

Russell Standard Huddle Notes



Week of 9/11/19

GENERAL NOTES

- As mentioned in a previous Huddle Notes, we have been working with a company called **Vario Marketing**, a St. Louis, MO based consulting firm, to aid us in strengthening our brand and industry presence, marketing message and strategic planning. The next step in their process is to visit some of our emulsion plants to conduct research leading up to a company-wide survey. They have already been to Mercer, and will visit North Carolina next week.
- We are pleased to report that District 5 in West Virginia has given us an additional \$250,000 of work for this year that we were not expecting.
- September 15th, 2019 marks the first major working deadline in the state of Pennsylvania. Most townships have this hard deadline for completion of work, regardless of weather or other factors. We will have most of our work completed for the deadline, but will push a few jobs into 2020.
- At our Mercer plant, **Faisal Ibrahim** will be getting certified to test PMAC. He will take over that role from **Paul Spencer**. The certification process consists of training through various seminars and webinars. **Brian Cancio** will be re-certified to serve as a back-up.
- On another note for **Brian Cancio**, he will be serving as an industry technical expert/representative during a webinar conducted by the Pavement Preservation and Recycling Alliance (PPRA), answering questions from participants. This is a significant recognition of Brian's knowledge base and also a positive for Russell Standard, increasing our visibility in the industry.

The webinar can be accessed on September 26, 2019 at 12:00pm CST at

<https://cc.readytalk.com/registration/#/?meeting=s1bntjd6ns16&campaign=lzsyfmhgeeu2>

The website for the PPRA is www.RoadResource.org



GENERAL NOTES - CONTINUED

- This year, Russell Standard Corporation is pleased to offer an **additional 5 paid vacation days off** during December. Please make note of the following changes to the **Holiday Schedule**:

December 24th, 2019

December 26th, 2019

December 27th, 2019

December 30th, 2019

December 31st, 2019

- And finally, on Friday September 6th, 2019, members of our corporate office got outdoors and participated in the **2019 Russell Standard Day of Service**. We traveled to the Millvale Riverfront Park where we offered hands-on help with the development of this unique natural playground area.



"The smallest act of kindness is worth more than the grandest intention." - Oscar Wilde

HUMAN RESOURCES

- In Mars, **Guy Harding** started as a new Laborer on September 10th, 2019.
- Sterlingwood, Inc. has hired **Steven Devinsky** as a new Driver, coming on board tomorrow.
- Huge congratulations goes out to **George Leach** on 15 years of service with Russell Standard Corporation!



INFORMATION TECHNOLOGIES

- Please be advised that beginning this evening, we will be upgrading our company to a higher level of password security. This will bring Russell Standard Corporation up to the level of security needed for a company of our size.

The new passwords must comply with the following:

- ✓ **Minimum of 10 characters**
- ✓ **Must contain characters from three of the following:**
 - Uppercase characters**
 - Lowercase characters**
 - Digits (0-9)**
 - Special characters (!, #, \$, @, %)**
- ✓ **Password cannot contain more than two consecutive characters from the username**
(in essence preventing use of username or any derivative of username as password)
- ✓ **Passwords cannot be one of the 4 previously used passwords**

Additionally, you will be prompted every 90 days to reset your password.

HAVE A SAFE AND PRODUCTIVE WEEK!



Please be sure to distribute these notes to your team members. Thank you!