

INSIDE THIS ISSUE:



Announcements:
Tencarva in the News **2-3**
Partnering with Waterboys **4**



Employee Highlights:
Retirement and new callings **5**



Team News: **6-7**
News and happenings about our teams and their families



JUST FOR FUN

ALL ABOARD

The sales support staff in Lakeland, FL Hudson Pump team having a little lighthearted fun and showing off how the team jumps into action when the need arises. It's all for one and one for all!



Hudson Pump Growing

West Palm Beach Expands on Expertise and Responsivity

Hudson Pump's expansion into West Palm Beach in South Florida is a strategic move that brings together a team of experts to better serve the industrial and municipal markets in the region. Currently, the team at the South Florida office consists of **Todd Noderer, Sales Engineer, Yossy Mendoza, Sales Support Specialist, Maria Rios, Applications Engineer, and Broderick Williams, Sales Engineer**, each bringing their unique expertise to the table.

Todd Noderer has been noted as a main driving force in the expansion, along with Tony DeJesus, Branch Manager, General Industry, and Jeremy Reese, Vice President. Todd highlights the benefit of this growth: "Our field service crews and shop are based out of Lakeland. To mobilize them takes a lot of money—almost a day's worth of travel to get them on location to perform the work. This previously made us more expensive than local competitors. It's going to be much better as far as getting repair jobs. Our cost will go down. It's really exciting."



L to R: Todd Noderer, Broderick Williams, Yossy Mendoza, and Maria Rios.

Maria Rios has over 20 years of pump industry knowledge, and is excited about the opportunity to contribute to the new office's growth. The South Florida office is a fusion of industrial and municipal teams, allowing for a comprehensive approach to the diverse customer base in the region. Maria shares upcoming plans: "We have a shop that should be up and running in a few months. I think it's going to be good for the customer to feel like the company will be able to respond more quickly."



ANNOUNCEMENTS

Hudson Pump Growing *(continued)*

The new office in West Palm Beach is a strategic addition to the existing locations in Lakeland and Jacksonville, further solidifying Hudson Pump's presence across Florida. This expansion provides a platform for the company to serve customers not only with high-quality pumps and equipment but also repair capabilities and municipal support.

"I'm very excited for what the future could mean for us." Maria continued, "We're all working for the same goal."

Maria believes in the company's vision and is enthusiastic about being part of a team that aims to provide exceptional service and equipment solutions to customers. Having worked for several companies in the industry, Maria recognizes the level of professionalism and approachability that sets Hudson Pump and Tencarva apart overall.

"I'm happy to be part of the team, serving the customers with the same level of professionalism and reliability that the company has been doing for years. I'm very excited for what the future could mean for us." Maria continued, "We're all working for the same goal."

Walter Hieber, Marketing Manager and Recruiting Coordinator, Greensboro, shared his thoughts about the expansion: "Personally, I have a big heart for the West Palm Beach branch as my time at Hudson Pump & Equipment was spent as an Application Engineer over the South Florida territory using my bilingual abilities. I have spoken to Maria and am encouraged by her knowledge and experience. She has an impressive track record, and she will be a very valuable asset to us all. Having a facility in the midst of the South Florida territory will likely bring us a lot of new customers and repair business. It's an exciting time to be part of Hudson Pump & Equipment right now."

Partnering for a Better Planet

Xylem, the parent company of Goulds Water Technology, hosted their Xylem Watermark Channel Partner Week the week of April 23rd, and Tencarva employees were proud to take part in this important cause. This week is a celebration of Xylem's mission to provide and protect safe water resources for communities and educate people about water issues. As a Goulds Water Technology supplier, Tencarva Richmond answered the challenge set forth by Xylem to clean up an outside area. Employees worked together to clean litter from the streets and grounds surrounding their office. Brian Delaney, Regional Manager, Richmond, explained it as, "the Richmond crew doing its part to save the world!" Tencarva is proud to serve our communities in many ways, as individuals and as a group.



Employees from Richmond, VA, Chesapeake, VA, and Greensboro, NC participated in this activity.



Greensboro employees enjoy fellowship.

Grilling Up Some Fun

On April 12, the Greensboro Branch came together to celebrate National Grilled Cheese Day. This growing branch of over 100 employees took this holiday as a chance to engage in fellowship and merriment. "It was a fun opportunity for the company to show appreciation to its employees," said **Jennifer Nordbladh, Human Resources Manager**.

The mood was festive and lighthearted. **Kevin Wilmoth, Service and Repair Manager**, shared the humorous details: "I enjoyed spending time with you all, and having some laughs is always a plus even if it was at the expense of Jennifer's avocado and grapeseed spray that was supposed to be butter."

These social events are an important part of the culture at Tencarva. After plenty of food and camaraderie, **Derrick Edwards, Human Resources Generalist** said, "It's a pleasure working for a company that shows appreciation for the employees."



Tencarva Employees Give Back



Erica Stubblefield, Project Manager, Memphis, TN, is known for being a diligent and capable employee. Since her start with Tencarva in 2004, she's fully integrated herself into the company, as well as her local community. Walter Hieber, Marketing Manager & Recruiting Coordinator shares, "the one thing that makes

Erica so great is that she cares. She cares about what is going on and she pays attention with a keen eye for detail." Nowhere is that more evident than in her work with Asha's Refuge.

Asha's Refuge is a Christian 501c3 non-profit supporting refugees placed in Tennessee by the State Department. It was founded in 2010 by then-Tencarva employee Jamie Jones (nee Koch), now with the organization full time. Erica has served the nonprofit as a board member since 2010 and as treasurer since 2012.

Asylum-seekers face a difficult road to safety. "Most people live 10-12 years in a refugee camp before they get resettled," explains Erica. "The settlement agency gets them a place to live...then just kind of drops them after 90 days." That's where Asha's Refuge steps in. Serving hundreds of people from around the globe annually, the organization partners with local businesses and churches, helping refugees find employment and learn to navigate life in the US.

Erica speaks proudly of the people she helps serve: "They don't want to live off our government. They're hard workers. Getting them the language skills, the job training skills is all very important for them. We have staff that work with them on that."

With over 95% of donations coming from individuals and churches, every contribution to Asha's Refuge goes directly to supporting families in need. "Everything you give them is like you've given them the greatest thing in the world," says Erica. Anyone interested in learning more or supporting their mission can visit ashasrefuge.org.



Josh Jones, Contract Administrator, Southern Sales, was recently recognized as a leader in his community of Hendersonville, TN. Hosted by the local Chamber of Commerce, the annual Men Impacting the Community Awards Banquet is dedicated to encouraging and honoring the men in the community that make the biggest impact throughout the year.

According to the Chamber of Commerce, the criteria for these awards spans attributes such as providing leadership excellence in the public and/or private sectors, sustaining a record of accomplishments and/or contributions to a field of work throughout the scope of his career, exuding leadership and commitment to community well-being and/or high visibility in the community, and/or exhibiting and demonstrating a commitment to the highest ethical standards and professional excellence.

Josh was nominated for and awarded the Non-Profit Impact Award through his nonprofit H.Y.P.E. Mentoring - Helping Young People Excel.

H.Y.P.E. is a 501(c)(3) non-profit organization that has partnered with churches in the Arlington, Rosemark, Millington and Munford areas as a Community Outreach Scholarship Program. Each church that joins with H.Y.P.E. can have one high school graduate receive a new laptop (one laptop per church).

Per their website, "Helping Young People Excel values our youth and strives to give them the needed support in achieving their dreams. Providing a laptop for their first year in college is our contribution in showing them that we value their determination and drive and fully support their academic efforts."

Tencarva is proud to recognize pillars of our communities like Josh. As an employee-owned company, we honor the leaders among us who help improve our branches and the communities around them.

Dress for the Job you Want

Staff at Fischer Process in Loveland, OH adopted a new dress code this past May in honor of their love for Star Wars. May the Fourth, otherwise known as Star Wars Day, gave these fans a chance to recognize director George Lucas' effect on their lives through his art. These Tencarva-based characters (and Applications Engineers) are, left to right, Mandalorian Justin Nichol, X-Wing Pilot Rachel Souders, Clone Trooper CJ Brown, and Darth Vader Benjamin Loren. They look forward to adding to their cast at future celebrations.



MAY THE 4TH BE WITH YOU!



LARGEST ORDER CONTEST

Win a trip to the 2024 Chris Long Foundation/Waterboys Golf Outing



Kevin McGee, Chris Long and Bryan Killian - "Now that's what I call high-quality H2O."

Xylem is partnering once again with the Chris Long Foundation's Waterboys to help families in need get access to clean water.

Chris Long, Superbowl champion and son of Howie Long, launched Waterboys in 2015 with the mission to provide clean, accessible drinking water to communities in need with the help of professional athletes and fans. Over the last 4 years, Xylem's corporate social responsibility program, Watermark, has teamed up with Waterboys to help families in need get access to clean water at no charge to them.

Kevin McGee, Southeast Industrial Market Development Manager at Xylem, has personally participated in four of Watermark's past events with Waterboys. During these events, Watermark and Waterboys volunteers come together not only to provide four separate families with access to clean water, but to also help these families with other needs such as painting a back porch, putting in a flower bed at their home, building a new deck and a pump house, and more - all free of charge.

Last year, the Chris Long Foundation hosted their first Celebrity/Amateur golf event, in which invitees played in the tournament alongside various celebrities. Chris Barron, lead singer of the Spin Doctors, and Ryan Cabrera, singer/songwriter, are just a couple of the celebrities that have been a part of the tournament.

This year, Kevin extended an invitation to Bryan Killian, who booked the largest order (over \$3M) for Tencarva VA/NC/SC since Kevin joined Xylem in August 2022. This event was such a success, Kevin is going to do the same for 2023 - the VA/NC/SC Tencarva salesperson who books the largest order with Xylem (Industrial or Municipal) in 2023 will be Kevin's guest at the 2024 Chris Long/Waterboys Charity Challenge in Charlottesville, VA.



Susan Ingram

24 Years of Service



Susan Ingram, Financial Reporting Manager, Greensboro, recently retired after 24 years at Tencarva. From her hiring in 1999, she witnessed the company's growth and evolution, taking on various roles like Financial Reporting Manager and interim comptroller for several months until Ed Sears was hired. "I was on the team that integrated S2K, and I worked to get us through the last wave of migrations from S2K to IFS, so I was there from S2K's integration to the end," Susan reflects.

Growing up in different locations across the Southeast, Susan found her home in Greensboro. Susan remembers, "Ed Pearce and I were in the same class at Page...He stood a head taller than everyone else." Since all those years ago, Susan has interacted with almost everyone at Tencarva: "Over the course of my tenure...I've worked with everybody. Everybody pulls their weight. I've dealt with people in every single department. And I've seen every single acquisition we've made. It's been cool to see how the company has grown."

Throughout her tenure, Susan believed that positive relationships, earned respect, and genuine care were key to Tencarva's accomplishments: "In order to have success we have to build relationships that cross geography, generations, and personality types. I tried to make those positive relationships." It's clear that while she has a fun retirement ahead of her, Susan will still miss her days at Tencarva. "I feel like I have friends all over that I will call in retirement and say, 'Hey, I happen to be in Little Rock. Can we meet for lunch?' These are relationships I want to keep because I care about these people. It's not been my job; Tencarva has been a family. You care about people when you walk away," she says. She'll clearly be remembered fondly herself. Walter Hieber, Marketing Manager, says, "I have a lot of fun memories with [Susan] including attending many Fast 50 dinners and management meetings over the years. She always brought a colorful and articulate authenticity to everything she did. We will miss her."

Susan's retirement plans are taking her a bit further away than Arkansas. A trip to Costa Rica with her husband to celebrate their anniversary is on the horizon. She also looks forward to spending quality time with her daughters, Jessica O'Dawe in Greensboro and Carmen Lavender in Italy. We wish her safe travels and a well-deserved rest after decades of dedicated service.



Derrick Heard

Moving Forward



Derrick Heard, Sales Engineer, Greensboro, recently left Tencarva not to retire, but rather to take on his next challenge in life: Teaching. Derrick will be missed around the Greensboro office. "You can ask anyone that knows Derrick and they will all agree, he will give you the shirt off his back if you need it," says Walter Hieber, Marketing Manager & Recruiting Coordinator.

Walter continued, "We are going to miss Derrick at Tencarva but his heart is to help pave a great future for young people who need the guidance of a successful mentor and he will be great at it. I spent many long and enlightening conversations with him, and I can attest his heart, which is his greatest strength, is what is leading him to help others as an educator."

Greensboro employees came together to celebrate Derrick and Susan Ingram as they both take their next steps. In June, a farewell BBQ party was held at the branch to wish them both good luck, and say goodbye after years of dedicated service.





TEAM NEWS

EMPLOYEE ANNIVERSARIES

35 YEARS

Tom Thomas, Sales Engineer, Municipal East
Tim Wilson, Service Technician, Southern Sales

30 YEARS

Carl Garofalo, Regional Manager, Macon
Mark Thornton, Assembly Manager, Greensboro
Travis Callis, Aftermarket Sales Manager, Southern Sales
Brandon Mitchell, Repair Coordinator Supervisor, Knoxville

25 YEARS

Will Spencer, Warehouse Manager, Greensboro
Faron Lewis, Mechanic II, Chesapeake
Jeremy Reese, Vice President, Lakeland

20 YEARS

Roger Burna, Application Engineer, Lakeland
David Alexander, Delivery Driver, Lakeland
Adrian Harris, IT Manager, Greensboro
Chris Schuler, Application Engineer, South Florida

15 YEARS

Tony DeJesus, Branch Manager, Lakeland
Veronica Messina, Receptionist, Beaumont
Kenny Graham, Sales Engineer, Southern Sales
George Ceelen, Application Engineer Manager, Greensboro

10 YEARS

Mike Kerr, Sr. Sales Support Specialist, Wilmington
Ellis Pickens, Sales Engineer, Greenville, NC

5 YEARS

Bryan Quate, Uniguard Manager, Greensboro
Megan McKamey, Sales Support Specialist, Knoxville
Jeff Stack, Business Systems Manager, Greensboro
Angell Cox, Credit & Collections Supervisor, Greensboro
Sarah Bodenheimer, Operations Support Specialist Supervisor, Greensboro

1 YEAR

Mike Malone, Service Technician, Southern Sales
Lane Nations, Repair Coordinator, Jackson
Mark Bradley, ESSCO Inside Sales, ESSCO
Harold Hughes, Mechanic II, Lakeland
Danny Fergus, Application Engineer, ESSCO
Scott White, Sales Support Specialist, Macon
Jim Durnell, Fabrication & Electrical Packages Manager, Greensboro

Ron Coleman, Design Engineer, Greensboro
Jonathan O'Neill, Uniguard Technician I, Greensboro
JB Boria Oquendo, Mechanic I, Lakeland
Jeremy Swaney, IT Desktop Support & Telecom Analyst, Greensboro
Jason Cliff, Sales Support Specialist, Wilmington
Hannah Stewart, Sales Support Specialist, Columbia
Jacob Moss, Application Engineer Trainee, Richmond
Sam Edwards, Sales Engineer Trainee, Municipal East
Don Dorey, Technical Sales Support, Lakeland
Meg Cox, Repair Coordinator, Lakeland
Tom Thelen, Mechanic I Trainee, Richmond

NEW HIRES

Chris Atkins, Service Repair Supervisor, Knoxville
Tommy Bittel, Mechanic I, Owensboro
Taty Boria, Sales Support Specialist, Lakeland
James Conley, Machinist, Beaumont
Sarah Flocks, Sales Support Specialist, Springdale
Nick Garner, Mechanic I, Marietta
Daniel Hanes, Sales Engineer Trainee, Greensboro
Kara Holder, Sales Support Specialist, Lakeland
John Houston, Repair Coordinator, Chesapeake
Jake Jarrett, Mechanic I, Memphis
Colin Johns, Shipping / Receiving Clerk, Loveland
Kristin Johnson, Credit & Collections Assistant, Greensboro
Ron Jones, Mechanic I, Greenville, SC
Marcia Moore, Sales Support Specialist, Memphis
Tom Peddicord, Shipping / Receiving Clerk, Loveland
Tricia Rankins, Accounts Payable Lead Analyst, Greensboro
Maria Rios, Application Engineer, Lakeland
Alexander Rivera Narvaez, Mechanic I, Lakeland
John Santos, Mechanic II, Lakeland
Patty Stilwell, Accounts Payable Clerk, Greensboro
Tyler Whitaker, Mechanic I, Columbus

RETIREMENTS

Susan Ingram, Financial Reporting Manager, Greensboro
Darlene Sutton, Shipping / Receiving Clerk, Lakeland



PROMOTIONS

Matt Altmeyer, *Technical Sales Support, Macon*
Tyler Alvarez, *Technical Sales Support, Greenville, SC*
Paul Angelo, *Service & Repair Supervisor, Alcoa*
Don Dorey, *Technical Sales Support, Lakeland*
Kelsey Iker, *Inventory Buyer, Loveland*
Windell McLain, *Repair Coordinator, Memphis*
Paul Nieves, *Repair Coordinator, Lakeland*

Sonya Pierce, *Inventory Buyer, Memphis*
Bryan Quate, *Uniguard Manager, Greensboro*
Rodney Richardson, *Field Service Supervisor, Nashville*
Jillian Silvernail, *Service & Repair Supervisor, Lakeland*
Jeff Stroud, *Service & Repair Supervisor, Greenville, SC*
Casey White, *Service & Repair Supervisor, Columbia*
Matt Wilbanks, *Technical Sales Support, Cumming*

Sonya Pierce recently accepted a promotion to **Inventory Buyer, Memphis, TN** after 23 years at Tencarva. Starting as a Sales Support Specialist (SSS) with no prior knowledge of the industry, she steadily mastered the art of supporting the sales team.



Over the years, Angie Lusk, Repair Coordinator, served as a mentor for Sonya. Angie's expertise and support helped Sonya navigate various challenges and changes in the company. As roles evolved and responsibilities shifted, Sonya found inspiration in Angie's adaptability and willingness to embrace new opportunities.

When Sonya joined Tencarva as an SSS, she had no familiarity with pumps, air compressors, or blowers. The learning curve was steep, but she embraced the challenge with determination. "I had some great trainers in the beginning and still do. I always say I grew up at Tencarva," said Sonya. As she grew more familiar with the industry, her confidence soared. She became a valuable asset to the sales team, handling tasks that allowed the outside salesmen to focus on building and maintaining customer relationships.

Outside of her career at Tencarva, Sonya cherishes her family life. She happily shares that she and husband Jonathan have four adult children whom she finds it hard to think of as kids: Isaac (20), a member of the US Army, Antrez (26), Ariel (29), and Isaiah (19). Her four grandchildren, Ace (1), Amiri (2), Austin (6), and Alexander (8), affectionately refer to her as "GiGi". As her children embark on their own paths, Sonya finds excitement in her promotion, relishing the chance to embark on a new chapter after dedicating decades to her SSS role.

Over the years, Sonya witnessed Tencarva's expansion, with new roles addressing new needs. "In came the role of Inventory Buyer. This is all new," Sonya shared. As an SSS, she already had an awareness of what customers needed. Though the title was new, Sonya had already dabbled in the role as an SSS, collaborating with a colleague to manage inventory needs. With the company's continued growth, the demand for a dedicated Inventory Buyer increased, paving the way for Sonya's promotion.

Sonya looks forward to the challenges and opportunities that come with the role of Inventory Buyer. "Who would have thought after all these years I'd go and do something different? I look forward to it." As she embraces her new role as Inventory Buyer, there's no doubt that Sonya's commitment to excellence will continue to shine, leaving a lasting impact on Tencarva's success and inspiring those around her.

GRADUATIONS



Brenda Haynes, Sr. Operations Support Specialist, Greensboro, celebrated her daughter Rylee's graduation from Randolph Early College High School in Asheboro this May. She concurrently received her high school diploma, A.S, A.A, and a certificate in Criminal Justice.

Rylee will be attending college in Greenville, NC at East Carolina University. There, she will be working towards a major in Biochemistry and a minor in Forensic Science. She hopes to find employment in one of our state's forensic laboratories helping to solve crimes.

SUBMIT STORIES VIA





1115 Pleasant Ridge Rd, Greensboro, NC 27409

AN ONGOING DEDICATION TO SAFETY

Both the Chesapeake and Greensboro offices refreshed their safety skills with Fire Extinguisher Trainings hosted by their local fire departments. The training heated up with live, controlled fires, allowing Tencarva employees to practice the PASS method of using a fire extinguisher: Pull, Aim, Squeeze & Sweep.

