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## JUST FOR FUN



### TENCARVA GETS SPICY!

Tencarva employees brought the heat and captured attention at this summer's conference for the Georgia Association of Water Professionals. The team handed out Jerry's Caj'n Zalt seasoning, brainchild of our own Jeremy Reese, VP of Sales for Florida and Georgia.



## 2021 Wannamaker Award Recipient

Tencarva Greensboro welcomed employees back to campus with style and a surprise. Employees were greeted on their first day in office with a catered picnic lunch from Black Powder Smokehouse from Jamestown, NC. "There was music, the weather was beautiful outside. It was a really good social event, which everyone really needed after the type of year and a half we had," said Jennifer Pacini, *Marketing Coordinator, Tencarva*.



Continuing the festive air, Ed Pearce surprised everyone by handing out the 2021 Wannamaker Award in person to this year's honoree, Michael Bell, *Director of Operations, Tencarva*. The award is presented annually to a Tencarva employee for their commitment to our customers, suppliers, and employees.



Michael is very deserving of the Wannamaker Award and we congratulate him. According to Ed Pearce, "Naming one winner this year was tougher than most, as so many of you have truly displayed the traits of Bill Wannamaker, one of the original Founders of Tencarva for whom the award is named."



Ed addressed the hard work of all employees, company-wide: "Thanks again for all your efforts in 2021. Let's not let up. While we have many external threats to our business success, one of our biggest threats is becoming complacent and assuming the good times will continue. The good times will continue, but only if our collective efforts serving our customers continue."

## ESSCO Takes New Warehouse Space at Tencarva

In November, ESSCO moved from their original location on Sullivan Street in Greensboro to the Tencarva Greensboro main campus, where they have taken over a newly-emptied section of the warehouse. ESSCO built their Sullivan Street warehouse just two blocks from where they were founded in 1955. Tencarva, previously ESSCO's largest client, bought the company in 2010.



*Continued on page 2*



# ANNOUNCEMENTS

## ESSCO (continued)

Don Benton, ESSCO Division Manager, shared some of the factors that weighed into the move. "It's a double-edged sword. We're going to miss our nice facility. But we won't miss the rent. It'll be a cost savings for the company." Beyond the savings, the ESSCO and Tencarva teams expect a boost in productivity and synergy between the groups as they work more closely together.

Henry Ritchie, Executive Vice President at Tencarva Machinery, said, "We do a lot of business between the ESSCO and Tencarva divisions. Having them in the same building makes sharing resources easier. Their panel shop and our fabrication department will be able to work hand in hand."

ESSCO has taken over 1,440 square feet of space that is currently being upgraded to fit their needs. Don said, "They're having to build us a control room where we build control panels in their warehouse, replicating what we have here now. It takes a good bit of space, including overhead lifting capabilities." The control room now accommodates the delicate control panel manufacturing, keeping the temperature and humidity at appropriate levels. New inventory racks have also been installed in the warehouse, along with a second vertical lift module.

Salespeople, support staff, and engineers have now made the move, joining the Tencarva team in the existing office space on campus. Don has been proud of how everyone on both teams has come together. "This has been a big team effort...They're going to teach our staff and we're going to teach their staff. The main benefit is the growth of the company."

A few key players have been integral in making this move happen, including Jeff Johnson and Don Benton from ESSCO, Todd Corum and Michael Bell from Tencarva. Henry celebrated their hard work. "Everybody's done a good job. With all the hurdles you have to go through with COVID and with getting contractors in and out, getting supplies delivered, getting everything scheduled, everybody's really stepped up and done an admirable job to make sure it happened by November."



## 2021 Best Employers

### Tencarva ranks among best in NC

Business North Carolina (BNC) magazine recently named Tencarva one of the state's Best Employers. Tencarva came in 19th place among large employers with 250 or more US employees.

The results are based on a survey of all NC-based employees, including all current, full- and part-time North Carolina employees; from the CEO; partners; all the way to line-level employees, including remote employees.

BNC cited the Wannamaker Award, recognizing employees for outstanding work, fun employee contests, weight loss challenges, internal promotions, raffles and office celebrations. Also recognized were Tencarva's policies of profit sharing, tuition assistance, sustainable practices and more.



Above, L to R: Michael Bell, Walter Hieber, Grady Saunders, Jeff Stack, Susan Ingram, Ed Pearce, Jennifer Nordbladh, Jennifer Pacini, Ron Bowen, Nathan Edens

Left: Ed Pearce enjoying the comical antics of Jeff Stack who attended the award ceremony in colorful bow tie regalia.



# Our Veteran Employees

Recognizing those among us who have served our country

## Southern Sales

Casey Bowman,  
US Army  
Aftermarket Sales

Kelly Criss,  
U.S. Army  
Service Technician

Steve Puskaric,  
US Army  
Project Manager

## El Dorado

Seth Birkeland,  
US Marine Corp  
Sales Support  
Specialist

## ESSCO Greensboro

Donnie Tucker,  
US Air Force  
ESSCO Service  
Technician

Hank Webster,  
US Air Force  
ESSCO Inside  
Sales

## Tencarva Greensboro

Hulin Saunders, US Army  
Mechanic I

Brenda Haynes, US Army  
Sr. Operations Support Specialist

Dwayne Hughes, US Army  
Director of Service

Jim Rivers, US Navy  
Repair Engineer



Casey Bowman



Steve Puskaric



Seth Birkeland



Donnie Tucker



Hank Webster

Dawn Swinson,  
US Navy  
Sr. Operations  
Support Specialist

## Chesapeake

Faron Lewis,  
US Navy  
Mechanic II

## Cumming

Mike Brandt,  
US Navy  
Application  
Engineer

## Charleston

Lynn Shelton,  
US Air Force  
Mechanic I

Michael Sparkman,  
US Army / Navy  
Mechanic II

## Municipal East

Tom Thomas,  
US Navy  
Sales Engineer

## Nashville

Zach Valko,  
US Navy  
Repair Coordinator

## Jacksonville

Collin Schmidt,  
US Army  
Sales Engineer

Chris Van Dyke,  
US Marine  
Regional Manager

## Memphis

Windell McLain,  
US Navy  
Shipping/Receiving Clerk

John Sansom, US Navy  
Sales Support Specialist



Dawn Swinson



Faron Lewis



Tom Thomas



Collin Schmidt



Chris Van Dyke

## Macon

Fred Elder,  
US Marine  
Shipping/Receiving  
Clerk

Dave Herrick,  
US Air Force  
Application  
Engineer  
Manager

## Lakeland

Travis Poling,  
US Air Force  
Sales Engineer

David Alexander,  
US Air Force  
Delivery Driver

Terry Davis,  
US Marine  
Repair Engineer

Stan Duttlinger,  
US Navy  
Repair Coordinator

Jillian Silvernail,  
US Air Force  
Repair Coordinator

## Not pictured:

Kelly Criss  
Dwayne Hughes  
Mike Brandt  
Lynn Shelton  
Michael Sparkman  
Zach Valko  
Windell McLain  
John Sansom  
Fred Elder  
Dave Herrick  
Travis Poling  
Stan Duttlinger



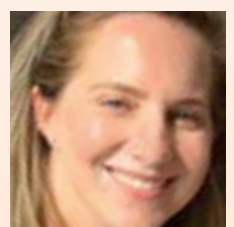
Travis Poling



David Alexander



Terry Davis



Jillian Silvernail



L to R: Brenda Haynes, Hank Webster, Hulin Saunders, Donnie Tucker, Jim Rivers





### Larry Strickland *From the Bottom Rung to Top Seller*

**Larry Strickland, Sales Engineer, Lakeland, FL**, is a humble man. When asked about his 25-year tenure at Tencarva, he isn't quick to mention his rise from the bottom or his long-held sales record. He just keeps mentioning the people who helped him get where he is today.

It started with a truck driver friend who encouraged Larry to check out opportunities at Hudson Pump. He did and started his career on October 26, 1996. Back then, Robert Hudson was in charge, and Larry says Robert saw something in him and fellow newbie Tony DeJesus that he liked. From up the ladder, Robert's guiding hand had the men moving all around the company, learning every aspect. "Tony and I, we had a hunger to prove that while we might not have a college education, we could make this work."

He started in Shipping & Receiving, then moved to Parts. His impressive skills encouraged Robert to move Larry into the Applications department to learn pumps. "Robert had

a vision." That vision carried Larry back and forth between departments. Back in the Applications department, Larry met Collin Schmidt, a sales engineer in Jacksonville, FL. "Collin taught me everything about hydraulics and spent a significant amount of time doing it. My appreciation for him is extremely high for doing that." Under expert tutelage and alongside his hardworking friend, Tony, Larry gained a full working knowledge of all aspects of Hudson Pump.

In 2002, Larry took his knowledge on the road as an outside salesperson. He wasn't sure he was ready, but Robert kept pushing. Larry reminisced on one moment of doubt-turned-frustration: "Robert always let me vent. When we got bought, it was scary. One day, I got aggravated with him, slammed my phone down, stormed out and slammed the door." Larry was on his way to a job interview with another company. Robert caught up to him in the parking lot and tackled him, literally. "You're not going anywhere. You're not leaving. We're going to work through this," he told the young salesman. Larry looks back on this story with thanks.

"[Robert] doesn't know what he did for my career by bear-hugging me in the parking lot that day. If he hadn't done that, I don't know what would have happened. It turned out to be the best thing ever. I'm actually glad it happened. You don't know until you go through it."

*Continued on next page*



*Breanna, Larry, Michelle  
and Jenna*



## LARRY STRICKLAND *(continued)*

Things just kept getting better for Larry. In 2017, he was recognized for bringing in the highest gross profit in the entire company. That record stood for years. Larry still marvels at how far he's come. "I'm not a degreed engineer. I started from the bottom and worked my way up...If it wasn't for Robert Hudson pushing me and opening doors - it was very impressive."



*Larry's daughters, Jenna & Breanna*

Larry has also relied on the support of his wife, Michelle. The couple has been married 30 years this February, but they met back in 1987. One day, a missed school bus led to a chatty car ride together to school, and the rest is history. "We've been together forever." The happy couple have two daughters, Breanna, 17, and Jenna, 15.

Breanna, a senior in high school, is ready to get to college, where she plans to go into the medical field, following her mother's footsteps. Michelle has been a registered nurse since 1994. Jenna, a sophomore in high school, still has time to decide on her career path. Until then, she plays high school soccer and is focused on her grades. Larry brags, "She understands that you can have anything you want, but you have to work for it."

The whole family shares an adventurous spirit. They keep a place in Westgate River Ranch - "The Best Dude Ranch in Florida" - and love to ride Larry's Polaris Razor. "We're big into our vacations. Every year we take a big vacation." A few years ago, Larry took the family to visit his birthplace of Drayton,

England. His father, an American soldier, brought Larry's mother home to the U.S. after a few years of trying to make England work. This year, the Stricklands made another memorable trip by heading West, visiting Salt Lake City, Yellowstone, Olympic Park, the Grand Canyon and more on a marathon road trip spanning 1,700 miles.

Larry has come so far since 1996. From Shipping & Receiving at Hudson Pump to the top of the sales charts across Tencarva, he's done the hard work and put in the hours. But when asked to sum up the last 25 years, he says, "I can't stress enough the relationship I had with Robert Hudson. Without him - Nah. I can't brag about the Hudsons enough." It's just that kind of humility and loyalty that makes Larry the amazing employee he is.



*Larry's Polaris RZR*

## Tom Peaver Retirement

### *25 years of Customer Service & Quality Fabrication*

Tom Peaver was with ESSCO for 25 years. He started in our motor repair facility and transitioned into our panel fabrication group. He left the company for some time to help with a family member in Pennsylvania but was asked to return to ESSCO after his family no longer needed his help.

There is no telling how many panels he personally built. Tom was a very skilled panel builder and had a significant impact on our ability to keep our customer base pleased with our high quality of work. As mentioned in his retirement luncheon, he was a good employee of the company for these many years and a good friend that all will miss.



*Tom at his recent retirement party*



## TEAM NEWS

### EMPLOYEE ANNIVERSARIES

#### 35 YEARS:

**Bill Allen**, Vice President, Southern Sales

**Mike Bitting**, Sr. Project Manager, Lakeland Municipal

#### 30 YEARS:

**Matt Curtis**, Sales Engineer, Charlotte

#### 25 YEARS:

**Paul Gustafson**, Operations Manager, Beaumont

**Larry Strickland**, Sales Engineer, Lakeland

**Ben Hursey**, Repair Coordinator, Macon

#### 15 YEARS:

**Rena Bufkin**, Operations Support Specialist, Brookhaven

**Jacob Mitchell**, Service and Repair Manager, Knoxville

**Rob Moore**, Sales Engineer, Nashville

**Kevin Wilmoth**, Service and Repair Manager, Greensboro  
Equipment Repair

#### 10 YEARS:

**Celeste Burkett**, Sales Support Specialist, Lakeland

**Kim Forcella**, Sales Support Specialist, Greenville, SC

#### 5 YEARS:

**Neil Brooks**, Mechanic I, Greensboro

**John Cox**, IT Helpdesk & Desktop  
Support Manager, Greensboro

**Joseph Darwin**, Sales Engineer, Salem

**Kenny Geoghagan**, Uniguard National Distributor  
Sales Manager, Uniguard

**Todd Noderer**, Sales Engineer, Lakeland

**John Rhyne**, Sales Engineer, Macon

**Shawn Roberts**, Mechanic I, Richmond

**Seth Birkeland**, Sales Support Specialist, El Dorado

**Caleb Carter**, Sales Engineer, Little Rock

#### 1 YEAR:

**Spencer Grager**, Application Engineer, Greensboro

**Bobby Hill**, Uniguard Technician, Uniguard

**Ricky Jones**, Mechanic I, BMW Repair

**Jared Knight**, Service Technician, Southern Sales

**Jerry Preuss**, IT Systems Administrator, Greensboro

**Steven Wright**, IFS Technical Lead, Greensboro

**Matt Geraldson**, Mechanic Trainee, Southern Sales

### PROMOTIONS

**Lamar Scott**, Service & Repair Manager, Brookhaven

**Karen Alexander**, SSS Manager, Lakeland

**Becky Burgess**, SSS Supervisor, Jackson

**Lisa Costello**, SSS Supervisor, Macon

### Welcome Our New Hires

#### FALL 2021

**Jose Damian Alonso**  
Mechanic I  
Greensboro

**Teresa Daniels**  
Sales Support Specialist  
Richmond

**Lori Corbett**  
General Accountant  
Greensboro

**Chad Hamilton**  
Mechanic I  
Macon

**Stan Duttlinger**  
Repair Coordinator  
Lakeland

**Windell McLain**  
Shipping/Receiving Clerk  
Memphis

**Ann Marie Manailovich**  
Shipping/Receiving Clerk  
Lakeland

**Jeff McCroskey**  
Field Service Manager  
Southern Sales

**Kurtis Braun**  
Mechanic I  
Lakeland

**Matt Bath**  
Shipping/Receiving Clerk  
Lakeland

**Gregg Prue**  
Service Technician  
Lakeland

**Matt Altmeyer**  
Sales Support Specialist  
Macon

**Jeremy Newsom**  
Uniguard Technician  
Uniguard

**Frank Rittenhouse**  
Sales Support Specialist  
Jackson

**Malcolm Reitz**  
Machinist  
Macon

**Jeff King**  
Design Engineer  
Greensboro

**Brenda Arellano Romero**  
Operations Support  
Specialist  
ESSCO

**Mark Douglas**  
Machinist  
Brookhaven

**Keith Garrison**  
Operations Support  
Specialist  
Greensboro

**Andrew Heineck**  
Sales Engineer Trainee  
Greensboro

**Jonathon Kelley**  
Machinist  
Brookhaven

**Jeramie Miller**  
Sales Support Specialist  
Richmond

**Garrett Morris**  
Service Technician  
Southern Sales

**Angie Rukab**  
Sales Support Specialist  
Jacksonville

**Noah Gunter**  
Repair Coordinator  
Greensboro

**Phil Davis**, Senior Repair Manager, Brookhaven

**John Marbury**, Regional Repair Manager, Brookhaven

**Dawn Swinson**, Sales Operations Support Specialist,  
Greensboro



## BIRTHS

**Rory Salem** was born on Thursday, the 26th of August, at 4 PM. She weighed 7lb 9oz and was 20in long. **Mom Madelyn McAden, wife of Spencer McAden, Applications Engineer ESSCO**, and baby are healthy and doing great.



## FABRICATION IS GROWING

**Keith Garrison** will be joining the Fabrication and Electrical Group as an Operational Support Specialist in the Greensboro location. Keith has over 20 years of experience of technical knowledge and customer support experience and most recently worked with Johns Plumbing HVAC in a variety of roles for 16 years.



In his free time, he enjoys volunteering with his church and is also a big NASCAR fan. He has been married to his wife Candace for six years and has a 15-year-old daughter named Ella and a 16-month-old son named Owen.

## SUPPORTING OUR COMMUNITIES



**Don Jackson, Regional Manager, Tencarva Greenville and the Greenville, SC Branch** recently sponsored the Run4Life. The goal of the event is "crushing cancer one step at a time." The run honors the legacy of Caine Halter and all those affected by cancer while benefiting the patients and families of Prisma Health Cancer Institute.



**Fred Elder, Shipping & Receiving Clerk, Tencarva Macon**, recently participated in "Hawgs 4 HOPE" motorcycle ride, benefiting Jay's HOPE 4 Kids with Cancer. Riding along with Greg Ely, Engineer Manager at Tencarva Macon, Fred was among 250 bikes and 10 jeeps riding as individuals or with local clubs. Fred rode individually, representing the United States Marine Corps. With the support of many sponsors, including Tencarva partner Grand Industrial Transport, the participants raised over \$38,000 to support local families living with childhood cancer.



1115 Pleasant Ridge Rd, Greensboro, NC 27409

**Tencarva, Leading the Way**



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