Simon Sinek*