



KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

May 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



Well, it has been a rather eventful month!

As you might be aware, Trane has decided to cancel our contract and pursue a different solution to their Dedicated Outdoor Air Systems (DOAS) needs. We are still processing why they would move away from the most capable and efficient solution in the market today. The Board of Directors has been extremely busy. We have been making contacts, evaluating various scenarios and looking at a post-contract existence. I must tell you straight: it is not going to be easy navigating the next 6-18 months. But what an opportunity!

One thing that occurs when we get our annual valuation is a discount (meaning lower) price for our shares, simply because so much of our business is with one customer. They call it “Customer concentration”. That won’t be a problem going forward, at least in the long term. In the short term, we have a lot of work to do. Thank you for all the suggestions we received for the new name. We will be rolling it out shortly. First priority is finding a sales/distribution network. Several national distribution networks have reached out to KCC. It’s nice to have choices! Then the name, the color, the website, contracts with distributors, and teaching them how to sell and service our unit.

No matter which way we turn, opportunities present themselves to KCC. Your hard work has made our reputation. I do need something from everyone who reads this. Stay focused on manufacturing the highest quality and shipping on time. When we do that, the other problems will become easier to handle. In the meantime, I will continue to communicate with you all the latest information, as we get it, or at least twice a week. I am convinced that KCC has a guardian angel watching over us. I have received so many messages of support and encouragement from you, and it really means the world to me. If you are in the habit of praying, your leadership team can use all we can get. I am truly humbled to be working with such great people. We are going to come through this better than we ever have been. Thank you.

MONTHLY OWNERSHIP CONCEPTS

Jeff Thomas, VP of Manufacturing

Ownership Behaviors:

The first aspect of ownership behavior is our **Safety Responsibility**. Employees act as owners of workplace safety, not just followers of rules.

Indicators of this behavior are:

- Reporting near-misses
- Correct use of PPE
- Intervening if unsafe behaviors occur
- Following lockout/tagout procedures
- Employees alerting coworkers of safety hazards and taking actions to isolate the hazard until it can be corrected

Examples of ownership behavior include:

- Stopping work because a guard is missing instead of continuing production
- Reporting near-misses
- Reporting safety hazards to your supervisor and safety team members
- Keeping aisles and walkways clear of debris and trash
- Owners treat our facilities like they treat their own homes.





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SIMPSONVILLE UPDATE:

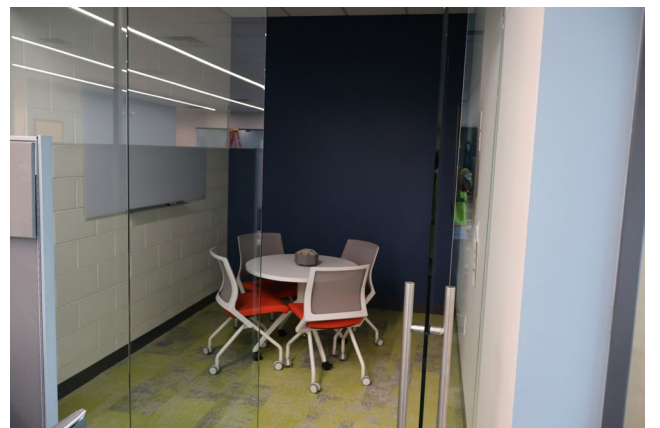
Exciting progress continues at our **Simpsonville Headquarters!** The first floor is nearing completion, with carpet and flooring currently being finalized. Over the next two months, employees will begin moving into the finished office spaces. On the second floor, drywall installation is wrapping up, and the first coat of paint is being applied. Out on the plant floor, storage systems are being installed as preparations begin for setting up the production line. There's a lot of momentum as the building continues to come together, and we're getting closer to the next phase of operations.



1st Floor Workstations



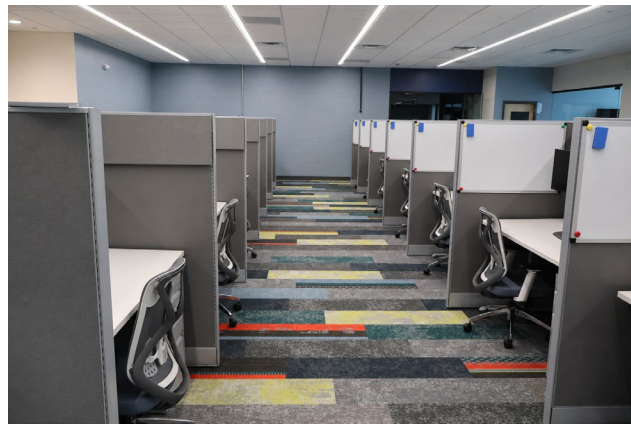
Production Floor
Water/Coffee Station



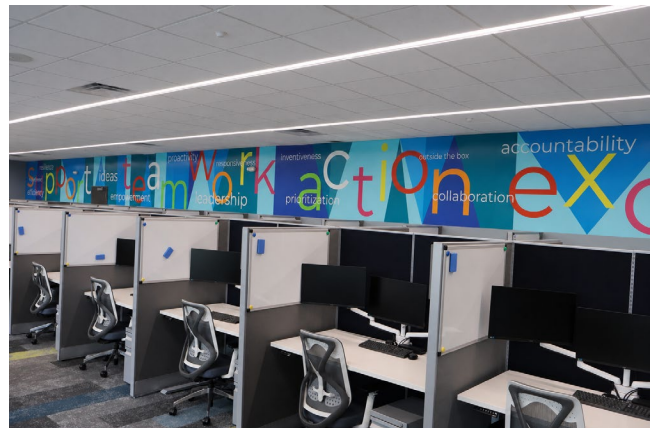
1st Floor "Huddle" Room



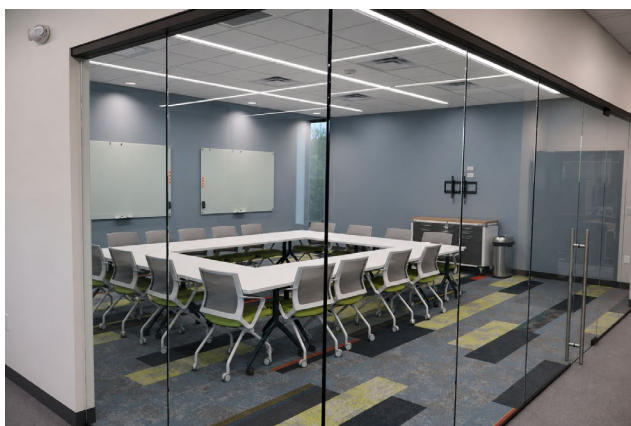
Production Floor
Water/Coffee Station



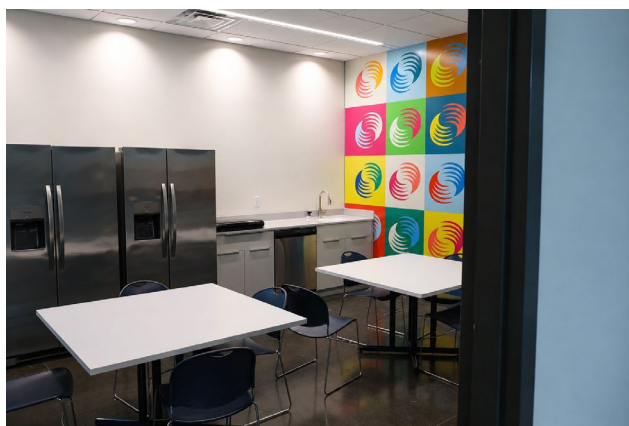
1st Floor Workstations



1st Floor Workstations



1st Floor Meeting Room



1st Floor Break Area



1st Floor Office

UPCOMING COMPANY EVENTS

Day	Event	Location	Time
May 4	Joel Town Hall	Tech – Display Room	12:00 PM - 12:30 PM
May 25	Holiday – Memorial Day	Plants Closed	
TBD	Joel Town Hall	As more Town Halls are scheduled, we will let everyone know	



DEPARTMENT SPOTLIGHT

Quality

Jan Paul

Key Wins & Highlights

Capability studies on the new Trumpf laser cell delivered strong results. Insights gained will help streamline future equipment prove-outs and improve cut accuracy on current equipment.

What We're Working On Now

Product Quality is implementing a new process to identify and document Critical to Quality defect modes found during line audits—especially those not currently defined. This will feed updates into work instructions, SOPs, one-point lessons, and ECX (prints/CAD), while aligning Quality Technicians and reducing reliance on tribal knowledge as we grow.

Supplier Quality is rolling out a clearer, more effective Supplier Report Card to track performance and highlight when corrective actions are needed.

Monthly gage audits began April 1, with Gage Captains helping ensure gages are tracked, functional, accurate, and well maintained.

Advanced Quality Engineering continues focusing on new product launches to reduce risk before production handoff. Current efforts include NVIRIQ MVB, thermal collector glass process, and multiple PPAPs (Symbio, Flex HAE-ASHP, Flex HAA/HAC). Upcoming work includes MVB builds, APQP Gate Checklist, and Flex HAE ASHP electronic assessment build. AQEs are also partnering with L&D to launch APQP 201 training for team members involved in product launches.

People & Recognition

Thanks to Will Keen for leading the Symbio training session.

Welcome Janelle Schafer, our new Field Quality Engineer, supporting the TRANE account alongside Spencer Keene and helping bridge customer feedback with production.

EMPLOYEE SPOTLIGHT



Stacey Hoofnel

Receptionist – R&D

Years at KCC: 2 years

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

A friend told me about KCC after I was unexpectedly laid off from my previous job.

The people are why I have stayed. I have never worked with such an appreciative and genuine group of people.

What's a hobby you'd like to try someday?

I am a scuba diver and love to dive whenever I get the chance. I would love to try spear fishing one day.

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

Don't Worry, Be Happy.

I was told early in life that most things you worry about never happen. And when they do happen, you could not change it anyway. So, stop worrying about things and be happy.

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

Be patient and work hard. There are so many opportunities at KCC to pursue.

What advice do you have for new employees?

Be prompt, be positive and give all you can every day. It will be noticed, appreciated and rewarded.



ANNOUNCEMENTS N' STUFF!

COOK'S CORNER



DERBY PIE



THE KENTUCKY DERBY IS MAY 2, 2026

Interesting Facts:

Longest Running: The first Kentucky Derby was held in 1875, and it has run every year since, even during major wars and the Great Depression.

Fastest Time: Secretariat holds the record (1:59 2/5) set in 1973, which is the only time the race was run in under two minutes.

Biggest Field:
The largest field of starters was 23 in 1974.

Prep Time:
15 mins

Servings:
8

Cook Time:
45 mins

Yield:
1 9-inch pie

Total Time:
1 hr



DIRECTIONS

Step 1
Preheat oven to 350 degrees F (175 degrees C). Press pie crust into a 9-inch pie plate.

Step 2
Beat corn syrup, white sugar, and eggs together in a bowl using an electric mixer on low speed until well blended; stir in chocolate chips, pecans, butter, bourbon, and vanilla extract. Pour mixture into the prepared pie crust.

Step 3
Bake in the preheated oven until set, 45 to 50 minutes.

INGREDIENTS

- 1 (9 inch) pie crust pastry
- 1 cup light corn syrup
- 1 cup white sugar
- 4 eggs
- 1 ¼ cups chocolate chips
- 1 cup chopped pecans
- ½ cup butter, melted 📍
- 2 tablespoons bourbon (Optional)
- 1 teaspoon vanilla extract

May Moments That Made History

- May 5, 1961:** Alan Shepard became the first American in space.
May 9, 1869: The "Golden Spike" was driven in Utah, completing the First Transcontinental Railroad.
May 20, 1932: Amelia Earhart became the first woman to fly solo across the Atlantic.



Operations in Action

March Shipment Performance at a Glance

This chart compares our 2025 performance with our 2026 results and highlights how we are tracking toward our overall goals. It provides a quick snapshot of our progress year-over-year, showing where we’ve improved and where opportunities still exist. By aligning current performance with our target goals, we can better understand how our efforts are contributing to long-term success. This visibility helps guide decision-making and keeps our team focused on the areas that matter most.

	2026	2025	Goal
Curb & Adapter - Grassland	\$4,351,000	\$4,009,000	\$3,860,000
Curb & Adapter - Tooele	\$1,026,000	\$1,113,000	\$910,000
Horizon	\$41,349,000	\$36,052,000	\$46,680,000
Horizon Flex	\$181,000	\$34,000	\$600,000
Other	\$1,447,000	\$1,490,000	\$958,000
Total	\$48,354,000	\$42,698,000	\$53,008,000

What Kind of Smart Are You?

We all know “smart” doesn’t just mean good at math or spelling. In fact, there are many different types of intelligence—and chances are, you shine in more than one. Take a look and see what fits you (and your coworkers):

The Visual Thinker (Spatial)

You see the big picture—literally. Patterns, layouts, and visuals just click. If you enjoy puzzles or sketching ideas out, this might be you.

The Doer (Bodily-Kinesthetic)

You learn best by doing. Whether it’s hands-on work, sports, or building something, your body and brain work as a team.

The Rhythm Master (Musical)

You’ve got an ear for patterns in sound. Music, rhythm, and tone come naturally—and you probably catch details others miss.

The Wordsmith (Linguistic)

You know how to say it—and say it well. Writing, storytelling, and explaining ideas are your strengths.

The Problem Solver (Logical-Mathematical)

You love figuring things out. Numbers, systems, and complex problems? That’s your playground.

The People Person (Interpersonal)

You read the room like a pro. Building relationships, resolving conflict, and working with others comes naturally.

The Self-Aware Thinker (Intrapersonal)

You understand yourself deeply—your strengths, your limits, and what drives you.

The Nature Explorer (Naturalistic)

You notice patterns in the world around you. Whether it’s outdoors, systems, or how things connect, you see what others overlook.

Why it matters:

Our differences are what make strong teams. When we recognize how each person thinks and works best, we collaborate better, solve problems faster, and learn from each other.



May Announcements, Events & Anniversaries



KCC May Anniversaries

Employee	Years at KCC (6+) (as of May anniversary date)
David Cotner	38
April Moert	33
John Holsapple	29
Jimmy Wiley	22
Gary Melvin	20
Steven Bohannon	16
Brandon Martin	16
Joshua Sarles	12
Damon Clark	12
Andrew McDaniel	12
Jose Rivero Fernandez	9
Andres Montenegro	9
David Tatarian	8
Admir Alihodzic	8
Dakota Estes	8
Roxana Gonzalez Ferran	8
Sandro Guerra Avila	8
Alfredo Perez Morales	8
Anabell San-Igarza	8
Matthew Jones	8
Jeanne Baker	8
Douglas Fell	7
Brian Jones	7
Andrea Linn	7
Dillon Sturgeon	7
Brittany Gilestra	7
Tamara Proenza Arenes	7
Nathan Richardson	7
Brent Jones	7
Jonathan Davenport	7
Mark Goodman	7
JaRon Hall	7
Shane Flener	7
Hermes Hinojosa-Torres	7
Pedro Saborit-Bertot	7
100% ESOP VESTED (as of May Anniversary date)	
Leuber Rosa Rodriguez	6
Gabriela King	6
Essaid Benzzi	6

ESOP NEWS!!



EMPLOYEE OWNER SPOTLIGHT VIDEO SERIES



**TOM
NICHOLAS**

SCAN ME



TOM NICHOLAS SHARES WHAT THE ESOP HAS MEANT TO HIM AND HOW BEING AN EMPLOYEE-OWNER HAS IMPACTED HIS RETIREMENT.

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.

The ESOP Committee is currently recruiting
Committee Members from:

WE WANT YOU!

Bilingual – Any Shift, Any Plant

1st Shift Production – Grassland

2nd Shift – Grassland

2nd & 3rd Shift – Technology



If you are interested, please speak to your Supervisor (for approval to apply) and reach out to Becky McClellan or Jeanne Baker for additional information. You can also apply on Sharepoint from our ESOP page!

“The people who are crazy enough
to think they can change the world
are the ones who do.”
- Steve Jobs



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COMPANY PROMOTIONS

Let me tell you something—what we have here is not your everyday, run-of-the-mill workplace development. Oh no, no, no... this is a **flagrant, flamboyant, over-the-top demonstration of PROFESSIONAL SUPERIORITY!** These individuals—these paragons of productivity—have performed their duties with such intensity, such precision, such unmitigated gall...**that promotion was not merely appropriate—it was INEVITABLE!**



Leadership	
Cody Laird	Supervisor
Production	
Raydert Vallenilla	CNC I
Ray Bisson	CNC II
Ivan Ibanez Rodriguez	Brake Press Operator
Ronal Castano Quintero	Tester
Jose Acosta	Electro-Mechanical Tech
Orlando Gonzalez	Electro-Mechanical Tech
Stephen Grantham	Refrigeration Tech
Ivan Marrero Portell	Refrigeration Tech
Engineering	
Mark Goodman	HVAC Field Support Design Engineer
Hamid Razavi	HVAC Product Engineer I
CJ Moran	CPQ Solutions Developer

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

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

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



KCC40



“The world’s favorite season is the spring. All things seem possible in May”

- Edwin Way Teale

PROFOUND MUSINGS...by Craig
(80's & 90's pop culture edition)



Sometimes when I'm all alone and isolated from the rest of the world, I feel like a free-floating blob of cellulite cast adrift in a sea of cotton candy soaked in dog saliva. Which is so ironic because dogs are allergic to cotton candy, except of course for the poodle.

Remember that time Zack and Slater broke the school camera and took a picture of Screech dressed as an alien to sell to the tabloids to buy a new camera? I have an opinion on this episode. It is as follows:

This episode is nothing short of transcendent. Every beat lands with precision, every escalation feels earned, and by the time the group is racing to prevent Screech's removal to Washington, the episode has surpassed comedy, drama, and satire alike. It is, quite simply, a pinnacle of television—an achievement so complete, so assured, that it renders comparison to other series almost unnecessary.

I'm an early bird and I'm a night owl. So, I'm wise and I have worms.



- Michael Scott



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Risky Business



...avoided

SAFETY FIX OF THE MONTH

WINNERS

April 2026

SAFETY FIX OF THE MONTH PRIZE WINNER



Kenneth Reynolds Grassland - Maintenance Technician

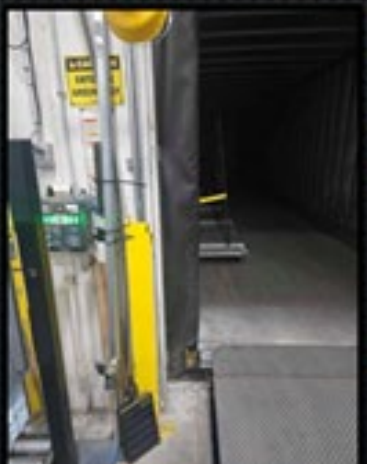
KENNETH REYNOLDS IS A MAINTENANCE TECH AT GRASSLAND. KENNETH NOTICED FORKLIFT OPERATORS INSTALLING COILS AT THE CUT-TO-LENGTH LINE COULD NOT SEE THE BACK SIDE OF THE COILS WHEN LOADING OR UNLOADING. KENNETH INSTALLED TWO DOME MIRRORS – ONE ON EACH SIDE OF THE CUT-TO LENGTH LINE – TO GIVE OPERATORS VISIBILITY TO THE BACKSIDE OF THE LINE.

GREAT FIX!

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

YOU COULD BE NEXT!!!

SAFETY FIX OF THE MONTH PRIZE WINNER



Shawn Gregory– Logistics Associate

SHAWN GREGORY IS A LOGISTICS ASSOCIATE AT THE TECHNOLOGY FACILITY. HE WAS ASSISTING IN THE UNCRATE AREA AND NOTICED A TRUCK WAS PARKED AT THE DOCK WITHOUT THE DOCK LOCK PROPERLY ENGAGED. SHAWN ENGAGED THE DOCK LOCK TO ELIMINATE THE POTENTIAL FOR A FORKLIFT DRIVE-OFF OR A TEAM MEMBER ON FOOT BEING LEFT INSIDE.

GREAT FIX!

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

YOU COULD BE NEXT!!!



EMPLOYEE ENGAGEMENT & WORKPLACE EXPERIENCE SURVEY UPDATE!



Thank you to everyone who took the time to complete the Employee Engagement & Workplace Experience Survey.

We reached a 66.91% completion rate, and that only happens because of your willingness to share honest feedback.



WE'VE SPENT TIME REVIEWING THE RESULTS, AND SEVERAL CLEAR FOCUS AREAS HAVE EMERGED:



IMPROVE
CHANGE
COMMUNICATION



INCREASE
LEADERSHIP
CONSISTENCY



CLARIFY
GROWTH
PATHWAYS



STRENGTHEN
ACCOUNTABILITY



ADDRESS
OPERATIONAL
FRICTION



None of these should feel surprising. In fact, many of you said it directly.

**WE WANT TO BE CLEAR
ABOUT WHAT
HAPPENS NEXT.**

This is not a situation where a small group sits in a room and builds action plans in isolation.

The Growth & Development Planning Committee, Engagement Committee, and Executive Leadership Team are aligned on these focus areas and are actively working on next steps, but we are continuing to involve you in shaping those solutions.



YOU ARE CLOSEST TO THE WORK.

You see where things break down, where things work well, and where we can improve.

That insight is critical.



OVER THE COMING WEEKS, YOU MAY SEE:



FOLLOW-UP
CONVERSATIONS
WITH YOUR TEAMS



REQUESTS FOR
INPUT ON SPECIFIC
TOPICS



OPPORTUNITIES
TO SHARE IDEAS
OR SOLUTIONS



This is intentional. We want to make sure the actions we take are meaningful, practical, and improve your day-to-day experience at KCC.

Thank you again for your participation and for helping us take another step forward as we continue to grow.



— KCC Leadership Team



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 Pets' names:

TOM-TOM
(puppy) & **ROW**
BOAT

 Owner's
name & Position:
Christian Richie,
CNCI

Programmer
 Fun Fact:
Row Boat was
taught
commands in
French while
Tom-Tom was
taught
commands in
Latin. Tom-Tom is
6 months old and
currently weighs
90 lbs.

 Pet's names: **PEARL** (ferret) &
NAILA (dog)

 Owner's name & Position: Laura
Clark (her "grand animals") – Field
Services Project Manager



Coco & Chanel

Manolo & Cloe

Papi and Mami

 Owner's name & Position: Alina Escribano, HVAC
Production Team Lead

Coco & Chanel's secret talent (African greys parrots): They
give kisses

Manolo's secret talent (Sun conure- parrot): Dance

Cloe's secret talent (Sun conure-parrot): He gives me his
paw.

Mami and Papi's secret talent(Dogs): They walk on two legs.

Owner: Leah King, Supply Chain Manager: Meet **Marvel**—a
Treeing Walker Coonhound, full-time good boy, part-time **Big**
Piggy Butt.  

His breed was recently crowned **Kentucky's state dog**, thanks to
deep 19th-century roots planted by breeders John W. Walker and
George Washington Maupin—so yes, he's basically historical
royalty. Other than carrying the great honor of representing the
Commonwealth (very unofficially), Marvel enjoys perfecting the
side-eye of judgment, showcasing **Oscar-worthy pouty lips**,
barking fiercely at absolutely *nothing*, and eating... well...
everything.

In his free time, he wrestles his sibling Merle the Bloodhound like
it's a WWE pay-per-view and uses Baxter the Beagle as a luxury
orthopedic pillow.

Icon. Legend. Big Piggy Butt!



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 drodriquez@kccmfg.com

Selected pets will be featured in upcoming newsletters!



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						
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March						
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April						
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May						
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31						

June						
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28	29	30				

July						
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26	27	28	29	30	31	

August						
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23	24	25	26	27	28	29
30	31					

September						
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October						
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November						
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22	23	24	25	26	27	28
29	30					

December						
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		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:

