

STEVE SILVER COMPANY

Company Newsletter

Fourth Quarter 2015



2015 Impact Employees & Employee of the Year

In November & December, Steve Silver Company employees voted on those individuals who have had a special impact on the business in the past year. Four individuals were elected Impact Employees of the Year and one individual was named overall Employee of the Year for the overall impact on the business. The winners were announced at the End of Year Meeting in December 2015.

Above, Steve Silver Company Impact Employees of the Year display their plaques with David Corbin, COO, and Steve Silver, President. Pictured from left: David Corbin, Castalo Picasso, Slava Tordovic, Susan Gaime, Steve Silver & Fermin Gonzalez. Please join us in congratulating all involved on their outstanding effort in 2015.



Employee of the Year Pam Fincher with Steve Silver, President SSC, (right) and David Corbin, COO SSC (left). Pam Fincher was voted as Employee of the Year out of all SSC employees because of her outstanding dedication to the company in 2015.

4th Quarter 2015 End of Year Meeting

The quarterly Steve Silver ESOP Luncheon was held on Friday, December 4. The annual Impact Employees of the Year and the Employee of the Year as selected by Steve Silver employees were honored at this event.



2015 Results Year-To-Date Continue Positive Trend

Our results this year have been very positive as has been reported all year long. The year finished especially strong with November sales alone up 36%. As a result of the November sales and strong December results, our **2015 sales ended up 8.5% and our EBITDAE was up 22.5%**. These stellar results could not have been possible without everyone's hard work as thanks to everyone for all your efforts in 2015!

ESOP Training Class of 2015

In November - January, ESOP training was conducted at the main office. The training consisted of three modules: 1) What is an ESOP?, 2) How SSC makes money and how that affects you and 3) Improving the value of your ESOP. Active participation was encouraged and there were several breakout sessions where employees were challenged to come up with cost-saving or revenue-enhancing ideas in Session 2 and then asked to generate ideas on how to implement some of the suggestions in Session 3. All participants received certificates of completion at the conclusion of the sessions. Not only were the sessions a great vehicle for training the future owners of SSC, the participants also came up with some great ideas on how to improve our company!

Continuous improvement is the key to success for all of us at SSC and we thank everyone who participated on a great learning experience.

Three of the ideas generated in the ESOP sessions that were later studied by the groups were

1. Cross train in the warehouse to improve productivity.
2. Need to eliminate yard storage fees.
3. Better packaging to eliminate damage. Reduce forklift damage.

Now, think about your area of the company. What could be done to improve the efficiency or quality of the operation?

Think like an owner - because after all, you are!



Safety



Corner

First of all, we would like to welcome our new Safety Director, Mr. Stan White, to the Steve Silver Company family. Stan joins us after having served as Safety Director at several different companies. He is a graduate of Texas A&M and is OSHA certified in safety processes.

Our goal was to make a showing at 75 %, since this is our first year and we came in at **95%! WAY** to go. Our commitment is to provide a safe and professional workplace. We will continue to improve both locations, to be a leader in our industry.

Additional programs are being looked at and some are in place as we speak. The **Safety Pays Program** has started and we give a \$10.00 Walmart gift card to employees that are doing things right and above and beyond to promote safety or enhance the company.

Again thank you for your support. So until next time remember to be **SAFE**.

You might have seen some of Stan's work around the office and warehouse as the pictures on this page attest! Remember safety is everyone's job, so stay alert and always follow safety procedures!

And now a word from Stan White:

"I would like to give a **BIG thank you** for all for your hard work rushing to be ready for the inspection It went very well. Our



Volleyball Sign-Ups

The 2015 SSC Volleyball team finished up in mid-December 2015. SSC has fielded a volleyball team in the FSE Adult Co-Ed Volleyball league since 2012. Any employee can sign-up to participate with Jennifer Griffith, ext. 1191. Sign-ups are on Thursday, February 11, 2016.

