

FLORIDA FLASH

"Our mission is to provide long-term opportunities for members of the ISCO team by adding value to our products and services, leading through innovation, proactively executing our vision and developing mutually successful relationships with our customers."



The McElroy Tritan 560 fusion machine grabs pipe into its jaws on a gas pipeline job in North Dakota.

TRITAN DEBUTS

Not every debut is under the brightest of lights.

You might be Alan Rickman in Die Hard (NOT a Christmas movie).

But sometimes you're Leonardo DiCaprio in Critters 3—a sequel no one remembers.

Most big movie stars got their start in overlooked projects, yet those first experiences offset the stage for brighter moments.

The McElroy Tritan 560 fusion machine made a similar debut in November 2024, quietly taking center stage in North Dakota just south of the Canadian border on the vast prairie grasslands on the Missouri Plateau. The Tritan completed the final fusions of a three-mile line of a high-density polyethylene (HDPE) natural gas pipeline.

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**WHO
SHOULD
I CONTACT?**

**Florida Flash Stories,
Ideas & Inquiries**

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**Benefits & Employee
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**Customers coming
to Louisville?**

Eleanor Renfroe
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isco-pipe.com](mailto:helpdesk@isco-pipe.com)



LETTER FROM THE DESK OF JIMMY KIRCHDORFER

I'm excited to conduct the Annual Awards Ceremony via livestream and the Annual Conference next month. The Annual Awards Ceremony is my favorite day of the year, as we get to celebrate our accomplishments, unveil the 2025 theme, induct nine new members into the 20-year club, all while enjoying some ISCO humor along the way. The Annual Award Ceremony livestream will be held Thursday, January 9 and Annual Conference will be held in Louisville immediately following January 10-11. Instructions on how to watch will come at a later date.

Our sales for November were \$36.6 million in E.E.P.P. (everything except plain pipe), which is a 12.9% decrease from last November. For the year we have \$434 million in E.E.P.P. revenue, which is a 5.6% increase over last year. We need a stellar December in order to reach Annual Goal #1 of 8% growth.

While this year hasn't seen the growth to which we're accustomed, Mark and I continue to invest back into the business. We invested heavily in 2024 and that trend continues in 2025, making ISCO stronger, smarter, faster, and preparing us for growth and opportunities.

The first example of investing back into the business is the most important: our people. Starting in 2025 ISCO is increasing our 401K match for U.S. team members from 50% of the first 6% of your contribution to 50% of the first 8% of your contribution. If you have questions about this or any other ISCO benefit plan, please reach out to Jeff Jecker.

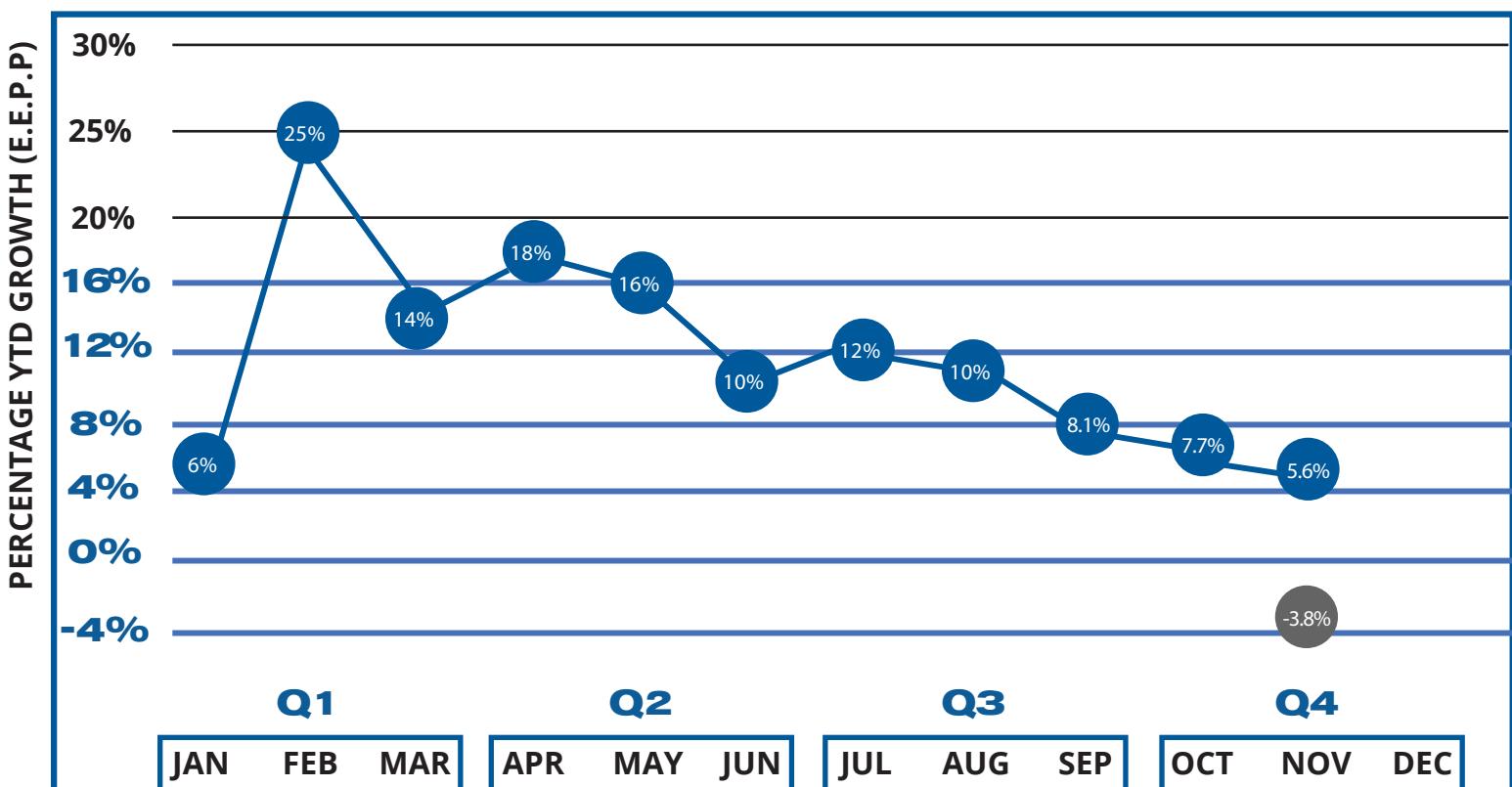
The operations team has many new initiatives on the horizon – expanding our Salt Lake City plant, adding a new building to Riverport, and adding some new fabrication equipment to our plants to name a few. These investments will further set us apart from our competition. Very few companies in the world will have the capabilities that we do.

We had a record number of award nominations this year! Thank you to everyone who took the time to nominate a teammate for one of our awards. Mark and I have read all of them and got some great feedback. As ISCO grows, it is more challenging for me and Mark to see all the incredible work happening within our team, which is why we rely on your help. ISCO's magic sauce is our people! It is always an honor for me to recognize our amazing team.

I look forward to seeing many of you in Louisville in a little more than a month! I hope everyone gets to enjoy this season with your family and loved ones. From our family to yours, happy holidays!



2024 GOALS PROGRESS*



Must have started full time by January 4, 2024 to be eligible for yearly goals.

ANNUAL GOALS: 8% | 12% | 16% | \$500 EACH

QUARTERLY GOALS: 8% | 12% | 16% | \$200 EACH



YTD GROWTH: 5.6%



Q4 GROWTH: -3.8%



CHRISTMAS & NEW YEARS DAY

We are pleased to announce that, in addition to Christmas Day, all ISCO locations will also be closed on Christmas Eve this year. Please take this extra time to relax and enjoy the holiday season with family and friends. If you have any questions, please reach out to the HR Team.

In addition, please remember that all locations will be closed on New's Year's Day.

TRITAN DEBUTS (CONT'D)

On a 19-degree morning, not long after sunrise, with little or no pomp and circumstance outside of the buzz felt by those who were present, the Tritan rode in on a flatbed trailer.

Specializing in land reclamation, pipeline, and oil field services, Land Restoration Specialists (LRS) became the first company in the industry to purchase and own the innovative Tritan 560—acquired through ISCO, the first to bring this groundbreaking machine to market. The LRS team fueled up the highly mobile unit and drove it directly onto the fusion site to complete the final welds, connecting the natural gas line from the extraction site to the Alamo Compressor Station (an easy name to remember).

The majority of the three-mile line faced geographical challenges, requiring 10 separate horizontal directional drill installations.

In addition, an October wildfire ravaged the landscape, stripping the land of vegetation and leaving ash and silt in its wake, creating a more challenging terrain to maneuver around.

As the Tritan moved into position to make the first weld, it quickly demonstrated three key advantages, which all adhere to the adage that time is money: a carriage that loads pipe from the ground up without the aid of extra pipe-handling equipment, a faster cooling process for fused joints and rugged dual rubber track system that allows the machine to easily move from one weld to the next.

McElroy combined the strengths of its other fusion machines: the TracStar® iSeries, the Talon™ 2000, and Acrobat™ QuikFit® carriages, and married them into the innovative Tritan 560.

If it isn't the Tritan's mobility that catches your attention, it might be its quiet as a church mouse (by worksite standards) operation, or the intuitive wireless DataLogger integration, which is like watching a professional gamer sliding through some instructions on an iPad.



At top: Lucas O'Neil with Land Restoration monitors the Tritan's work via a McElroy DataLogger as it fuses.
Above: The Tritan completes complex in-ditch fusions.

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TRITAN DEBUTS (CONT'D)

The Tritan nudged along the pipeline effortlessly, weld to weld. Without missing a beat, it smoothly navigated changes in direction and terrain, rolling down into a ditch to cap an elbow with precision. It then climbed back up the slope with ease, completing the final welds as the low-arching path of the sun dipped toward the horizon. Job finished, the Tritan returned to the flatbed, ready for its next assignment.

No spotlight, no audience, no standing ovation.

But for those of us in the industry—McElroy, the crews in the field, the engineers, the contractors, the pipeline owners—it's a moment worth applauding. The Tritan 560 proved its mettle with a flawless performance when it mattered most.

Because in our world, it's not about the size of the stage—it's about the impact of the work. And this debut? It was nothing short of a showstopper.

TRITAN NOW AVAILABLE IN MIDLAND RENTAL FLEET

Shortly after the Tritan debuted on the North Dakota job, Team ISCO got their turn on the controls. **Zack Richardson** made the first production fusion in Midland, TX, on 20" DR11 HDPE pipe doing a tie-in fusion.



"Huge hype to the team of **Lura Scroggins**, **Mike Montgomery** and **Zack Richardson** for working together to secure the first EVER Tritan 560 sale!"

Lura identified a perfect opportunity for the machine and brought the team together to get it to the finish line. The ISCO team invited the customer into McElroy's Broken Arrow facility where a demo and plant tour was conducted. Then it was off to Pryor for more hands on and coaching by Zack. Mike also walked through some cost of ownership scenarios and the team effort resulted in an order. Congrats Team!"

- Andy Niblett



LURA
SCROGGINS



MIKE
MONTGOMERY



ZACK
RICHARDSON

SECURITY TIPS

Watch Out for COVID-19 Scams

Since 2020, cybercriminals have sent several types of scams related to the COVID-19 pandemic. Many of these scams exploit fears about the pandemic to trick people into acting impulsively. These scams may appear to come from trusted organizations and may seem to contain important health information.

Cybercriminals may try to trick you with several different COVID-19 scams. To learn about some of these COVID-19 scams, see the list below:

Some emails may appear to come from legitimate health organizations, such as the Centers for Disease Control (CDC) or the World Health Organization (WHO). Cybercriminals have spoofed these legitimate organizations to send emails that contain malicious phishing links or dangerous attachments.

Some emails may ask for charity donations for doctors or victims that have been impacted by the COVID-19 pandemic. Cybercriminals often create fake charity emails after global crises occur, such as natural disasters or pandemics.

Some emails may claim to have a "new" or "updated" list of COVID-19 cases in your area. These emails are often designed to scare you into clicking a malicious link.

Keep in mind, these are only a few examples of potential scams. Cybercriminals constantly come up with new scams to trick you.



Tips to Stay Safe

Don't fall for these scams! Follow the tips below to stay safe:

Never click on links or download attachments from an email that you weren't expecting.

If you receive a suspicious email that appears to come from an official organization such as the CDC or the WHO, report the email to the official organization through their website.

If you want to make a charity donation, go to the charity's official website to submit your payment. Enter the charity's web address into your browser instead of clicking links in emails or other messages.

Information brought to you by The KnowBe4 Security Team (KnowBe4.com)

NOVEMBER CYBERSECURITY CHAMPIONS

Congrats to the following individuals who did not fail any phishing tests, have completed all assigned training and have lower risk scores.



JEFF
JECKER



MEYER
VINCZE



PATTY
SINNOCK



DAVID
LOGGINS



FREDDY
DE ANDA

THE HYPELINE!

Welcome to the Hypeline! This is a monthly space to offer some praise and gratitude for things (big and small) ISCO teammates notice about each other. If you want to shine the spotlight on a co-worker, send 'em down the Hypeline! Email all submissions to andrea.rectenwald@isco-pipe.com.

"I'd like to extend a note of appreciation to the fabrication team in Mulberry (under the leadership of the late **Mickey VanVaerenbergh**). During a recent landfill gas construction project at the WM Okeechobee Landfill, we discovered a considerable design issue with a large HDPE condensate sump fabricated by ISCO (designed by others). The sump was three feet short and would not work in the field. This discovery was disastrous for the schedule on a high-profile renewable natural gas project.

As the Project Manager I needed a fast solution to keep the project moving and ensure the 36" diameter sump would function. I called our TSM in Louisville, **Morgan Nadaline**, and explained the situation's severity. She sprung into action, communicating with the CAD and fabrication teams to design a modification. Within 24 hours the ISCO team had produced a shop drawing detailing the modifications to the sump which would extend it three feet vertically (not an easy task given the large diameter of the sump and internal/external ancillary piping). Within two days of identifying the issue, we shipped the sump to Mulberry with a plan. Then disaster struck...

The day the sump arrived in Mulberry for the rework, a Category 3 Hurricane with 100+ mph winds hit Florida. The Mulberry area took a brunt of the wind and the ISCO facility experienced power outages, building damage, and water intrusion. On top of that, numerous employees' personal homes and families were impacted by the storm. This didn't stop the team from getting back to work and getting the job done. When the storm passed, the team was back to work assessing damages and working on the sump. Within four days of getting hit by a Category 3 hurricane, the sump had been extended vertically and was on its way back to Okeechobee. I was both overjoyed and relieved when I got the call from Morgan that the sump was complete and ready to go back to Okeechobee. She even went as far to arrange freight for it.

We are all extremely busy in our day to day roles, but this experience was so impressive and impactful that I needed to recognize the folks that made it possible. Thank you so much for your dedication to WM as a customer and the continued partnership for landfill HDPE piping. I hope more of these situations do not arise in the near future, but I have immense confidence knowing that the Mulberry team is nearby and has the dedication and technical capabilities to pull off just about anything when it comes to HDPE pipe.

I truly appreciate your work on this project."

- Matt Schafer, Market Area Engineer, WM



MICKEY
VANVAERENBERGH



MORGAN
NADALINE



VICTOR
AGUILAR



JACOB
AUSTIN



KEITH
BARNES



BOB
BEAVEN



JOEY
MURRY



ULYSES
SANTIAGO



RANDY
SHEARIN

THE HYPELINE!



BERENICE
RODRIGUEZ

"I just want to take a moment to give a massive shout-out to each and every one of the team members at our Corsicana facility for their incredible efforts during open enrollment. In the first week, they made amazing strides and nearly hit 100% enrollment! This is a huge accomplishment, and I couldn't be more impressed with the effort from the entire team."

A special shout-out goes to **Berenice Rodriguez** who played a critical role in making this happen. Berenice was instrumental in ensuring that everyone had what they needed to get enrolled, offering support, guidance, and tireless assistance to her peers. Her dedication made the entire process run smoothly and efficiently. It's efforts like these that make all the difference, and I'm proud to see such teamwork and commitment."

- Mary Orr

"I would like to commend **Todd Yoder** and **Chris Dye** for their exceptional efforts. We received an urgent request from our customer, Xylem, as their T900 was down, and they needed to pick up a replacement immediately. Chris answered the call late on a Tuesday, so we were racing against the clock. We had numerous internal conversations and developed a plan to address the situation.

Todd came into work early Wednesday morning and loaded the customer's truck by 5:00 a.m. Thanks to their quick actions, we transformed a challenging situation for the customer into a significant success. This ability to devise effective solutions on short notice is what sets ISCO apart from our competitors. Thank you both for your hard work—it is truly appreciated!"

- Brad Schramm



TIFFANY
HOPPER

"**Tiffany Hopper** has such a big heart, especially when it comes to her teammates. Often going above and beyond her work responsibilities, she doesn't stop there—she goes above and beyond fostering a family atmosphere at Riverport. A big THANK YOU to Tiffany for her extraordinary team support!"

- Eric Ray



TODD
YODER



CHRIS
DYE

THE HYPELINE!



ADAM ELLIOTT



ADELE PURCELL



BRIAN FETTER



BRYAN FLETCHER



CHRIS DYE



HANK DOBSON



JACOB FERREE



JESSICA NEVITT



LIAM SCULL



SETH BROWN



SIMON CROWE

"This month, the tech assist team wants to give a huge shout-out to everyone who contributed to our team's first-ever internal audit—**Adam Elliot, Adele Purcell, Brian Fetter, Bryan Fletcher, Chris Dye, Hank Dobson, Jacob Ferree, Jessica Nevitt, Liam Scull, Seth Brown, Simon Crowe**. This was a impactful initiative, and the feedback you provided was invaluable in helping us evaluate and directly improve our processes.

Your input not only reinforced our commitment to the core value of **Continuous Learning and Improvement** but also demonstrated the positive impact of teamwork and collaboration. Thank you for your time, honesty, and dedication—it's because of teammates like you that we continue to grow and thrive.

Great work, and let's keep up the momentum toward making things even better!"

- Nolan Wesley

KINGMAN CELEBRATES SUCCESSFUL YEAR

The Kingman team recently took a celebration trip to Las Vegas in recognition of their great overall performance year-to-date in safety, quality and fabrication. Everyone had a great time, got to learn some history and interesting facts about the Hoover Dam, while being able to take a tour of the underground power plant. The team also had fun at Atomic Golf with some good competition, great food and people, and lots of fun!





ISCO ADVICE

What are some of the highlights of your ISCO journey and what would you tell someone just starting here?

"My first introduction to ISCO was as an HDPE pipe salesman in 2000. What I noticed immediately was that ISCO was a company that had good leadership and people, and a

vision for growth. What also caught my attention was the interesting work and problem solving being done by both their sales and operations teams. It wasn't long after I was a new sales person for ISCO.

I quickly realized that to be successful I first needed to be a good teammate and trust those around me (i.e. Pat Kelly and Garry Bouvet). I also knew to be better than my competition I needed a thorough understanding of the products I was selling, the different installation methods being used, and what was important to the numerous customers I was visiting weekly. Learn from those around you and strive to be the most knowledgeable person in your craft. This starts with listening to those around you and asking questions.

ISCO has always been willing to take calculated risks with new products/markets, new manufacturing techniques and with employees. For me this was the power generation industry beginning its transition from coal to nuclear and renewables. It allowed me to use the things I learned in the field to help ISCO grow a specific market. This eventually morphed to where I sit today. Build your reputation on quality work and being a good team member. Do not be afraid to share ideas—it could just be the next big thing.

I will close with this—work to ISCO's Core Values and opportunities will present themselves. This is a major perk of being part of a well-managed growing company.

Welcome to ISCO!"

- Shane Schuessler

SCHOLARSHIP OPEN TO ISCO TEAM, FAMILIES



DISTRIBUTION CONTRACTORS ASSOCIATION

The DCA – Dale R. Michels Scholarship encourages

students planning to pursue a four-year degree, bachelor, or post-graduate degree to apply. The Curtis H. Allen Scholarship focuses on those planning to attend a trade, technical or vocational school.

- Applications must include an unofficial or official copy of a transcript. See the specific scholarship for the correct transcript that should be uploaded.
- Remember, the student's application and supporting documents must be completed no later than **Wednesday, January 8, 2025**.
- If more than three (3) applications are received by DCA from a member company for each scholarship, the member company will be asked to review and select three (3) for inclusion in the application pool.
- The winning applicants will be awarded an unspecified amount of financial aid for the 2025-26 academic year and this amount could be renewable for up to four (4) years with proof of academic success for the Michels scholarship and two (2) years for the Allen scholarship.
- Financial need and community service will also continue to be considered by the scholarship committees.
- Please review the specific guidelines for each scholarship at <https://dcaweb.org/page/Scholarship>.

JOB OPENINGS

U.S. JOB OPENINGS

Baton Rouge, LA

- Fabricator

Corsicana, TX

- Field Technician
- Industrial Mechanic
- Fabricator

Houston, TX

- Field Technician
- Safety Coordinator

Hibbing, MN

- Operator/Laborer

Louisville, KY - Riverport

- Fabricator
- Field Technician
- Production Planner - Gas Division

Louisville, KY - Witherspoon

- Director of Gas Distribution Sales
- TSM/Client Service
- Associate Business Manager
- Business Manager - Midwest
- Multimedia Producer
- Director of IT Development

Kingman, AZ

- Field Technician
- Shipping/Receiving

Martinsburg, WV

- Field Technician
- Shipping/Receiving Coordinator
- Mechanic
- Entry Level Mechanic Helper

Mayville, WI

- Fabricator
- Shipping/Receiving

Midland, TX

- Mechanic

Missoula, MT

- Fabricator

Mulberry, FL

- Operations Admin
- Mechanic

NorCal

- Field Technician

Salt Lake City, UT

- Field Technician

San Bernardino, CA

- Safety Coordinator

Startex, SC

- Mechanic

Outside Sales

- Montana
- North Dakota
- Midland
- Southeast - Snap-Tite
- Western US - Spirolite
- Upper Midwest Gas Sales
- Salt Lake City

CANADA JOB OPENINGS

Vancouver, BC, CAN (Langley)

- Outside Sales

Edmonton, AB, CAN

- TSM/Customer Service Specialist

Toronto, ON, CAN

- Field Technician

Saskatoon, SK, CAN

- Outside Sales

REFERRAL PROGRAM



Three easy steps!

1. Refer a friend.
2. They get hired.
3. After six months of their successful employment, you get

\$1500!

The referred employee must include your name as the "source" on their application. Please contact HR with any questions.

YEAR-OVER-YEAR GROSS PROFIT GROWTH

This number represents the GP growth through October 2024 versus 2023.
We'd like to recognize these team members for growing their business in that time.

GROWTH GREATER THAN \$800K

- Team East: David Osborne, Alex Meader, Ron Laughman, Cameron Suarez
- Team Florida: Steve Herp, Bryan Fletcher, Mike Sass, Chris Bloom and Mark VanVaerenbergh
- Team Ohio Valley: Trip Weck, Matt Hagel, Derrick Langford, Brandon Hosler and Steve Lingafelter

GROWTH GREATER THAN \$600K

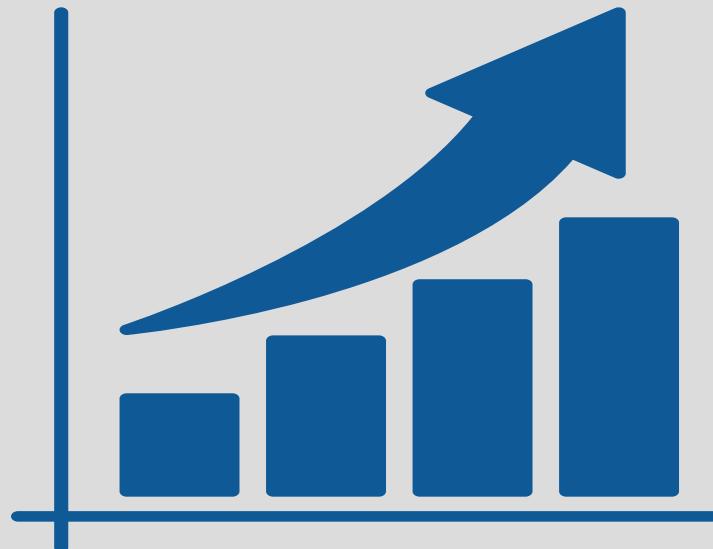
- Team Ontario: John Aldred, Matt Cameron, Phil Walsh and Rob Arlt

GROWTH GREATER THAN \$500K

- Northern Mining Team: Todd Grantham, Donny Hill and Joel Maturi
- Team Upper Midwest: Chris Rountree, Chris Okeson, Dan Dols, Jon Ongstad, Jeremy Gilles and Gerald Silhol

GROWTH GREATER THAN \$400K

- Ethan Hart and Dave Pinney



FACILITY TOUR AND TRAINING REQUEST FORM

A new form has recently been created to establish a more organized process for scheduling facility visits, trainings and tours for both internal and external guests.

The form can be accessed by [CLICKING HERE](#) or visiting the link "Facility Tours and Trainings" on ISCOCommunity's home page. You can also email TrainingsandTours@isco-pipe.com to request a facility tour, training, or visit. This will aid communication between the various individuals/groups who facilitate those requests and allow a better visit experience for our team members and customers.

As shown in the photo at left, the types of tours this form is meant to help schedule are:

- Internal Team Member Hands-On Training
- ISCO Team Member General Info Tour
- External Customer Tour
- External Customer Inspection

Please name the facility you are submitting a request for:

What type of tour are you requesting?

Internal Team Member Hands-On Training

ISCO Team Member General Info Tour

External Customer Tour

External Customer Inspection



FIELD TECHNICIAN PICTURE OF THE MONTH



The Field Tech Pictures of the Month come to us from Huntsville, where we had the first New Field Tech Immersive Fabrication Training Class. Five of our newest field techs went through two weeks of fabrication training, under the guidance of **Jack Olsen**. This will allow the techs to get more training sooner, allowing for faster entry into the field so we can take care of our sales teams and customers. Thanks to **Jack Olsen, Kathy Green, and our new techs—Usman Chohan, Ryley Yuckim, Justin Ducey, Nate Dobbs, and Ryan Kline** for making this first class a success.

Field Techs: We know you see a lot of great things while out in the field, and we'd love to share them with the rest of the company. If you have taken a photo you love, please submit it to **David Sermersheim** at david.sermersheim@isco-pipe.com for consideration.

WELCOME TO OUR NEW HIRES!



Leah Jones
Production Planner
Corsicana



Triston Anderson
Machinist
Corsicana



Ryan Nickifor
Regional Sales Mgr.
Edmonton



Lance Traister
Shipping/Receiving
Mulberry



David Failor
Mechanic
Riverport



Tyler Michaud
Fabricator
Riverport



Simon Teitsma
Shipping/Receiving
Winnipeg



KP Kaler
Shipping/Receiving
Winnipeg



Evan James
Estimator
Witherspoon

TRANSFERS



Zach Gallagher
transferred from
Production Planning
Manager to Director
of Fittings at
Witherspoon.



Timmy Tipton
transferred from
Technical Director to
VP of Engineering at
Witherspoon.



Daniel Foushee
transferred from a
CAD Engineer to a
Product Engineer at
Witherspoon.

BIRTHDAYS

Kevin Baylon	12/1	Stephen Boggess	12/12	Joey Murray	12/17	Matthew Brown	12/26
Meghan Bouvet	12/1	Jason Martin	12/12	Kyle Asher	12/18	Adam Meyer	12/26
Larry Caple	12/1	Earl Anderson	12/13	Morgan Hryniw	12/18	Brett Sills	12/26
Bret Davis	12/1	Joseph Bartlett	12/13	Jacob Neighbors	12/19	Robert Williams	12/26
Jake Espinoza	12/1	Clark Hammers	12/13	Randy Shearin	12/19	Eric Williams	12/26
Abraham Flores	12/1	Thierry Kamda Noussi	12/13	Krystal Hardesty	12/20	Jay Kirchdorfer	12/27
Justin Hensen	12/1	Joel Marrs	12/13	Ryan Harrington	12/20	Jon Ongstad	12/28
Javier Echeverria	12/2	Eric Ray	12/14	Mica Howard	12/20	Chris Ballejos	12/29
Mack Jackson	12/2	Carlos Campos Garcia	12/15	Kelly VanCleave	12/20	Nathan Chesser	12/29
Frank Simini	12/2	Scott Ellenbrand	12/15	Victor Aguilar	12/21	Cedric Cosby	12/29
Lura Scroggins	12/3	Vinny Wehmeyer	12/15	Zach Lindsey	12/22	Dave Seeley	12/30
Rollin Peang	12/4	David Brown	12/16	Austin Crump	12/23	Chris Feger	12/31
Nick Taylor	12/5	Chantelle Deprez	12/16	Preston Reed	12/23	Travis Liebert	12/31
Becky Derbyshire-Potter	12/6	Cesar Saavedra Vargas	12/16	Grant Williams	12/23	Larry Light	12/31
Kirk Roberts	12/7	Paul Tinnell	12/16	Jim Breece	12/24		
Randy Barrett	12/8	Jimmy Kirchdorfer	12/17	Mark Mendoza	12/24		
Robert Cortez	12/9	Katie McGregor	12/17	Steve Garber	12/25		

ANNIVERSARIES

TJ Duncan	23 Years	Will Vodak	6 Years	Ian Cullen	1 Year
Trip Weck	21 Years	Tavian Williams	6 Years	Daniel Davidson	1 Year
Mike James	18 Years	Scott Brady	4 Years	Ricardo Gomez	1 Year
Joe Berno	16 Years	Dan Dols	3 Years	Jake Gould	1 Year
Rick Gentner	11 Years	Paul Tinnell	3 Years	Sean Hubbard	1 Year
Renee Wiggins	10 Years	Heather Leber	3 Years	Dom Morley	1 Year
Yuliya Knox	9 Years	Josh King	3 Years	Hector Pineda	1 Year
Jeff Jecker	8 Years	Simon Crowe	3 Years	Matt Smoot	1 Year
Matt Davidson	6 Years	Luke Buchmaier	2 Years	Michael Brue	1 Year
Ryan Ethier	6 Years	PJ Hamilton	2 Years	Parker Eilbes	1 Year
Chevy Goodhope	6 Years	John Bolivar	2 Years	Mason Gerth	1 Year
James Goodhope	6 Years	Matt Kaatz	2 Years	Sarah Giese	1 Year
Emric Hudson	6 Years	Morgan Nadaline	2 Years	Jeremy Gilles	1 Year
Ryszard Kazek	6 Years	Shirley Jackson	2 Years	Marty Ernst	1 Year
Kirk Roberts	6 Years	Rachel Hardin	2 Years	Carlos Lopez	1 Year
Patti Taylor	6 Years	Jorge Parra	2 Years	Joaquin Rodriguez	1 Year
Matt Tomnuk	6 Years	Carol Hodgens	2 Years		

GETTING TO KNOW: ED MCGEE (RIVERPORT)

Ed McGee started as a Quality Intern in 2019 and has held several positions in the five years since. Now the Fabrication Manager at Riverport, Ed's days are filled with scheduling and processing fabrication work and finding solutions to ISCO's fabrication processes by improving safety, quality and efficiency.

Ed takes a lot of pride in the work that ISCO does. While his favorite part of working here is the people, he says that knowing our products and services are essential to communities is what's really great. "Efficient landfills, beautiful golf courses, and effective energy solutions are all possible because we, ISCO, show up to do our jobs every day," says Ed.

Outside of work, Ed enjoys cooking and golf ("both skills could use a lot of improvement," he jokes!). He's also very close with his family and finds any excuse to spend time with them.

He and his wife, Madison, got married in March and he has 19 first cousins, three siblings and several dozen in-laws! "We're very good at goofing off and staying connected despite having grown so much and many having moved away," says Ed. "I also get to work with my favorite cousin, Rachel Gimbel!"

The family often frequents the race track to bet horses, and pubs to watch their favorite teams. "We're Kentucky bred—church, horses, bourbon, collegiate sports, and cook outs are the stiches that keep us all so close together."

Thank you for letting us get to know you, Ed!



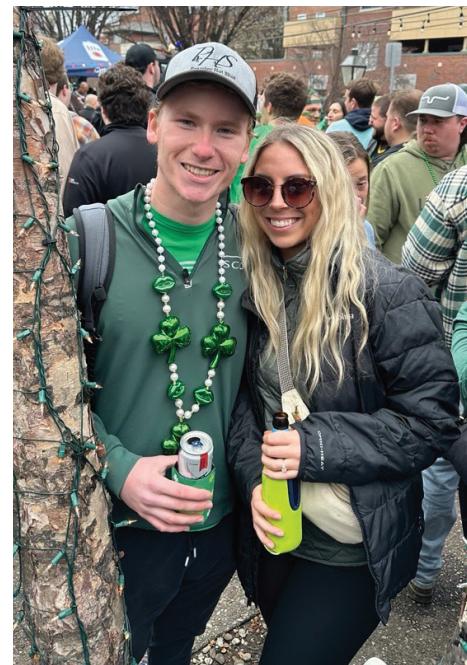
The McGee family at Ed and Madison's wedding.

WHAT'S YOUR PASSION IN LIFE?

"Not to get all 'big picture', but I really just want to provide for my family and community. I'm passionate about my family and hometown, so being able to use my talents for work and spend my leisure with loved ones is all I want. That's the biggest accomplishment one can have, in my opinion."

WHAT WOULD YOUR COWORKERS BE SURPRISED TO LEARN ABOUT YOU?

"I have a hearing disability. I had years of eardrum reconstructive surgeries, which never fully succeeded. I grew up with it, so it's never really affected my communication skills, but I still need to be looking people in the face to hear them best. It helps that I work in a loud manufacturing environment where we have to speak up anyways."



Ed and Madison celebrate St. Patrick's Day!

WHERE WAS YOUR MOST MEMORABLE VACATION?

"Jamaica for our honeymoon takes the cake, but two honorable mentions for Germany and Costa Rica. My wife Madison and I spent a week in a resort where every need was catered to. I've never been so spoiled."



Ed and Madison's dog, Nola.

KIDS OF THE MONTH: PAUL, BROOKS & OWEN

(CHILDREN OF MATT VOLZ WITHERSPOON)

Matt Volz, Territory Service Manager out of the Witherspoon office, and his wife, Mary, have recently welcomed a new member to their family—let's get to know them!

Oldest son, Paul, is four years old and is OBSESSED with magnetic tiles. He also loves super heroes (specifically Captain America), playing baseball and golf, and eating Gushers.

At two years old and newly a middle child, Brooks, loves everything his big brother does (but Black Panther is his superhero preference)! The duo even went as Mario and Luigi for Halloween—they are quite a pair!

The newest addition to the Volz family is Owen. Coming up on three months old, his dad says Owen's hobbies are "eating and crying." Sounds about right.

The family loves going to the Louisville Zoo, the science center and all the parks and playgrounds around town. Though they're busy with three boys, they still find some time to relax ... or attempt to relax. Their favorite vacation spot? Myrtle Beach, where the boys weren't too fond of the sand, but really enjoyed the ocean and the pool.

Thank you for giving us a glimpse into the lives the Volz boys, Matt!



Clockwise from top: The Volz boys pose in front of the Christmas tree; Matt, Mary, Paul, Brooks, and Owen attend "Boo at the Zoo" as characters from The Super Mario Brothers; The trio enjoys playtime,