

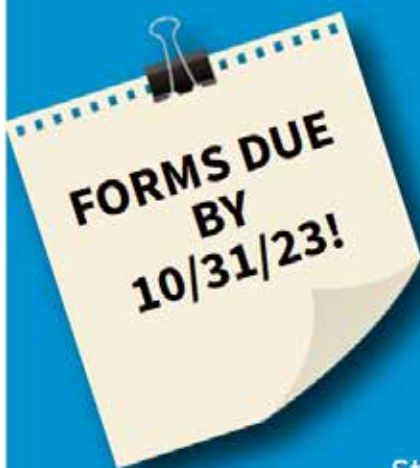
## Senneca Q1, 2023

Welcome to the Q1 Team Talk newsletter. We hope the newsletter keeps you updated on our latest news, celebrations and provides valuable information about our company and our people.



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## 2023 Wellness Program Reminder

Medically enrolled employees and covered spouses must complete the steps below by **OCTOBER 31, 2023** to earn a **PREMIUM DISCOUNT** in 2024.

### Steps to Earn an Incentive:

Step 1: Physician Results Form

Step 2: Preventative Screening Form

Step 3: Submit your completed form by October 31, 2023 to qualify.

If you have questions, you can call your Wellworks Team at 800.425.4657.

## A Message from our CEO, Clark Hale

### Record Quarterly Performance

The first quarter of 2023 was an extraordinary quarter for Senneca Holdings. We generated a new record of quarterly revenue and this is the 5th time in the last 6 quarters that we've generated a quarterly revenue record. This new record is a result of the entire Senneca Team continuing to outperform the competition in providing superior service, support and product performance. All of us should be proud of what we accomplished this quarter. A special call out goes to our teammates associated with our facilities in Kalamazoo, Redmond, Salt Lake City, Dublin, and Irving who all set a new quarterly revenue record.

Over the past three years, we've built the strongest team in the specialty commercial and industrial door industry. Our culture, strategy, investments in new facilities, and our people have enabled this progress. When you visit our facilities, there is excitement and pride in our accomplishments. You, also, hear enthusiasm and confidence that further improvements in our safety record, customer satisfaction, quality, and understanding of our customers' needs for new products and services are obtainable.

With this great team in place, we are investing in providing learning opportunities that enable further improvements to our business and also more opportunities to advance for our employees. This month we are launching our Senneca Continuous Improvement Boot Camp for our Kaizen Champions who will then provide training to and promote participation by all our Senneca associates. The DEI Advocates educate and inspire with the stories of innovators and pioneers that have made a better world. Our LEAP associates and Ascending Leaders are benefitting from both formal training and experiential assignments that are making us a stronger company. Additionally, in May, we are assembling in Irving a Diverse Leaders Forum to provide the tools and understanding so that all employees can achieve their full potential at Senneca.

The economic forecasters have us all concerned about the challenges our business may face in the coming quarters. The best way for us to prepare for any headwinds is to continue on the path of learning and performing a little bit better each day. This will both make Senneca a stronger, more resilient business and also continue to provide a more rewarding and enriching business for our team to thrive within.

Congratulations on a great quarter and being a part of our winning team.



## Anniversaries of Note

In Q1, we would like to recognize Curtis, Arlene, Mike and Rick for their work anniversaries. Congratulations and thank you for your dedication and hard work!



## Milestone Anniversaries



### 25 Years

- Michael Gaines (Cincinnati)
- Michael Pearsall (Redmond)
- Melinda Settle (Cincinnati HQ)
- Ronald Zimmerman (Kalamazoo)

### 20 Years

- Brian Jervis (Cincinnati HQ)
- Winston Scarlett (Cincinnati)

### 15 Years

- Charles Johnson (Mankato)
- Etil Sanchez (Cincinnati)
- Delbert Toepelt (Redmond)

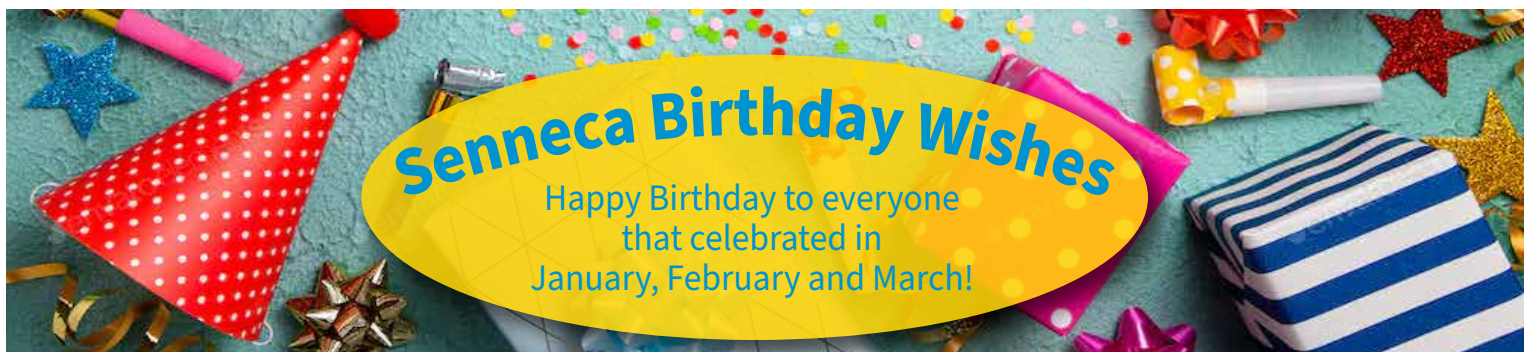
### 10 Years

- Kyle Kersten (Mankato)
- Mat Peot (Mankato)

### 5 Years

- Lana Averill (Cincinnati)
- Karen Haug (North Carolina)
- Mary Ann Madgett (Cincinnati HQ)
- Brennen Poston (North Carolina)
- Kent Severson (Mankato)

**Note:** Anniversaries shown fall within 5 year increments.





## New in 2023 - Senneca Parental Leave

As an Employer of Choice, we added a new program for eligible Senneca employees. With your family growth, we appreciate you sharing additions, photos and stories with us.

Effective 1/1/2023, full-time employees have the ability to spend at least three (3) weeks at home with a new child without a loss of base weekly pay. Short-Term disability, Parental leave, Family and Medical Leave (FMLA) and any applicable federal, state or local leaves run concurrently.

The program applies to full-time employees that are/have:

- Given birth
- A spouse or domestic partner of a woman who has given birth to a child, or
- A biological father of a newborn child, or
- Adopted a child who is 17 years old or younger, or is the eligible domestic partner of an individual who adopted a child who is 17 years old or younger (excluding the adoption of stepchildren), or
- A child who is 17 year old or younger, legally placed in the home for purposes of foster care;
- A newborn child through surrogacy

To apply for a leave, please contact your HR representative for:

- 1) Parental Leave Application Form AND
- 2) The instructions on how to apply for a leave through AbsencePro or retrieve from the Paycor Benefits Library.
- 3) Please advise your manager of your need for leave, providing as much notice as possible.

We are excited for our Senneca Family to grow and wish to support our team members as it does!

-Gloria Olson, Vice President Human Resources



## INFOR EQ Enhancements

What is INFOR EQ? Infor Enterprise Quoting provides a single point of control for sharing product, customer, and order information with all back-end manufacturing and business systems, including collaborative demand and supply chain systems.

The IT Team has created a new Monday.com board for users of EQ to add enhancement requests.

When adding a request, please be as detailed as possible in your suggestion. On this board, you will find individual groups related to your Business Unit and/or function. Please create the task in the respective Business Unit bucket. Along with each group, a designated admin has been assigned.

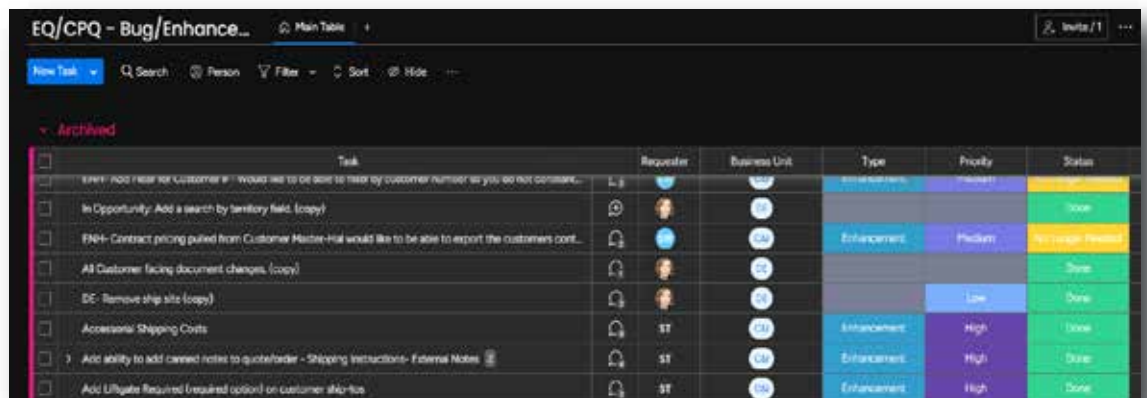
**When adding a request, please discuss the task with the appropriate admin.** This admin is crucial to planning what features get scheduled for development as well as relaying information to the IT team.

The admins are below:

- C&I – Sandy Wethington / LaRissa Head
- CRM – Josh Fromholt / LaRissa Head
- Customer Portal (not yet active) – Sandy Wethington / LaRissa Head
- Door Engineering – LaRissa Head
- SLC – Nick Collings

EQ sprint release notes are mailed out at the end of each sprint. When features are deployed to Production, a release notes document will be emailed out detailing what was included in the features as well as using the new features. This helps users understand what was implemented and how it changes the functionality of the software.

We want to give you power to make suggestions on improving our software as well as giving visibility to all the features being enhanced.



| Task  | Requester | Business Unit | Type        | Priority | Status             |
|---|-----------|---------------|-------------|----------|--------------------|
| ENR: Add near for Customer # - would like to be able to near by customer number as you do not contain...    | [Avatar]  | [Avatar]      | Enhancement | Medium   | Open               |
| In Opportunity: Add a search by territory field. (copy)   | [Avatar]  | [Avatar]      | Enhancement | Medium   | Open               |
| ENR: Contract pricing pulled from Customer Master-Hol would like to be able to export the customers cont... | [Avatar]  | [Avatar]      | Enhancement | Medium   | Not a User Request |
| All Customer facing document changes. (copy)  | [Avatar]  | [Avatar]      | Enhancement | Low      | Open               |
| DE: Remove ship site (copy)   | [Avatar]  | [Avatar]      | Enhancement | Low      | Open               |
| Accessories Shipping Costs  | ST        | [Avatar]      | Enhancement | High     | Open               |
| Add ability to add carrier notes to quote/order - Shipping Instructions- External Notes                     | ST        | [Avatar]      | Enhancement | High     | Open               |
| Add Utlgate Required (required option) on customer ship-to  | ST        | [Avatar]      | Enhancement | High     | Open               |

## Employee Spotlight

**Nick Randall**, Manufacturing Engineer  
Irving, TX

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**How long have you been with the company?** 2 years, 1 year in Kalamazoo, and 1 year in Irving

**What's next on your bucket list?** Next on my bucket list would be to travel Europe, specifically to watch a Tottenham Game in London.

**Current series you're binge watching?** New Girl

**When not at work, you are?** If I'm not at work, I'm out on the golf course.

**If you weren't doing your current job, what would you be doing?** If I wasn't doing my current job, I would be a chef.

**Best advice you've been given?** The best advice I've been given is to create your own happiness.

**Proudest moment?** My proudest moment is moving across the country on my own.

**One food you can't resist?** I can't resist anything pasta.

**People would be surprised if they knew...** I am an only child.

**Biggest pet peeve?** My biggest pet peeve is disorganization.

**If you won the lottery, what is the first thing you would do?** The first thing I would do if I won the lottery is plan a vacation with friends and family.

**If you could learn to do anything, what would it be?** I would learn to be fluent in another language (Spanish or German)

**What do you love most about Senneca?** I love the role flexibility and personability.

### Senneca Product Spotlight - Thermoclear

Even if you haven't realized it, Thermoseal's Thermoclear door has likely been right in front of your face for years!

These doors are found all over the country in places you frequent, including gas stations, convenience stores, and supermarkets. When you don't want to compromise between the ultimate merchandise viewing experience and energy efficiency, Thermoseal has you covered.

The latest technology, premium materials and design features make the Thermoseal Thermoclear the ideal choice for your glass swinging cooler and freezer doors. The Thermoclear offers exceptional thermal protection, is built to last, and features the industry's best next-generation LED.

Available with a wide variety of options, the Thermoseal Thermoclear is available in both Low-Temp (LT) and Medium-Temp (MT) for both low and high humidity.

These doors are the ultimate in convenience. Thermoclear features an all-glass design and superior condensation prevention that provides customers with the best possible merchandise view. The glass uses a 3-pane gas pack, raising the bar for insulation and efficiency!

Thermoclear comes with plenty of options to ensure customers get exactly what they need! Some of these options include an Energy-Free Cooler Door, French Door Frame (for cooler applications only), Full Length Handle, Cylinder or POM Lock, Energy Controller, Extra Shelves, and Black or White Epoxy-Coated Shelf Posts. Thermoclear has everything our customers need to protect merchandise while saving on energy costs, and staying stylish at the same time.

Keep an eye out for Thermoclear on your next errand run!

To learn more, visit the Thermoclear page at [www.thermoseal.com](http://www.thermoseal.com).





## Tour of Senneca Plants

Brought to you by the:  
Diversity, Equity & Inclusion Committee



**We Make:** Commercial & Industrial Door Systems, Fire Station & Emergency Response Door Systems, Aviation Hangar Doors and Specialty/Custom Door Systems and Gates.



For more information, go to Cornerstone and search “Brands and Products 101 Training.”



## Living and Working in Mankato, MN

**Senneca represents the Mankato community.**

### Mankato, MN



#### Area Demographics:

81.4% White  
6.6% Other  
4.5% Two or More Races  
3.6% Asian  
3.3% Black/African American  
.6% American Indian/Alaskan

Female: 50.1%

#### Senneca in Mankato:

78.9% White  
8% Black/African American  
7.6% Hispanic or Latino  
2.1% Asian  
2% Other  
1.4% Two or More Races

Female: 15%

## Mankato Tour Guide:

**Tour Guide:** Ann Marie Johnson **Time with Senneca:** 10 months

**Job in Mankato:** Human Resources Manager

### Fun Facts About Your Tour Guide:

- I love to travel. I've only been to two continents, but 47 states! I still have to hit the PNW and Alaska!
- I love the outdoors - trails, water and fire! I grew up on a lake in Central Minnesota, so rivers, falls, lakes - I love it all! We use to do quite a bit of camping and bonfires are a regular thing!
- I love sports - selectively. High School Girls Hockey, first and foremost - one daughter is Varsity goalie and one plays center. Otherwise, we watch college hockey (Go Mavs! Go Huskies!), professional football and HS soccer, volleyball and lacrosse.
- I love people! I'm in my job because I love learning who people are and why they like what they do! I'm blessed to work with really, really great people.



# TEAMTALK

Edition 17 | Q1, 2023

## Mankato, MN Teams

The Mankato is  
in the building!



1st Shift  
Production Team



2nd Shift  
Production Team





# TEAM TALK

Edition 17 | Q1, 2023

## Mankato's Production Team

Cleaning Material  
Before Welding



Cleaning Welds IC Door



I Beam Before Welding



IC/Aviation Welding Cell



Horizontal Band Saw



Final Assembly  
(Installing Seal/Gasket)



Moving Material Via Crane



Loading Finished Part Before Shipping



Loading Finished Doors





## DEI Mankato Employee Spotlights

### Tracy Heinbaugh, Sales Support Specialist

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**How long have you been with the company?** 7 months as of August 2022

**What's next on your bucket list?** I am getting ready to learn how to use Infor at my location. I also want to volunteer at a pet shelter within a year, year and a half.

**If you won the lottery, what is the first thing you would do?** If I won the lottery, I would pay off bills and go on vacation to the Caribbean.

**If you could learn to do anything, what would it be?** If I could learn anything, it would be woodworking and building, with the goal of making picnic tables.

**Best advice you've been given?** The best advice I've been given is to listen. I enjoy the saying, "A person comes into your life for a reason, a season, or forever."

**What do you love most about Senneca?** What I love most about Senneca is the awesome group of people I work with. Everyone is willing to talk it out.



### Kyle Kersten, Supervisor

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**How long have you been with the company?** 11 years, I was in Assembly for 7 years, then I became a lead.

**What's next on your bucket list?** Hanging out with my 3 boys, 10, 5 and one on the way.

**If you won the lottery, what is the first thing you would do?** If I won the lottery, I would pay off my parents' house and take them on vacation; on a cruise.

**If you could learn to do anything, what would it be?** If I could learn anything, it would be learning to play the electric guitar.

**What do you love most about Senneca?** The people I work with, people that feel like family. We hang out with each other outside of work and care for each other.

**What do you want your legacy at Senneca to be?** I want my legacy to be that I was the guy you go to when you have a question. I am resourceful and I'm the man to go to.



## Mankato Celebrations and Trainings...



## Tour of Mankato is brought to you by your Diversity, Equity & Inclusion Committee



The DE&I Team brings the tours to highlight Senneca's direct laborers. Inclusivity, Equity & Inclusion are how we keep our doors open! Our hope is that we capture Senneca's culture within each tour! One Team Senneca!



**Shonda Jones**  
Talent Acquisition  
Manager  
Cincinnati, OH



**Matt Pinto**  
Manufacturing  
Engineer  
Kalamazoo, MI



**Aaron Marin**  
Supervisor,  
Production  
Salt Lake City, UT



**Troy McGuffey**  
Group Leader for  
Port, Assemble  
Portage, MI



**Robert Muir**  
Customer  
Ambassador  
Kalamazoo, MI

Have ideas or comments? We would love to hear from you! Contact us at: [deandi@senneca.com](mailto:deandi@senneca.com).



## Senneca Outreach: Cincinnati Works

Senneca partners with Cincinnati Works, which is an organization that collaborates with all willing and capable people living in poverty to assist them in advancing to economic self-sufficiency through employment. They invited us to participate in a program at Sinclair Community College for Warren County schools to introduce students to manufacturing.

During the program, students had the opportunity to do hands-on projects and training. Shonda Jones, our Talent Acquisitions Manager and Chair of our DEI Committee, had the opportunity to present an overview of Senneca and introduce entry level positions and career paths.

To learn more about Cincinnati Works, go to [www.cincinnatiworks.org](http://www.cincinnatiworks.org).





## Senneca Doors In the Wild

Have you seen any of our doors when you've been out that have been customized? Check out some of the cool graphic doors that have been submitted by our employees. If you have a photo you'd like to submit, please email [marketing@senneca.com](mailto:marketing@senneca.com).



## Norma Spence Retires from Senneca Holdings!

After 10 years of supporting our Cuyahoga Fall, Pittsburgh and Redmond facilities, Norma retired on March 31, 2023. Norma worked as a Quality Engineer and served as our subject expert in resin/plastic/vinyl production. She plans to visit with family and eventually relocate somewhere south and near the water.

Norma is a foodie and enjoys cooking, she is considering going back to work in some culinary aspect, after a break. We thank Norma for all of her contributions and wish her great happiness in retirement!



## 2nd Annual Senneca Holdings Door Madness Tournament



The 2nd annual Door Madness promotion and tournament was held at the end of March into mid April. We matched up our doors with the teams that made it to the Sweet 16 round of the NCAA tournament.

Winning doors got 5% off for two weeks after their win. The tournament was promoted through various channels, including internal and external eblasts, social media posts, websites and an internal bracket challenge.

A Door Roster was provided so people could learn about our products and see features and benefits of the doors, along with various applications they're used in.

### Our Company Bracket Winners Were:

**Grand Champion: Jonathan Russo**

**2nd Runner Up: Trini Stadelman**

**3rd Runner Up: Julian Cornwall**

### The Championship Winning Door was:

**Chase  
CR-1400**





## SENNECA | CAREER CORNER

**The DE&I Team heard you, here's the door to your next career opportunity!**

Visit: [www.senneca.com](http://www.senneca.com) and click on About Us and Careers.

[www.senneca.csod.com](http://www.senneca.csod.com) and click on Home and Internal Career Site.

### Find the Good!

At Senneca Holdings, we want all employees to be intentional with finding the good in peers, colleagues, direct reports, managers and the like.

In life the negative is obvious but let's continue our journey to "find" the good in our Team and recognize it.



**SENNECA HOLDINGS** EMPLOYEE RECOGNITION

I want to recognize \_\_\_\_\_  
for demonstrating One Team Senneca!

☐ Doorway to Success ☐ I Am They  
☐ Speak Up and Listen ☐ Feel the Learn

In the following manner:  
\_\_\_\_\_  
\_\_\_\_\_

By doing this, you have positively impacted the following Key Result(s):  
☐ Safety ☐ Profitable Revenue  
☐ Customer Centric ☐ On-Time Shipping

Given By: \_\_\_\_\_ Date: \_\_\_\_\_  
ERC-01 000023

Complete a recognition card today and email it to [employee recognition@senneca.com](mailto:employee recognition@senneca.com).

### Are You or Someone You Know Depressed or In Distress?

If you or a loved one is struggling or thinking about suicide, there are crisis resources that can offer help and emotional support. Please reach out to the National Suicide Prevention Lifeline at 800.273.8255 or click <https://suicidepreventionlifeline.org/>

### Share Your Thoughts!

Senneca Holdings conducts quarterly Speak Up and Listen Sessions with team members. This is a great time to share, yet may not align with the timing of your ideas.

Please be reminded that our Suggestion Box is available on Senneca.com under the Employee section. Click on "Employee" to access the form.

We want to hear from you on how we can improve our team member experience, ESG, Safety and all other things on your mind.

Please share with your manager and/or via our Suggestion Box.

## Save Big. Every Day.

### Senneca Holdings BenefitHub Employee Perk Program

- Travel
- Auto
- Electronics
- Apparel
- Education
- Entertainment
- Restaurants
- Health & Wellness
- Beauty & Spa
- Sports & Outdoors

Visit:

[www.sennecaholdings.benefithub.com](http://www.sennecaholdings.benefithub.com)

Use Referral Code: DA7PDW to Complete Registration

### Thank You for Reading!

We hope you enjoyed the Q1 edition of the Team Talk newsletter. Keep an eye out for the Q2, 2023 edition.