



December 2025



SIMPSONVILLE UPDATE



Momentum continued in November with another productive month of progress. Exterior finishes moved forward, interior spaces began to take on their final layout, and crews made steady headway on utility connections and final grading.



With each passing week, the building looks more and more like the new home we've envisioned for KCC. It's been exciting to watch the transformation as we move closer to completion.

DID YOU KNOW?

At KCC Companies in Louisville, the team isn't just employees — they're owners. The company became an Employee Stock Ownership Plan (ESOP) in 2008, which means team members share in the company's success at no cost to them.

KCC REFERRAL PROGRAM

For Current Employees

If you recommend someone to work at KCC and they get hired, you can earn bonus money!

Here's how it works:

1. You fill out a referral form within 5 days of the new person's first day.
2. The new employee must write your name on their form too.

Your rewards:

- When the new employee works 30 days, you get \$100.
- If they work 90 days, you get another \$100.

You must still work at KCC when the bonus is paid.

(Managers cannot receive these bonuses.)

For New Employees

New employees can also earn rewards for staying with KCC!

Here's what you get for hitting milestones:

1. After 30 days of work → \$100 bonus
2. After 90 days of work → \$350 bonus
3. After 180 days of work → 16 hours of paid time off

To receive these rewards, you must be actively working and have no disciplinary actions.



Holiday Message from the President



This is truly one of my favorite seasons. While I may not be fully prepared for Christmas, I absolutely love Thanksgiving

—because it reminds me to pause, look around, and appreciate all that we've been given.

We've had a strong year. KCC is investing in the future, and we're seeing opportunities like never before. On a personal note, I'm grateful for the simple blessings— a roof over my head, good food on the table, and the love of friends and family. I'm also deeply thankful to live in a country where, regardless of election results or headlines, we continue to be blessed in ways far beyond what we often realize.

When visitors tour KCC, I often tell them, "I love what I do, and I love the people I get to do it with." As we close out the year, I can't think of a better message to share with all of you. Thank you for the dedication, care, and hard work you've poured into this company throughout the year.

Whether this is your first week here, your first newsletter, or you're preparing to retire from KCC (perhaps even as an ESOP millionaire!), I want you to know how privileged I feel to work alongside you. Your talents, your commitment, and your belief in what KCC can become are what move this company forward. From the bottom of my heart—thank you.

I am profoundly grateful for each of you, and I look forward to all that we will accomplish together in the year ahead.

Scan the QR code to view newsletters online





EMPLOYEE SPOTLIGHT



Sarais Iribar

SORTER 3.5 YEARS AT KCC



Favorite food you've ever eaten?

I enjoy Cuba Food. My favorite is Lamb and Brown Rice.

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

At work I like to teach people to sort. Outside of work I think I could teach a class on hairstyling.

One thing you're very good at?

I am very organized. I like to keep my home cleaned and organized.

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

I wish I had the ability to stop wars around the world.

In high school, what did you want to be when you grew up?

In Cuba, when I was in school, I wanted to be a Nurse. I wanted to help people.

One thing people may not know about you?

Many people come to me with asking for advice on different things. I feel like they know I want to help.

Advice for new employees?

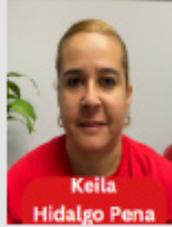
Stay disciplined. Stay busy. To be a good worker this will help you succeed.



Celebrating Success at KCC!



Huge applause for our outstanding KCC team members who have recently achieved promotions! Your dedication, effort, and commitment have genuinely shone through, and we look forward to witnessing the remarkable impact you will make in your new positions. Kudos to the team!



Keila Hidalgo Pena
Team Lead



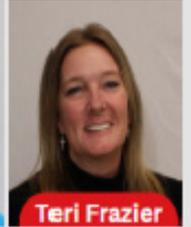
Andrea Linn
Process Writer



Brandon Floyd
R&D Electrical Engineer



Josh Kitzman
Supervisor



Teri Frazier
Buyer



UPCOMING EVENTS

Nov 13-Dec 5: Open Enrollment

Dec 1: Joel Townhall at Technology

Dec 9: Electron Holiday Meal

Dec 9: Technology Holiday Meal

Dec 10: Grassland Holiday Meal

Dec 11: R&D Holiday Meal

Dec 13: Wreaths Across America

Dec 15: Mammogram Bus @Technology

Dec 24-25: KCC closed

Dec 29-30: Grassland INVENTORY

Dec 31-Jan 1: KCC closed

Jan 5 - Jan 8: Technology INVENTORY

Jan ?? - Jan ??: Inventory Technology



Anniversaries

	Years at KCC		Years at KCC
James Smith	42	Adrian Moorman	11
Laura Belden	26	Izaura Hoffman	10
Bobby Young	19	Placido Acosta	8
Salvador Aguiar	18	Robert Craft	7
Derek Roadhouse	15	Christopher Cook	7
Mickey Olivenbau	12	Kassie Evans	7
Kevin Muldoon	11		
100% ESOP VESTED!			
		Years at KCC	
Marie Kuster	6		
Christopher Payne	6		



Join your ESOP
Team Members

HONORING VETERANS BY PLACING
WREATHS AT ZACHARY TAYLOR NATIONAL
CEMETERY

**WREATHS ACROSS
AMERICA**



SATURDAY
DECEMBER 13
NOON

TO SIGN UP:
EMAIL JEANNE BAKER
JBAKER@KCCMFG.CO

Zachary Taylor National Cemetery
4701 Brownsboro Rd
Louisville, 40207

