



VALCO INDUSTRIES, INC.
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PRESSing NEWS

February 2026

Spotlight of the Month: Francisco Colon Montez

This month, we are proud to shine our Associate Spotlight on **Francisco Colon Montez**, a valued member of the Valco team since February 2023. Over the past few years, Francisco has contributed in several areas of the company and is now a member of our machining department, where he continues to grow his skills and expertise.



Francisco was born and raised in Veracruz, Mexico, and moved to the United States at the age of 20. He spent his first six years in North Carolina before relocating to Harrisburg, Pennsylvania, to be closer to his brothers. After eight years there, he moved to Springfield in 2010, where additional family members were living.



In Springfield, Francisco began working at Topre in the assembly department. After three years, he accepted a maintenance position at Cedarville College. In 2017, he transitioned to a role at a distribution center in London, where he worked until being laid off during the COVID-19 pandemic. A friend encouraged him to apply at Valco - a recommendation we are certainly grateful for. Francisco was quickly hired and has been a tremendous asset ever since.

Francisco is the proud father of three children - Jesus, Noah and Genesis. He also has three sisters and three brothers, two of whom live in Pennsylvania. Outside of work, Francisco enjoys fishing, spending time with family and friends and attending church on Sundays.

Francisco has truly enjoyed his time at Valco and values the positive relationships he has built with his coworkers. He appreciates the opportunity to perform a variety of tasks, continually learn new skills, and operate different machines and equipment. We are grateful for Francisco's strong work ethic, flexibility, and willingness to assist with translating work instructions, policies, and meeting notes.

It has been a pleasure having Francisco on our team, and we look forward to working alongside him for many years to come.



Don't miss out on the opportunity to participate in Valco's 401(k) benefit program. All employees are eligible to enroll after one year of employment - and it's a benefit you should strongly consider taking advantage of.

Valco matches 50 cents for every dollar you contribute, up to 6% of your earnings. That's additional money toward your future simply by participating. The plan offers a variety of contribution options as well as numerous investment choices, allowing you to select what best fits your retirement goals.

A 401(k), combined with Valco's ESOP shareholder program, provides a powerful foundation for building a secure and comfortable retirement. Investing in your future is one of the smartest decisions you can make for yourself and your family.

To enroll or learn more, please contact Eddie, Jamie, or Eddie Bell with Consolidated Financial. Remember — it's never too early or too late to start saving for retirement.

Our third annual Guess the Share Price contest is coming soon! Everyone is invited to participate by submitting a guess for the new share price — and you could win by guessing the exact amount or coming the closest.



Prizes will be awarded to the top three

- 1st: Cash prize equal to 10 times the new share price
- 2nd: Cash prize equal to 5 times the new share price
- 3rd: Cash prize equal to 3 times the new share price

Be sure to submit your entry by Friday, April 3 at noon.

We anticipate announcing the new share price in May, followed by our annual shareholder meetings in June. At those meetings, you will receive your updated account certificates reflecting your new account balances.

Start thinking about your guess — and good luck to everyone!



Angel Marrero Negrón . . . March 1
 David Cantrell March 2
 Josue Mendoza March 16
 Charlotte Brickles March 18
 Angie Judy March 20
 Wayne Blakenship March 29
 Ailton Diaz Lopez March 30

February looks to be a very good 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, many 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

Toby Clark March 3 . . 14 Years!
 Prathap Kothuri . . March 4 . 2 Years
 Eleodoro Mendez . March 6. 3 Years
 Neal Scott March 9 . . .6 Years!
 Jeff Cox March 10. . . . 1 Year
 Carolyn Adkins . . March 10 . . 1 Year

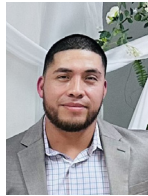
We thank each of you for being part of the Valco Team. We appreciate all you have done over the years and that you continue to do for Valco and our many customers on a daily basis. We look forward to working with you in the months and years ahead. Let's Keep On Keeping On in 2026!

**DAYLIGHT SAVING
 TIME BEGINS!
 MARCH 8, 2026**

Congratulations to Jamie Callen, Valco's CFO, on celebrating 15 years of service! Jamie recently received and proudly wore the jacket he selected in recognition of this milestone achievement.



We are incredibly grateful for Jamie's leadership and dedication over the years. His guidance has played a key role in helping Valco grow, improve and continue to succeed. Jamie was also instrumental in leading our transition to becoming a 100% employee-owned company (ESOP), a significant accomplishment in Valco's history.



Armando Sanchez started on January 19 as part of our robotic welding group on second shift.



It is great to have Armando and Casey with us, and we look forward to working with them in their months and years ahead. Good luck in your new positions.



Casey Conley started on February 9 as a quality tech.



Spring Ahead: A Fresh Start

It's time to "spring ahead" and set our clocks forward one hour. While we may lose a bit of sleep, we gain longer, brighter evenings — a sure sign that spring is on the way.

While losing an hour of sleep can feel like a challenge at first, the shift also brings benefits. More daylight in the evening often means improved mood, increased productivity, and more opportunities to enjoy time outdoors after work. It's a great moment to reset routines, revisit goals, and embrace the energy that comes with a new season. The extra daylight can boost energy, improve mood, and give us more time to enjoy the outdoors after work. As we adjust to the time change, let's embrace the season as a chance to reset, refocus, and move forward with fresh momentum.

Great Quotes

"Don't judge each day by the harvest you reap but by the seeds that you plant." Robert Louis Stevenson

"Do not spoil what you have by desiring what you have not; remember that what you now have was once among the things you only hoped for." Epicurus

"Life is the greatest journey you will ever be on." Anonymous

"A great change in life is like a cold bath in winter—we all hesitate at the first plunge." Letitia Elizabeth Landon

"Your life begins to change when you change something you do every day." John C. Maxwell

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