

Suit-Quotes

Winter 2022



**Suit-Kote Partners with NYSDOT
and the Asphalt Institute
for Preventative Maintenance Study**

A Message from Chairman & CEO Frank H Suits Jr.



As it pertains to Suit-Kote, there is much to be proud of and thankful for in 2022. I enjoy witnessing the different divisions at Suit-Kote communicating and working together to accomplish tasks safely and efficiently. Looking back at the season, the demand, the challenges, and all the hard work put forth, I feel nothing but gratitude to be part of this organization.

When taking stock of the position that we are in as a company, it is not something I take for granted. There is a great deal of uncertainty and volatility because of our economy, government, and markets. Nevertheless, as a private company we continue to look into the future and improve our position. In the effort to improve

our facilities, machinery, and equipment, the total amount reinvested back into Suit-Kote since 2019 exceeded \$35 million. I strongly believe in the reinvestment back into our company because I believe in Suit-Kote, our business model, and what we are accomplishing every day. Last but certainly not least, I believe in and am appreciative of the people that make Suit-Kote thrive.

I have always been passionate about continuous improvement and this year once again set a great example. To excel as a company we must continually improve in areas such as how we purchase materials, manage labor efficiencies, and take advantage of efficiencies gained through prudent capital investments to name a few. Two years ago I coined the term "Efficiency 2020." Yet even in 2022, I continue to bring that mindset into every year and season and encourage that mindset across the company.

The Cortland Terminal fire was the catalyst for plenty of reflection on a personal level. I am of course the most grateful that no one was injured. I am astonished that amongst our employees, vendors, and contractors, we redesigned and built from scratch a state-of-the-art polymer modified asphalt manufacturing facility in less than thirteen weeks - just in time for the season to commence. This effort coupled with other factors like high demand and railcar delays created a season where the Cortland Terminal was constantly playing catch up. Tonawanda and our other terminals provided Cortland with tremendous support this year, and the Cortland Terminal employees worked tirelessly to avoid neat and modified asphalt supply interruptions for Suit-Kote and our customers. Our Transportation Division certainly had their work cut out for them as we had to reroute some customers and trucks to Tonawanda and our other terminals to keep pace with demand at the Cortland Terminal. Making it successfully through this busy season was no small feat, and I am in awe and grateful of all that was accomplished by Suit-Kote employees. Thank you to our vendors and customers for being supportive and understanding of our eventful year at Suit-Kote.

I hope you all have a Merry Christmas and a Happy New Year and enjoy a nice break with your family and friends during the holiday season.

A Message from President Mike Nolan



As I reflect on the past two years here at Suit-Kote, I feel a tremendous sense of gratitude, pride, and energy. I am thankful every day for the opportunity to work alongside all our Suit-Kote employees. I am equally proud of the breadth, depth, and quality of the products we provide and our 101-year legacy. As we begin our second century as a private company, I think it is important and appropriate to talk about our future.

The next chapter in our company's history began two years ago when Frank Suits Jr. articulated his vision for Suit-Kote to focus on operating as a privately owned merit-based company. Our focus on merit-based management and the implementation of

our efficiency initiatives are both important goals that started with that vision and are critical for our continued success as we adapt to the past decade's rapid growth and to the changes in the marketplace.

As we move forward with this vision, we are focused on the following three equally important goals:

- First, we want to **preserve** the valuable elements that make our private company successful. Our strongly positive results over the past 101 years were built on our culture, our evolution into a vertically integrated business, and the flexibility of a privately held company. This flexibility allows us to make decisions that best serve our company and our employees, whether in employee benefits, CapEx investments, hiring, or the way we approach the market. We value our heritage and entrepreneurial spirit and are focused on preserving the best elements of our history.
- Simultaneously, we want to **advance** to realize our merit-based and efficiency vision which includes more effective communication and cooperation between divisions and managers, new and innovative ways of doing our work, new systems to support our teams, and an even greater sense of accountability across our divisions.
- Finally, we must **prepare** for the future. We all carry the privilege and responsibility of leading our company into our second century. To this end, we are focused on developing our people and future leaders with updated training programs as well as a new focus on recruiting and retention. We are also investing in our already top-tier benefits program with the 2023 rollout of the Employee Assistance Program.

As we move forward, the leadership team will hold ourselves accountable to ensure our plans and actions are oriented towards the goals of preserving our culture, advancing our abilities, and preparing for the future. I am excited and grateful to be part of these efforts.

- 5. Season Overview
- 5. In Memory of Mike Guerin
- 6. Nanticoke Ribbon Cutting
- 6. CapEx at Suit-Kote
- 7. Safety Spotlight
- 8. NYS Route 11 Preventative Maintenance Study
- 10. Around the Company
- 12. IT Update
- 13. 401(k) Update
- 14. Suit-Kote Scholarship
- 14. Recruiting & Retention
- 15. Suit-Kote Provides Transportation for Project C.U.R.E.
- 15. Employee Assistance Program

Season Overview and In Memory of Mike Guerin

Season Overview

Suit-Kote's 101st season saw strong operational success marked by good practices, effective communication, efficient resource sharing, and a great deal of effort from our colleagues throughout the company. With the added support of exceptionally good weather most of the year, our teams worked efficiently to deliver a quality program to our customers.

The good results of the 2022 season embodied the continued implementation of our company-wide vision to operate as a merit-based company, supported by servant leadership, strong communication, coordination, resource sharing, and a focus on efficiency. Examples of how our teams continue to embrace these values can be found throughout the company.

In the LA group, volumes were strong although slightly lower than last year due to the unprecedented impacts of inflation especially in the crude oil markets. During the season, our operations managers, sales team, operators, crew members, and mechanics delivered on our efficiency and teamwork goals. Starting at the end of the 2021 season, our teams communicated and planned well to ensure a smooth and effective winter maintenance program, which led to one of our best overall starts to a season. Continued coordination in scheduling, resource sharing, and upgrades in our IT systems (especially e-Services Rendered Tickets) made for an even smoother flow of information and comprehensive planning that accentuated the collective efforts of the sales, operations, production, maintenance, safety, administration, and other support teams in keeping up the vigorous pace needed to deliver our products and services with quality and timeliness.

Our Emulsion production group was able to deliver consistent quality and quantity of our many products to keep our crews and customers supplied during the season. Scheduled meetings and well-timed touch points between the Mills, Tech Services, and Operations continued in the 2022 season, leading to even stronger coordination.

Our Polkville site had another strong volume year, providing stone and warm/hot mix products to support our construction and LA divisions on our many state and local jobs including over 88k tons of 19 mm mix using PG 64E-22, 0.05% cellulose fibers, and 20% RAP to our I-81 project. Likewise, the Construction group was able to accomplish much, with projects on I-81, NY366, US11, and many other projects in our market.

Although our February 16th fire at our Cortland Terminal devastated our polymer mill, the entire Suit-Kote family stepped up to support our record-breaking rebuilding effort, resulting in a new plant commissioning on May 16th, allowing the Cortland Terminal and our wider network of terminals to support our resale group in providing a full season of supply to ourselves and customers. The support and efforts of our terminals team, resale group, facilities maintenance, first responders, customers, vendors, and friends were (and continues to be) greatly appreciated.

As has been the case over many years, our HR group recruited, facilitated interviews, hired, and onboarded over 170 employees with a renewed focus on recruiting and retention. Such a focus will bring ever-increasing value and consistency to our new and existing employee experience.

A big thank you to our office staff for being a part of the development, learning, and training as it pertains to several new systems. In addition, all the support and coordination that you give to the field does not go unnoticed, and you help keep Suit-Kote firing on all cylinders.

As we head into the off-season, we look forward to a continued focus on safety, communication, coordination, and training.

In Memory of Mike Guerin By Theresa Suits



Earlier this year we said goodbye to our friend and colleague, Mike Guerin. Frank and I found it only fitting that we pay tribute to Mike's lasting impact on Suit-Kote, and this fall a Golden Raintree was planted on the front lawn at the Cortland office in memory of Mike. We chose this

particular tree because it is one of the few trees to feature yellow flowers that erupt in a glorious cascade all over the canopy in midsummer. Like this tree, Mike erupted with excitement every asphalt season. Mike was such a special person, and it is our hope that this tree serves as a reminder of his legacy.

Nanticoke Ribbon Cutting Ceremony and CapEx at Suit-Kote

Safety Spotlight

Nanticoke Ribbon Cutting Ceremony

On September 22nd, there was a ribbon cutting ceremony at our Nanticoke, Ontario, Canada Terminal which was a few years delayed due to Covid. It was a special day that included a group of about twenty-five people. We were happy to share the experience with numerous ExxonMobil/Imperial Oil executives and employees that work closely with us and the refinery that supplies this terminal.

This terminal in Nanticoke, Ontario, was a significant investment built in partnership with Imperial Oil/ExxonMobil and became fully operational in 2021. This is a tremendous accomplishment and will provide long-term value to both Suit-Kote and Imperial Oil/ExxonMobil.



CapEx at Suit-Kote

During the past 10+ years Suit-Kote invested over \$120 million back into the company through capital projects to fuel the company's expansion, upgrade core infrastructure, generate safety and environmental improvements, and purchase new equipment. Looking back at 2022, Suit-Kote continued to make significant investments into the long-term sustainability of the company. Our 2022 CapEx initiatives included major repairs to tanks in Jamestown, a new 40k gallon asphalt tank in Buffalo, as well as two 80k gallon and two 40k gallon emulsion tanks to replace, modernize, and expand our capabilities at our Cortland Mill. We invested in new equipment with the addition of tractors, tanker trailers, pavers, and live bottom trailers to our fleet.

By continuing our CapEx program in 2023, we are carefully planning our projects and equipment purchases while being mindful of rising costs and supply chain issues. We held several CapEx meetings with

internal division leaders and managers to review and evaluate proposed projects, discussed the return and priority of each item, and generated over \$100,000 in additional savings by coordinating our purchases to leverage our size through volume discounts across sites and divisions. Among the over \$10 million CapEx planned for 2023 is the base asphalt tank at the Cortland Mill which is at the end of its life cycle. A new tank will be built in early 2023 with a target completion date before next season begins. Other CapEx items include investments in crushers, loaders, a new drum at our Polkville aggregate and asphalt plants, a major upgrade of the hot oil heating system at the Cortland Terminal, and several pieces of new equipment including two pavers, a milling machine, two loaders, and two chippers. Various upgrades to our facilities are also anticipated. All these capital investments will put Suit-Kote's core infrastructure in an excellent position to support our success well into the future.

Safety Spotlight: Safety Culture vs. Safety Climate

Safety culture and safety climate are related yet different concepts and the use of which could be confusing. **Safety culture** is the way safety is managed in the workplace. It is the combination of beliefs, perceptions, and attitudes employees have toward the safety of workers and the overall safety of the work environment. A safety culture is all about shared attitudes, values, goals, and practices.

In a strong safety culture, safety comes first and is embedded as a fundamental value of an organization. Companies that focus on building a strong safety culture are taking the proactive approach to ensure productive and safe jobsites as opposed to reactively addressing the issue post-incident. According to the Smart Market Report, safety culture is measured by the following seven groups of leading indicators:

- 1. Management Commitment to Safety and Health
- 2. Safety and Health are Fundamental Company Values
- 3. Accountability on Projects for Safety and Health
- 4. Worker Involvement in Jobsite Safety and Health
- 5. Supervisory Leadership on Safety and Health
- 6. Company Communication About Safety and Health
- 7. Owner Involvement in Project Safety and Health

Safety culture is all those things but with specific focus on how safety is thought about within an organization and whether it is ultimately made a priority.

The **safety climate** is the perceived value placed on safety in an organization at a particular point in time. Safety climate can be referred to as the "current mood" of a company. For example, consider how the mood in your work area changes when your NFL team goes to the Super Bowl or even when the sun comes out on a spring day. Compare that to the mood during news of political scandals, recession, or long cold winters. The underlying culture is still the same, but the climate (or mood) shifts in a fundamental and dynamic way.



Good Versus Bad Safety Culture: When people talk about safety culture, it tends to be in terms of poor safety culture or good safety culture. A poor safety culture exists in an organization where safety does not come first. Maybe safety is always trumped by production, a collective blind eye is turned regarding dangerous behavior, or peer pressure leads to corner-cutting and risky behavior.

On the other hand, a good safety culture is one that always puts safety first, trains employees, utilizes built-in procedures and encourages trust, open dialogue, and shared responsibility (among other things). Inevitably, the people working within that framework adopt those principles and know that their supervisors and managers really care about keeping them safe.

What Does Safety Climate Tell Us? The safety climate is hugely influenced by recent events. Within an organization, the safety climate can act as a reflection of the safety culture health. Safety climate is raised by our responses to incidents, and it can help reduce vulnerability to preventable accidents and losses. A healthy safety culture should drive the climate, not incidents. If we are reacting, we are not preventing.

Why Is All This Important? Suit-Kote's safety culture has made great strides in the last five years. Job tasks are performed with safety more at the forefront now. These actions are what build our safety culture. We still have work to do, but your buy-in is vital to making our safety culture a success. If we get the climate right (by creating a good culture and being consistent), our actions will follow.

NYS Route 11 Preventative Maintenance Study

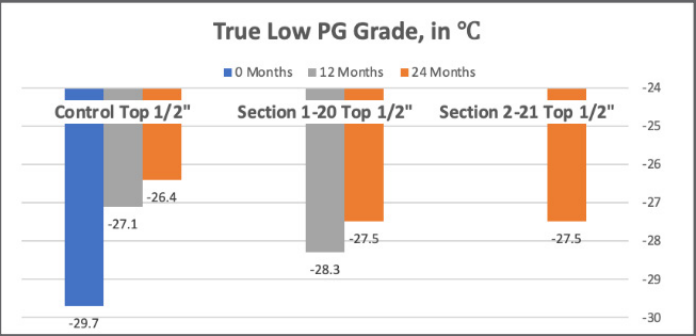
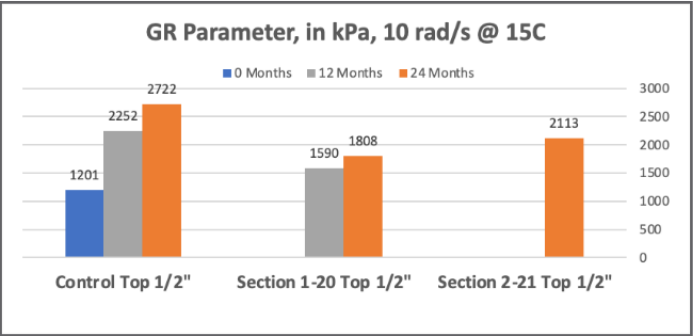
Suit-Kote partnered with NYSDOT and the Asphalt Institute to quantify the benefit of early preventative maintenance on extending the life of newly paved asphalt roads. As asphalt pavements age, the asphalt binder that glues the aggregates together oxidizes, making the pavements more brittle and susceptible to cracking and other deterioration. To help mitigate the aging process, many agencies will apply preventative maintenance products such as Chip Seals and Micro Paving. The concept of early intervention on fresh pavement shows significant promise in greatly optimizing pavement life-cycle costs. The study test section is located on NYS Route 11, just north of Homer, NY, and is being led by Greg Harder P.E., a Senior Regional Engineer at the Asphalt Institute who recently published an article on the project in Asphalt Magazine.

The article brings focus to some key project assumptions and highlights several early results. As Greg wrote in the article: "If some-

one put new cedar siding on their house, would they wait until it started to rot to stain it?" Of course, the answer would be no. The idea is no different when it comes to pavement maintenance and preservation, such as applying a Chip Seal or a Micro-Surfacing to a newly paved road. Some may say pavement preservation is reserved for older roads, but many other states, specifically in the upper Midwest, seal their newly constructed roads within the first year of paving.

In September of 2019, Suit-Kote prepped the Route 11 test section with a Cold In-Place Recycle process and topped with a Hot Mix Asphalt scratch course. In the summer of 2020, a 1½" wearing course of 9.5 mm Hot Mix Asphalt was applied. Just three weeks later, a 1,000-foot section of the new pavement was chip sealed leaving a control section. Suit-Kote then chip sealed separate 1,000-foot sections in 2021 and 2022. In addition to this, in 2022 another section received a Micro-Surfacing application. The layout of the study is shown below:

NYSDOT Route 11 Site Layout								
South End	1,000' Chip Seal in 2020	Control Section	1,000' Chip Seal in 2021	1,000' Chip Seal in 2022	1,000' Micro-Surfacing Application in 2022	1,000' Chip Seal Planned for 2023	1,000' Chip Seal Planned for 2024 (if needed)	Additional Sections (if needed)



In late June of 2022, Suit-Kote hosted several representatives from NYSDOT as well as County and Town highway officials (over forty attendees in total) to discuss the early results of the study and view the Micro-Surfacing application. Between the presentation, Q&A session, good weather, and the exemplary work of the crew, the demonstration was a great success.

During the study, cores of the chip seal, micro-surfacing, and control sections are taken annually and sent to the Asphalt Institute Lab in Lexington, KY, to study the recovered binder properties over time. Early indications show that binder aging is significantly slowed and cracking potential greatly reduced in the sections receiving early pavement preservation. This testing process will continue on an annual basis until the study concludes.

Quoting Greg Harder's article, "Test results from each section shown are leading to similar conclusions found in a (similar) Minnesota study that early sealing of the pavement appears to greatly slow the rate of hardening of the binder in the mix. Looking at the top ½" of pavement during the first 24 months, the unsealed control section experienced a GR increase of around 127% while the chip sealed sections 1-20 and 2-21 increased by just 51% and 76% respectively."

Suit-Kote would like to thank the NYSDOT and the Asphalt Institute for their participation in this important study to show the tremendous value of early pavement preservation in greatly extending pavement life and reducing life-cycle costs.



Around the Company

Watkins Glen Continues to Make Improvements

Over the past few years Watkins Glen has been working on improvements to Suit-Kote's oldest and first facility. Last year they replaced the pole barn and this year they added a scale house, painted the office building, and made significant improvements to the parking lot. We are proud of the enhancements that have been made to this very old and historic facility for Suit-Kote.

Retirements

Rick Stebbins



On November 18th, Rick Stebbins retired after twelve years at Suit-Kote. Rick's time was spent working in the lab at our Cortland facility specializing in PG Binder testing. For over a decade, Rick has been a critical asset to our Resale division ensuring our lab equipment and products meet all the requirements and specifications that are asked of us. We wish Rick the best in his retirement where he will continue to enjoy playing his guitar, traveling the world, gardening, and adding to his photography collection. Thank you for all that you've done Rick – you will be missed!

Ed Moore

At the end of this year Ed Moore is retiring after a combined thirty-two years of dedicated service. His first nineteen years began in 1987 as a flow boy/dump truck driver but then turned into working various positions where he was needed such as operating low beds, loaders, grinders, helping in the "old" engine shop in Cortland, and welding at the weld shop in the wintertime. Next, he became a Paver Operator. Ed took a brief pause from 2006 to 2009 but thankfully decided to come back as a welder/fabricator at the Homer Welding Facility. He was always an asset when it came to equipment repairs and facility projects. Ed will enjoy his retirement by spending time with his grandchildren, hunting, fishing, and helping his friends whenever they need a hand. Thank you for all you have done, and we wish you the best retirement, Ed!

New Hires

Cesar de la Riva



Cesar joined Suit-Kote in August as the Director of Technical Services. Cesar brings many years of experience and a proven track record of success in his professional career having served in Technical Management and Emulsion Production roles. Cesar relocated from his home state of Colorado

and graduated from the Colorado School of Mines with a degree in Chemistry and a minor in Biology.

Brian Cole



Brian joined Suit-Kote in September as the Director of Sales & Marketing. Brian is a proven sales executive with 22 years of marketing and sales success. While working full time, raising children, and fighting and beating cancer, Brian received his BS in Business from LeMoyne College in 2015.

Jim Nightingale



Jim began working at Suit-Kote late summer this year as a Field Project Coordinator at the Oriskany facility. He brings twenty years of service and experience as a Highway

Superintendent for the Town of Ohio, and many years working for Rifenburg building roads prior to that. Welcome, Jim!

Rest in Peace

Death of Matt Swindon



Matthew Swindon, 49, passed away following a brief and unexpected illness on August 17th. He loved being with his wife, Marjorie, their children, and their ten grandchildren. Matt and Marjorie had been together since 2008 and married since 2012. Although they had no children together, Matt was very much like a father to Marjorie's four children, Anthony, Tasha, Titina, and Nicole. Matt loved and cherished his family. In his spare time, he enjoyed hunting, fishing, and was an active member of the NRA.

The 'Busch Master' was an operator at Suit-Kote for ten years before his death. His manager, Jeremy Babbit, said, "When I heard that Matt wanted to transfer to the Crackfill division from Micro I asked around about him, and the consensus was that of a quiet and hard worker who had one pace - not fast, not slow, but steady. I very quickly realized that "steady" was the perfect word for him, not just describing speed of work but also in his personality. No matter what I asked him to do or who I

asked him to work with, the answer was always "Copy." It didn't matter if I was asking him to go flag for a week or learn to run a pugmill, the answer was "Copy," although there was always a wry smile whenever I would have to break the news to him that I needed him to run a broom." Matt is missed by so many, and our thoughts and prayers are with his family and loved ones.

Births

Taegen Lee Neill



Logan Neill and his fiancée, Tayler Pierce, welcomed their first child on August 23rd. Taegen Lee Neill was 19" long and 6 lb 7 oz. Although she arrived two weeks early, everyone is doing great.

Catherine Quinn Nolan



Mike and Erin Nolan proudly welcomed their eleventh child, Catherine Nolan, on July 8th.

Lyla Rose Romasser



Mike and Mary Kehl proudly welcomed their fourth granddaughter via their daughter, Jessie. Lyla Rose Romasser was born this fall weighing 7 lb 12 oz.

Delaney Joanne Barnard



Rich and Shannon Barnard welcomed their daughter, Delaney Joanne Barnard, to their family on September 14th. She was 20.5" long and weighed 8 lb 6 oz.

Systems Security

As 2022 ends, we wanted to reiterate our continuing efforts for security when it comes to information technology. Suit-Kote has invested heavily in the protection of our systems, which will help keep us protected along with training and continual monitoring of our systems. These investments include but are not limited to:

- Brand-new firewalls throughout the entire company
- Enhanced Anti-Virus/Anti-Malware protection
- Fully managed patching of all workstations and servers

We are still receiving several phishing attempts daily. Hence, we need to be ever vigilant in confirming emails that we receive are legitimate. This can be done by confirming that the actual email address is correct and checking that the following internal warning banner isn't present when another Suit-Kote employee emails you:

CAUTION: This email originated from outside of the organization. Do not click links or open attachments

There are occasional times when HR or a member of the Executive Team sends out an email that has this green banner - this is because of how we have to send it out to reach all employees. However, these emails are always for informational purposes, and there is no need to reply, open any attachments, etc. If you are ever in doubt, call the alleged sender on a verified phone number - avoid ever calling the number on the email as that can be the hacker's contact information.

One other issue we have observed recently is emails stating that the sender is sharing a file with you, and they are labeled as Financial Reports, Payroll information, or other variations. Again, please confirm with the sender via verified phone number before you open anything.

Wireless Update - We installed the new secure wireless system throughout all of Suit-Kote. With this system we provide both a highly secure private wireless network (SK-Corp) as well as a guest network for general use (SKC-Open). Both are property of Suit-Kote and are monitored, but only Suit-Kote devices will be allowed on SK-Corp. When you log on to SKC-Open, you are allowing Suit-Kote to monitor all traffic as if you were plugged into the network.

Support - Did you know that you can put in a support ticket without calling the Help Desk? This will lower the response time for support as it goes to a team of support specialists.



“Know What You Own”

This year we have seen a gigantic shift in nearly everything we have seen over the past two decades in finance. Home mortgages were sub 3% and now are approaching 8% for example. Massive government spending has caused inflation to rise from the dead and now everything we buy costs drastically more. Fuel prices could continue to see increases over the winter months as demand to heat homes across the country squeezes an already tight supply.

Your 401(k) plan balances were impacted by these shifts. Growth and tech stocks have come down significantly as investors shift to preservation of capital and value stocks paying dividends. Worse, investors often flee the market during a decline and buy back in too late when stocks are skyrocketing.

My message this past year of “know what you own” is vitally important. Interest rate increases negatively affect bond funds but growth stocks the most. Dividend paying equities hold their value. What do you own?

When will these markets calm down and return to the results we have seen in years past? Remember, the financial markets are a forward-looking instrument. The markets reflect what is coming not what is presently happening. If one attempts to read the tea leaves, the Fed is not done

raising rates, so inflation will continue for a while. Are we in a recession? In my opinion, yes. Now we have observed tech companies trimming employees. Even a large employer in Cortland closed its doors and shed five hundred jobs. It should come as a relief to know you all work for a growing and thriving company.

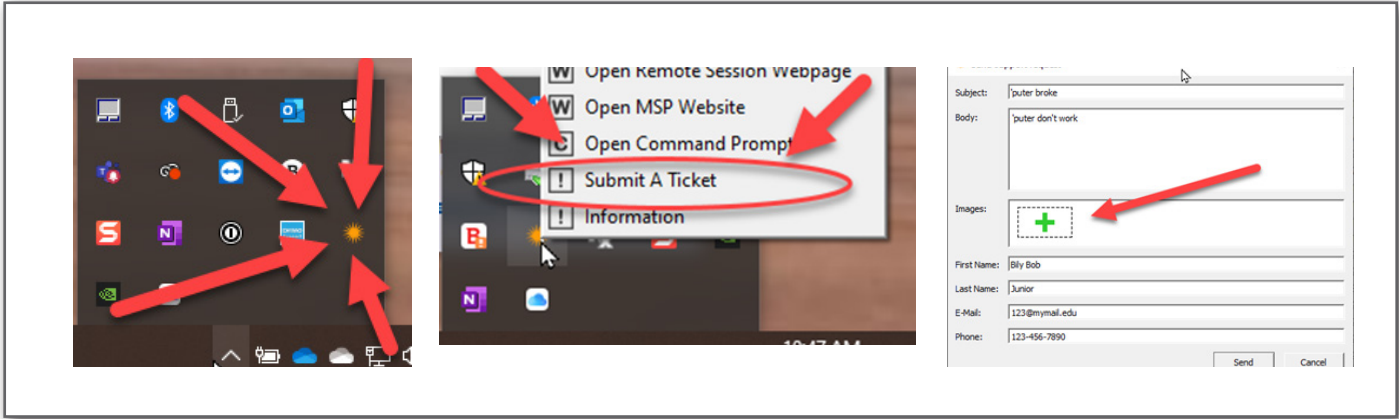
Over long periods of time, stocks have tended to move steadily higher. However, history tells us stock market declines are an inevitable part of equity investing. The good news is that corrections (defined as a decline of 10% or greater), bear markets (an extended 20% or greater decline), and other challenging patches have not lasted forever. No one can accurately predict short-term market moves, and investors who sit on the sidelines risk losing out on periods of meaningful price appreciation that follow downturns.

From 1929 – 2020, every S&P 500 decline of 15% or more was followed by a recovery. The average return in the first year after each of these declines was 55%. This is an environment where we accumulate solid investments and wait for the inevitable turnaround. If the government can reel in spending and concerns about inflation subside, interest rates can fall again leading to risk assets increasing in value.

The Suit-Kote 401(k) committee decided to add a Roth 401(k) option and has continued to focus on selecting the very best choices in the plan. The Roth 401(k) option is not for everyone. If you want to learn more about this option or if you are wondering if it is right for you, let's talk! The 401(k) committee and I examine a tremendous amount of data to select the best possible choices to include in the plan. Further details and examples are set to be discussed at the spring safety meetings.

Please read your statement and register your account online. It's vital to know what you own. If you need to talk or if you need help, I am here to help you navigate these difficult days.

To all at Suit-Kote, have a wonderful holiday season. I look forward to seeing everyone in the spring.



Suit-Kote Scholarship and Recruiting & Retention

Project C.U.R.E. and Employee Assistance Program

Higher Education and Trade-Specific Schooling Assistance

In June, the Suit-Kote Scholarship was announced. The purpose of this scholarship is to assist the children of Suit-Kote employees with the cost of higher education and trade-specific schooling. The \$2,500 scholarship is renewable each year (up to three additional years) if all requirements are met by the student and Suit-Kote employee/parent. For the 2022-2023 school year, we awarded three scholarships to the following recipients: Brynley Smith (daughter of Suit-Kote employee Brian Smith), Vanessa Sanfilippo (daughter of Suit-Kote employee John Sanfilippo), and Joseph Casper (son of Suit-Kote employee Gina Tagliarino). Please keep your eye out for information pertaining to the 2023-2024 school year scholarship application!

Recruiting & Retention - Chelsea Mancuso

With the employment market becoming more competitive by the day, we are moving full steam ahead with the planning and implementation of Suit-Kote's focused recruiting and retention efforts. Over the past eight months, Suit-Kote has attended over fifteen career fairs, BOCES campuses, high schools, and county career days.

As the eyes and ears in the market, management teams have been crucial to the success of these efforts. Establishing and building relationships within our communities not only has strengthened our recruiting in those areas but made it so Suit-Kote is becoming a top choice for students post-graduation. Looking forward, we plan to continue visiting schools, bringing students on-site, attending career fairs, and making those local connections.

Getting new talent in the door will always be important. However, investing in the incredible people we have at Suit-Kote continues to be a top priority. Implementing stay interviews, updating End of Season Employee evaluations, refreshing job descriptions, and further research into employee engagement and satisfaction are just some of the ways we are stepping up our game. Demand is high for drivers across the country, but Suit-Kote remains committed to our Employee Referral bonus program to continue adding talent and supporting our current staff. Recruitment and retention are a team effort. As we continue to push forward, we want to thank everyone for their support and partnership up to this point. There are many exciting projects on the horizon for the first quarter that we are very eager to roll out!



Suit-Kote Provides Transportation for Project C.U.R.E.

Project C.U.R.E. (Commission on Urgent Relief and Equipment), based in Denver, Colorado, is the world's largest distributor of donated medical equipment and supplies to resource-limited communities across the globe and serves more than 135 countries. Theresa Suits established the Cortland, NY collection center in 2010 where she is the Executive Director and sole volunteer to schedule and collect all donated medical equipment and supplies. Over time it has been a struggle to maintain a consistent mode of transportation to efficiently move donations from the Cortland collection facility to the Pennsylvania sorting hub due to supply chain logistics and trucking shortages. Partnering with Suit-Kote has made it possible to maximize collection efforts. Ashli Baden and the transportation team have been instrumental in scheduling, loading, and the transport of over twenty-five truck loads. A huge thank you to the employees who so willingly help load and deliver vital lifesaving supplies and equipment.

Frank and Theresa are proud of the Suit-Kote team, and this is yet another example of our ability to use our resources to support a collaborative effort to provide humanitarian relief all over the world.





Crouse HelpPeople

EMPLOYEE ASSISTANCE SERVICES

315-470-7447
800-777-6110

NO COST • VOLUNTARY • CONFIDENTIAL



Do you struggle with...

Alcohol and Drug Issues
Gambling
Issues
Relationship Issues
Adolescent Issues
Violence
Health & Wellness

Depression
Addictions
Legal Referrals
Blended Families
Parenting Challenges
Physical & Sexual Abuse
Stress Management

Anxiety & Panic
Career Decisions
Anger Management Skills
Divorce/Separation
Eldercare
Communication Barriers

Internet Addiction
Work/Life Balance
Financial Stress
Family Stress
Grief & Loss
Domestic
Life Changes

Employee Assistance Program

Beginning January 1st, 2023, the HelpPeople Employee Assistance Program through Crouse Hospital in Syracuse will be available to all Suit-Kote employees and immediate family members. It provides (at no cost to you) confidential help for personal and workplace problems. The following are only a few reasons for contacting HelpPeople: marriage and family issues, emotional problems, alcohol and substance use, grief and loss, stress management, and workplace problems. Please keep an eye out for additional information.

You can view the website at www.helppeople-eap.org to view more information and resources.

Suit-Kote Corporation
1911 Lorings Crossing Road
Cortland, New York 13045

