

THE WORD

I hope this summer edition of The Excerpts finds you, your family and loved ones in good health and spirits. Amid the COVID-19 global pandemic, The United States Government deems Essex an essential business as part of the critical defense industrial base, which means we have remained open for business and in full production mode. 25% of our workforce sprung into work-from-home mode in March and demonstrated great flexibility, patience and perseverance as ensured our systems and communication tools were robust, easily accessed and secure. This segment of our workforce continues to work from home and will for the foreseeable future.

As a manufacturer, 75% of the Essex workforce has essential duties that must be performed at our production facilities. I remain immensely proud of my colleagues who have been unwaveringly building our critical products with an intense focus on the health and safety of themselves and those around them. The strict COVID-19 operating requirements at Essex have presented various workflow

and efficiency challenges, which our essential workforce has been able to adopt while maintaining our customer commitments.

Despite the abrupt COVID-19 induced business climate changes, we have continued to invest in the future and have celebrated many victories during the first half of the year. To highlight some of our successes; we have received awards for new proprietary products on fixed-wing aircraft and helicopters from existing and new customers, we quickly ramped our supply chain and production lines to meet elevated demand for our hospital oxygen delivery products, established a new competency framework and updated the core Essex values to facilitate additional strength in our company culture and business growth, launched the Essex Learning Management System to aid in our continuous education and training compliance, and have strengthened our workforce by welcoming various talented people to the Essex family. I invite you to follow us on social media as we share in success together. Be well!

IN THIS ISSUE

Momeni Engineering
Essex Culture
Chief Financial Officer
Vice President of Business Development
Noteworthy
Trade Shows



Evan Waldman
Chief Executive Officer

MOMENI ENGINEERING



Momeni Engineering, founded in the late 1980's and located in Huntington Beach, California, is a wholly owned LLC of Essex Industries. Essex acquired Momeni in January 2019, and during the last year of integration, Momeni has been a strong asset to the company. This acquisition allows Essex to have more capabilities and capacity for customers with their two co-located facilities. They provide precision machined OEM parts and assemblies to aerospace and medical companies. Momeni has strict quality standards that align with Essex's quality expectations.



ESSEX CULTURE

Essex Industries recognizes it takes unique gifts, talents, varied perspectives, backgrounds and experiences to deliver innovative, high-quality products and services. In order to provide a diverse and inclusive workplace, we consciously focus our efforts on making diversity a part of our culture.

Employees exemplify Essex's core values to provide the best support and products for our customers. These values are practiced in everything we do. Our values: Win Together, Embrace Change, Listen to our Customers, Find a Way, Keep Commitments and Foster Trust are embraced and unify us as One Essex.

YOUR VOICE OUR FUTURE!



Through *Your Voice – Our Future* employee surveys, Essex listens and creates programs for personal/career growth. Programs like ELMS (Essex Learning Management System) provide our employees with access to ongoing learning through our Cornerstone website and application. Employees can watch lessons on interviewing, management skills and other subjects. Other programs include “Essex Cares”, “Flexible Hours”, “Sabbatical” and more.

We recognize and acknowledge our employees' triumphs and successes by showcasing “Employee Spotlights” that are posted on our social media and our internal social collaboration platform, Community. Also on Community, employees can reward “Impressions” to their co-workers that went above and beyond to help one another. 47 Club, featured in noteworthy, is another way we celebrate our employees' efforts.

Essex recently launched a new Careers and Culture page to our website. With the new look, Essex hopes to inform future customers and employees how Essex's values reflect throughout the company.

To learn more, please visit www.essexindustries.com/about-us/careers/



CHIEF FINANCIAL OFFICER

Todd Waldman has assumed the role of Chief Financial Officer at Essex Industries. In his role, Todd is responsible for leading the Accounting, IT and MIS departments of the company.

Prior to joining Essex in 2016, Todd had ten years of experience with positions at Ernst & Young, Olin and GKN Aerospace. Todd is a Certified Public Accountant (CPA) and a Certified Internal Auditor (CIA) with an MBA from Indiana University, Kelley School of Business. He is a member of the third-generation within Essex as a family-owned and operated company.

During his time at GKN Aerospace, he communicated with each functional area within the business including program management, commercial contracts, supply chain and operations. He is also skilled in gathering and analyzing budgetary data, making inferences about historical financial data and compiling data so that it can be used for forecasting future overhead costs.



NOTEWORTHY

47 CLUB

This club celebrates our employees that go beyond the scope of regular day-to-day activities and responsibilities in their role by demonstrating extraordinary performance for their team and Essex. 47 Club is a way for Essex to acknowledge the people that model great behaviors that help make Essex a great place to work. The club is named after Essex's founding in 1947.



GIVE BACK

An Essex employee saw Andy Banker on FOX 2 News reporting that a St. Charles nursing home needed pulse oximeters. They brought it to the attention of Essex management and found a few in stock. We were happy to donate these to the facility and they are in use today. We are all in this together!



VICE PRESIDENT OF BUSINESS DEVELOPMENT

Essex is pleased to announce that Mathew Johnston has joined the company as VP of Business Development. In this role, Mathew will be competing to win market share and will getting hands-on in building and leading our high performance sales team to success.

Mathew has more than 25 years of experience in highly engineered products for aerospace and defense, hybrid electric vehicles and advanced permanent magnetics applications. He also has experience within power generation and conversion as well as military and defense power and energy systems. Mathew graduated from Illinois Institute of Technology with a degree in Manufacturing Engineering. He comes to Essex from Espey Manufacturing and Electronics, where he served as VP of Business Development. He previously held the same position at Leonardo/DRS.

Mathew also previously lived and worked in China for over seven years, spearheading successful market penetration and product launches for high technology companies internationally in Europe, Middle East and Asia.

Mathew is highly successful in building relationships with C-level and upper-level decision makers, seizing control of critical problem areas and delivering solid growth. Having led three successful companies as President or CEO for over 20 years, he understands P/L management, growth and positive return to stakeholders. He is taking this experience and now spending the next chapter of his career in what he is passionate about: Strategy Development and Sales Execution.



INTERNSHIP

Essex welcomed four interns within engineering, marketing and continuous improvement to join us for the summer. The program allowed college students to gain hands-on experience to grow their skills for their future careers.



UPCOMING TRADE SHOWS 2021

Jan.

25 - 29

International Armored Vehicles
London, UK

Booth #TBA

Feb.

24 - 26

Air Force Air Warfare Symposium
Orlando, FL

Booth #TBA

Mar.

15 - 17

Aerospace & Defense Supplier Summit
Seattle, WA

Booth #TBA

23 - 25

Helicopter Association International
New Orleans, LA

Booth #TBA

30 - 1

Aeromart Montreal
Montreal, Canada

Booth #TBA

Apr.

6 - 8

Southwest Contracting Summit - Defense Leadership Forum
San Antonio, TX

Booth #TBA

21 - 23

Army Aviation Mission Solutions Summit
Nashville, TN

Booth #TBA

May

11 - 15

SOMSA Scientific Assembly
Raleigh, NC

Booth #TBA

June

21 - 24

54th International Paris Air Show
Paris, France

Booth #TBA

RECENT TRADE SHOWS



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HELI-EXPO

IAV

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