



VALCO INDUSTRIES, INC.
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PRESSing NEWS

October 2025

Spotlight of the Month: James Mercier

This month, our Associate Spotlight shines on James Mercier, who recently joined Valco as a Sales Engineer.

Born and raised in Dayton, James is a proud graduate of Fairmont High School (Go Skyhawks!) and the Greene County Career Technology Center, where he earned a certificate in Industrial Engineering Technology in 1997. He went on to study mechanical and electrical engineering at Sinclair Community College in Dayton.

James began his career at Twist Inc. in Xenia as a Mechanical Designer and Programmer, while also contributing to the sales team. During his nine years there, he wore many hats—gaining hands-on experience and expanding his expertise in metal fabrication.



He then joined Raymath Company in Troy as a Sales Engineer and Account Manager, where he spent six years working for a large metal fabrication firm with capabilities similar to Valco's. From there, he moved to Arctech Fabricating in Springfield, taking on another Sales and Account Management role and further deepening his industry knowledge.

After nearly three years with Arctech, James became part of the Valco team, bringing with him a wealth of experience in the metal fabrication industry. We're thrilled to have someone with his technical expertise, sales acumen, and extensive background join our ranks. We look forward to the innovation and insight he'll bring to our customers and our team.

Outside of work, James is the proud father of two boys, ages 10 and 11. In his free time, he enjoys playing the guitar and practicing Shaolin Wing Chun Kung Fu, in which he holds a Black Belt. This renowned martial art—rooted in Mahayana Buddhist philosophy and developed over 1,500 years at the Shaolin Temple in Henan, China—has been part of James's life for more than four years. He both teaches and competes in tournaments, including some held in China.

Please join us in giving a warm welcome to James Mercier—we're excited to have you on board!

October is National Employee Ownership Month!

Valco was pleased to partner with Rocking Horse to offer free flu shots to all associates who wished to receive one. A total of 30 employees took advantage of this opportunity. The Rocking Horse team arrived with their fully equipped mobile medical bus, where the vaccinations were administered.

We sincerely appreciate the professionalism and excellent service provided by the Rocking Horse staff and look forward to collaborating with them on future health initiatives.



**FORGED IN STEEL,
UNITED IN
OWNERSHIP**

ONE TEAM



Every Effort Matters

As employee-owners, our daily work — every weld, order, and safety check — strengthens our company and our future. The better we perform, the more we all benefit.



Pride in Our Craft

Our reputation is built by every team member. Quality, dedication, and teamwork keep our customers coming back — and make this a great place to work.

Our Future, Our Hands

We don't just work here — we own it. Every idea and improvement adds value to what we're building together: a stronger company and a shared future. The better we perform, the more we all benefit.



HAPPY BIRTHDAY!

- Viviana Rodriguez Nov. 11
- Edwar Granados Nov. 12
- Megan Clark Nov. 17
- Samantha Miracle Nov. 19
- Jose Duque Nov. 21
- Kurt Gallmeyer Nov. 23
- Bryant Wells Nov. 26
- Charan Thota Nov. 26
- Brennan Kumbusky Nov. 30

November looks to be a great month for birthdays at Valco. 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. We hope each of you will 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

- Leonel Diaz Lopez . . . Nov. 4 . . . 1 Yr
- Antonio Velaquez Roblero . 4 . 1 Yr
- Micah Hanks . . . Nov. 6 . . . 19 Years!!
- Viviannaq Rodriguez . Nov. 13 . 2Yrs
- Jason Combs . . . Nov. 20 . . . 5 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.

Upcoming Holiday Schedule

Thanksgiving (Turkey Day!)

We'll be celebrating Thanksgiving on Thursday, November 27, and enjoying a paid day off to relax, indulge in good food, watch some football, and spend time with family and friends. As in past years, each Valco associate will receive a gift card to help make your Thanksgiving dinner a little easier and more enjoyable.

In addition, we'll be closed on Friday, November 28, with normal production and shipping operations resuming on Monday, December 1. Please remember to stay smart and vigilant while celebrating. Your health and safety remain Job No. 1 at Valco.

Remaining 2025 Holidays

Christmas Day - Thursday, December 25 Valco will be closed in observance of Christmas. This will, of course, be a paid holiday.

New Year's Day - Thursday, January 1 Valco will also be closed and this will be a paid holiday as well.

We hope everyone has a wonderful holiday season filled with time to relax, recharge, and enjoy family and friends. Please stay safe and take care—we look forward to seeing everyone in January 2026!



Daylight-Saving Time Ends

As autumn settles in, it's time once again to "fall back." On Sunday, November 3, 2025, daylight saving time officially ends. At 2:00 a.m., clocks should be set back

one hour, giving everyone an extra hour of sleep that night. Beyond the extra sleep, the time change also means earlier sunsets and darker evenings. Consider taking steps to stay safe and comfortable—such as turning on outdoor lights earlier, adjusting your commute routines, and making sure your car's headlights are in good working order. Enjoy your extra hour, and welcome to the cozy evenings of fall!

Great Quotes

- "Give everyday the chance to become the most beautiful day of your life."
Mark Twain
- "Logic will get you from A to B. Imagination will take you everywhere."
Albert Einstein
- "Thinking is the hardest work there is, which is probably the reason why, so few engage in it." Henry Ford
- "We can't solve problems by using the same kind of thinking we used when we created them." Albert Einstein

Welcome TO THE TEAM!

Josh Rice started on October 8th and is working in our machining department



James Mercier started on October 13 as a sales engineer



We are very glad to have both Josh and James with us and look forward to working with them in the months and years ahead.

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