



VALCO INDUSTRIES, INC.  
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# PRESSing NEWS

February 2024

## Spotlight of the Month: Anthony Courtney

Our Employee of the Month Spotlight this month shines on Anthony Courtney who has been part of the Valco Team since April of 2023. Anthony is currently working in our assembly and packaging departments.

He was born and raised in Springfield and graduated from the Career Technology Center as well as Shawnee High School (Go Braves). While at CTC he was enrolled in their two year Automotive Technology program and graduated with a degree from each high school. After high school graduation, Anthony enrolled in the GM Automotive Education program at Sinclair College. As part of that program he spent time in their machining lab so he would have some machining knowledge to be able to machine automotive parts when the need arose.



Anthony spent two years at Good Shepherd Nursing Home in food preparation and on a daily basis prepared two or three meals for about 100 people at each meal. Anthony was recruited to Valco by a good friend of his who was already working at Valco. During his first year with us he has spent time in the grinding, brake press and milling departments before becoming part of the assembly area.

Anthony has 4 brothers and one sister, all who live in Clark County. When not working he enjoys playing golf, shooting pool and fishing. He says he very much enjoys working at Valco and being able to learn a variety of new skills he can use on a daily basis. We are sure happy to have Anthony as part of our team and look forward to working with him in the months and years ahead.

## 3 Years of Employee Ownership!

March 16, 2024 will be our third-year anniversary of becoming a 100% Employee Stock Ownership Company (ESOP). I thought it was a good time to remind each of us as to why we made this significant change in our ownership structure and the way we conduct our business and build our relationships with each other, with our customers, our suppliers, and our community.

Valco had always been a privately owned company and for nearly 40 years operated in this traditional manner. I was able to become a part-owner in 2002 and then in 2003 purchased the balance of the company from Charlie Crabill and Jim Valentine thus becoming the sole owner. Over the years we were fortunate enough to continually grow the company's sales, revenue, equipment, manufacturing capabilities, and personnel. About 6 years ago, I started thinking about what would happen next with Valco and what were possible options for the continuation of the company after I was no longer a part of it.

While looking at ownership and operational options I identified what should drive that critical decision. I quickly identified continuity/sustainability, maintaining and retaining our most important asset, our people, remaining a valuable part of the Springfield community, and finding a way, if possible, of financially rewarding everyone who was part of the Valco Team. I knew this list is what should drive the decision of what would be next for Valco and its people.

It quickly became apparent that transitioning to a 100% ESOP would meet all the things that meant the most to me as the owner. I was able to put together a great team of highly qualified professional advisors to help make this transition and change of ownership a reality. After many meetings and lots of discussions, I was able to sell Valco Industries to the employees who were part of the company at the time. As of March 16, 2021, everyone became a shareholder of Valco, at no cost to any employee. Our people are now a major part in determining where we go from here and how we achieve all we're capable of achieving. They now have a vehicle that will help each shareholder grow their retirement account, all of which would not have been possible without us becoming an ESOP.



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Charlotte Brickles . . . . . March 18  
Angie Judy . . . . . March 20  
Saul Mendoza Flores . . . . March 26  
Wayne Blakenship . . . . . March 29

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

Toby Clark . . . . March 3 . . 10 Years!  
Eleodoro Mendez . March 7. .1 Year  
Neal Scott . . . . . March 9 . . . 4 Years

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!

### With Sympathy

We send our deep felt sympathies to Bill Brougher and his family on the recent passing (January 24) of his mother, Susan Brougher. Our thoughts are with them during this difficult time in their lives.



Don't Forget...  
Time Springs Ahead  
**March 10, 2023**

Valco Industries, Inc.  
P.O. Box 1226 625 Burt Street  
Springfield, OH 45501  
Tel: 937-399-7400  
eleventhal@valco-ind.com valco-ind.com

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Even though it was a long journey, it was well worth the effort as we have now set the table for our continuity and sustainability. We remain local, our associates' jobs are secure, and everyone has the opportunity of building their retirement wealth to help insure a more secure and higher quality of life during their retirement years. Even though our ownership structure is somewhat unique and different by being an ESOP, being different in this case feels darn good.

Eddie Leventhal  
President/ Former Owner

### Welcome TO THE TEAM!

Welcome to Yesvin Morales Lopez, who started on February 5, and will be working as a laser operator. He has been training on first-shift but will soon move onto second-shift. We look forward to working with Yesvin in the months and years ahead.



A reminder about the upcoming primary election that will be taking place on Tuesday, March 19th. Early voting has started and you can vote in person at the Board of Elections located at 3130 East Main Street or request an absentee ballot to vote by mail. You can get more information, early voting times/days and a full list of the candidates by going to the board of elections web site at [www.boe.ohio.gov/clark/](http://www.boe.ohio.gov/clark/). Make yourself heard by VOTING!

Even though there are not many issues or candidates to vote on in the March primary, there is one critical issue that really does need your support and your yes vote. That is the issue supporting the building of a Career Technology Center. The CTC is critical to the economic development of our community and is very important in providing job training education and job skills to over 800 students each year. Valco has been fortunate to have hired a great many CTC graduates, many who are still with us today. Your YES vote will help insure that we continue to employ well-trained graduates in the years ahead.



### Great Quotes

“Everyone is ignorant, only on different subjects.” *Will Rogers*

“Until you dig a hole, you plant a tree, you water it and make it survive, you haven't done a thing. You are just talking.”

*Wangari Maathai*

“In the end, it is important to remember that we cannot become what we need to be by remaining what we are.” *Max De Pree*

“We need to make sure we are building walls that are shorter and tables that are longer.” *Jose Andres*

“It is about people working together for the good of all of us.”

*Alan Mulally*