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Living Our Values

How does an individual (coworkers, customers, suppliers, or visitors) experience the Flexco culture? The surest way is through the behaviors and actions of each and every Flexco employee. Certainly, they could see our signs in our meeting rooms or read about the Flexco culture on our web page. But, as they say, “talk is cheap,” and “actions speak louder than words.”

As colleagues and coworkers at Flexco, the most important way to build and experience the Flexco culture are by truly and intentionally displaying the 32 “this means we...” behavior statements defined in our culture. Those behavior statements are practical guides to how our behaviors should represent People First, Better Together, Customer Centered, Forward Thinking, Committed to Excellence, Inclusion, Integrity, and Global Mindset.

In the coming weeks and months, you will see short videos focusing on our behaviors, and hear personal stories about what those behaviors mean to individuals throughout the organization. The stories will be examples of how we have actually experienced the behaviors that make up the Flexco Culture. The videos are intended to help us build a deeper understanding of our behaviors and to challenge us and make us think about our responsibility to live the behaviors with each other, and with our customers and stakeholders. They should prompt each of us to consider the question “Do I...?” for each of the behaviors.

The series will begin with a focus on Inclusion, the value that is a “red thread” woven throughout our 5 Core Values. With our focus on Inclusion and building a sense of belonging in 2023, this is the perfect place for us to start.

A new “Living our Values” video will be shared each week on the new Flexco intranet site as well as on Viva Engage, the new employee communication platform. The QR code below will lead you to these sites. We hope you enjoy the video series and we welcome your input, ideas, and your own stories!



The Growth and Expansion of Flexco de Mexico

As part of our growth and expansion strategy, Flexco de Mexico acquired new premises, coinciding with the 30th anniversary of the establishment of this location by Mick Ramsey, who trusted Mexico and its market.

Our History

Flexco de Mexico started operations in Mexico City on November 4, 1992. The offices were located in Coyoacan, and the warehouse was in a different place. To have better control and communication, it was necessary to have the complete operation in the same area; it was the reason Flexco moved to new premises; this new place was located in a residential neighborhood, in what used to be a house of just 4,300 sqft.

Moving On

The need for more space for warehousing, troubles with parking places, and a non-existent area to download the product from imports made us move after 20 years in May 2013.

We rented a more extensive warehouse of 13,000 sqft in an old industrial area in Mexico City. We were so excited about the change and couldn't believe we had as much space as we had in this new building. It looked enormous for that time's current business and inventory.

Growing Rapidly

Fortunately, the business continued growing, and rapidly the place did not look as big as in the beginning. Of note, Mexico City is a congested city, and it is still continuously growing; many apartment buildings are under construction to meet the need for housing. Public transportation and roads are a challenge in that city to move around 10 million people living and working there. Those were two critical factors in deciding it was time to look for other premises to ensure the growth and expansion of Mexico's business.

When the Executive Team and Board of Directors approved the investment to purchase a new building for Flexco de Mexico, we knew that Mexico City was not an option.



A New Beginning

In June 2022, we purchased a new warehouse in Metepec, Toluca, 42 miles from Mexico City. The recently built warehouse is 25,145 sqft, and the total surface of the property is 70,430 sqft. This will enable us to better service and support our customers and will help with logistics by being out of a very congested Mexico City.

We relocated to the new facility in Metepec at the end of September 2022. As evidence of the excellent team we have formed, the operation members were willing to move to Toluca, purchasing homes and relocating their families.

We all are looking forward to this opportunity to strengthen our business and build together the next chapter of Flexco de Mexico.



Flexco de Mexico Celebrates 30 Years and a New Building

On March 22nd, Flexco de Mexico opened the doors of the new building to the members of the Executive Team, our Director Martin O'Neill, functional leaders, customers, and friends to celebrate our 30th anniversary. It was the perfect occasion to give thanks to all of them, who undoubtedly have been a fundamental piece of Mexico's success.

During the celebration, we recognized distributors for their loyalty and commitment to promoting our brand all these years.

Owners, directors, salesmen, and administrators came together to enjoy the party.

Good food, a circus show, games, and the music of Mariachi were the perfect mix to celebrate. Distributors re-connected, the new generation of leadership showed up, and we received many compliments and congratulations about the new premises and how Flexco has been a partner with their business all these years.

Thanks to all the team from the USA for joining us, and let's go together for another 30 years!



New Employee

On April 17th, Marisol Padilla joined Flexco de Mexico in the Importation Purchases and Logistics Department. In her free time, she practices Polynesian dance and belly dance. Marisol also enjoys learning languages; she is perfecting her English and studying Chinese. She also has a cat and dog, Micha and Oso.



Service Anniversaries

May – August 2023

5 Years

Peng Liu
 Ruby Wang
 Amanda Beninato
 Brian David
 Lindsay Hoard
 Krystyna Kwintal
 Larry Lambert
 Laury Li
 Nicholas Picciolini
 Christopher Sheffner
 Dave Spinazola
 Julia Herber
 Manuela Voelkle
 Teranus Ballard
 Daurin Diaz-Batista
 Matthew Mitchell
 Hunter Thompson
 Larry Ward
 Jason Wynsma
 Saroj Kumar Moharana
 Sabelo Magubane
 Bianca Marais
 Antonia Pineda

China
 China
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Europe
 Europe
 Grand Rapids
 Grand Rapids
 Grand Rapids
 Grand Rapids
 Grand Rapids
 Grand Rapids
 Grand Rapids
 India
 South Africa
 South Africa
 Southeast Asia

10 Years

Barry Stonebridge
 Kelly Dobbs
 Dorian Fields
 Brandon Lee
 Joseph Marchigiani
 Mukund Kasthuri
 Shaun Santana

Australia
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 India
 South Africa

15 Years

Jianfeng Gu
 Yuqing Wang
 Jie Xu
 Edward Butchas
 Arturo Delgado
 Wayne Green
 Favian Morales
 Kenneth Whoriskey

China
 China
 China
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove

20 Years

Reynaldo Dequina
 Juan Mata
 Michael Sabino
 Sandra Silva

Australia
 Downers Grove
 Downers Grove
 Mexico

25 Years

Thomas Cunningham
 Barbara Doss
 Johnie Dunson
 Anthony Garapolo
 William Krajaic
 David Mahon
 Tony Stephens
 Olaf Eichenauer
 Patricia Muzamani

Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Downers Grove
 Europe
 South Africa

30 Years

Brett Vance

Downers Grove

35 Years

Susan Nissen
 Beth Miller

Downers Grove
 Grand Rapids

45 Years

Ronald Zawistowski

Grand Rapids

Flexco around the world—China

China

New Employee

Flexco China is pleased to welcome Cliff Chen as territory sales manager in Fujian Province. He is living in Xiamen in Fujian with his wife and his 6-year-old daughter. In his spare time, he loves to watch movies, play sports, and read.



Flexco China Holds Annual Meeting

Flexco China's annual meeting was held on March 17th. Our executives, Tom and Tammy, participated in the meeting via Teams call. Regional Director, Mukund, and Flexco overseas colleagues Sam, Duan, and Anton also attended the meeting. A couple of awards were announced at the meeting to recognize key contributors at different perspectives. The team had dinner to celebrate with each other. The morning of March 18th, most of the team went to Chen Shan Botanical Garden for a half-day outing.



Middle East

1st Annual Middle East Meeting

Flexco Middle East held its first Annual Meeting earlier this year. We had a nice event with Chip, Keith, Mukund, and Jacqlyn in Dubai where they have shared their knowledge about Flexco Values, EmPerform and the Flexco Code of Conduct.

We also participated in team bonding at the top of world's tallest building "Burj Khalifa" and enjoyed desert safari with lots of fun. It was great time to know each other to build good collaboration between the employees.



Flexco President and CEO Visits Middle East

Tom Wujek visited the Flexco Middle East office on May 1st. We discussed future business plans and possibilities for Flexco in the Middle East.



Australia

New Employee



Tamara Fortunat joined the team in May as the new Customer Experience and Internal Sales Representative. She previously worked in Internal Sales for a hydraulic and industrial hose manufacturer and worked closely with various large mining companies. In her spare time, Tamara loves exploring the outdoors with her two children, including camping, bushwalks, and spending time at the beach.

Oh Baby!



Congratulations to Meberatu Kindeya on the birth of her beautiful baby girl Yoadan. She was born on March 22, weighing 3.2 kg (7 lb 1 oz).



Congratulations to Natalie Carpenter on the birth of her handsome baby boy, Spencer. He was born April 14, weighing 4.1 kg (9 lb 1 oz).

Flexco Australia Celebrates International Women's Day with Lunch

Our female employees were invited to the Australasian Institute of Mining and Metallurgy (AusIMM) International Women's Day Luncheon. The ladies spent the afternoon indulging and networking, celebrating the achievements of women in the mining sector, and listening to empowering discussions on championing diversity and inclusion. Flexco Australia was a proud sponsor of this event as we strive to embrace equity within the mining and resources sector and wish to recognise the achievements and contributions of the women here at Flexco.



From left to right: Ann Arrington, Natalie Carpenter, Mikayla Cecere, Eleanor Williamson, Emma White, Maria Dy, Cathy Moriarty, Danielle Leo and Ellaina Mackay.

Australia

Flexco Repair Centre Opens in Sydney



Flexco Australia opened a service centre at their Sydney manufacturing facility in May to accommodate the repairs and updates of the Novitool® product range and XP Fastener Installation Tools. With the opening of the service centre, Shashidhara Gangappa was promoted to the BCP Production Supervisor, which now incorporates the oversight of the repairs as well as the BCP Fabrication and Tungsten Tip Department. We wish Shashi all the best in his new role!

Tungsten Carbide Tip Automated Brazing Machine Arrives

In late February, our new automated tungsten carbide tip brazing machine arrived to automate the manufacturing process of the tungsten carbide tips used on belt cleaners. Over the last three months, Roshen Mathew and Shashidhara Gangappa have been working with a team from EFD Bangalore (the manufacturer of the brazing system) to assemble and commission the four brazing stations. The Site Acceptance Test is close to being finished and the machine is expected to be in full production by Q3. This new machine will not only improve our overall productivity but also employee safety and product quality, as well as eliminate the need for outsourcing. We can't wait to see the results once in full production!



Root Cause Analysis Training Conducted

A group of employees from the operations team undertook a two-day Root Cause Analysis Training Workshop to help identify, understand, and resolve the underlying causes of problems or incidents in the workplace. The course provided attendees with a range of techniques and tools to solve everyday organisational problems, reduce risk, and improve performance with confidence. Phil Brodbeck, Ellaina Mackay, Roshen Mathew, Shashidhara Gangappa, Joe Nguyen, Leejay Kukutai, Tupou Simi, Yisak Alemayehu, Amare Desalegn, and Tewdros Woldegiorgis participated in the workshop.



Mauritius

New Employee



Wazila Bhuglah joined the Flexco Mauritius team as a Financial Accountant on April 3rd. She adores traveling, discovering new things, and interacting with people, as well as spending time with close ones and inventing new dishes when cooking.

Oh Baby!



Preetam Joomucksing welcomed a new baby girl, Tyra Aananya, to the world on March 8th. She weighed 2.7 kg (5 lb 15 oz) and was 37 cm (14.5") long.



Sashveer Nunkoo welcomed twin boys Ashved and Ashvik to the world on March 10th at 8:58 a.m. The boys weighed 2.09 kg and 1.9 kg (4 lb 10 oz and 4 lb 3 oz) and measured 33 cm and 35 cm (13" and 13.75") respectively.

Flexco Mauritius Celebrates Earth Day

Flexco Mauritius celebrated Earth Day in the month of April 2023 as part of the Flexco Culture program where they planted fruit trees and had bundles of fun.



Grand Rapids

We'll Miss You, Tim!



Tim Carlson has retired after 44 years at Flexco. He has been a pivotal part of the success of many products at Flexco. These words are not appreciation enough for his expertise and drive for self-improvement. The efforts he put in to deliver high-quality work for the organization are commendable. One example of his skills and knowledge would be his design and building techniques for the FaceStrip dies; a successful product line due to his ingenuity. Thank you, Tim, for not only being a rock for the Tool Room, but also being a mentor for others.

New Employees



Olin Johnson was hired onto the Engineering department on March 14th. He lives in Spring Lake, MI where he recently bought a home with his wife, Molly. He loves to read science fiction and fantasy books. In his free time, Olin plays Dungeons and Dragons, likes to spend time outdoors, and has been working on his new house.



Samantha Charles joined the Marketing team on March 21st. She resides in Grand Rapids, MI where she enjoys “adventuring” with her fiancé and two dogs, Brinley and Reggie. Her free time also consists of first home renovation projects, working out, and exploring new restaurants.

Oh Baby!



Matt Patin welcomed his new baby boy, Layne, on March 16th. He was 20" (50.8 cm) long, and weighed 9 lb 2 oz (4.1 kg) at birth.



Tyler Grooters welcomed his new baby girl, Ezra Darlene, to the world on March 13th. She weighed 7 lb (3.2 kg) and was 20" (50.8 cm) long at birth.



Troy Patin welcomed his new baby boy, Hudson, on April 2nd. He weighed 7 lb 5 oz (3.3 kg), and was 20.5" (52 cm) long at birth.

Grand Rapids

United Way - Operation United



Three teams of Flexco employees partnered with Operation United this quarter to help clean up veteran's homes. Flexco's sponsorship and hardworking hands helped the United Way serve seventeen veterans this year. Valerie, Matt, and Dick, who Flexco assisted, were all grateful for the work our Flexco team did to beautify their homes and make them more accessible.

Germany

New Employee



Flexco Europe is pleased to welcome Daniel Kisner as our new HR-Manager effective as of April 1st. He currently lives in Messstetten and in his spare time he likes to go to gym and spend time with friends.

25 Years!



Marlis Bacher celebrated her 25th anniversary with Flexco on April 1st. Congratulations!

Culture Ambassadors Easter



At Easter this year, the culture group came up with a great little surprise for their colleagues. During the Easter week, all employees at the Rosenfeld site and visitors were surprised with Flexco Easter eggs. The special thing about the eggs was the labeling with the Flexco logo. A nice little something for everyone.

Germany

Better Together on the Slopes

At the beginning of March our culture group organized a ski trip. We took the bus to the skiing area in Nauders, which is in Austria. The journey started on Saturday early in the morning as the bus ride to Austria took about 4 hours.

When we arrived in Nauders, the skiers could go to the slopes and the hikers to the mountains. During our trip, we had bright blue skies, so we could really enjoy the weekend in Austria. We all gathered in the hotel for dinner and were able to end the evening together.

On Sunday it was time to go home. We had a great weekend and a lot of fun together. We are looking forward to the next trip with the Flexco team.



Hiking and Grilling as a Team

On Saturday, May 6th, our culture group organized a joint hiking trip and barbecue. The hiking group started at the hiking parking lot which is called Rossberg. Our tour started at 9:30 a.m. We took a few short breaks at a couple of vantage points on the approximately 11km-long hike. From the vantage points, we had a beautiful view over Albstadt-Ebingen.

After the hike we had a barbecue together in the afternoon. The hike and BBQ were great, and we had a lot of fun.

We look forward to the next events of our culture group. Events like this are really good for getting to know colleagues better and strengthening team spirit.



The next break was the Schlossfelsenturm. The view was even better from the top of the tower.



The first short break was at the Schleicherhütte. The view over Albstadt-Ebingen was beautiful.



South Africa

New Employees



Jacques Courtenay joined the Flexco South Africa team on March 22nd as a Field Service Agent. Jacques enjoys outdoor activities, including racing, off-roading, camping, traveling, and exploring new places.



Internal Sales at Flexco South Africa welcomed Trish Hayton to the team on April 17th. Trish loves spending time with family and friends, as well as watching movies and playing the occasional video game.



Flexco South Africa welcomed Bradley Hall-Reace as a Senior Sales Representative on April 24th. Bradley loves soccer and he and his son never miss a game when Manchester United is playing. He also loves late evening cruises where they cruise slowly while eating a snack and having refreshments.



Flexco South Africa welcomes Janus van Heerden to the team as a Field Service Agent on May 15th. Janus is an active person who enjoys off-roading, sports, building things, and spending time with family and friends.



Akker (Helgard) Muller joined the Flexco South Africa team as Conveyor Maintenance Manager (Sasol) on May 15th. He enjoys new technology, mechanical engineering, watching sports, and reading.

25 Years!



Patricia Muzamani will celebrate her 25th anniversary with Flexco on August 1st. Congratulations!

Germiston Simmers Rugby Club



Flexco SA continues to sponsor the Germiston Simmers Rugby Club and their pre-season tournament, which ended in March. We noticed how their team spirit and culture are aligned with ours and it was great to sponsor a team such as this.

Therefore, we have decided to continue sponsoring them for their full 2023 season! We will keep you all posted regarding the dates and times of their games, and we'll go as a Flexco team to support them.

Go Simmers!

South Africa

Flexco SA Celebrates Earth Day

Flexco SA celebrated Earth Day in the month of April as part of the Flexco Culture program. Employees donated to the Greenpop organization to plant four trees at Platbos Forest Reserve, Western Cape to help with re-forestation. In addition, every staff member received a succulent plant.

We also shared some tips on how to help save the Earth one day at a time.



Flexco South Africa Moves to a New Office

Flexco SA has moved into a new premise in April. The new address is 235 Albert Amon Rd, Meadowdale, Johannesburg, South Africa. Since we have moved into our new offices, we have made it our own with the Flexco Culture. Have a look at a few photos of the new office.



Downers Grove

New Employees



Bobby Shields was hired on April 4th as BCP Marketing Support & Analyst. He lives in Chicago and enjoys playing the drums, and playing chess with his partner, Sybil. His favorite books are Moby Dick, A Tale of Two Cities, and anything by Jules Verne.



Cara Sendra was hired on May 9th as a Quality Assurance Engineer. She lives in Bartlett with her husband, Josh, and their three children. In her spare time, Cara loves to golf and even joined the Flexco golf club in Downers Grove! Her favorite shows are “Bones” and “New Girl”.



Dominic Filipponi was hired on May 23rd as Content Marketing Specialist. He lives in Chicago with his girlfriend, Savannah. He enjoys watching shows like “Succession” and likes basketball and football. He is currently reading “How the Word Is Passed” by Clint Smith.

Retirements



Terry Gravitt retired on March 21st with over 28 years of service. He was initially hired as a press operator in the Alligator department. In the late 90’s, he transferred to IT and was an integral part of the department ever since. He was always learning and trying to improve himself, and the systems he worked on. He was a key part of the development of many systems: Mobility and OnBase to name a few. He also helped support virtually every system we have. Terry’s knowledge and friendship will be missed.

Terry and his wife Gracey have retired to Florida, where he is spending his time with family and making new friends.

Please wish him the best!



Rick Gaffino retired from Flexco March 23rd. He worked second shift Die Maintenance for 11 years, and has worked in the tool & die field for over 35 years. The last couple of years he was helping train Joe Duran. For anyone who knew Rick he was a little bit of a pack rat, never passing up a scrap bin or something in the store that may have been out of date. Rick also loves to hunt for mushrooms and asparagus. One fun fact about Rick is he once climbed Devils Tower in Wyoming with his then girlfriend, and while at the top, he proposed.

Rick will be spending time with his wife, children and grandkids in his retirement.



Lee Bradich retired from Flexco March 31st with over 22 years of service. Dedication and passion were two of his finest qualities. He was customer focused and always ready to do whatever was needed of him! You’d often see Lee at his work bench one minute, on the Jeep the next, and then making boxes. He consistently worked on customer orders several days ahead of the due date. Lee cared deeply for his teammates and fellow employees. Not only was he actively involved in training, but he was active on the Wellness team and the Healthy Corner as well. He often shopped for groceries and made bank deposits to keep the corner rolling.

Lee, you will be missed!

Downers Grove

Retirements



Teresa Rayburn retired from Flexco May 1st with over 21 years of service in her role as a Materials Planner. Teresa supported her department with many responsibilities above and beyond what her position demanded. She was always very considerate of her co-workers and would go out of her way to help them. She also took part in training new employees. Overall, Teresa was very fun to work with. She will be greatly missed!

Thank you, Teresa, we wish you well!



Mike Stewart retired from Flexco May 1st with over 14 years of service. He worked in Manufacturing Support as a Receiver and was always eager to help. He had a wealth of knowledge and dedication to his work. Mike not only trained Flexco's new forklift drivers very meticulously, but he worked with and supported all departments of Flexco. Mike was considerate to everyone, always asking others if they were okay.

Mike will be missed dearly, but we wish him all the best in his retirement!

Our Condolences



Henry Kiertcher II passed away on April 24th.

Henry had previously worked at Flexco in the Tool Machining department for 39 years before retiring in 2012. While working at Flexco, he met his wife, Linda. Henry was known to be a friend to everyone. In his personal time, he loved classic 60s rock music and was an avid model train enthusiast.

His funeral service was held at Fred C. Dames Funeral Home Crematory on Thursday, May 4th.

Welcome Interns!



Cameron Menini joined Engineering on May 23rd. He attends Loras College and will be earning his Mechanical Engineering degree next year. He enjoys Formula 1 racing, playing volleyball on his college team or at the beach, motorsports, and playing the piano. His favorite TV show is "Friends," his favorite movie is "Interstellar," and his favorite book is "Dune" by Frank Herbert!



Emma Miller started on May 23rd with Engineering. She attends the University of Arizona and is pursuing a degree in Mechanical Engineering with a minor in Studio Art. When she's not at school, she stays in Algonquin with her dog Cleo. Emma enjoys art, hiking, thrifting, and trying new restaurants. Her favorite movies are the Star Wars franchise and "Father of the Bride."



Megan Pochly joined the HR team on May 23rd. She will be starting her senior year at the University of Illinois at Urbana-Champaign and will earn her Bachelor's degree in Psychology. Megan has two cats named Andy and Wally, and enjoys reading, dancing, going on walks and spending time outdoors. Her favorite TV shows are "Breaking Bad," "The Office," and "Stranger Things."



Emri Eshrefi started his QA internship on May 23rd. He currently attends Purdue University and is majoring in Industrial Engineering. He will be going into his sophomore year in the fall. He enjoys running, and data analytics, including data gathering and graphical presentation. His favorite movie is "The Martian" and his favorite TV show is "House."

Downers Grove

Welcome Interns!



Ben Christiansen joined the Product Engineering team on May 30th! He is a senior at Iowa State University with a major in Aerospace Engineering. Ben has three cats named Shadow, Toothless, and Hamilton. Ben enjoys bowling, fishing, playing video games, and model rocketry. He also enjoys marvel movies and the TV shows “The Big Bang Theory” and “How I Met Your Mother.”



Megan Ignoffo joined the Marketing Communications team on May 30th! She is going into her senior year at the University of Iowa and will graduate with a degree in Marketing Management. In her spare time, Megan likes to hang out with her friends, play beach volleyball, and workout. Her favorite TV shows are “Greys Anatomy” and “Friday Night Lights,” and loves horror movies.



Jonathan Gorlin began his Accounting and Finance internship on June 6th. He will begin his senior year at Purdue University this fall and major in Finance and minor in Accounting. He enjoys trivia games and watching sports. He loves the New York Knicks, Yankees, and Dallas Cowboys. His favorite movie is “Back to the Future” and his favorite book is “1984” by George Orwell.

Petals for Pets



The Community Contribution Committee partnered again with the West Suburban Humane Society to help with their annual Petals for Pets Plant Sale. Volunteers helped unload, set up, and price plants for the sale.

No Time Lost Breakfast



Downers Grove reached one year of no lost time on March 28th! To celebrate this achievement for safety, employees catered in a meal for all employees. First shift enjoyed having breakfast, which consisted of french toast, scrambled eggs, potatoes, sausage, bacon, fruit, and bagels. Second shift enjoyed having burgers, chicken sandwiches, hot dogs, potato salad, and fruit. Good job everyone for keeping Flexco safe!



ISO Audit Celebration

Downers Grove received ISO recertification! Due to the amazing work of everyone who helped us prepare for the ISO audit, the Quality team bought lunch for the successful year! They ordered in Mission BBQ, a Flexco staple!

Downers Grove

Operation Support our Troops



The Community Contribution Committee lent support to Operation Support Our Troops – first with a donation box of food and non-food items, and followed up with a team of volunteers. Operation Support Our Troops provides comfort and care packages to troops who are currently serving. They also provide one-time funding to veterans and their families to assist in their recovery from financial hardships. Volunteers assisted with preparing for a parade, such as getting candy and bags together. Also, they helped in organizing a large donation of food items from Jewel-Osco.

Flexco March Madness

The Spirit Committee organized a March Madness College Basketball Tournament. Each participant was allowed up to two entries for the tournament. There was a 1st, 2nd, and 3rd place winner who received Amazon gift cards!

Manufacturing 5S March Madness



Management set in place a lean challenge between their departments with the goal to improve tasks with the 5S's - Sort, Set in Order, Shine, Standardize, and Sustain. The 5S March Madness Champion for 2023 was Tool Room/Die Repair! This team completed 100+ improvement tasks utilizing the lean 5S principles. Congratulations to Tool Room/Die Repair, along with all the participating departments for participating in this incredible initiative to continuously improve Flexco's processes!

Best & Brightest Winners



Flexco has once again been named as one of Chicago's Best and Brightest companies to work for, as well as in the nation! This is an incredible achievement because the results are based on feedback on employee surveys that are sent out each year. Huge thank you to our employees for making Flexco a great place to work! Employees celebrated this achievement with delicious cupcakes.

Earth Day Activities



The Community Contribution Committee celebrated Earth month with activities to give back to nature. The first activity involved picking up litter around Flexco's property – a couple trash bags were filled by the end of it! Next, native flower seeds were planted around some of our trees and will eventually bloom and be perfect for our native pollinators. Flexco employees also decorated bird feeders to hang around the property for our favorite bird friends! To end the week, reusable bags were given away to encourage a more eco-friendly way to grocery shop.

Downers Grove

Summer Interns Welcome Lunch



Downers Grove welcomes the 2023 summer interns to Flexco! To kick off their summer, our interns were invited to a welcome lunch with a few of our fulltime employees that started off as students. The panelists included Jordan Kathe, Tim Nutter, Elyjah Rivera, Victoria Miller, Josh Silverman, and special guest - Tom Wujek! Each panelist provided excellent insight from their time as interns and advice for how to succeed in their internships. Great job to our employees, and big thank you to our interns for spending their summer with Flexco!

Namibia

New Employee



Johannes Shilongo joined the Flexco Namibia team as a Warehouse Assistant on February 1st. Johannes enjoys watching football and other sports.

Flexco Welcomes New Namibia Team



Flexco Africa opened a hub in Namibia, Walvis Bay in December 2023. We have incorporated our Flexco Culture at the new facility in Walvis Bay, Namibia as well.

India

Oh Baby!



Vinothkumar Rajendran welcomed twin girls, Lakshitha and Lakshana Vinothkumar, on January 2nd, at 1.8 kg and 2 kg (4 lb 15 oz and 4 lb 6 oz).



On April 4th, Kumaraguru welcomed a new baby boy, Yugan Kumaraguru, into the world. Yugan weighed 2.7 kg (5 lb 15 oz).



Harshikesh Prasad welcomed a new baby boy, Advik Ana, into the world on March 25th. He weighed 3.2 kg (7 lb 1 oz) at birth.



Mohan Kumarasamy welcomed his grandson, Dhiyash, into the world on May 6th. Dhiyash weighed 2.5 kg (5 lb 8 oz).

XP™ Staple Training



An XP™ Training workshop took place at the end of December with a group of Employees from India. Sam Ng, Sr. Global Product Support & Tech Liason (USA) conducted Technical and Installation Training on the XP™ Staple Fastening System for a group in Chennai, with reference to technical feasibility and customer desirability. Field specialists also trained in the troubleshooting of this product line with him.

Steel Cord Belt Fastener Training



Steel Cord Belt Fastener installation training was conducted by Brett DeVries in May at Chennai, Plant-1. During the training Brett explained about the selection of fasteners and ferrules. He also trained the team on preparation of belt, crimping ferrules, installation of W-Blocks, Fastener plates, Bolt & Nut and filling in cover material. The team learned the procedure quickly and are making trial joints at customer sites.

India

Occupational Safety Audit & Training



In May, an OHS Audit was conducted to identify both strengths and weaknesses in the workplace. Areas such as accountability, policies, hazard identifications, control, training, and numerous other factors were considered for the audit. As part of the audit, training the employees on material handling and storing of hazardous materials, as well as fire and health safety were performed.

Flexco India Annual Meeting

Gala celebrations of the annual meeting of Flexco India happened in the month of February. Chip Winiarski, Keith Staninger and Jacqlyn Hipp visited India for the big event. The U.S. team visited the facilities in India and the best performers of 2022, individual and team, were recognized.

At the Town Hall meeting, a Flexco Code of Conduct and DEI initiatives were shared by Keith and Jacqlyn. It was also time to recognize the long service employees and Global Excellence Award winners.



Flexco Team at Chennai



Moments captured during the Gala dinner and local Sales Award winning teams



Global Excellence Award winners - Culture Ambassadors-India team



The Global Excellence Award winning team for PUN-M development for global market.



The Global Excellence Award winning team for Customer Centered for their swift response to customers.

United Kingdom

World Book Day

World Book Day is an event celebrated by over 100 countries worldwide. It's a celebration of books & reading and children and teachers are encouraged to dress up as their favourite character. Here at Flexco, some of our colleagues' children went all in and dressed up for the celebration and proudly wore their outfits to school on March 2nd.

Yvonne Houson's daughter Natasha, a teacher, dressed up as Little Red Riding Hood.

Scott Carry's sons, Able Thomas and Connor Jeff dressed up as Woody and the (BFG) Big Friendly Giant.

Craig Watson's son, Olly, who is a huge fan of Jack Grealish (Premier League Club Manchester City and the England national team), dressed up as his idol.

They all looked so wonderful and we are thrilled that they shared their favourite characters with us!



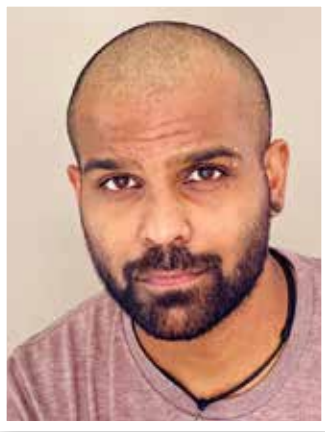
Flexco UK Celebrates the King's Coronation

Craig Watson, Sean Higgins, Lisa Buckley and Yvonne Houson celebrated their day at the office for the King's coronation with a traditional meal of fish, chips, and mushy peas. Scott Carry's son, Connor, also had a celebration at school.



Southeast Asia

New Employee



Mukeshmahan Vivoganantha, joined us on April 10th as our new Senior Sales Engineer (Malaysia)! With 7 years of experience, Mukesh brings a wealth of knowledge and expertise in conveyor systems and bulk material handling equipment. Throughout his career, he has worked with clients from heavy-duty industries, including power generation and cement manufacturing. He is very familiar with our products having successfully conducted demonstrations and installations and providing technical support, including training for various types of conveyor systems. Hiking and cooking are among his favorite activities outside of work.

Philippines



Our Philippines distributor, PrinceAce Corporation, holds an annual golf tournament to raise funds for children with hydrocephalus conditions. As a long-term partner, Flexco is proud to be a sponsor for this good cause. A golf tournament was held and featured industry partners and end users. Our Flexco representatives, Judy Sy and Joshua Brockhoff, had a fruitful time getting to know the various business partners.

West Sumatra, Indonesia



Flexco was invited to present our products at a seminar for Padang Cement Plant. It was a great opportunity to make connections at the plant. With convincing presentations by Wayne Goh, Indrawan Arianto, and Irwan Kustiawan, Flexco managed to obtain a two-year contract to supply into Padang Cement. Our orange competitor has been outcast in this plant!

Latin America

Oh Baby!



Branco Acosta welcomed a baby boy, Lorenzo Acosta, into the world on April 14th. Branco weighed 3.76 kg (8 lb 5 oz) and was 54.5 cm (21.5").

Giving Back

Our culture ambassador, Lorena Allendes, led a donation campaign for a family damaged by a fire that affected a large part of the town. As a Flexco team, we made a donation to the family of Mrs. Irma. Lorena Allendes, Maria Teresa Valenzuela, and Valeria Vallejos personally delivered the donations.



CZ Bandas and Codiza Train on Cleaning Systems in Peru

From March 22nd–23rd, we conducted training in cleaning systems for Agro Industriales for our distributors CZ Bandas and Codiza. It was a very good experience because more than 15 people from these distributors participated. The training resulted in very satisfied and motivated participants to look for new business opportunities that help increase our sales. Marco Bazan and Daniel Huerta led the training for Flexco.



Latin America

Installation of PT Max™ Trackers in Copper

April 1st–4th, in a shutdown planned by the mining company, PT Max™ tracker equipment were installed by Abraham Rios in two important conveyors of the critical line of the crushing plant (belt width 72" and 84") in an important copper mining company in the region of Antofagasta, in the north of Chile. In addition, the tracker equipment already installed in the crushing plant is being maintained. The works were executed with the support of distributor Polybandas.



Novitool Training for Distributors in Peru

During the week of April 17th–20th, Enrique Arenas and Daniel Huerta hosted Novitool® training sessions in Peru for our distributors Inteco, CZ Bandas Suministros, and Codiza in their respective facilities with the support of technical specialist Joseph Larsen from the USA. In these four days, we were able to work together with our distributors on the most frequent problems that arise, and which spare parts are the ones with the highest rotation in the repairs that are made to our presses. In addition to this, there was a diagnosis of all the equipment that was reviewed, and they were trained with the best practices for the use and care of Novitool® presses. The enthusiasm and commitment of the participants to learn was very noticeable. This gives us great satisfaction with this positive response from our distributors.

In our region, our distributors have 16 operating presses (9 Inteco, 2 Cz Bandas, 1 Sedeco, 1 Codiza, and 3 Atimex).



Latin America

Expomin 2023



From April 24th–27th, one of the most important mining fairs, Expomin 2023, was held. More than 1,200 exhibitors attended, including Flexco Chile, as well as Flexco Argentina.



Novitool Demos

During April, Karla Briceño worked with our distributor COSESA to develop a schedule of diverse workshops of its main customers in the central south zone, with Novitool® maintenance tools and equipment for their maintenance tasks.



Tecnimin Symposium



On May 11th, Flexco Peru participated in TECNIMIN – CONVEYOR BELTS SIMPOSIUM with the topic “Belt Cleaner Monitoring and Predictive Maintenance: Planning the Work and Working on the Plan,” led by our Regional Industry Manager Flavio Negrier. Enrique Arenas, Daniel Huerta, and Marco Bazan were also at the symposium.

Tecnimin is a technical, academic, and informative event aimed at users and officials of technical areas of mining companies, engineering houses, EPC, and EPCM.

This was a great opportunity to show Elevate® and share our experience with more than 40 end users from companies like Chinalco, Marcobre, Miskimayo, Transportadora Callao, Cerro Verde, and others.

Latin America

First Elevate® Install in Chile

For the first time in Chile, we were able to install 4 Elevate® devices in the company of the pacific CAP Huachipato, which is very important for us to be able to demonstrate as a success story to our other customers and to demonstrate the advantages of having a monitored cleaning system. Valeria Vallejos and Flavio Negrier were on-site for the event.



Installation of FGP in the Salmon Industry

In June, Karla Briceño was able to incorporate four FGP Food Grade Precelanners into a salmon farming plant in the Chilean Patagonia, with commercial representation of TECNOVA. Its installation was achieved together with the maintenance team of the plant under the recommendations of Team Flexco.



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