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SUBMIT YOUR TEAM NEWS

Share your good news with **Tencarva**. Submit your family celebration, birth, engagement, marriage, or graduation to be included in a future edition of Tencarva Pipeline.

SUBMIT STORIES VIA



Sales Stars Shine at FPI Awards Dinner

The Fischer Process Industries (FPI) annual sales meeting was held February 23-25 at the office in Loveland, Ohio. Organized and led by **Jeff Chappell, Director of Sales, FPI**, the meeting included a presentation by **Henry Ritchie, Executive Vice President, Tencarva**, on the vision for the Service Group, from its current state to exciting new directions for the future. At a celebratory dinner held at Stone Creek Dining Company in Montgomery, Jeff presented awards to the hardworking team members who exceeded their sales goals, including **Gerry Voellmecke, Dylan Harlow, Kip Plourde, and Julie McCain**. The prized "Sales Engineer of the Year" award went to **Ed Catalano, Sales Engineer, FPI**. **Steve Newsome, VP, Tencarva**, said of the event, "Everyone left with a sense of teamwork and a better understanding of what we need to do as a company to be profitable in the service business."



Jeff Chappell addressing the Fisher sales team with Tencarva Management in attendance



Julie McCain & Jeff Chappell

INSIDE: Recognizing Dedicated Employees Upon their Retirement



Jeff Chappell congratulating Brian Gibson on his retirement



Curt Edwards

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Snow Day Surprise at the Fusion Mixers Factory

“We took away some great memories, increased product knowledge, and the firm belief that future trainings in Michigan should be held in the summer months.”

In January, Sales Engineers from across the Southeast gathered in Whitehall, Michigan for a three-day training at the Fusion Mixers factory. Participants from Virginia, North Carolina, South Carolina, and Florida took a deep-dive into factory operations to enhance their understanding of the product line and strengthen their connection with the Fusion Mixers team.

Orchestrated by John Demski (Fusion Mixers) and Steve Newsome (Tencarva), the training took attendees on a comprehensive tour of the company's recently expanded manufacturing floor. This experience offered a behind-the-scenes look at Fusion Mixers' fabrication capabilities and efficient operational processes, leaving the engineers impressed by the company's dedication to quality and innovation. The insights gained are sure to fuel the success of both sides moving forward.

The training wasn't all work and no play, though. A surprise winter storm threw a curveball into the schedule and added some snow-day fun into the mix. Many of the participants (especially those from the Florida territory) had never experienced a blizzard before. Suddenly, they faced 20 inches of snow and a high of just 14 degrees Fahrenheit. But these engineers turned the unexpected weather into a team-building opportunity. From ice-breakers on a frozen



Andrew Heineck



Ben Toline

lake to coordinating efforts on a giant snowball, the crew found creative ways to connect and share some laughs. **Sales Engineer Andrew Heineck** went all in and even made a snow angel that will likely go down in company history.

Virginia-based **Sales Engineer Ben Toline** aptly sums up the lasting impact of the event: “We took away some great memories, increased product knowledge, and the firm belief that future trainings in Michigan should be held in the summer months.”



(L-R): John Demski (Fusion), Todd Norderer, Chris Matheson, Andrew Heineck, Broderick Williams, Ben Toline, Brian Klinepeter, Ivan Rebollo, Marlie Riddell, Gus Purcell, Rob Wilkie



Christmas in the Warehouse

As 2023 drew to a close, the Greensboro branch celebrated with a Christmas Luncheon on Friday, December 15th. The event welcomed more than 100 staff and retirees for an afternoon of festive cheer and appreciation in the company warehouse.

This was the first time the company had been able to resume its once-annual celebration since 2019. Since then, the team has outgrown the large conference room at the Greensboro branch, which was the typical setting for the event. In order to bring back this much-loved tradition, the group had to get creative. They ended up setting up tables and chairs for a catered banquet in the warehouse.

The luncheon's revival was spearheaded by **Jennifer Nordbladh, Human Resources Manager**, and **Vicki Oliver, Corporate Office Receptionist**. "I felt we needed to start doing them again," Jennifer said. "It's a great time for employees to fellowship with each other and for the company to show its appreciation. Vicki did an amazing job getting the luncheon organized from the food to decorations."

After lunch, a special Christmas Movie Emoji Game added a playful touch to the afternoon, with **Sarah Bodenheimer, Operations Support Specialist Supervisor**, and **Derrick**



Ed Pearce welcomes all the employees for the luncheon.

Edwards, HR Generalist, emerging victorious and taking home the prized poinsettia centerpieces. **Ed Pearce, President**, gave a heartfelt speech, acknowledging the presence of retirees and extending his gratitude to all employees for their dedication and contributions to Tencarva's continued success. The event served as a heartwarming reminder of the importance of camaraderie, appreciation, and shared experiences.

Business & Pleasure in Charleston

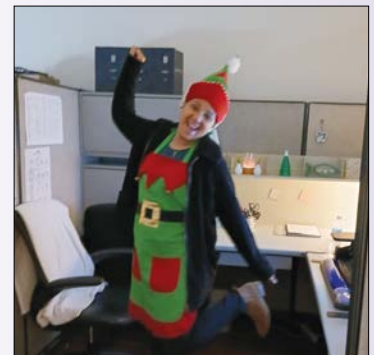
On February 5th and 6th, the **Tencarva Management Team (including Ed Pearce, Steve Newsome, Greg McGehee, Ron Bowen, Bill Allen, Jeremy Reese, Michael Bell, and Henry Ritchie)** enjoyed some Southern hospitality in Charleston, South Carolina. The team met with the company's equity partner, Bessemer Investors (David Barr, Andrew Mendelson, Bohdan Tyshynsky, Andy Kleinlein, and Gabe Trank) for a productive quarterly board meeting held at The French Quarter Inn in the heart of the Historic District. The group celebrated their successful collaboration with dinner at Circa 1886 Restaurant, where team members and spouses sampled some Lowcountry cuisine. Included at the dinner was the **Tencarva Charleston team of Chad Plott, David Lee, Maribeth Blonchek**, and their significant others. The two-day event was a rewarding and enjoyable experience for all, made possible by the vision and coordination of Ed Pearce and Vicki Oliver.

A Fun Take on a Christmas Potluck

The team at Hudson Pump & Equipment, a division of Tencarva, kicked off the holiday season with a festive Chili & Soup Potluck Ugly Christmas Sweater Day on December 7th in Lakeland, Florida. Everyone took advantage of the cooler weather to don their favorite Christmas sweaters and enjoy some chili or soup. The spread included three varieties of chili, stuffed pepper soup, taco soup, veggies, salad, garlic bread, and desserts. While Tony DeJesus's legendary Christmas onesie was dearly missed, Tatiana Boria and Terri Denmark stepped up with their show-stopping ensembles.



Terri Denmark



Tatiana Boria



Brian Gibson

9 Years of Service to Fischer Process Industries

Brian Gibson, Territory Manager/Sales Engineer, Fischer Process Industries recently retired after nine years with the company. Brian joined the Fischer Process team in 2015, just as the company adopted the Goulds Pumps product line. He fondly remembers those early days when the company was buzzing with excitement about the new offering. "It was full-on Goulds, Goulds, Goulds!" Brian said. "A time to push beyond your normal personal and professional boundaries."

During Brian's tenure at the company, Fischer Process continued to expand and excel under the leadership of **Ken Fischer, former President/Owner of Fischer Process Industries (retired 2023)** and **Curt Edwards, former General Manager/VP, Fischer Process Industries (retired 2023)**, both of whom Brian commended for their "grand vision for the growth and future success of the company."

While Brian's own hard work and adaptability pushed him toward new heights in his career, he mentioned the significant influence **Don Lynch, former Industries Territory Manager/Sales Engineer, Fischer Process Industries (retired 2019)** had on his initial years at Fischer Process. Don, who passed away in July of 2023, was a wonderful mentor and friend, and a valued member of the Fischer Process family. Admired for his inspiring confidence and unwavering professionalism, Don was a "power figure" who was both "respected and emulated" by his colleagues, Brian said.

Throughout his time at Fischer Process, Brian's character also garnered the respect of his colleagues, and he was described as a trusted employee and invaluable resource for his customers. As **Jeff Chappell, Director of Sales at Fischer Process Industries**, stated, "Brian is a very bright and humble Sales Engineer. He works hard to understand new concepts and products and does an outstanding job organizing information in a way that...support staff and customers quickly learn and understand."

Throughout his life Brian has been fortunate to have his wife, Alice, by his side. For 33 years, she has encouraged him with her enduring love and constant support for his pursuits, both in and outside the office. Beyond his career, Brian has always enjoyed working with his hands. He's often immersed in restoration projects, exploring his passion for woodworking, or adding to his impressive collection of die cast models. And retirement isn't slowing him down. He's currently lending a helping hand with home renovations for both his daughter, Sarah, and his brother, while also tackling various projects around his own house.

As he embarks on this new chapter, Brian extends his heartfelt gratitude to his colleagues: "I would like to take this time to recognize and thank the many who helped and aided me during my time at Fischer Process Industries. I understand you may say you were just doing your job, but to me, the respect and kindness you displayed will always stay with me. I am forever in your debt."

"Brian is a very bright and humble Sales Engineer. He works hard to understand new concepts and products and does an outstanding job organizing information in a way that...support staff and customers quickly learn and understand."



FPI team congratulating Brian Gibson and Tim O'Neil on their retirements



Jeff Chappell presenting some fishing gear to a retiring Tim O'Neil at FPI



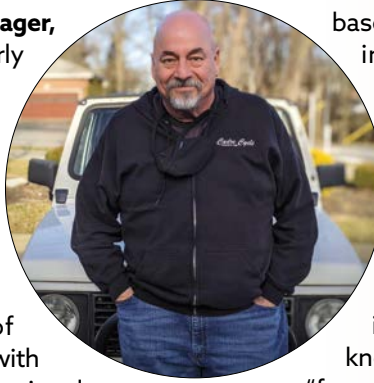
Curt Edwards

47 Years of Dedication to Fischer Process Industries

Curt Edwards, Vice President and General Manager, Fischer Process Industries has retired after nearly 50 years of dedicated service.

Curt joined Fischer Process nearly 50 years ago, when he was recruited as an inside salesperson by **Ken Fischer, former President/Owner of Fischer Process Industries President (retired 2023)**. Back then, Curt remembers the company as a “dynamic group of almost entirely degreed engineers.” The culture of growth fostered a vibrant learning environment with inspiring mentors who encouraged Curt’s professional development. It would not surprise them to hear that Curt would go on to leave his mark on the company, having worked his way to the top and retiring as VP and General Manager.

Throughout his tenure, Curt displayed dedication and leadership, wearing various hats and leaving a lasting impact on the company’s trajectory. He played pivotal roles in establishing a new branch in Louisville, Kentucky and in developing the Valve and Instrument division, expanding both the company’s product offerings and its customer



base. After a brief stint elsewhere, Curt was rehired in 2012 as VP and General Manager. His keen business acumen helped fuel the growth of sales, which increased from \$14 million to more than \$30 million during his decade of leadership.

Curt’s success at Fischer Process is interwoven with cherished relationships. He expresses deep gratitude to Ken Fischer, not just for the initial opportunity but also for the years of shared knowledge, encouragement, and friendship. Ken’s “focus on growth and working smarter...inspired me to work harder,” Curt said. “I will be forever grateful. As I said, I love the man!”

Beyond the office, Curt finds his greatest joy is in his family: his wife, Debbie, three daughters, nine grandchildren, and one great-grandchild. He’s spending his retirement enjoying family time and exploring his passions. He plays the guitar, sings, and dabbles in photography, and he and Debbie both collect vintage motorcycles (though, Curt admits, Debbie owns more motorcycles than he does).



Curt Edwards with some of his grandchildren



EMPLOYEE ANNIVERSARIES

40 YEARS

Debbie Manley, *ESSCO, Purchasing Manager ESSCO*

30 YEARS

Brad Bennett, *Inside Electrical Technician ESSCO*

Thom Newberg, *Sales Engineer, Lakeland*

25 YEARS

Richard Warren, *Sales Engineer, Columbia*

20 YEARS

Brian White, *Sr. Sales Support Specialist, Lakeland*

Casey Bowman, *Aftermarket Sales, Nashville*

Erica Stubblefield, *Project Manager, Municipal West*

15 YEARS

Dwayne Hughes, *Director of Service,
Greensboro*

Anne Marie Falls, *Sr. Sales Support Specialist,
Greensboro*

Rick Graves, *Sr. Sales Support Specialist, Little Rock*

10 YEARS

Jeff Stroud, *Service & Repair Supervisor, Greenville*

Micheal Wyrick, *Service and Repair Supervisor,
Greensboro*

Chelsea Franklin, *Sales Support Specialist, Salem*

5 YEARS

Jose Ramos Correa, *Uniguard Technician I, Uniguard*

Tyler Kosco, *Sales Engineer Richmond*

Joe Sheidy, *Machinist, Lakeland*

Justin Stewart, *Mechanic II BMW*

1 YEAR

Mike Diehl, *Machinist, Owensboro*

Danny Wehr, *Application Engineer, Richmond*

Trey Haselden, *Shipping/Receiving Clerk, Beaumont*

Hudson Roseberry, *IT Desktop Support Analyst,
Greensboro*

Katrina Mahan, *Accountant, Greensboro*

Christian Bailey, *Shipping Receiving Clerk, Macon*

Bill Gates, *IT Network Administrator, Greensboro*

Jeremy Midkiff, *Repair Coordinator, Owensboro*

Michael Underwood, *Sales Engineer Trainee,
Memphis*

Jason Kimble, *Mechanic I, Brookhaven*

Yossy Mendoza, *Sales Support Specialist, South
Florida*

Bob Blakeman, *Machinist, Lakeland*

CJ Brown, *Application Engineer, Loveland*

Greg McGehee, *Chief Financial Officer, Greensboro*

Dan Ederle, *Sales Engineer, Owensboro*

Stephanie Young, *Sales Support Specialist, Lakeland*

Maria Rios, *Application Engineer, Municipal Florida*

Ryan Cockerham, *Assistant Controller, Greensboro*

Ron Jones, *Mechanic I, Greenville, SC*

Tammy Flinchum, *Benefits Administrator, Greensboro*

Taty Boria, *Sales Support Specialist, Lakeland*



NEW HIRES

- Scott Ambrosini**, *Uniguard Technician I, Uniguard*
- Ben Bafford**, *Sales Engineer Trainee, Greensboro*
- Blake Beadles**, *Sales Engineer Trainee, Richmond*
- Colin Boggess**, *Marketing & Recruiting Manager, Knoxville*
- Robbie Bolar**, *Repair Coordinator, Loveland*
- Joey Brookshire**, *Application Engineer, Lakeland*
- Donavin Christensen**, *Shipping Receiving Clerk, Greensboro*
- Tyler Clifford**, *Application Engineer, Greensboro*
- Don Coulter**, *Mechanic II, Beaumont*
- Andrew Getto**, *Sales Engineer Trainee Lakeland*
- Scott Gibson**, *Mechanic I, Beaumont*
- Luke Hamill**, *Mechanic II, Knoxville*
- Garrett Meadows**, *Sales Engineer Trainee, Memphis*
- Terry Starnes II**, *Shipping Receiving Clerk, Memphis*
- Adam Strayhorn**, *Mechanic II, Cumming*
- Mike Walter**, *Service Technician, Lakeland*
- Scott Wonsler**, *Service Technician, Lakeland*

RETIREMENTS

- Steve Geraldson**, *Sales Engineer, Memphis*
- Brian Gibson**, *Sales Engineer, Loveland*
- Tim O'Neil**, *Valve Specialist, Loveland*
- Todd Ritchie**, *Regional Manager, Municipal East*
- Gloria Rowe**, *SSS Supervisor, Greensboro*
- Tom Thomas**, *Sales Engineer, Municipal East*

PROMOTIONS

- David Harbin**, *Service & Repair Manager, Memphis*

ENGAGEMENT

Carter Wagner, Repair Coordinator, Lakeland, FL, recently got engaged on December 22, 2023 to Jeseli Moreno, the daughter of Elicidia Moreno. They have set their sights on exchanging vows in the spring of 2025. Congratulations to the couple as they embark on this journey together and plan their future.



BIRTH

Philip Jones, Field Service Coordinator, Greensboro, NC, welcomed new grandchild, Lainey Dean Jones on November 10, 2023. The healthy baby girl weighed 7 lb.3 oz., measured 19.5 inches, and was born with a full head of hair. She is the fifth generation of women in her mother's family with the middle name Dean.





1115 Pleasant Ridge Rd, Greensboro, NC 27409

ROCKING RED FOR WOMEN

On February 2nd, Tencarva joined a national movement to raise awareness about heart disease, the leading cause of death for women in the United States. The National Wear Red day campaign is led by Go Red For Women, an organization that inspires women to make lifestyle changes, mobilize communities, and shape policies to save lives. **Tammy Flinchum, Benefits Administrator, Greensboro**, coordinated this impactful initiative across Tencarva branches. "This day serves as a reminder of the importance of heart health education, prevention, and early detection," said Tammy. Team members from Greensboro, NC, Loveland, OH, and Memphis, TN, showed their support by sporting red attire and sharing photos. Everyone who participated helped spread the word and make a difference!



(L-R): Eric Weber, Benjamin Loren, Chuck Douglas, Rachel Souders, CJ Brown, Tina Setser, and Chuck Atkinson



(L-R standing): AnneMarie Falls, Jeff Stack, Christina Stanley, John Monroe, Steven Wright, Tom Hegarty, Kelsey Honeycutt, Donna Haire (kneeling)