

EXCERPTS 2023

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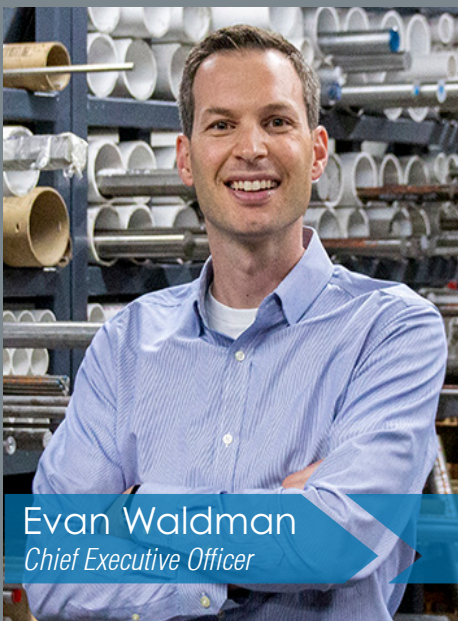
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Evan Waldman
Chief Executive Officer

THE WORD

Our incredible Essex team has been flying high again this year. From coast-to-coast, we've been busy designing and manufacturing flight safety and mission critical products that must get the job done without exception. The Essex team remains inspired by the commercial air traffic above, knowing our work is imperative for connecting people across the world. We also remain honored to serve our military men and women who protect the freedom and values of our great nation. It is our duty to ensure the Essex products they are counting on are mission capable and perform flawlessly. This sentiment resonates throughout Essex.

On top of the excitement, passion, and sense of purpose we feel today, we are always looking toward the future. I've heard from the peanut gallery my entire career that manufacturing is a dead industry in the United States. Eventually, they conceded that manufacturing is alive, but no young people would be interested in pursuing a manufacturing career path.

This notion seemed like it could have more traction. When kids were asked what they wanted to be when they grew up, answers shifted from all the tried and true to a new reliable answer: YouTube content creator or social media influencer. The appeal of these types of jobs combined with the more prominent work from home reality sprouted over these last few years gave pause. After all, we are hands-on problem solvers at Essex and the energy we create as a team and the relationships we build with one another is dependent on our desire to show up face to face.

Despite the narrative from the peanut

gallery, my confidence in looking toward the future has been renewed over this past year in my various interactions with young people. Those who joined Essex as their first "real" job have hit the ground running and are taking on assignments of consequence. I've observed many situations where the newbie is learning from the 20-year veteran *and* making suggestions for real process improvements. Awesome! The summer college interns were applying their classroom learnings to real applications and experiencing *aha* moments each day. It was gratifying to witness the theoretical become practical for them. The high school students who took time away from school to visit our production facilities was refreshing. An event that could have turned into an excuse for teens to avoid being in school turned out to be a morning with the most impressive, engaged and curious students. Finally, I had the pleasure of spending time with a large group of middle schoolers who had interest in engineering and aerospace. They laughed at the beginner-level presentation I had prepared for them and launched right into demonstrating their impressive knowledge of aerospace, physics and technology.

The shape of the workforce is certainly changing, but that's normal. My confidence is firm that our future is bright, and I'm grateful to all my colleagues who take the time to teach, inspire and listen to all the young people interested in our work. You are securing our future.

I asked the middle schoolers how they're so knowledgeable about aerospace, physics and technology. Their answer was unanimous. YouTube!

OUR FUTURE

The youth holds the key to a bright future. Their boundless energy, enthusiasm, and eagerness to learn will pave the way for a better tomorrow. With their determination and adaptability, the possibilities for what they can accomplish are endless. Essex attracts this willingness to learn and develop oneself.

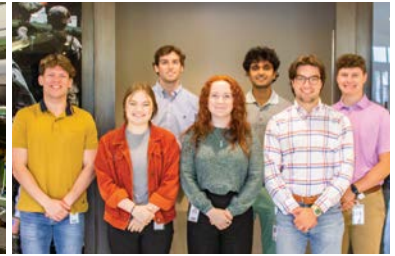
Being a family-owned aerospace manufacturing company now operated by the third generation, Essex recognizes the importance of investing in the future generation. With involvement in local high school programs and college-level internships, Essex inspires students and shows career opportunities in the manufacturing field.

Every summer, Essex hires college interns in various fields such as engineering, manufacturing engineering, sustaining engineering, marketing, human resources, and continuous improvement. The program provides an opportunity for college students to gain hands-on experience and grow their skills for their future careers. Many students enjoy working at Essex so much that they choose to come back for a second year to learn more and further their growth.

Throughout the high school year, STL CAPS (Center for Advanced Professional Studies) and Spark! students visit the facilities to take tours, shadow employees, intern, mock interviews, and even use the on-site classroom. Essex values the relationships and the opportunities to share industry knowledge with future innovators.

For the second year in a row, Essex participated in Manufacturing Day by organizing a facility tour. This year, more than 50 individuals, including high school students and adults, visited the St. Louis Chivvis location to learn about the manufacturing process of our Emergency Breathing and Liquid Oxygen Equipment. This event aimed at inspiring future innovators in the aerospace industry.

With over 75 years of aerospace manufacturing knowledge, there is so much to teach and share with future generations, but also learn from the brilliant young minds that are not afraid to question and push against the status quo. It is a two-way relationship. Together, the manufacturing space will continue to evolve not only with the products produced but also with the people who make them.



ESSEX SUMMER INTERN VLOGS



The summer Marketing Interns made vlogs to show an Essex intern's 'day in the life.' Check them out the Essex Industries Youtube!



CFO TODD WALDMAN SELECTED AS A 2023 TITAN 100

The TITAN 100 is a national program that recognizes the top 100 CEO's and C-level executives in a region. Representing both the private and public sectors, these TITANS of Industry demonstrate exceptional leadership, vision, passion, and influence in their field.

Todd says, "My people leadership style is predicated on The Platinum Rule, which is a variation of The Golden Rule, that calls for 'Treating others the way *they* want to be treated.' It's important to recognize everyone as a unique individual, find out what makes them tick, and treat them in a way that will result in getting the most positive and impactful outcome."



VICE PRESIDENT OF MANUFACTURING OPERATIONS

Essex Industries is pleased to announce the promotion of Seth Voelker to Vice President of Manufacturing Operations. As a hands-on leader who takes a simple approach to problems and improvements, Seth has been a driving force in elevating operational excellence within the company.

Seth joined the company in July 2019 as the Continuous Improvement Manager, driving continued refinement throughout the business. He spent the last two years helping Essex acquire and integrate two new companies into their portfolio as the Operations Manager.

Seth has an MBA and a Bachelor of Science in industrial engineering, as well as a Lean Six Sigma Black Belt and Green Belt. His work experience includes leadership roles at Lear Seating, Brunswick Boats, and Visteon, with 23 years in manufacturing.



VICE PRESIDENT OF BUSINESS DEVELOPMENT

Essex Industries is excited to announce the promotion of Corey Waldman to Vice President of Business Development. His experience and commitment make him a valuable addition to our business development team and executive leadership.

Corey joined Essex in 2010, starting in the Sales Department, where he dedicated eight years to growing the liquid oxygen business for both defense and commercial aviation markets. He later transitioned to the Continuous Improvement Department as a Value Stream Analyst, moving on to Manufacturing Operations as a Production Control Manager, overseeing Essex's transition to a new ERP system from the manufacturing perspective. Then, served as an Operations Manager and Site Team Captain at one of Essex's manufacturing plants.

Corey holds an MBA from Washington University in St. Louis, a Certification in Production and Inventory Management from the Association for Supply Chain Management, and is Lean Certified by the University of Kentucky and Toyota Production Systems.



NOTEWORTHY

47 CLUB CLASS OF 2022



This club celebrates our employees who 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 who model great behaviors that help make Essex a great place to work. The club is named after Essex's founding in 1947.

FACILITIES MOVES



Two facilities moved and consolidated into a different building. Seymour joined the Milford facility, and Huntington Beach combined two buildings into a new location. Moves like these can pose challenges, but our teammates ensured a smooth and seamless process.

LOX TRAINING



Essex conducted training at Jacksonville, Florida Air National Guard Base for the LOX (liquid oxygen) mass oxygen distribution system. This training is critical to ensure relief team units are ready to respond during a disaster.

WIM TOUR



Essex hosted a tour for the Women in Manufacturing (WiM) group organized by its Missouri Chapter. The WiM sponsored tour allowed people to see and learn from another local manufacturer while also networking with other professionals. We are proud to be a Corporate Member of WiM to continue building an inclusive work culture while promoting manufacturing.

COMMUNITY INVOLVEMENT



UPCOMING TRADE SHOWS 2024

Apr.

24-26

Quad A Army Aviation Mission Solutions Summit
Denver, CO

Booth #524

Jul.

22-26

Farnborough International Airshow
Farnborough, UK

Hall 3-3031

Aug.

24-27

ACPC Airline Networking Forum
Dallas, TX

Booth TBD



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