

# KCC Newsletter

## January 2026



## 2025 Year in Review



This year has been packed with record-breaking moments. We kicked things off with a record shipping day – then broke that record again later the same month! We hit a new record for units sold in a single day and set a new monthly sales record. Just a few months later, we celebrated the most units shipped in one day and the highest dollar amount shipped in company history. Whew!

Safety continues to be something we are incredibly proud of. Our Maintenance Team reached seven years injury-free, the Utah plant celebrated three years without a single injury, and the Curb and Adapter Team marked two injury-free years. On top of that, KCC hit a huge milestone – two million hours with no lost-time incidents. That’s a big deal! Our safety plans were truly tested when an EF-3 tornado hit two of our facilities. Thanks to the calm, teamwork, and quick thinking of our employees, we were back up and running in less than 10 days – with zero injuries. That’s something everyone should be proud of.

Beyond operations, 2025 was a big year for employees and our community. We named a new Vice President of Manufacturing (congratulations Jeff Thomas!), strengthened our ESOP with employee support, and came together to donate much-needed items to tornado victims. We also had a successful can drive, coat drive, and blood drives, and even welcomed a mammogram bus to the Technology parking lot. Not to mention (drum roll) our share value increased over 16%!

We had lots of visitors this year. KCC welcomed guests and high school students for factory tours and received great feedback from both. Hopefully, we inspired some future KCC employees along the way!

Leadership and engagement stayed strong throughout the year. Joel kicked off his bi-monthly Town Hall meetings, giving employees a chance to ask questions and stay connected. Many team members graduated from our ELT program, and we’re excited to keep growing this great learning opportunity.

And of course, there was still time for fun and giving back – KCC teams ran a few 5Ks, volunteered at Wreaths Across America, and even created our first-ever KCC blooper video, which quickly became a fan favorite.

 From growth and hard work to teamwork, service, and laughter, 2025 has truly been a year to remember. So... what will 2026 bring?! I don’t know about you, but I’m excited to see!

### UPCOMING EVENTS

Thursday, January 1, 2026	New Year's Day (Plants Closed)
Monday, January 5, 2026	Inventory: Technology
Tuesday, January 6, 2026	Inventory: Technology
Wednesday, January 7, 2026	Inventory: Technology
Thursday, January 8, 2026	Inventory: Technology
Monday, January 19, 2026	Martin Luther King Jr. Day (Plants Open)



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### EMPLOYEE SPOTLIGHT

**Danay Rodriquez**

#### Bilingual Communications Specialist

• How long have you been at KCC, and what have you done since starting? What do you do now?

I have been working at KCC for four years. I started as a Sub-Assembly Technician in the Technology department, then moved to Grassland in the Metal Forming area. There, I worked primarily on a laser machine and also gained experience operating other machines such as turret machines. During this time, I focused on learning and improving my knowledge in my area. Most importantly, I never stopped studying English and made a daily effort to learn about KCC's processes and procedures. I am now working in the Communications Department.

• What is the most unique food you have ever eaten?

I love my traditional Cuban food, but I also really enjoy sushi.

• If you had to teach a class on one subject, what would it be?

I would teach people to prepare themselves and study hard every day until they achieve their dreams. Success does not come to the smartest people, but to those who persevere.

• What is one thing you consider yourself very good at?

I believe I am a good communicator. I enjoy helping others and encouraging people to become better every day.

• If you could choose one superpower, what would it be and why?

If I had to choose a superpower, I would choose Wonder Woman's abilities because I enjoy helping others become better while also working on myself to improve and grow.

• What did you want to be when you were in high school?

I wanted to be a writer.

• What is your favorite hobby?

My favorite hobby is reading books. I recharge by spending time alone with a good book and some instrumental music.

## Celebrating Success

A big round of applause for our exceptional KCC team members who have recently earned well-deserved promotions! Your hard work, dedication, and commitment truly stand out, and we're excited to see the positive impact you'll make in your new roles. Congratulations to the team!



**Dalton Alvey**  
**Team Leader**



**Kaitlyn Embry**  
**Team Leader**



**Danay Rodriquez**  
**Bilingual**  
**Communications Assistant**



**Neal Morris**  
**R&D Lab**  
**Supervisor**



**Michael Dwyer**  
**QMS**  
**Engineer**

## January 2026

**Now Is The Time For Fall Maintenance**

**Call For Quote**

**\$500 OFF**  
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Residential only. Cannot be combined with any other offers. Expires 10/31/25.

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## Cook's Corner



January 19

National Popcorn Day

### NACHO POPCORN RECIPE



#### Ingredients

- 5 quarts popped popcorn
- 1/2 cup butter, melted
- 2 tablespoons grated Parmesan cheese
- 2 tablespoons dried parsley flakes
- 1 teaspoon garlic salt
- 1 teaspoon chili powder
- 4 to 6 drops hot pepper sauce

#### Directions

Place popcorn in a large bowl. Combine remaining ingredients; drizzle over popcorn and toss until well coated.

**Holiday Savings!**

Make this holiday season unforgettable with exclusive savings on gifts, travel, and winter essentials.

Visit [WorkingAdvantage.com](http://WorkingAdvantage.com)

SCAN QR CODE

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#### HIGHLIGHTED OFFERS

- SAMSUNG** Discount Flight Reservations Save up to 20% on flights
- NCAA Football** Save on NCAA Football tickets with Preferred Access
- Garmin** Save up to 20% on select Garmin products
- Discount Hotel Reservations** Save up to 40% on hotels in top cities\*
- Apple** Exclusive employee savings on select products
- Walt Disney World Resort** Save up to \$70



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## ESOP 2025 Year in Review

This year was an outstanding one for our ESOP and for our employee-owners. Our share value increased by more than 16%, rising to \$136.06 per share—a powerful reflection of the collective commitment, hard work, and ownership mindset demonstrated across KCC. Beyond financial success, HR remained focused on supporting the well-being and engagement of our employees and communities. We hosted KCC Blood Drives, welcomed the Mammogram Bus, participated in multiple 5K runs, and responded to more than 200 Voicebox submissions, ensuring employee voices were heard. Our team also helped coordinate donations for tornado relief efforts and supported local food and clothing charities. Along the way, we celebrated together with four company cookouts and a surprise Ice Cream Day, reinforcing what makes KCC special: strong performance, shared ownership, and a culture that cares.



## Employee Anniversaries



Employee	Years of Service		Employee	Years of Service
Eric Duvall	29		Scotty Peters	8
David Foreman	19		Daniel Bautista Manzano	8
Gregory Roy	17		Tally Beck	8
David Domine	16		Christian Ritchie	8
James Beets	14		Brandon Burris	7
Bassam Hamade	14		Sandra Cano Melo	7
Daniel Johnson	12		Claressa McGee	7
Kevin Hedges	11		Linda Boley	7
Andrew Bryant	10		Brandon Von Ohlen	7
Jesus Cardenas Guerra	9		<b>100% VESTED IN ESOP!!!</b>	
Jean Ung Macias	9		Raziel Zamora Fernandez	6
Eric Thomas	9		Heizel Basulto Ortiz	6
Rashad Bykes	8		Ayla Turner	6