



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

June 2026



Published by: KCC Companies
Newsletter Name: KCC Newsletter
Issue: June 2026 | Issue #6
Frequency: Monthly
Audience: Employees
Produced by: Communications Team
With appreciation to our leadership team and plant managers for their continued support of communication, safety, and growth across KCC.

Additional thanks to the contributions provided by:

Kate Clyde
Jeff Thomas
Terra Beaver
Chris Cook
Malik Williams
Marie Kuster
Jan Paul
Johnny Kelley
Scott Hooker
Tracy Palmer
Alan Villagran

What’s Inside

Page 1	Townhall and Messages Information Monthly Ownership Concepts
Page 2	Simpsonville Update
Page 3	Employee Spotlight – Malik Williams Department Spotlight - Quality
Page 4	Cook’s Corner June Events
Page 5	From Classroom to Career: Alan Villagran Plant Update: Grassland
Page 6	Operations in Action Meet the Utah Crew!
Page 7	Announcements, Events, Anniversaries
Page 8	Company Promotions Craig’s Profound Musings
Page 9	Safety Fixes of the Month Winners
Page 10	C&A 3 Year Injury Free Announcement Danay’s Daily Dose of Delightful Discoveries and Discussion
Page 11	Company Calendar 2026



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS



**HEAR YE,
HEAR YE!**
JOEL HAS SOMETHING TO SAY!

Stay informed. Stay connected. **Stay KCC.**



Stay Connected with Joel's Town Halls & Weekly Messages

Joel will be sharing updates, insights, and important company news through **Town Halls and leadership messages every week**—and sometimes even **twice a week** when there's extra news to share!



WHEN ARE THEY?

Exact dates and times will be announced each Monday through:



Our Synch Meetings



All-Users Emails



SharePoint Announcements



MISSED ONE? LOOKING FOR AN OLDER MESSAGE?

No worries—we've got you covered.

Visit our SharePoint homepage, **Inside KCC**, to:

- ✓ Watch or read the most recent Town Hall or Message
- ✓ Access all past Town Halls and Messages
- ✓ Stay informed on company updates whenever it's convenient for you



PRO TIP:

If you're wondering, "Did Joel already talk about that?" there's a good chance the answer is waiting for you on **Inside KCC**.



VISIT "INSIDE KCC"
FOR THE LATEST UPDATES AND
COMPLETE TOWN HALL ARCHIVE.

*Your connection.
Your updates.
Your KCC.*

⇒ **STAY INFORMED. STAY CONNECTED. STAY KCC.** ⇐

MONTHLY OWNERSHIP CONCEPTS

Jeff Thomas, VP of Manufacturing



Ownership Behaviors:

This month let's talk about **Accountability for Quality**.

Ultimately, we are all responsible for the quality of the work we produce. It is not the Quality Department's job to ensure that we produce quality products and services.

The products and services I am referring to could be the products we build, the information we provide to our internal customers or any number of things we provide to each other.

Indicators of Quality Ownership are:

- Low defect and scrap rates
- Operators catching defects early
- Stopping the line when something is wrong
- Correct and complete Bills of Material
- Following standardized work
- Correct electrical schematics

An example is: An operator noticing a part drifting out of tolerance and stopping production before any more defective parts are made.



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

SIMPSONVILLE UPDATE:

Major progress is continuing at our Simpsonville Headquarters as the project moves closer to its next phase. Work on the first floor keeps getting closer to completion, with carpet and flooring installation nearing completion. Over the coming weeks, teams are preparing to begin transitioning into newly completed office areas as spaces become ready for occupancy.

On the second floor, drywall work is nearing completion, and painting activities are underway, signaling that interior finishes are advancing quickly. In the plant area, storage systems are being put into place, and preparations continue future production line installation and equipment setup.

Momentum across the facility continues to build as more areas take shape and operations move another step closer to becoming fully active.

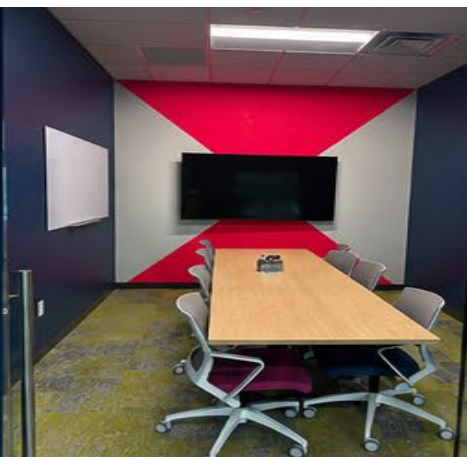


SIMPSONVILLE IS MOVING FORWARD

Great progress continues at our Simpsonville Headquarters.

SPACES ARE TAKING SHAPE.

Momentum is building across the facility as we move another step closer to full operations.



PROGRESS TODAY. POSSIBILITY TOMORROW.



OFFICE AREAS

The first floor is nearly complete, and teams are preparing to begin moving into newly completed spaces soon.



INTERIOR FINISHES

Drywall is wrapping up on the second floor and painting is underway—finishes are coming together.



PLANT PREPARATIONS

Storage systems are being installed and preparations are advancing for future production lines and equipment setup.



LOOKING AHEAD

With each area advancing, we're continuing to build momentum toward what's next.



THANK YOU TO EVERYONE WHO KEEPS THIS PROJECT MOVING FORWARD.
THE BEST IS AHEAD.



QUALITY DEPARTMENT UPDATE

1 KEY WINS & HIGHLIGHTS

- Completed the first prototype inspection for the Rebound product line, enabling early data collection to identify critical to quality characteristics and remove assembly roadblocks. R&D is using the majority of inspected parts in the first two Rebound units (final completion pending purchased components).
- Released all the APQP Checklists into the document Portal
- Aligned evidence for APQP task
- Symbio MVB completed
- NVIRIQ MVB completed and shipped to R&D
- First time gate 4 was completed at KCC (Symbio project)

2 CURRENT PROJECTS

- We are actively collaborating with cross functional teams to finalize the NVIRIQ MAB, MVB, and refurbished 10 Ton units. These units have been released to R&D for controller software validation testing and to close out open issues identified during the assembly process.
- Symbio ELC
- Finalizing the APQP 201 course
- MSP Design review
- Rebound build at R&D
- HAF pilot 8 build at R&D
- Transaera core documents are in development
- APQP newsletter release on updated documents

3 COMING UP NEXT

- The NVIRIQ 6 Ton units are in the final stages of sheet metal design updates following last minute customer requirement changes. Once these updates are complete, the refrigeration and electrical designs will be finalized, positioning the program for pilot builds scheduled for June.
- HAE ASHP MVB Build
- HAA/HAC MVB Build

4 PEOPLE & RECOGNITION

- Shoutout to Avery Willman for his outstanding contribution to the first prototype inspection activity for KCC on the Rebound Project. This effort represents a major step forward in strengthening quality control processes, improving capability insights within the metal forming department, and generating critical data to support PPAP development initiatives and best practices in new product design engineering.
- In April, we welcomed our new Quality Supervisor, Brian Messenger. Brian comes to us with a history of Quality Leadership in the automotive sector. He will be focused on leading the internally focused Product Quality portion of the team to drive closure of corrective actions and product improvements.
- Thank you, Symbio team, for achieving successful closure of the project!

EMPLOYEE SPOTLIGHT



MALIK WILLIAMS

Team Leader
Metal Forming
(Grassland)
Time at KCC: 4 Months

What brought you to KCC, and what has kept you here?

I came to KCC through a recommendation and applied directly for a Team Leader position. I enjoy helping people and working in an environment where I can multitask and support the team every day.

What skills are you most excited to develop?

I want to continue growing as part of the leadership team and help build a stronger, more united, and more successful company. My goal is to motivate others, contribute ideas, and support the growth of the organization however I can.

What's a hobby you enjoy outside of work?

Playing the saxophone is something I really enjoy. I'll often go to parks and play music simply because I love it. Sometimes people even try to tip me, but I always tell them I'm just there for the enjoyment of it. I also enjoy jogging several times a week and continue working toward my personal fitness goals.

If you had a theme song that played when you walked into a room, what would it be?

"Good Spirits" – Full Blown

What's one lesson your time at KCC has taught you?

"Patience. When I first started, I had no experience and knew very little about the company. My leaders took the time to teach me, guide me, and believe in me. Because of that, I now feel confident in my abilities and excited to continue growing."

What advice would you give to new employees?

"Never stop learning."

In this life, to earn your place
you have to fight for it.

- Shakira



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

ANNOUNCEMENTS N' STUFF!

COOK'S CORNER



SUMMER SOLSTICE
(Official start of Summer)
is
June 20, 2026...

...and what better way to start the summer than with a Summer pizza!



BBQ CHICKEN PIZZA

Ingredients

- 1 classic pizza dough ball
- 4 tbsp pizza sauce
- 40g mozzarella cheese
- 50g cooked shredded chicken
- 40g corn
- ¼ red pepper, sliced
- ¼ red onion, sliced
- 3 tbsp BBQ sauce

Method

- 1.Preheat pizza oven to 572°F.
- 2.Warm a lightly oiled pizza pan and cook corn for about 2 minutes until slightly charred.
- 3.Stretch dough to 12-16 inches.
- 4.Spread pizza sauce over dough.
- 5.Top with mozzarella, chicken, corn, red pepper, and red onion.
- 6.Bake until crust is cooked and cheese is melted.
- 7.Remove from oven and drizzle with BBQ sauce.



JUNE 2026 EVENTS



STAY INFORMED. GET INVOLVED. LET'S MAKE IT A GREAT MONTH, TOGETHER!

JUNE
1



TRAFFIC ALERT BEGINS

Starts June 1! I-65 closure (I-264 to Downtown Louisville) for overpass replacement through July 31. Plan ahead and allow extra commute time.

JUNE
3



JOEL'S TOWN HALL

Join Joel for updates and Q&A.
12:00 PM | Technology
Main Conference Room

JUNE
8



BEST FRIENDS DAY

Shout out to your work bestie!
Teamwork makes the dream work.

JUNE
26



CHOCOLATE PUDDING DAY

Because every day is better with a little chocolate!

JUNE
14



FLAG DAY (U.S. ARMY BIRTHDAY)

Happy Birthday to the U.S. Army!
Thank you for your service and sacrifice.

JUNE
15



FATHER'S DAY

To all the dads on our team—
thank you for all you do!

JUNE
20



FIRST DAY OF SUMMER

The longest day of the year!
Let's make it a great season.

JUNE
25



SMILE POWER DAY

A friendly smile can brighten someone's day. Let's keep the good vibes going!

"My philosophy is basically this, and this is something I live by, and always have, and always will. Don't ever, for any reason, do anything to anyone, for any reason, ever, no matter what, no matter where, or who, or who you are with, or where you are going, or where you've been... ever, for any reason whatsoever."

-Michael Scott



FROM CLASSROOM TO CAREER

Alan Villagran's journey from Jeffersontown High School to KCC Manufacturing

By KCC Communications Team



*"I love this job.
I want to stay here."*
— Alan Villagran

For Alan Villagran, a 2023 graduate of Jeffersontown High School, the path to a successful career began in a welding classroom.

Through the Build & Design Academy and KCC's partnership with J-Town, Alan joined KCC Manufacturing as a co-op student while still in school.

What started as a high school opportunity has grown into a thriving career.

GROWING THROUGH OPPORTUNITY

Alan has continued to grow through multiple roles at KCC, taking on new challenges and expanding his skills along the way.

- **CNC Operations:** Started on the CNC laser as a co-op student.
- **Brake Press:** Learned complex bending and forming operations.
- **Lab Technician I:** Now part of the Research & Development (R&D) team, working on custom HVAC solutions.

"I was working as a regular co-op student up until I graduated, and then I was thankfully offered a full-time position by my supervisor," Alan explains. He started full-time at KCC the Monday after his graduation.

SUPPORT THAT MAKES A DIFFERENCE

Alan credits the support of his teachers, mentors, and KCC leaders for helping him believe in himself and achieve more than he ever imagined.

"If I told my senior year self how much I would make now, I wouldn't believe it," Alan says.

BUILDING A FUTURE

Today, Alan is not only advancing his own career, but also mentoring new employees and contributing to KCC's continued success. He values the family culture, the opportunities to grow, and the stability that comes with being part of an ESOP company.

Alan's story is a great example of how hard work, opportunity, and determination can create a successful future—right here at KCC.



PLANT UPDATE: GRASSLAND

TEAMWORK. QUALITY. INNOVATION. GROWTH.



KEY WINS AND HIGHLIGHTS



KCC is proud to announce the start of full production on the **Nvirq Thermal Collectors**, a major milestone and win in the contract manufacturing space.

- ✓ A tremendous team effort across multiple departments
- ✓ Reflects KCC's growing capabilities and operational excellence
- ✓ Committed to delivering high-quality solutions for our partners



WHAT WE'RE WORKING ON NOW



- Active weekly participation in Continuous Improvement projects at Grassland
- Improving efficiency, quality, and team performance
- Finding opportunities to reduce waste, improve workflow, and increase productivity
- Building a culture of accountability, teamwork, and continuous growth



WHAT'S COMING NEXT



- Preparation for MSP and the Unit Mod line relocation from Grassland to the HQ building in Simpsonville
- Detailed planning and coordination across teams
- Minimizing downtime and maintaining safety and quality
- Ensuring a smooth transition to support future growth and streamlined operations



PEOPLE AND RECOGNITION



Congratulations to **Ray Bisson** on his promotion to **CNC 2 Operator!**

- Nearly 4 years with KCC
- Strong CNC knowledge and high productivity
- Takes pride in his work and delivers quality results
- A valuable asset to our team and operation



THANK YOU TO ALL TEAMS FOR YOUR HARD WORK AND COMMITMENT TO EXCELLENCE!



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

Operations in Action

APRIL Shipment Performance at a glance

Through April, KCC sales continue to outperform last year, showing strong momentum across several product lines. While we remain focused on reaching our annual goals, the year is off to a positive start and reflects continued demand for our products.

YTD April		(\$000's)		
		2026	2025	Goal
	Curb & Adapter - Grassland	\$5,810	\$4,756	\$5,915
	Curb & Adapter - Toccle	\$1,287	\$1,475	\$1,311
	Horizon	\$67,917	\$52,055	\$73,553
	Horizon Flex	\$181	\$217	\$961
	Other	\$2,267	\$1,593	\$1,206
	Total	\$77,462	\$60,956	\$82,946



Strong momentum continues!

YTD April 2026 sales of **\$77.5M** are ahead of last year by **\$16.5M (+27%)** and closing in on our goal of **\$82.9M**.
Great work team—let's keep it going!



APRIL HIGHLIGHTS

Setting the Pace. Breaking Records.

April was a landmark month for Horizon! We set new records in shipments and production, continuing our momentum and raising the bar.



SHIPMENTS

We shipped
\$26.6M
in Horizon units in April!

 This exceeds the previous record of **\$23.9M** set in Aug 2025.



UNITS SHIPPED

We shipped
339
units in April.

 The record for number of units is still **349** from Aug 2025.



PRODUCTION

We produced
336
units in April!

 This exceeds the previous record of **331** built in September 2026.

Great work team! Let's keep the momentum going!

OUR UTAH CREW!



- Back**
(Left to Right):

 - Tracy
 - Wayland
 - Ryan
 - Matt
 - Benn
 - Dillon
 - Garrett
 - Kyle
- Middle:**

 - Larry
 - Jim
 - David
- Front:**

 - Chris
 - Phillip
 - Austin
 - Riley

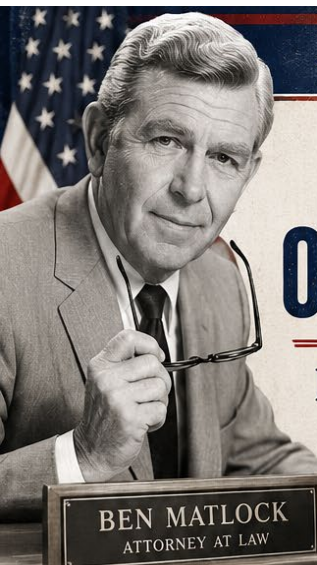


KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

June

Announcements, Events & Anniversaries



KCC

IN A CLASS OF THEIR OWN.

“The measure of a man is what he does with power.”
— BEN MATLOCK

HAPPY ANNIVERSARY!

Thank you for your commitment, hard work, and the difference you make every day.
We appreciate you!

KCC MAY ANNIVERSARIES

FIRST	LAST	YEARS	FIRST	LAST	YEARS
David	Cotner	38	Jeanne	Baker	7
April	Moert	32	Douglas	Fell	7
John	Holsapple	29	Brian	Jones	7
Jimmy	Wiley	21	Andrea	Linn	7
Gary	Melvin	16	Dillon	Sturgeon	7
Steven	Bohannon	16	Brittany	Gilestra	7
Brandon	Martin	20	Tamara	Proenza Arenes	7
Joshua	Sarles	12	Nathan	Richardson	8
Damon	Clark	12	Brent	Jones	8
Andrew	McDaniel	12	Jonathan	Davenport	8
Andres	Montenegro	6 100% ESOP VESTED!	Mark	Goodman	8
David	Tatarian	6 100% ESOP VESTED!	JaRon	Hall	8
Admir	Alihodzic	7	Shane	Flener	8
Dakota	Estes	7	Hermes	Hinojosa-Torres	8
Roxana	Gonzalez Ferran	7	Pedro	Saborit-Bertot	8
Sandro	Guerra Avila	7	Leuber	Rosa Rodriguez	8
Alfredo	Perez Morales	7	Gabriela	King	9
Anabell	San-Igarza	7	Essaid	Benzzi	9
Matthew	Jones	7			

NOT JUST EMPLOYEES. PARTNERS IN JUSTICE.

Your dedication drives our success.

THANK YOU FOR BEING AN ESSENTIAL PART OF THE KCC FAMILY!

JUNE ANNIVERSARIES

Here in Mayberry, WE APPRECIATE THE BEST!

Thanks for your dedication, loyalty and all you do.
We couldn't do it without you!

HAPPY ANNIVERSARY!

YOUR COMMITMENT KEEPS MAYBERRY (AND KCC) RUNNING SMOOTH!

FIRST	LAST	YEARS	FIRST	LAST	YEARS
Joel	Strieter	31	Agustin	Ricardo	7
Tara	Mitchell	26	Frank	Avila Pupo	7
Christopher	Logsdon	21	Derek	Bruner	7
Michael	Jones	22	Aaron	Dooley	7
Jordan	Reynolds	16	Hiram	Hernandez Perez	7
William	Keen	16	Jeff	Kyle	7
Lorenzo	San Roman	16	Lucas	Roy	8
Michael	Gordon	18	Elizabeth	Yocom	8
Eric	Guffey	11	Erica	Greffer	8
Wesley	Strieter	11	Zachary	Ricketts	8
Chad	Fox	11	Juan	Terry	8
Arnaldo	Diaz Cabrera	12	Ronald	Buckman	8
Joshua	Pitts	12	Paul	Zimmerman	8
Amanda	Kilburne	15	Misladis	Nunez Suarez	9
Matthew	Lake	6 100% ESOP VESTED!	Kevin	Drenth	9
Paul	Boggs	6 100% ESOP VESTED!	Adam	Froman	9
Jennifer	Colvin	6 100% ESOP VESTED!	Joseph	Ochsner	10
FNU	sanjeevkumar	6 100% ESOP VESTED!			
Edward	Thien	6 100% ESOP VESTED!			
Blake	Ditsler	6 100% ESOP VESTED!			
Wayne	Mickens	6 100% ESOP VESTED!			

THANKS FOR BEING A KEY PART OF OUR MAYBERRY TEAM!

THANK YOU FOR BEING AN ESSENTIAL PART OF THE KCC FAMILY!

ESOP NEWS!!



EMPLOYEE OWNER SPOTLIGHT VIDEO SERIES

LAURA BELDEN

SCAN ME



LAURA BELDEN SHARES WHAT THE ESOP HAS MEANT TO HER AND HOW BEING AN EMPLOYEE-OWNER HAS IMPACTED HER.

OVER THE COURSE OF THIS YEAR, WE'LL BE FEATURING MORE TEAM MEMBERS AND THEIR STORIES. OUR HOPE IS THAT THESE VIDEOS HELP MAKE THE ESOP FEEL MORE REAL AND PERSONAL – AND GIVE YOU A BETTER UNDERSTANDING OF WHAT IT CAN MEAN FOR YOUR FUTURE.



Pet Spotlight

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!



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

COMPANY PROMOTIONS

MAY Promotions

★ CONGRATULATIONS! ★

Please join us in congratulating these team members on their well-deserved promotions.

LEADERSHIP



- ★ **Andres Villarreal** | Team Lead
- ★ **Elian Parra** | Team Lead

PRODUCTION



- ★ **Rosa Relayze** | Parts Order Clerk
- ★ **Yohana Matos** | CNC I
- ★ **Hector Portell** | CNC II
- ★ **Navaila Mirabal** | Welder I

ENGINEERING



- ★ **Leuber Rosa Rodriguez** | Electrical Engineer I

≡ Great work. Bright futures. ≡

THANK YOU FOR BEING AN ESSENTIAL PART OF OUR TEAM! ❤️

"So the only stuff you don't freeze...
is what comes in frozen"?

Gordon Ramsay

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



For my money, of all the movies where a greedy real estate developer wants to bulldoze the local community recreation center, and the neighborhood breakdancers must stop it by throwing street parties, *Breakin' 2: Electric Boogaloo* is at least top 5.

Everyone knows the quote by Evelyn Beatrice Hall (attributed to Voltaire) that reads "*I disapprove of what you say, but I will defend to the death your right to say it*"! What most people don't know is she added, "unless you think Ponch was a better cop than Jon in *CHiPs*, in which case, you're on your own pal."

I hate all idioms. I think everyone knows that about me. But the one I hate the most is, "There's no use crying over spilled milk"? Oh really? Well, what if you had **Sjögren's Syndrome** and you needed milk to cry and you spilled it and Kroger was closed because it was a Holiday, and plus your car was broke anyway so you couldn't get any even if you wanted to! Which doesn't make sense since you actually wouldn't be crying over spilled milk. (Plus, Kroger is usually open ½ day on Holidays. Except Christmas and Thanksgiving).

Decoder Challenge!

Decoder Key (hint):

E = O
T = D
N = X

Hidden Message:

NYX'D
GBSDO
YX
DRO
XOGCVODDOB



SEE BETTER. LIVE BRIGHTER.

Whether you're looking to cut down glare on the road, elevating your style, or just protecting your eyes from photokeratitis, solar retinopathy, and macular degeneration...we have you covered!

**Shady Rays is offering
40% OFF For KCC Employees!!**

PROTECT YOUR EYES FROM:

- GLARE & HARSH SUNLIGHT
- PHOTOKERATITIS (SUNBURNED EYES)
- SOLAR RETINOPATHY
- MACULAR DEGENERATION

**KCC EMPLOYEES GET
40% OFF**

Check out their website or scan the QR Code and (at checkout) enter the code:

KCC40

COOL!

IT'S EASY!

1. VISIT SHADYRAYS.COM
2. ADD YOUR FAVORITES TO CART
3. AT CHECKOUT, ENTER CODE:

**Better Vision. Better Protection.
BETTER YOU.**

SCAN THE QR CODE TO SHOP NOW!



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

Risky Business



...avoided

SAFETY FIX OF THE MONTH WINNERS May 2026

SAFETY FIX OF THE MONTH PRIZE WINNER



Ronald Ivory- HVAC Assembly Team Leader

RONALD IVORY IS A TEAM LEADER FOR SA-9 AT OUR TECHNOLOGY FACILITY. THIS ROLE INCLUDES THE ASSEMBLY OF CONDENSER FANS, BREAKERS AND TRANSFORMERS, AND PREPPING WIRING HARNESSSES. THE SAFETY FIX WAS FOR THE LUGS ON THE BREAKERS OF PROJECT ARGON JOBS. THESE SPECIFIC BREAKERS DO NOT COME WITH A PILOT HOLE TO INSTALL THE CONVENIENCE TAB. RON'S TEAM HAD TO COMPLETE THIS TASK BY HOLDING THE LUG WITH PLIERS AND SELF TAPPING, WHICH COULD RESULT IN A SEVERE HAND INJURY IF NOT DONE CORRECTLY. RON SHARED HIS IDEA WITH SAFETY AND ENGINEERING TO IMPROVE THIS TASK BY CREATING A 3-D PRINTED JIG TO SAFELY DRILL OUT THE HOLE FOR THE CONVENIENCE TAB. THIS JIG ALLOWS HIS TEAM TO KEEP THEIR HANDS AWAY FROM THE POINT OF OPERATION AND MITIGATE HAND INJURIES.

GREAT FIX!

THE SAFETY COMMITTEE HAS AWARDED RONALD IVORY WITH THE SAFETY FIX OF THE MONTH AND A \$50 GIFT CARD. CONGRATS TO RONALD!

YOU COULD BE NEXT!!!

SAFETY FIX OF THE MONTH PRIZE WINNER



Jason Eckert- Metal Forming Supervisor

JASON ECKERT IS THE 1ST SHIFT METAL FORMING SUPERVISOR AT THE GRASSLAND FACILITY. OUR METAL FORMING TEAMS MUST ROUTINELY CHANGE OUT SLATS ON OUR LASER BEDS. THEY APPLY A SUBSTANCE KNOWN AS "SLAT SHIELD PLUS" TO PREVENT MOLTEN DEBRIS FROM PERMANENTLY FUSING TO THE NEW SLATS. JASON SEARCHED THE SDS FOR THIS SUBSTANCE AND FOUND THAT IT IS A HARMFUL IRRITANT. JASON TOOK ACTION AND CREATED SIGNAGE ON THE SUBSTANCE'S CONTAINER TO REQUIRE SPECIALIZED PPE.

GREAT FIX!

THE SAFETY COMMITTEE HAS AWARDED JASON ECKERT WITH THE SAFETY FIX OF THE MONTH AND A \$50 GIFT CARD. CONGRATS TO JASON!

YOU COULD BE NEXT!!!



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS



SAFETY EXCELLENCE IN ACTION

KCC
MANUFACTURING

JUNE 2025

★ *Congratulations* ★
**TO THE GRASSLAND
CURB AND ADAPTER TEAM!**

3 YEARS WITH
NO INJURIES!



Thank you

FOR YOUR COMMITMENT. FOR EACH OTHER. FOR OUR FUTURE.



This is a tremendous accomplishment that requires a commitment from everyone. This represents over **400,000** hours worked without an injury. The impact this has on team members cannot be understated as they go home the way they came in.



When this happens, there is a tremendous impact on the ESOP as team members get to stay on the job and are not constantly replaced and changed because of a work-related injury.



There are NO workers compensation costs when we have zero injuries. That means a positive impact on the ESOP because money is not spent on managing injuries.



**OVER 400,000
HOURS WORKED
WITHOUT AN INJURY**



**NO WORKERS
COMP COSTS
MORE MONEY
FOR OUR ESOP**



**TEAM MEMBERS
GO HOME SAFE
EVERY DAY.
EVERY TIME.**

The team is already working on

YEAR 4

AND READY TO CELEBRATE IN 2027!

Follow Us on Social Media



Let's Get Connected for Our Latest News & Updates



on Facebook @KCCCompaniesHVAC



on LinkedIn @KCCCompanies



on Instagram @KCCCompanies

2716 Grassland Dr, Louisville, KY 40299 • (502) 491-9881



1. PAUSE & BREATHE

Take a moment to reset your mind.
3-5 deep breaths can make a big difference.



2. FOCUS ON WHAT YOU CAN CONTROL

You can't control everything,
but you can control your effort, attitude and next step.



3. STAY SAFE & FOLLOW PROCEDURES

Safety first. Shortcuts create more stress and risk.
Follow the process and protect yourself and your team.



4. STRETCH & MOVE YOUR BODY

A few minutes of movement can
reduce tension and boost your energy.



5. TALK & SUPPORT EACH OTHER

Talk to your lead or a coworker if you're feeling
overwhelmed. Teamwork makes tough days easier.



**YOU MATTER. YOUR TEAM MATTERS.
LET'S TAKE CARE OF EACH OTHER.**





KCC Company Calendar 2026

January						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
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:

