



VALCO INDUSTRIES, INC.
ISO 9001:2015 CERTIFIED

PRESSing NEWS

August 2024

Spotlight of the Month: Megan Clark

Our Associate Spotlight this month shines on Megan Clark who has been part of the Valco Team since December 2023. Megan started in our production office helping to schedule daily production jobs and needed job information. She recently changed positions and is now a quality technician in our quality department.



Megan was born and raised in Springfield and graduated from Springfield North (Go Panthers) in 2006. While at North she participated in the Band, Orchestra (Flute), and Choir. After high school graduation she enrolled in Wittenberg University where she majored in Business Management with a minor in Spanish. After graduating from Wittenberg, she began her working career at Konecrane in Prime Ohio. While at Konecrane she worked in accounts payable and in their Master Data Maintenance department helping with migration of data.

After 10 years at Konecrane Megan did a major job change and became a coffee barista at Coffee Expressions for the next 12-14 months. Luckily, she then accepted a position with Valco. Megan has two sisters who are both teachers, one in the Springfield City Schools and other in Michigan. She also has three brothers, one an attorney in Columbus, one who is a mechanical engineer at an automotive supplier and one who is in the Navy reserves. In her spare time Megan enjoys baking, crafting and traveling.

We are excited to have Megan as part of our Team and look forward to working with her in the months and years ahead.

TOP 10 ESOP ADVANTAGES!!

- 10) ESOPs are unique — There are only 7,000 employee stock ownership plan (ESOP) companies in the entire country.
- 9) You have an opportunity most Americans don't — Only 14 million people (out of 124 million) have an ownership stake in the company where they work. 89% of people don't have the opportunity you have; make the most of it.
- 8) ESOPs outperform conventional competitors — When employees understand the ESOP plan and are involved in day-to-day work, ESOPs are more profitable and productive than their non-ESOP competitors.
- 7) ESOPs hold company stock — Our ESOP is designed to hold company stock. By federal law, it is not a diversified retirement plan.
- 6) Annual stock appraisal required by law — Stock value is determined once a year by an outside, third-party appraiser who, by law, must be independent of the company.
- 5) It's a retirement plan — Our ESOP is a long-term retirement benefit for you and your family. It's designed to pay out when you leave the company. We are in this together for the long haul.
- 4) Fully vested in six years — You become fully vested in your account (vesting = it's yours if you leave) after six years of service.
- 3) Annual contributions based on performance — Valco and A&E both contribute to the ESOP based on each company's performance. The better we do, the higher contributions to your ESOP account can be.
- 2) Stock held in trust — ESOP shares are kept in a separate trust. Once a year, you receive a statement showing your shares and their current value.
- 1) Provided at no cost to you! Enough Said!



VALCO COMPANY PICNIC!

Final reminder about Valco's annual Family Picnic which will take place on Friday, September 6th at Young's Jersey Dairy from 4:00 p.m. till 8:00 p.m. All Valco associates and immediate family members will receive wrist bands that will allow you to use all of Young's many facilities and activities until 8:00 p.m. Dinner and gift giveaways will take place from 5:00-6:00. If you are planning on attending, you must register in advance. For more information or to register see Angie, Renae or Eddie. It should be a great evening for everyone who is able to attend.

A very special Thank You to Angie Judy and Renae Bailey for all of their planning and hard work to make this company event special! Very Much Appreciated.



HAPPY BIRTHDAY

- Abe Breslin II Sept. 2
- Viviana Rodriguez Sept. 11
- Jason Combs Sept. 22
- Dave Montgomery Sept. 27
- Enrique Montijo Sept. 27
- Larry Huxley Sept. 30
- Tyler Ratliff Sept. 30

We wish each of you a great day on your very special day as well as a year of good health, lots of laughs, lots of parts to fabricate, and much continued success. Here's hoping each of you have many more birthday celebrations in the years ahead and the good health to know what you are actually celebrating. Have a great day and a great year!

Years of Service

- Kaitlynn Riley . . . Sept. 6. . . 1 Year
- Zoey Workman . . Sept. 12. . 1 Year
- Dave Jenkins. . . Sept. 13. . . 4 Years!!
- Ed Ledent Sept. 18 . . 7 Years!
- Angie Judy . . . Sept. 24 . . 17 Years!!

Thanks to each of you for being such an important part of the Valco Team and for doing all you do for our customers and for Valco. We appreciate all you have done and continue to do and look forward to working with each of you in the years ahead. Let's Keep On Keeping On!

Welcome TO THE TEAM!

Welcome to Abe Breslin who started on August 12 of this year and is part of our welding department. We look forward to working with Abe in the months and years ahead.



WE WILL BE CLOSED LABOR DAY

Labor Day 2024 will be taking place on Monday, September 2nd.. This will be a paid holiday for all Valco associates who have been with us for at least 90 days. We will be returning to regular production hours and schedules on Tuesday, September 3. Labor Day of course is a paid day and unfortunately is this year's last summer holiday. Hopefully, the weather will cooperate to help make it an enjoyable holiday weekend. Be safe, smart and stay healthy out there.

VOTE: If you are not registered to vote in the upcoming November 5 election **NOW** is the time to get registered. November's election will have many critical issues and candidates for you to vote on. Please do not sit this one out. Voter registration ends on October 7th and early and absentee voting starts on October 8th. You can go to the board of elections web page, (<https://www.boe.ohio.gov/clark/election-info>) and get lots more information. Make your voice heard!



We urge you to **VOTE YES on the Career Technology Center (CTC) levy** that will provide the dollars needed to build a new enlarged facility that will provide more opportunities for more Clark County students to enroll. The state of Ohio will provide a large percentage of the money for a new facility and November is the last time this critical issue will be on the ballot. CTC has provided Valco with a number of great employees and is critical to our continued success and growth.



Looks as though our own Mike Bell was very much enjoying the 10th annual Springfield Rotary Club Gourmet Food Truck event at Veterans Park. The dollars raised are used for

local and international projects throughout the year. A special shout to Bill Brougner for his chairing this major fund and fun raising event.

Great Quotes

"Happiness is when what you think, what you say and what you do are in harmony." Mahatma Gandhi

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

"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it." Lou Holtz

"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 Maathal

"It is not who is right, but what is right that is of importance."

Thomas Huxley



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