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DID YOU KNOW



ESSCO DOES MORE THAN PUMPS

See Page 3 for their work with Fiber Dynamics.

ESSCO
ELECTRIC SERVICE & SALES
A Division of Tencarva Machinery



ANNUAL MANAGER'S MEETING - A SUCCESS

Hilton Garden Inn - Highway 68, Greensboro, NC
April 24-25, 2019

WEDNESDAY, APRIL 24:

President Ed Pearce kicked off the 2019 Manager's Meeting with a meeting overview and a video from Prominent Pumps, a metering pump company represented by Saladin Pump & Equipment and Tencarva in Arkansas. The video was an inspiring example of a company that prioritizes "taking care of each other". Ed encouraged a focus on teamwork and helping each other succeed, citing examples from the video.

Next, Ed Pearce with Dave Dressner, Compliance and Safety Manager, explained EDIC, Elite Distributors Insurance Company, of which Tencarva is not only a policyholder but also a part owner. Tencarva uses EDIC to mitigate insurance costs risk through effective loss control and claim management. Dave Dressner explained JSA, Job Safety Analysis, as well as many safety initiatives taking place around the company. Ed Pearce followed by giving the State of the Company address showing graphs of how the entire company is experiencing significant financial growth, with trends from 2017 to 2019.



Ed Pearce explains the 2017-2018 financials.



Managers watch intently as Eddie Rhyne reviews IFS budget.



Henry Ritchie reviews the Uniguard growth over the last two years.

Henry Ritchie followed with a discussion on the Fabrication and Uniguard departments. He explained Uniguard's remarkable growth in sales outside of the Tencarva footprint, and that the recently expanded production area and new router table, as well as managerial changes have boosted production. Henry indicated that fabrication had experienced a period of decline in activity but that recently things have started looking up. He encouraged the sales team to continue looking for opportunities to sell fabrication services.

Next, Jeff Stack, Continuous Improvement Training Specialist, and Eddie Rhyne, Secretary-Treasurer, reviewed the IFS implementation. Eddie reviewed the financial side of the implementation and assured that we were still running under budget. Jeff Stack discussed the training strategy, displayed the tutorial system, and demonstrated the IFS system with test data.

Jennifer Nordbladh, recently promoted as of April 1st to Human Resources Manager, gave a very entertaining presentation. Jennifer launched onto the stage punctuated with heavy electric guitar music, and then commenced a comedic video of her and JaMeka

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*"Focus on our customers, protect and enhance our brands, invest in our futures & remember our roots."
- Ed Pearce's final message from the 2019 Manager's Meeting*

Price, Human Resources Assistant, performing a counterpoint skit. Jennifer explained the recently implemented EAP, Employee Assistance Program. The EAP program connects any employee with master level clinicians to discuss a large range of life issues at or outside work. She stressed calling for help at 800-327-2251, or online at portal.BHSONline.com, username TENCARVA. "It's a new HR department moving in a new direction," says Jennifer.

Rob Pohlmann, IT Director, gave an update that covered a broad array of topics ranging from network throughput and failover strategy to Cyber Security. He showed the results from February and March of the phishing security test. He handed out stuffed fish-shaped awards to those who did not fall prey to the phishing exercise. After the day ended, the attendees were invited to headquarters for a Pig Pickin' (see pg 3).

THURSDAY, APRIL 25:

The day began with Ed Pearce explaining the Tencarva Stock Purchase plan, followed by Henry Ritchie discussing the current make up of the company's service and repair. Henry showed that the Tencarva Service Department is comprised of 67 mechanics, found in 14 different locations across 8 States, with 7 repair engineers and 12 repair coordinators spanning a range from Chesapeake, VA to Beaumont, Texas - 1,126 miles. He said the service department handled 5,183 repair jobs in 2018 and the repair footprint under Tencarva's roofs (79,050 ft²) is almost 2 acres.

Ron Bowen, Industrial VP, presented recent updates from Xylem Pumps introducing several new pump models, and recent Goulds Pumps news. Ron emphasized that the i-Alert 2 v3 are back on

the shelf and ready to sell! Steve Newsome, VP Industrial Sales, presented an update on Gorman Rupp, SEEPEX, Wilden, John Crane, and Fusion Mixers, showing growth in all areas with new entrant Fusion Fluid Equipment as showing remarkable potential for activity.

Walter Hieber, Marketing Manager, presented an overview of the marketing department's activities since 2018, including a full-year marketing calendar implemented this year. He shared it has saved significant time and money by aggregating bulk printing orders regularly and allowing better time management. After displaying the brochure updates for the industrial, municipal, ESSCO and Uniguard divisions, the presentation was completed by announcing that Jennifer Pacini, Marketing Department Intern, will be hired as full-time Marketing Coordinator on June 1st (see pg 7).

Ed gave encouraging closing remarks and explained nothing we do can change the past, but everything we do can change the future. He urged the company to stay the course, focus on our customers, protect and enhance our brands, invest in our futures and remember our roots. Ed showed examples of recent company enhancements; the IFS implementation, 3 new sales trainees as well as facility improvements, and also the creation of several new positions including a full-time service salesperson, a low pressure sewer specialist and a gear box repair coordinator as examples of the company investing in our future. The Manager's Meeting concluded before lunch, and attendees were thanked for attending. A Stockholders meeting was held shortly thereafter.



Eddie Rhyne demonstrates a graph of the IFS project by phase.



Chris Pirolo, Susan Ingram, Linda Snow, and Rick Walker watch as Ron Bowen discusses ITT Goulds Pumps Updates.



Rob Pohlmann introduces the IT department, names and faces.

CLAY THOMAS AWARD – Recent Clemson Scholarship Winners



In July of 2013 after Clay's death, in memory of Clay Thomas and his love for his alma mater, Clemson University, the Board of Directors of Tencarva Machinery Company established an endowed scholarship in Clay's memory. This endowment is made possible by Tencarva's donation as well as donations from you, his friends and coworkers. An endowed scholarship, the Clay Bryan Thomas '87 Memorial Scholarship Endowment, was created and remains in perpetuity in Clay's honor.

The endowment allows Clemson to provide annual scholarships to scholarship recipients in the College of Engineering and Science.

William Carson Wallace
Major: Computer Science

Matthew Scott Wright
Major: Chemical Engineering

Adeem Sohail Mawani
Major: Computer Science

Jake Wastler
Major: Civil Engineering

SPOTLIGHT ON ESSCO: AWARDED FIBER DYNAMICS PROJECT

If your focus is pumps and process equipment, it's easy to assume that ESSCO's focus is pump controls and enclosures. But ESSCO is so much more than just control panels and drives for pumps, as you will soon learn. ESSCO recently was awarded a very elaborate project by Fiber Dynamics, Inc. of High Point, North Carolina, makers of nonwoven fiber fabrics. This project allowed them to showcase some of the top-notch electrical engineering control design that sets ESSCO apart from the competition. Fiber Dynamics Inc. manufactures nonwoven textiles which are found in hundreds of household items such as diapers, dust masks, filters, wipes, surgical gowns, speaker covers, trunk liners, as well as many others.



"This is a very large project, and it's pushing the boundaries of our facility work space."

Don Benton explains that Fiber Dynamics has been a great customer of ESSCO's for many years. "When they needed to expand and add a new production line, they came to us because we've had successful experience upgrading other process lines in their facility. We were awarded the entire project including providing gear reducers, motors, drives and controls for the whole process line including winders, extruders, heaters and conveyors. This is a very large project, and it's pushing the boundaries of our facility work



space. This is a multi-million-dollar project for our customer. We are very pleased to be a large part of it." It's a very elegant and sophisticated system. The heart of the entire project is a Mitsubishi PLC, which runs the whole process line. The PLC communicates to the system via an Ethernet I/P protocol providing control integration of all the drives, heaters including two HMI (Human Machine Interface) systems which have two 15" screens to allow the graphical control of the entire system. ESSCO developed in house the PLC and HMI programs and will soon commission the entire system during a one week start up process. ESSCO utilized a switchgear manufacturer to provide them the very large panel to house all of the drive and heaters inclusive of the incoming switch gear that powers the whole line. The cabinet lineup is approximately 40 ft. long and 12 ft wide. It has a 4000 amp 460V bus running down the middle of the structure. The complete structure will be UL listed per the customers specifications. ESSCO is honored to be entrusted to provide this critical system to their customer and excited to see it in operation.

2019 PIG PICKIN' IN GREENSBORO

After the Manager's Meeting on Wednesday, April 24th, the participants joined the Greensboro employees for the 2019 Tencarva Pig Pickin'. It was kicked off at 5:30 pm by an opening prayer given by David Lee, Branch Manager, out of the Charleston, S.C. branch. Food was catered by Stanley Farmer of Pin Oak Farm Catering & Events, LLC which included: chopped pork, boiled potatoes, green beans, slaw, pasta salad, and peach cobbler. In addition to the fun, cornhole boards were provided by Todd Corum, Regional Repair Manager in Greensboro. Festivities and fellowship continued until 8:00, and the Manager Meeting resumed Thursday morning.



CUSTOMER SEMINARS



Our customer training seminars have been one of the most effective ways to promote our business. Offered throughout the company, and prominently featured in Lakeland, Florida and Chattanooga, Tennessee, they are well attended by new and seasoned customers from many industries.

IN 2018, OVER 300+ CUSTOMERS ATTENDED AT LEAST ONE OF THE SIX TRAINING SESSIONS.

These attendees included:

- power plant operators
- municipal operation technicians
- phosphate plant mechanics
- chemical plant engineers
- reliability specialists
- coordinators
- project managers
- many others

The curriculum covers a large range of subjects with specific classes dedicated to:

- Vertical Turbine Pumps
- Basic Centrifugal Pumps for Maintenance & Operation
- Centrifugal Pumps - Applications & Engineering
- Positive Displacement Pumps
- Mechanical Seals & Packing, with some variability from year to year.
- Gearbox (Chattanooga seminar)
- Mixer (Chattanooga seminar)
- Vacuum & Blower (Chattanooga seminar)

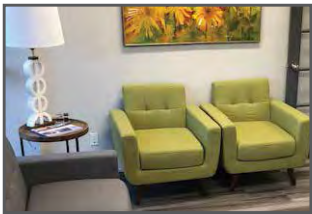
The classes are conducted by sales engineers from many departments and/or visiting vendors, and many product demos are available for hands-on physical interaction. Each attendee is provided with a spiral bound handbook containing the materials covered during the class. At the completion of the class, they are awarded a certificate of completion for attending the class. Many attendees proudly display these certificates in their offices or keep them as proof of continuing education. Attendees also get treated to a facility tour and nice lunch at no charge. These classes are advertised online, by e-mail invitation and by word of mouth. Registration can be done on the SEMINARS registration page on hudsonpump.com for Florida, and tencarva.com for Chattanooga, TN. All registrations are confirmed by phone or an e-mail from Cindy Baxter, or Vickie Coats. Cindy Baxter and Karen Martin (at the Lakeland Office) and Vickie Coats (at the Chattanooga office) are instrumental in handling the registration logistics, promotional gift items, handbooks, award materials, lunch arrangements and scheduling. The new Chattanooga office (see following page) now sits poised and ready to continue their tradition of offering top-notch training and advice to any customer who wishes to take the time to attend. For more information please contact Cindy (cbaxter@tencarva.com) or Karen (kmartin@tencarva.com) in Lakeland, or Vickie (vcoots@tencarva.com).



BUILDING RELOCATIONS

CHATTANOOGA, TN

The new Chattanooga Branch is now up and running. There is approximately 4,000 sq.ft. of office/training space and a 900 sq.ft. warehouse/shop space. Every surface of the office/training space was either replaced or refurbished before the move. This was a long-term project that continued even after the move was made on March 23rd. The last of the work was completed the second week of May. The new space features offices for each of our employees, three restrooms, a large training room with new audio & video equipment, a large kitchen with a buffet counter that will be used to serve lunches to our customers who attend the training seminars, a conference room/library and a nicely decorated reception area. The warehouse/shop space includes a work area with a table and jib crane, bearing press, air compressor & dryer and tool storage along with pallet rack for customer specific inventory and a shipping/receiving area. It also has a loading dock for easy truck access. The new location is only about 2 miles from the old location, so it's still very convenient for all of our employees for their daily commute. The Chattanooga Team is very pleased with the new space and is looking forward to continuing business as usual and hosting our customers in our new Chattanooga Training Center at 4071 S. Access Road - Suite 105 | Chattanooga, TN 37406



SPRINGDALE, ARK

The Springdale office move was completed at the end of May. The new 5400 sq. feet space is more than double the size of their old space. There is plenty of space for future growth and additional sales engineers. The new building has a truck entrance in the front for easier deliveries and load outs. It has a large conference room right off the warehouse that will serve as a great facility for onsite seminars and customer training classes. There is a dedicated, air-conditioned IT equipment room. We are giving the new office a fresh coat of paint. The new address is 1104 Shaver Street, Springdale, AR 72762.



CONFERENCE NEWS



The 2019 FWRC was held April 14-17, 2019 at the Tampa Convention Center, Tampa, Florida.

FWRC is a joint conference of the Florida Section of the American Water Works Association, the Florida Water Environment Association, and the Florida Water and Pollution Control Operators Association.

Tencarva employees in attendance were Larry Strickland, Scott Chosholm, Robert Maxwell, Simon Randall, Mark Alexander, Mike Bitting, Chuck McCaughey, and Walter Hieber. Vendors sharing the booth with the Hudson Municipal team were Xylem - Rusty Simeone, Milton Roy - Brian Mahoney, SmartCover - Greg Hill, Gorman Rupp - Ed Perrey, Waterman - Jose Ramirez, SEEPEX - Bill Martiniere.

Featured product lines displayed at the conference included Gorman Rupp Pumps, SEEPEX, SmartCover Systems, Tsurumi Pump, Moleaer, Crane Pumps & Systems, EGM, Xylem Flygt, Waterman, Shelterworks, Gardner Denver, Fusion Mixers, Deragger and Uniguard Machine Guards. This was the first time Waterman and Moleaer were displayed at the FWRC conference with the Hudson Pump Municipal Team.

IN OTHER CONFERENCE NEWS:



Charlie King, Municipal Sales Engineer in Georgia, took this photo of our booth at the Georgia Rural Water Association Spring Conference which was held May 7-9, 2019 in Jekyll Island, Georgia.

WELCOME OUR NEW HIRES

APRIL 2019

Matthew B Willis, Sales Engineer, Jacksonville
Israel Hernandez Recendes, Uniguard Technician
Jason L Winfrey, Uniguard Technician
Nathan J Wells, Sales Engineer, ESSCO
Christopher J Benson, Sales Support Specialist, Beaumont
Barry R Byrd, Mechanic I, Greensboro
Corey R Turner, ESSCO Shipping/Receiving Clerk

MAY 2019

Raynell Grindstaff, Credit and Collections Assistant, Greensboro
Jonathan R Hull, Sales Engineer Trainee, Greenville, SC
Chase Smith, Mechanic I, Knoxville

PROMOTIONS

Brian Pfile, Branch Manager, Savannah
Jennifer Nordbladh, Human Resources Manager, Greensboro
John Galyean, Uniguard Design Lead
Bryan Quate, Uniguard Production Lead

BABY NEWS

Scarlett Paige Baxter

Born: May 8, 2019
7lbs 8oz, 19in long
Tencarva Parent:
Austin Baxter, Sales Engineer,
Madison, MS



Savannah and Austin recently welcomed a new addition to their family, daughter Scarlett. Best wishes to the new parents!

BABY NEWS

Everly Blake Corum

Born: February 23, 2019
6lbs 14oz, 19.5in long
Tencarva Grandparent:
Todd Corum, Madison, NC



Everly Blake Corum was born to Blake and Taylor Corum. She shares her birthday with her great grandfather. Congratulations!

EMPLOYEE ANNIVERSARIES

30 YEARS:

Bill Lynch, Sales Engineer, Wilmington

25 YEARS:

Charlie King, Branch Manager, Atlanta
Don Jackson, Regional Manager, Greenville, SC

20 YEARS:

Gloria B Rowe, SSS Trainer, Greenville
Catherine D Belk, Sr. Sales Support Specialist, Charlotte
Tom Hegarty, Application Engineer, Municipal East

15 YEARS:

Becky D Burgess, Sales Support Specialist, Jackson
Jodi A Ketchum, Sales Support Specialist, Lakeland
Walter Hieber, Marketing Manager, Greensboro
Ben Stolt, Branch Manager, Knoxville
Gary L Caldwell, Sales Engineer, Knoxville

10 YEARS:

Phil Davis, Repair Coordinator, Greensboro
Joe Paschal, Mechanic II, Greensboro

5 YEARS:

Jody Linthicum, Service Technician, Southern Sales
Shane Warren, Reliability Specialist, Brookhaven
Brent L Fulghum, Sales Engineer, Southern Sales
Whitney N Toups, Application Engineer, Beaumont

1 YEAR:

Chris Sowell, Mechanic I, Memphis
Megan E McKamey, Sales Support Specialist, Knoxville
Jeff Stack, Continuous Improvement/Training Specialist, Greensboro
Andrew D May, Shipping/Receiving Clerk, Macon
JaMeka A Price, Human Resources Assistant, Greensboro
Aaron C Allred, Sales Engineer, ESSCO
Richard S Klepacz, Repair Engineer, Macon
Angell Cox, Credit & Collections Assistant, Greensboro
Sarah G Kephart, Operations Support Specialist, Greensboro

BABY NEWS

Alana Jean Wilmoth

Born: February 23, 2019
7lbs 3oz, 20in long
Tencarva Parent:
Kevin Wilmoth, Repair Manager,
Greensboro



Proud Grandparents Kevin and Lillian Wilmoth, welcomed Alana Jean Wilmoth to the World. Cheyanne Wilmoth is the proud Mother. She shares her middle name with her Great Grandfather. They are enjoying spending time together.

TEAM NEWS

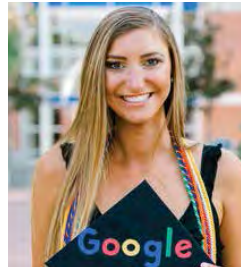
GRADUATE NEWS



Anthony Charles Forcella
Tencarva Parent:
Kimberly Forcella
Sales Support Specialist
Greenville, SC

Anthony graduates from Blue Ridge High School, located in Greer, SC, on June 3rd, 2019. While attending

Blue Ridge High School, Anthony served as the President of the National Honor Society, Vice President of the BETA Club, member of the Blue Ridge High School Honors Concert and Chamber Choirs, and even made the South Carolina Allstate Honors Choir. Anthony is an Honors Student ranking in the top 6% of his class and earned the Palmetto Fellows Scholarship. Through the NHS and BETA Clubs volunteers at Roper Mountain Science Center, Hughes Main Library, Special Olympic Events, Miracle Hill, and Habitat for Humanity. Anthony will be continuing his education at the College of Charleston majoring in Computing In The Arts (CITA.) Congratulations, Anthony!



Sydney Van Dyke
Tencarva Parent:
Chris Van Dyke
Regional Sales Manager
Jacksonville, FL

On May 3rd, 2019, Sydney graduated from the University of Florida - Hough Graduate School of Business with

a Masters of International Business, after graduating Magna Cum Laude with her undergraduate degree in December of 2018. Sydney is a member of the Florida Blue Key, the most prestigious leadership honorary in the state. While at the University of Florida, she was Finance Vice President for the Panhellenic Council, orchestrated the inaugural service day for UF's student body ("Big Event,") and served as Director of Sponsorships for Homecoming and the Gator Growl. Sydney enjoys hanging out with her Kappa Delta sorority sisters, going out on the boat with her dad, and working out at the local Orangetheory Fitness Gym. She will be moving to Austin, Texas in July to begin her career working in sales for Google Cloud. Congratulations, Sydney!



Julia Allen
Tencarva Parent:
Bill Allen
Municipal VP
Nashville

Julia recently graduated Magna Cum Laude from the College of

Architecture Design and Construction at Auburn University with a degree in Building Science. At Auburn she was a member of Kappa Kappa Gamma sorority; Sigma Lambda Chi scholastic honor society which recognizes academic achievement among students in the field of construction management; and an officer in Tiger Splashers who serve as hostesses for the Auburn University Swimming & Diving Teams. She has accepted a job with RC Mathews Contractor in Nashville as a Project Engineer. Congratulations, Julia!



Leah Allen
Tencarva Parent:
Bill Allen
Municipal VP
Nashville

Leah Allen graduated from The Harpeth Hall School on May 27.

At Harpeth Hall, she was a member of Global Scholars and co-editor of the school yearbook. Leah was accepted to the Orfalea School of Business at California Polytechnic State University in San Luis Obispo, California where she will pursue a degree in Finance. Congratulations, Leah!

WELCOME JENNIFER PACINI - MARKETING DEPARTMENT



Left to right; Will Wagoner, Katelyn Wagoner,
Jennifer Pacini, Dylan Wagoner

JENNIFER PACINI graduated May 10th, 2019 from the University of North Carolina at Greensboro, with a Bachelor of Science in Marketing. Jennifer will begin her full time position at Tencarva Greensboro Headquarters as Marketing Coordinator on June 1, 2019. In her spare time Jennifer enjoys boating, tennis, ping-pong, listening to music, and spending time with her friends and family.



1115 Pleasant Ridge Rd, Greensboro, NC 27409

ASHLEY VO BECOMES A CITIZEN

An interesting and unique member of our accounting department in Greensboro, North Carolina, Ashley Vo, General Accountant, became a United States citizen on April 16th. She has been with Tencarva for a total of three years.

Ashley lived in Vietnam until the age of 16 when she realized that she wanted to experience and explore life as an international student in Seattle, Washington. Ashley was part of an early college program and received an associate degree while finishing up her last two years as a high school student at Seattle Community College. After graduation, she transferred to Philadelphia to get her bachelor's degree in finance and accounting. She moved in with her parents two years ago in Greensboro where she finished her degree at the University of North Carolina at Greensboro.

