



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

FEBRUARY 2026



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With appreciation to our leadership team and plant managers for their continued support of communication, safety, and growth across KCC.

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A MESSAGE FROM THE PRESIDENT

This past week, I was on the factory floor at Grassland and Technology, connecting with the people who make our mission real through their work each day.

There is no better way to understand who we are as a company than by walking the front lines, seeing the work up close, and listening directly to our team. From the moment I stepped inside, the pride, energy, and craftsmanship were unmistakable. Every station, every process, and every conversation reflected the skill and dedication behind our products.

During the visit, employees were invited to ask anything—openly and honestly. We talked about where we’re headed, how we’re growing, and what that growth means for our people. We discussed career paths, training, and opportunities to develop and lead. We talked about our customers and what it takes to deliver quality, reliability, and responsiveness every single time.

Just as important, I had the chance to learn more about the individuals behind the work—their stories, their experiences, and what matters most to them day to day. Those conversations were candid, thoughtful, and deeply appreciated.

What stood out most was the pride our team takes in doing things the right way. Great manufacturing doesn’t happen by accident—it happens because of great people working together with accountability, care, and commitment.

Thank you to everyone who shared a question, an idea, or a story. This visit was a powerful reminder that when leadership shows up and listens, we all get better. Our future is strong because our foundation is strong—right here on the front lines.

KCC-ISO Curb Update Great Job, Utah Team!

KCC is expanding opportunities for our KCC-ISO curb product, with interest coming from Western Canadian provinces. We’re excited to share that the Tooele facility successfully produced the KCC-ISO curb for the first time, marking an important milestone. This success supports future growth and opens the door to new markets.

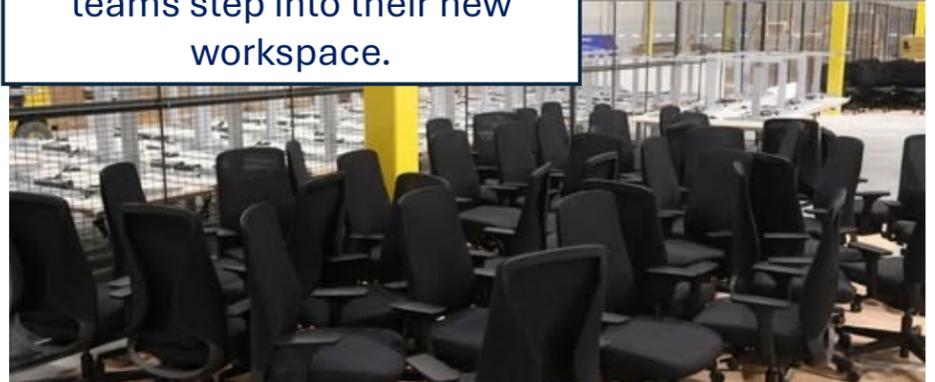


SIMPSONVILLE UPDATE

Do you know many companies that wrap their tower right in the middle of the plant floor—and make it look this good? Proud to be American-made and employee-owned. It's a great time to be KCC!



We’ve been working behind the scenes preparing over 300,000 square feet for our employees—from planning furniture needs to setting up offices for day one, ensuring everything is ready when our teams step into their new workspace.



Get a Bird’s Eye (Drone) View (inside and out) of our new HQ by scanning here: 





“Hard work beats talent when talent doesn’t work hard.”

- Thomas Sowell

Department Spotlight

LEARNING AND DEVELOPMENT (L&D)

1. Key Wins & Highlights

- As part of the Material Review Board, Technology Metal Forming Team Leads and Supervisors recently concluded a leveling assessment of 35 Brake Press Operators across all three shifts.
- These assessments resulted in 1,371 skills being certified at or above the established competency level.
- There are 42 total skills that a Brake Press Operator must demonstrate to be considered competent, and the work that the Team Leads and Supervisors put into these assessments will now allow these skills to be evaluated and re-certified on an annual basis.

2. What We’re Working On Now

- APQP 200 will be an online course that is launched in late January that builds on the in-person APQP 101 course conducted throughout October and November.
- Advanced Product Quality Planning (APQP) is critical to KCC’s future growth as it provides a structured, phased approach to New Product Development (NPD) and New Product Introduction (NPI)
- APQP 201 through 204 are in-person courses that will be rolled out over the remainder of the 1st quarter that covers Phases 1-4 in greater detail.

3. People & Recognition

- John Middleton hit his 2-year mark with KCC on January 8th.
- Clay Barfield joined the L&D team as the Comfort Center Training Manager on 12 January.



EMPLOYEE SPOTLIGHT



Herlinda Hernandez
Facilities Custodian
Grassland Plant

How many years have you worked at KCC?:

I have been with KCC for two and a half years.

What do you do at KCC?

I currently work as a Facilities Custodian. I take pride in cleaning and organizing our workplace so it looks welcoming and well cared for.

What is your favorite food?

I enjoy Mexican food, especially tacos with meat, onions, and a variety of sauces.

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

I enjoy confectionery and baking. One day, I would love the opportunity to teach a class about it.

What is one thing you consider yourself very good at?

I consider myself a very organized person. I enjoy keeping things neat and in order, both at home and at work.

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

I would like to have magical powers and be invisible — to be able to control everything around me effortlessly, with just a flick of my finger.

What is something you’ve always wanted to do?

I have always wanted to travel, see new places, and experience different cultures.

What is something about you that people may not know?

I am a cancer survivor. Because of that experience, I try not to stress and to stay positive. With God’s help, I continue moving forward, knowing that everything passes. I put a lot of effort into everything I do.

In my free time, I enjoy reading and listening to music while driving. I value having quiet time to think.

What advice do you have for new employees?

I would encourage new employees to always keep learning, set clear goals, and try to learn something new.



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ANNOUNCEMENTS N' STUFF!

WE HEARD YOU!

IMPORTANT ANNOUNCEMENT

Vending Machine Update -

KCC is changing vending companies. The old vending machines will be removed and replaced with new machines.

Schedule:

February 5: Electron
February 6: Technology
February 6: Grassland

What do you need to do? Nothing!

Your current card and existing account will work on the new machines.

Please be patient while we make this change.
Any questions, please contact
April Moert at: amoert@kccmfg.com



NATIONAL PIZZA DAY FEBRUARY 9!

The Pizza of the Year for 2026 is:
Flaky Puff Crust Pizza

Dough Ingredients

4 tablespoons (57 g) butter
2½ cups + 1 tablespoon (300 g) King Arthur '00' Pizza Flour
2¼ teaspoons instant yeast
1¼ teaspoons (8 g) table salt
½ teaspoon granulated sugar
¾ cup lukewarm water
1 tablespoon (12 g) extra-virgin olive oil

Topping Ingredients

⅔ cup (151 g) pizza sauce
¼ cup (25 g) grated Parmesan cheese
8 ounces (227 g) shredded mozzarella cheese
4 ounces (114 g) fresh mozzarella

Garlic-Basil Oil Ingredients

¼ cup (50 g) extra-virgin olive oil
2 heaping tablespoons (10 g) fresh basil
½-1 teaspoon lemon juice
½ clove garlic
Pinch of table salt
Pinch of red pepper flakes

Bake at 450°F for 12-15 minutes

Got leftovers? Place in a huge Tupperware container and take to work!

FEBRUARY IS ALL ABOUT APPRECIATION—AND NOT JUST THE CHOCOLATE KIND!

THIS VALENTINE'S DAY, WE'RE CELEBRATING THE TEAMWORK, DEDICATION, AND HEART THAT KEEP KCC MOVING FORWARD EVERY DAY.

THANKS FOR BRINGING THE PASSION AND PROFESSIONALISM TO EVERYTHING YOU DO!





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Operations in Action

Shipment Performance at a Glance

From Jeff Thomas, Vice President of Manufacturing: As you can see from the chart 2026 KCC Manufacturing shipped \$236.6 million versus 2025 shipments of \$228.2 million. This is a 3.7% increase. A lack of MSP orders hurt Grassland sales. We could increase our total sales in 2026 up to 70%. It is more likely to be around 45%. Contract Manufacturing and Data Centers will be the primary source of growth. We expect to see orders in the April – May timeframe.”

Shipments	2024	2025	Dollar Change	% Change
Technology	\$196,205,000.00	\$203,150,000.00	\$6,945,000.00	4%
Grassland	\$22,620,000.00	\$22,458,000.00	(\$162,000.00)	-1%
Tooele	\$3,923,000.00	\$4,124,000.00	\$201,000.00	5%
Other (HVAC Service)	\$5,440,000.00	\$6,873,000.00	\$1,433,000.00	26%
Total	\$228,188,000.00	\$236,605,000.00	\$8,417,000.00	4%

Department Spotlight

GRASSLAND

1. Key Wins & Highlights

We had an incredible end-of-year inventory. The prep work certainly paid off, resulting in the best performance at year-end in modern recorded history (67.5% part accuracy)! Great processes, great organization, + great execution = great results!

2. What We're Working On Now

Robotic Weld Cell for Core products. The installation of the robot is near completion. The first NVIRIQ Thermal Collector (Contract Manufacturing) is scheduled. A Dunham Bush Air Handling Unit/s that potentially will be produced at our Grassland Location.

3. What's Coming Next

Currently there is a new MSP DD-0808 in the design phase. This will give us more of a market for our MSP line by allowing for more options that appeal to a wider audience/market.

5. People & Recognition

Cote' Jennewein has spearheaded the schedule for the MSP DD-0808 prototype. She has worked tirelessly to ensure that all parties are in alignment with what is expected now and going forward.

Sabrina has been instrumental in helping Grassland to be prepared for the NVIRIQ Thermal Collector build. Due to hard work and effort, we are ready to start the build.

QUALITY

Quality Team Update

Over the past two years, **Pam and Parrish**, in partnership with BT and PMO, have led the development of the new **Quality Assurance Module (QAM)** in Kinetic. QAM will enable part inspection flagging, capture incoming inspection and NCM data, and standardize NCM processing. This system will reduce human error, improve data visibility, and support KPI sharing with suppliers and internal teams. Thank you to **Pam, Parrish, Tammy, Matt, Izzy**, and all contributors. **QAM will go live in the coming months.**

The **Supplier Quality team** has completed an update to the Supplier Quality Manual, defining clearer QMS expectations for quoting, launches, production, product validation, and SCAR response times. Developed with Purchasing, the updated manual is now being rolled out to suppliers.

The team also welcomed **Michelle Yates** (Quality Technician) and **Avery Willman** (Quality Lab Coordinator). Avery will assume gauge calibration ownership and support PPAPs, especially as we prepare for Simpsonville. In February, **Mike Dwyer** will move into a new role as **QMS Engineer** within the Systemic Quality group.

The **2025–2026 gauge calibration event** is wrapping up following inventory shutdown, ensuring accurate measurement across all facilities. Thanks to our gauge captains and everyone who supported this effort.

Finally, **Advanced Quality and Field Quality**, alongside **TRANE, L&D, and multiple KCC teams**, continue improving new product launches through **PPAPs, APQP, FMEAs, FRACAS, and Early Launch Containment**, strengthening processes upfront and reducing downstream defects. Thank you to **L&D** and all departments adopting these systems.

February Moments That Made History

New York Jets — Feb 12, 1969: Celebrated after winning Super Bowl III at NY City Hall

The Godfather — Feb 14, 1972: Film premieres in New York City

Seinfeld — Feb 26, 1998: Series finale airs

The Beatles — Feb 9, 1964: Perform on *The Ed Sullivan Show*



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February

Announcements, Events & Anniversaries

UPCOMING EVENTS

February

- 2 Groundhog Day
- 3 Jeff Thomas Quarterly Review
Technology
1st Shift: 8-9 AM
2nd Shift: 4-5 PM
- 4 Jeff Thomas Quarterly Review
Technology
3rd Shift: 5-6 AM
1st Shift: 8-9 AM
- 5 Jeff Thomas Quarterly Review
Technology
1st Shift: 8-9 AM
- 6 Jeff Thomas Quarterly Review
Grassland
9-10 AM
- 8 Super Bowl Sunday (Go Jets!)
- 14 Valentine's Day
- 16 President's Day (plants open)

Congratulations

PLEASE WELCOME OUR NEWEST ESOP MEMBERS!

- Daniel Eddy Alvarez-Fernandez
- Kricia Arevalo
- Jesse Boggs
- George James Cannon
- Gil De Leon Soto
- Pradyumna R Devara
- Robert Doss
- Evan Russell Dunning
- Divya Duvvarapu
- Gavin Thomas Ganci
- Damarys Garcia Hernandez
- Jacob Hamm
- John Huning
- Kevin Hurley
- Sravan Raj Kusunuri
- Juan Jose Lastre Aragon
- Palistha Manandhar
- Josh Matocha
- Alex Scott Moorman
- Hector Morillo Gonzalez
- Yendry Murguia Hernandez
- Ahmed Nazrul Islam
- Igor Manuel Rodriguez Marquetti
- Brad Scott Schaeffer
- Greg Alan Schonberger
- Luis Alberto Serrano Morales
- James D Sims
- Paul Jeffrey Smith
- Kenneth Vidt
- Molly Jane Wilburn
- Anna Woolley
- Destiny Young
- Jack Reed Senn
- Clayton Ross Smith-Cunningham
- Stuart Lee White
- Ethan Kotze
- Seneca James Hale
- Michael Craig McIntosh
- Clint A Friedrich
- William Hayden Davis
- Corey Davis Simpson
- Robert Craig Stilwell
- Michael Swain Brown



It's Your Anniversary



EMPLOYEE	YEARS AT KCC (at February anniversary date)
David Weber	44
William Sullivan	41
Teodoro Miranda Hernandez	22
Chad Rivera	20
Jerry Blair	13
Steven Evans	13
Kevin Cody	13
Jorge Perez Monteagudo	11
Adrian Pupo Marisy	10
Abdel Garijo Roa	9
Juan Bidart	9
CJ Moran	9
Anthony Haynes	8
Jandlo Romero Molina	8
Brandon Shell	8
Joseph Webber	8
Logan Wimsatt	7
Earl Lauzon	7
Corine Deddens	7
Colen Earls	7
Justin Adams	7
Ioslan Sanchez Martinez	7
FULLY VESTED IN ESOP!!!! (at February anniversary date)	
Segi Ponce De Leon Navarro	6
William Quick	6
Alina Escribano Hernandez	6
Humberto Cedeno Ramirez	6
Sieu Do	6



COMPANY PROMOTIONS



Hear Ye
Hear Ye
The
Following
Employees
Have Been
PROMOTED

“Excellence is to do a common thing in an uncommon way.”

- Booker T. Washington

Please join us in congratulating the following team members on their recent promotions. We appreciate their hard work, dedication, and continued contributions to our success.

Leadership	
Gerardo Morera	Team Leader
Harold Soria Year	Team Leader
Ignacio Sotolong	Team Leader
Joel Deddens	R&D Team Leader
Jovan Williams	Metal Forming Training Supervisor
Karina Hormechea Ledesma	Materials Logistics Supervisor
Max Livchak	R&D Team Leader
Steve Emmons	Production Supervisor
Daniel Bell	Supervisor
Juwanda Young	Team Leader
Kyle Duvall	Team Leader
Production	
Francisco Medina	Electrical Tech
Igor Rodriguez	Electrical Tech
Jorge Basulto	Electromechanical
Luis Serrano	Electrical Tech
Luis Vivar	Refrigeration Tech
Reagan Cornett	Refrigeration Tech
Roberto Nunez	Tester
Rommell Pacheco	Refrigeration Tech
Ronald Ivory	Team Leader
Yurixander Garcia	Refrigeration Tech
Project Management	
Izzy Hoffman	Project Manager II
Josh Matocha	Project Manager II
Tony Perlick	Senior Project Manager
Engineering & Design	
Agustin Ricardo	Designer II
Alex Soeder	R&D Lab Systems Engineer
Ann Jackson-Sandford	Engineering Project Leader
Casey Marting	Designer II
Jon Coates	Jr Material Systems Analyst
Troy Spegal	Designer II
Support & Technical	
Alan Villagran	Lab Technician
Kricia Arevalo	HR Generalist
Susanne Morris	Instructional Designer

Department Spotlight

MANUFACTURING ENGINEERING TEAM

1. Key Wins & Highlights

Brian Kopp completed a plant-wide inventory of all Hilti tools, documenting their locations and implementing a new color-coded system to identify each tool’s home location. This improvement gives teams clear visibility into what tools we have, where they belong, and what is truly needed—helping prevent unnecessary purchases.

Thomas Krewson finalized an updated plant layout that incorporates the deeper foundation requirements needed to support incoming **Trumpf equipment**, which is scheduled to begin arriving next month.

2. What We’re Working On Now

The team is currently developing a new layout for the **Simpsonville HQ** building to expand from two assembly lines to four. This layout is scheduled for completion by **January 23**. In parallel, our primary focus remains on key initiatives including **new product introductions** (Nviriq and Horizon Flex), the installation of the **robotic weld cell at Grassland**, and continued progress on the **Simpsonville expansion**. Installation of the robotic weld cell is nearing completion, with acceptance testing planned to begin the week of **January 26**.

3. What’s Coming Next

Once installation is complete, the robotic weld cell will be tested on welding our **top 200 curbs and adapters**. The goal is to complete programming and weld testing on these units by the **end of 2026**, supporting improved consistency, quality, and efficiency.

5. People & Recognition

A big thank you to **Brian Kopp** and **Thomas Krewson** for their outstanding work and contributions highlighted above.

New Hires

Please join us in welcoming the following new team members: **Brandon Schmitt** (Manufacturing Engineer – Technology), **Nathan Gabbard** (Manufacturing Engineer Intern – Technology), **Ben Henley** (Manufacturing Engineer Intern – Technology), and **Brandon Moore** (Manufacturing Engineer Intern – Grassland).

Whether you think you can, or you think you can’t – you’re right.

- Henry Ford



Risky Business



...avoided

SAFETY FIX OF THE MONTH WINNERS

January 2026



Sergio Jimenez

Refrigeration Sub-Assembly Fix

Sergio Jimenez is a team lead for the Refrigeration Sub-Assembly area at the Technology Facility. With the recent influx of water-source heat pump (WSHP) units, the refrigeration team had to improve their output of WSHP panels.

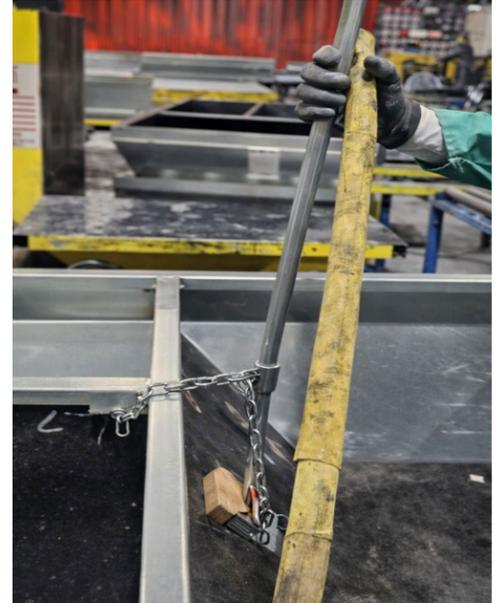
Sergio and the refrigeration team created an assembly line using a roller conveyor but needed a way to stabilize the circular coils used in the panel.

Sergio designed and fabricated a series of small coil restraints that would not allow the coils to shift or allow the panels to fall.

GREAT FIX!

The Safety Committee has awarded Sergio Jimenez with the Safety Fix of the Month and a \$50 gift card. Congrats to Sergio!

YOU COULD BE NEXT!!!



Martin Falcon

Curb & Adapters Fix

Martin Falcon is a welder in the Curb & Adapters department at the Grassland facility. Sometimes, transitions do not align perfectly during the assembly of units, leaving a gap between two parts. Martin created a 1-hand tool to eliminate pinch points and close the gap for welders to tack transitions together!

GREAT FIX!

The Safety Committee has awarded Martin Falcon with the Safety Fix of the Month and a \$50 gift card. Congrats Martin!

YOU COULD BE NEXT!!!



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“I used to work in a fire hydrant factory. You couldn’t park anywhere near the place.

- Steven Wright



Pet Spotlight is coming!

We want to meet the furry (or feathery... or scaly) members of the KCC family. Have a pet you’d like to show off? Send us:

- 📷 A photo of your pet
- 🐾 Pet’s name
- 👤 Owner’s name & department
- 💬 One fun fact (favorite toy, weird habit, secret talent, etc.)

Email submissions to:

gjefferson@kccmfg.com and drodriguez@kccmfg.com

Selected pets will be featured in upcoming newsletters!

SCAN HERE!



Upgrade Your Thermostat to a Smart/Wifi Control

Want to control everything from your cell phone? Replace your system with a High Seer, High Efficiency Communicating System for 0%

Schedule your **Free Quote Today!**

PROFOUND MUSINGS...by Craig (80’s pop culture edition)



In Karate Kid II, Mr. Miyagi teaches Daniel the drum technique. My question is, why didn’t he teach him that in Karate Kid I? Could have saved that kid a lot of beatins’

I stopped watching THE EMMYS after Jan-Michael Vincent was robbed (!!)

For my money, of all the movies that combine the emotional drama of a child custody hearing and arm wrestling....nothing beats “Over the Top”

Let me get this straight: in "Livin' on a Prayer" by Bon Jovi, the chorus says, “It doesn't make a difference if we make it or not“. But that totally contradicts the overall theme of the song, which is about struggling to "make it" and fighting to survive. What gives????!!!

FOLLOW KCC ON SOCIAL MEDIA!

Get updates on:

- . Jobs & career opportunities
- . Company news and growth updates
- . Employee and team highlights
- . Safety milestones and training
- . Community involvement
- . And Much More!

Scan the QR code(s) below to follow our official pages on LinkedIn and Facebook





KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

KCC Company Calendar 2026

January						
S	M	T	W	T	F	S
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February						
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May						
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31						

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July						
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November						
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December						
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20	21	22	23	24	25	26
27	28	29	30	31		

Pay Day Pay Period Holiday

Q1 Q2 Q3 Q4

SCAN HERE FOR WEB VERSION:

