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DID YOU KNOW

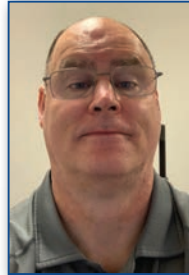


You can buy a "Pump Life" t-shirt in a variety of colors at tencarvastore.com

Lynn Zatt and Nancy Wilson from our Chesapeake, VA location model the ladies' Neon Hot Pink Pump Life t-shirt.



GROWING STRONG AT 25 YEARS



PHILIP (FRED) JONES

If you call the Greensboro office looking for Philip Jones, no one will know who you are talking about. But everyone knows who Fred is (so for this story, he will be Fred too).

It all started when Fred was 30 years old and looking for a new opportunity. After seeing an ad in the paper, he found his new opportunity at Tencarva. For 20 years, he worked in assembly, then moved to repair coordinator for the past five.

Over the years, he has seen Tencarva grow. He remembers back to when they moved in the new building. He never thought they would fill up the empty, echoing building. Now they don't have any space at all.

As for the nickname "Fred": It started about two years after he joined Tencarva, and it stuck big time. Speaking of his coworkers' inspiration, he says, "They thought I looked like Fred Flinstone. I had an uncle named Fred, so I take it as an honor."

He just rolls with it now. When he answers the phone, he says, "This is Philip" but the callers say they want to talk to Fred. Even his wife, Jori, phoned Tencarva to speak to him and was told "no one named Philip works here." So she had to ask for Fred too.

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DAVID KIRKMAN

After graduating from University of North Carolina at Greensboro, David took a temp job at Tencarva while he decided what was next. It wasn't long before he realized that Tencarva was his future. When his supervisor at the time offered David a job as a credit manager, he was eager to take it. "I saw it as a rare opportunity with an excellent company, and I could see that right out of college," David said.

That view remains the same today. "The company has grown significantly through acquisitions and organic growth, but it has always worked to operate with integrity and treat people fairly," David notes about his tenure at Tencarva.

As a credit manager for 21 years, David has developed many invaluable interpersonal skills such as problem-solving, communication and collaboration. It has helped him face different challenges every day.

For the last four years, he has been working as an accounting manager. He says this position still allows him to work as a team with others and solve problems, just in a different way.

Having three teenagers, David has used some of his communication and problem-solving skills at home as well. His son Jonathan, 20, is a sophomore at UNC-Wilmington; daughter, Rebekah, is a freshman at UNC-Chapel Hill and youngest daughter, Emily, is a sophomore in high school. Whenever they are interested, he loves to show them the great outdoors through hiking, mountain biking and kayaking.

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Continued from page 1: Fred Jones

Like many during this summer, Fred worked from home for a few months, but is now back in the office. Now that he is back, he's missing his Frisbee golf group.

You read that right...Fred and his teammates at Tencarva play Frisbee golf at a park nearby. Since COVID, they don't go as much but hope to start again soon. Asked if he is skilled, he says he is experienced "in finding the Frisbee in the woods." He along with six to eight of his colleagues play throughout the year. One time they went out when it was so cold he couldn't hold the Frisbee.

He says it is very good therapy. They can play in less than an hour if they run. If they walk, it takes a little more than an hour.

He says the best therapy is his grandkids, Olivia (2.5 years old) and Jack (6 months) whom he has been able to see during the pandemic. Fred has two sons — one lives in Mooresville with his two grandkids, and the other is in the Army in Columbia, SC.

Looking at the past and what's next for the future, Fred says his "hair is not turning gray—it's turning loose." That seems to sum up his positive outlook and how he is ready for anything.



Left to right: Adam, Natalie, Olivia, Jori, Fred, Kelly, Sam

**CONGRATS
FRED!**

*Enjoy your family
time and your
frisbee time!*



Grandson Jack Jones



Fred earlier in his career at Tencarva

Continued from page 1: David Kirkman

To relax and unwind from it all, David chooses to trek deep into the woods on long backpacking trips to national parks out west. He usually goes on a trip once a year with a good friend but doesn't mind going alone if that's the only option.

David says that it would be a tremendous gift to retire from Tencarva because it is a company comprised of amazing people and committed to operating with integrity and fairness. Then, ideally, he would move to Utah, a place that is right in the middle of a vast number of national parks so he could always be just hours away from a great hike.

**CONGRATS
DAVID!**

*Keep climbing
to your
dreams!*



David and his children Jonathan, Emily, Rebekah



David at Crater Lake National Park, OR

WE ALL MAKE A DIFFERENCE WITH TENCARVA CHARITABLE FOUNDATION

SINCE ITS FOUNDING IN 2001, THE TENCARVA CHARITABLE FOUNDATION has helped hundreds of non-profits through donations of \$500 or more each.

This year each branch was given \$500 to help a non-profit of their choice with a focus on COVID-19 related issues. Our branches chose a wide variety of community needs including hunger, front-line workers, hurricane relief and community centers.

However, the giving doesn't stop there. The Tencarva Charitable Foundation is always seeking suggestions and support for non-profits.

HERE ARE 2 WAYS YOU CAN HELP:

Tell us about your local non-profit: If you have an organization you would like Tencarva to support, let the HR department know (churches, schools, and sports teams are excluded). You can then submit a form describing the organization for approval.

Make a donation: Employees can make a tax-deductible contribution to the Tencarva Charitable Foundation. Your money will support many of your team members' causes as well as many others that make a huge impact in our communities. Ask the HR department about making a donation today.

Each Branch and the non-profits they contributed to in 2020:

- Little Rock, AR Arkansas Food Bank
- Springdale, AR River Valley Regional Food Bank
- El Dorado, AR..... Interfaith Help Services
- Lakeland, FL..... Volunteers in Service to the Elderly
- Jacksonville, FL..... Seamark Ranch
- Cumming, GA No Longer Bound
- Macon, GA Middle Georgia Community Food Bank
- Savannah, GA..... Park Place Outreach
- Madison, MS Stewpot Community Services
- Brookhaven, MS..... Brookhaven Outreach Ministry
- Columbus, MS..... Helping Hands of Columbus
- Charlotte, NC..... Loaves and Fishes
- Greenville, NC..... Community Crossroads Center
- Wilmington, NC..... Hood Shepherd Center
- Columbia, SC Harvest Hope Food Bank

- Greenville, SC Caine Halter YMCA
- Charleston, SC Low Country Food Bank
- Chattanooga, TN ... Chattanooga Area Food Bank
- Johnson City, TN.... Second Harvest Food Bank of Northeast Tennessee
- Alcoa, TN Second Harvest Foodbank of East Tennessee
- Memphis, TN Mid-South Food Bank
- Nashville, TN The Well Outreach
- Beaumont, TX..... Some Other Place
- Norfolk, VA Foodbank of Southeastern Virginia
- Salem, VA..... Salem Food Pantry
- Richmond, VA Chesterfield Food Bank
- Lake Charles, LA Salvation Army Hurricane Relief
- Greensboro, NC..... Provided lunch to employees of Cone Health - Green Valley Campus

TENCARVA CHARITABLE FOUNDATION

THANK YOU LETTERS RECEIVED FROM 2020 DONATIONS.





EVERYONE'S A WANNAMAHER

This year, Tencarva didn't choose just one Wannamaker. EVERYONE WAS A WINNER!

In September, all employees were sent an email explaining how they could redeem their Wannamaker prize of \$300 from Amazon.

The email took many by surprise. So many thought it was a phishing email which 1) says great things about how focused the employees are on their cybersecurity and 2) how well the IT department is doing at making sure our teams stay safe. Thankfully, everything got worked out and everyone was able to enjoy their Wannamaker Award.



Congratulations!

I am proud to announce that YOU are a winner of the 2020 Wannamaker Award. The Wannamaker Award, named after one of the original Tencarva founders, Bill Wannamaker, is presented annually to the employee who has contributed the most to promoting customer satisfaction and appreciation. The number of instances where our employees have gone above and beyond the call of duty in 2020 is voluminous. **ALL OF OUR FULL TIME EMPLOYEES ARE WINNERS THIS YEAR.** Your commitment, flexibility, creativity, and resiliency are remarkable given the challenges we have faced during most of 2020. Tencarva is blessed to have you on our team. Tough times reveal much about organizations and the people within the organization, and the events of the past 6 months have reaffirmed what I have long believed – **OUR TEAM IS UNMATCHED** in the markets we serve.

You are receiving this Amazon e-Gift card as the \$300 cash award customarily given to recognize the annual Wannamaker Award winner. The card can be used on any existing Amazon account. Should you not have access to an Amazon account, one can be created at no charge. If you have any questions concerning the gift card, please contact Eddie Rhyne at extension 1009. Again, congratulations and thank you. I hope you enjoy your prize.

With sincere appreciation,
Ed Pearce, President

\$300.00
Amazon Gift Card



amazon

IN MEMORY

WILMA MILLER

Wilma Miller, Sales Support Specialist, Salem, passed away on Saturday, November 14. Wilma began her career with Tencarva on October 13, 2010, recently celebrating her 10th service anniversary.

Wilma's obituary stated she was a faithful member of First Christian Church, in Salem. She will be remembered as a "caretaker of all," as she was well known for her selfless characteristics.

Wilma is survived by her husband, Isaac "Bud" Miller, III, and a large, loving family. Our thoughts and prayers are with them at this difficult time.



MICROSOFT TEAMS KICK OFF

In 2020, when virtual meetings became the norm, Tencarva was ahead of the game. In late 2019, Adrian Harris (IT Manager, Greensboro) was already looking into Microsoft Teams as a way to streamline and target communication within the company. While the plan was to implement the program in Fall 2020, COVID put the IT Department into overdrive. In early June, Adrian worked with Jody Akers (Systems Administrator, Greensboro) on testing Microsoft Teams. They created training videos and documents customized to Tencarva's needs. By the end of July, they had developed a three-phase implementation plan. In Phase 1, Adrian and Jody created a pilot program in which three branches participated in training and then completed comprehension exercises. Phase 1 received so much positive feedback, they launched the training company-wide. Now Adrian and Jody are working on Phase 2, identifying and creating Core Teams, which they hope to launch in mid-December. By as early as February, Tencarva could be in Phase 3, which will open the company up to even more flexibility and customization of Teams. Adrian is excited about the opportunities Teams presents to Tencarva, including streamlined communication, increased collaboration, and knowledge-sharing among departments.



LIVING THROUGH 2 HURRICANES IN 2 MONTHS

Two Hurricanes pummel Lake Charles, LA and the damage is taking its toll

Living in Lake Charles, LA, Stephen Domingue, Sales Engineer of Saladin Pump and Equipment, has seen his fair share of hurricanes over the years. However, the damage from Hurricane Laura in August caused major devastation in his town.

His house and home office were damaged. A new roof, fencing, and new doors were just a few things on his checklist of items to replace.

Stephen said that Laura, which went from a category 2 to 4 in a matter of hours, sounded like a freight train as it blew by. His wife, Cynthia, and he and their neighbors were lucky in the damage they suffered. However, they were without power for 18 days and the internet was down. Stephen had to drive to a grocery store 20 minutes away to use their internet.

The worst part was not having access to water. "Nothing was open, just the Red Cross for food and water. We were giving the dog bottled water," said Stephen.

Stephen was in good spirits about the clean up effort in late September. Then Hurricane Beta hit them in October. This one-two punch has caused even more destruction.

He lost a metal roof off a 30'x50' shop and had even more water damage to sheetrock and flooring. He has incredible footage of both storms and their damage.



Grand Lake, LA where the eye passed



Capital One building, Lake Charles, LA, damage from Laura

*"2020 can't end soon enough,"
Stephen summed up.
We couldn't agree more.*

2021 OPEN ENROLLMENT: Get Ready! Open Enrollment is coming soon!



2021 Open Enrollment: 12/01/2020 - 12/15/2020

Fall is the season of many changes. Fall is also the time for you to carefully review your health care and supplemental benefits and consider any changes you want to make during the annual open enrollment period. Open enrollment allows you to take charge of your benefits by selecting the options most important to you and your family. There are no carrier or plan design changes for the 2021 year.

The open enrollment period is an opportunity for eligible employees to:

Add, change, or delete health care coverages.	Enroll eligible dependents, including children under the age of 26.	Enroll or make changes to your supplemental plans, such as Long and Short Term Disability and Voluntary Life insurance.
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Due to COVID-19, we will not be doing any onsite open enrollment meetings but will be doing two sessions virtually. We will be offering a new feature during open enrollment where employees can submit questions, view other employee questions, and see the answers, which will be done through the Paylocity portal. Look for more information in the coming days.



TEAM NEWS

EMPLOYEE ANNIVERSARIES

40 YEARS:

Ken Love, *Branch Manager, Johnson City*

30 YEARS:

Lynn Zatt, *Sr. Sales Support Specialist, Chesapeake*

25 YEARS:

Phil Jones, *Repair Coordinator, Greensboro*
David Kirkman, *Accounting Manager, Greensboro*
Robert McAden, *ESSCO Engineering Manager, ESSCO*

20 YEARS:

Bob Cooper, *Sales Engineer, Macon*
Brian Pfile, *Branch Manager, Savannah*

15 YEARS:

Todd Purgason, *Fabrication Manager, Greensboro*
Mack Whitehead, *Mechanic I, Knoxville*

10 YEARS:

Gene Nasworthy, *Machinist, Macon*
Scott Robinson, *Mechanic I, Macon*
Wilma Miller, *Sales Support Specialist, Salem*

5 YEARS:

Dawn Swinson, *Operations Support Specialist, Greensboro*
Jeff Brown, *Mechanic I, Beaumont*
Joel Hammitt, *Sales Support Specialist, Johnson City*
Kristy Garner, *Payables Clerk, Greensboro*
Stephanie Scales, *Receptionist, Nashville*
Sue Kuhne, *Payables Clerk, Greensboro*

1 YEAR:

Bryan Hicks, *Shipping/Receiving Clerk, ESSCO*
Brett Council, *Sales Support Specialist, Wilmington*
Doan Nguyen, *Sales Support Specialist, Municipal East*
Ethan Tate, *Shipping/Receiving Clerk, Memphis*
Fred Elder, *Shipping/Receiving Clerk, Macon*
Grady Saunders, *Repair Engineer, Greensboro*
Harvey Siddon, *Service and Repair Supervisor, Memphis*
Jennifer Craig, *Payables Clerk, Greensboro*
Jim Murphy, *Sales Engineer, Lakeland*
Larry Barrett, *Mechanic I, Greensboro*
Matthew Byrne, *Mechanic I, Lakeland*
Tyler Gresham, *Mechanic I, Charleston*

WELCOME OUR NEW HIRES

FALL 2020

Shannon Boyd
Human Resources Assistant, Greensboro

Spencer Grager
Application Engineer, Greensboro

Robert Hill
Uniguard Technician, Greensboro

Ricky Jones
Mechanic I, BMW

Jared Knight
Service Technician, Southern Sales

Michael McWhirter
Machinist, Beaumont

Jerry Preus
IT Systems Administrator, Greensboro

Steven Wright
IFS Technical Lead, Greensboro

BABY NEWS

NOLAN ALLEN LANGEJANS (NOLAN)

*Born: August 8, 2020,
7 lbs 12 oz, 21 3/4in long*

*Tencarva Grandparent: Melissa Darr
(Accounting Supervisor, Greensboro, NC)
Parents: Colton Langejans and Kailah
Burks, Melissa's daughter*

New parents Kailah and Colton are beyond smitten with their healthy, happy addition. Baby Nolan, named for baseball great Nolan Ryan, melts his Mimi, Melissa, with his sweet smiles and coos. His big "fur-brother", Kilo, may be blind, but so is his love for his new little brother.





WEDDING NEWS



Melissa Bailey (Dangerfield) Married Thomas Dangerfield on August 15th

Melissa Bailey (Dangerfield), Sr. Sales Support Specialist, Nashville Branch, married Thomas Dangerfield on August 15, 2020 in Gatlinburg, TN at a cabin. Melissa and Thomas have known each other since Melissa starting working at Tencarva. Because of COVID-19 and her mother, Wilma, attending from an Assisted Living Facility, they couldn't have many guests. Only Wilma, Emma Jean Wilson, Thomas' mother, Melissa's sister, Renee Iacona, and one close friend attended. Masks were made for attendees to protect them from any possible exposure. A honeymoon is planned for a later date when it is safer to travel.



Sarah Kephart (Bodenheimer) Married Austin Bodenheimer on October 10th

Sarah Kephart, Operations Support Specialist in the Fabrication Department in Greensboro, NC, married Austin Bodenheimer on October 10, 2020 in Grassy Creek, NC. Sarah's father and stepmother, Joseph and Patricia Kephart, live in Irrigon, OR and her mother and stepfather, Christina and Keith Stanley, live in High Point, NC. Austin's parents are Mark and Leigh Bodenheimer of Colfax, NC. Sarah and Austin met in high school and started dating while they were in college. She calls him her best friend and couldn't imagine going through life without him! For their honeymoon, they spent a week in Oak Island, NC and even went skydiving. The couple will reside in Colfax, NC.

FAMILY ACHIEVEMENTS



Alissa Burgess, daughter of Becky Burgess, Sales Support Specialist, Madison, MS, named Miss Madison County Teen USA

Alissa Burgess will represent her community as the recently-crowned Miss Madison County Teen USA. Her mother, Becky, is a Sales Support Specialist in Madison, MS. Becky and her husband Justin are extremely proud of Alissa's accomplishments. Alissa will be involved in different charitable events throughout her reign. She is excited to compete in the Miss Mississippi Teen USA pageant in March of 2021 where she hopes to bring home the Miss Mississippi Teen USA Title. She is 18 and a Senior at Tri-County Academy where she serves as Student Body President and is involved in Mu-Alpha Theta, National Honor Society, FCA Leadership, cheer and basketball.

MILITARY NEWS



MICHAEL SPARKMAN (SPARKY)

Mechanic II, Tencarva Machinery Company, Charleston, SC

Master Sergeant Michael Sparkman (Sparky) retired from the South Carolina Army National Guard with 22 years of military service on September 10, 2020. His military career started in 1979 when he enlisted into the US Navy and served as a cook (MS) on two nuclear submarines, USS Birmingham (SSN 695) a fast attack sub stationed out of Norfolk, VA and the USS John C. Calhoun (SSBN 630) ballistic sub (the ones that go under water and don't come up for a couple of months) stationed out of Charleston, SC. His last activation was early this year when he and his unit were flown to Washington, DC on a C-17 Globemaster to help the DC police and the National Guard protect the nation's monuments.

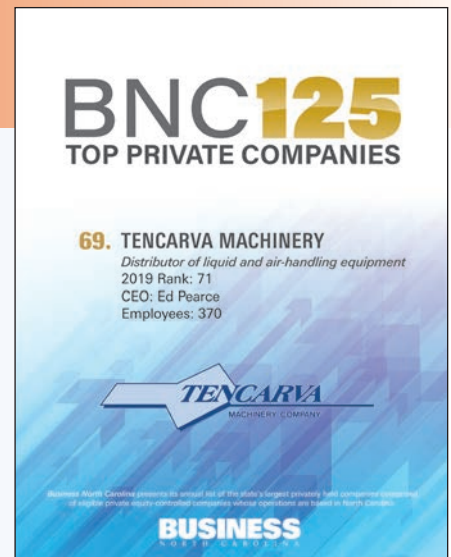


1115 Pleasant Ridge Rd, Greensboro, NC 27409

TENCARVA- RECOGNIZED FOR GROWTH

Multiple publications are noting Tencarva as a company that continues to grow.

- ▶ **INDUSTRIAL DISTRIBUTION**
Big 50 list
*Tencarva: ranked #37 in 2020
(up 2 from #39 in 2019)*
- ▶ **BUSINESS NC**
BNC125
*Tencarva: ranked #69 in 2020
(up 2 from #71 in 2019)*
- ▶ **TRIAD BUSINESS JOURNAL**
Fast 50
*Tencarva: ranked #20 in 2020
(up 15 from #35 in 2019)*



We are glad our
EMPLOYEES ARE PART OF OUR GROWTH
and look forward to what's next in 2021.

