MGS INK

CEO's Message: February 2026



Hi Team,

I hope your year is off to a great start. February is always an important month for us because it's when we roll out our Annual Goals—something that sets the tone and direction for the entire year. I want to take a moment to walk you through what this means and why it matters.

Every year, as part of our Strategic Planning process, each department builds out goals that line up with our company-wide strategies and our Multi-Period Plan. We keep things grounded in five core focus areas:

- **Get More Work**
- **Make More Money**
- **Improve Our Skills**
- **Improve Our Management**
- **Improve Our Leadership**

From there, each team tailors these focus areas to fit the work they do day-to-day. The end result is a clear, aligned roadmap for the next 12 months—one that helps us keep an eye on current conditions while also driving new improvements across the company. It ensures we're all pushing in the same direction. Below is a snapshot of how the 2026 goals break down across the company:

	Get More Work	Make More Money	Improve Skills	Improve Mgmt	Improve Leadership
Corp	2	4	0	5	8
Retail	10	4	4	6	1
SE Sales	5	6	1	1	1
Eng	3	7	2	4	2
Mfg	10	8	2	5	7
Trans	0	1	0	1	1
Ops	0	10	2	3	4
Total	30	40	11	25	24

This table gives you a feel for where each department is putting its energy this year.

Every team's contribution plays a key role in where we're headed. At the end of each quarter, we'll take time to step back, evaluate our progress, and decide where we stay the course or make adjustments. The goal isn't just to check boxes-it is to make sure we're learning, adapting, and moving the company forward in meaningful ways.

There' a lot of good work already happening behind the scenes, and I'm genuinely excited about what's ahead. Thank you for the effort, teamwork, and dedication you put into making these goals come to life. I'm looking forward to seeing what we accomplish together in 2026.

Andy

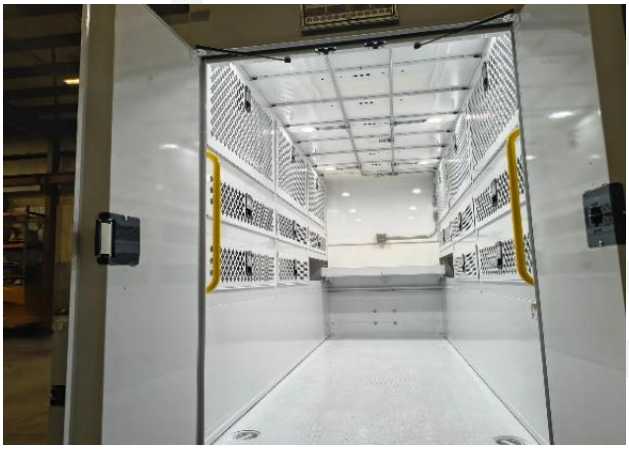
News from UFS

At the end of January, UFS completed the first three units of an exciting new offering: the Transmission Maintenance Trailer. This product pairs a Knapheide body with an MGS-manufactured galvanized chassis, creating a durable and highly functional solution.



Key features include full LED interior lighting, exterior flood lighting, tool cabinet lights, interior storage bins, and a workbench equipped with a 12V electrical outlet. The trailer is rated to haul up to 10,000 lbs. of cargo, making it well-suited for demanding field operations.

More than a year in the making, this project required significant collaboration and dedication from the UFS team. Special thanks to George Dochat, Senior Project Manager for his extensive coordination with Harrisburg Truck Bodies and Knapheide to deliver the project on time and within budget. Thanks as well to Kevin Antol, Outside Sales for managing customer communications and navigating the inspection and acceptance process. Appreciation also goes out to everyone involved in unloading and mounting the bodies-an effort that proved to be a project in itself.





This launch was a true home run for the UFS team, and marketing efforts are already underway to bring this product to additional customers. Thank you to everyone who contributed to the engineering, production, and successful delivery of this new offering.

By Cory McQuate, UFS Division Manager

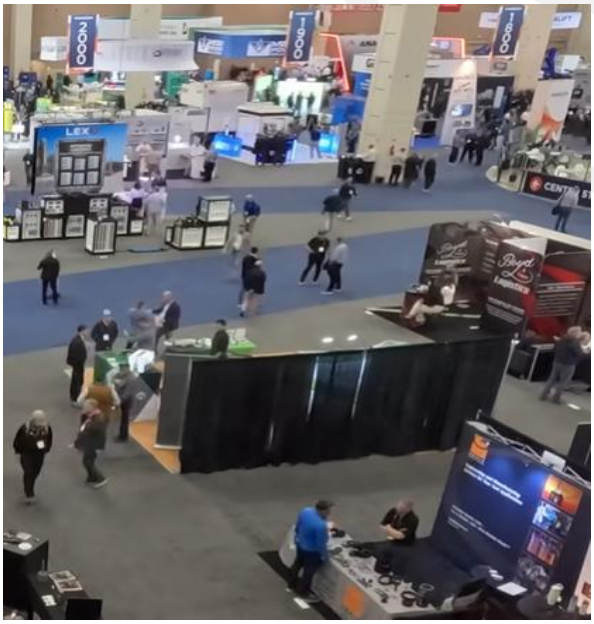
News from OEM

The first few months of each year traditionally kick off the trade show season for OEM, providing valuable opportunities to reconnect with existing customers and, more importantly, to prospect for new ones. In January, Matt Pfautz and Clay Golden represented OEM at the PowerGen Show in San Antonio, TX. Beyond escaping the wintry weather, the event offered access to a wide range of potential customers and key insights into the current needs of the power generation market.

PowerGen is recognized as a premier gathering for power generation professionals, serving as a central hub for networking, business development, and industry innovation. Attendees benefit from a full schedule of technical sessions, networking events, and exhibits featuring the latest technologies driving the industry forward.

PowerGen 2026 welcomed 7,200 registered attendees and showcased more than 475 exhibitors from around the world. Additional updates will follow as we continue evaluating the new customer opportunities identified at the show.

By Clay Golden, OEM Division Manager





Legendary February…





WEAR RED & GET A SNACK!
Women's Heart Health
Feb. 6th



Winter Olympics
Feb. 6th



Feb. 8th



Feb. 11th-16th





Happy Valentine's Day!



Feb. 16th



Feb. 17th



Feb. 18th

Work Anniversaries

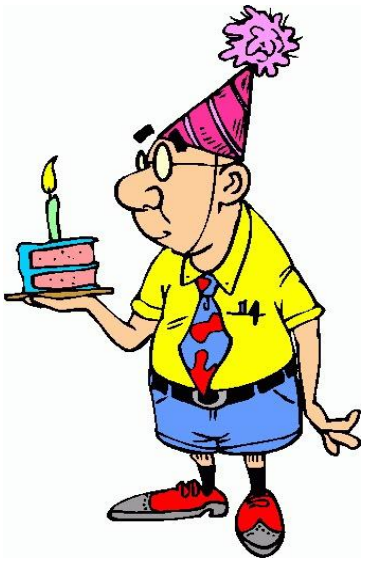
Sean Parrish – 21 years
Steve Ginger – 7 years
Cheyenne Hilton – 4 years
Abigail Romig – 3 years
Tristan Adams – 2 years
Jeramiah Stoughton – 12 years
Jeffrey Klopp – 6 years
Brandon Schweitzer – 4 years
Rachel Alexander – 3 years



THANK YOU FOR YOUR DEDICATED SERVICE!

February Birthdays!

- Forrest Robinson – 7th
- Donald Sweet – 13th
- Brandon Adams – 19th
- John Drips – 23rd
- Eugene Goshert – 10th
- Nathan Monderewicz – 14th
- Mar Witwer – 20th
- Austin Frey – 23rd



New Hire

Adam Daub – Weekend Assembly



Employee Referral Program



We are always looking for top quality talent like YOU to join our team. If you know someone who would be a great fit, refer them and get rewarded! If we hire a quality candidate from your referral you earn **$1000.** Here is a terrific way to do it using social media. Here is an example…

When you follow MGS on Facebook, LinkedIn, or other social applications you may share our job opportunity ads and let others know you enjoy working at MGS and encourage them to apply! For more details contact Human Resource.

Visit mgsincorporated.com/news to know what social media resources we use. We hope you will "follow" and "like" our posts.







PENNSYLVANIA			
PAINT	Painter	3rd Shift	1
	Painter	Weekend	1
	Washbay	Weekend	1
	Coatings Team Leader	3rd Shift	1
WELD	Welder B	1st Shift	1
Operations	HR Assistant	1st Shift	1
COLORADO			
	Service Tech	1st Shift	1

Please contact Human Resources if you are interested in a position.
Employee Referral Bonus now $1000.00

February Safety…



February Safety Focus: Small Habits Prevent Big Injuries

Team – February is a great time to refresh our focus on **everyday safety habits** that protect you, your coworkers, and our workplace.

This Month's Key Safety Reminders:

- **Prevent slips & falls:** Watch for wet/icy areas and keep walkways clear.
- **Use tools safely:** Inspect equipment and never bypass guards.
- **Lift smart:** Use your legs, get help, and use mechanical aids.
- **Stay alert on the floor:** Watch for moving equipment and avoid distractions.

Remember: If something feels unsafe – **stop, fix it, or report it.**



Your awareness makes a difference. Thanks for helping keep **MGS safe, efficient, and strong.**

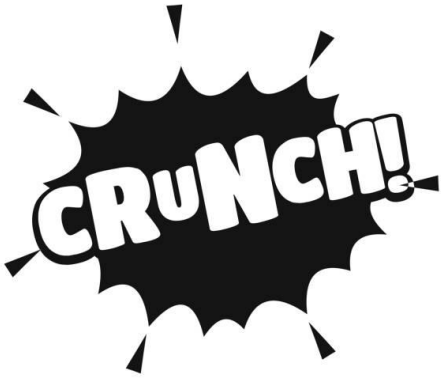
Homemade Winter Snack Recipe Cheese Bacon Nachos Chips

Ingredients:

- ½ Cup Grated Swiss Cheese
- ½ Cup Grated Cheddar Cheese
- 1/8 Cup Bacon

Equipment:

- 1 Baking Sheet
- 1 Parchment Paper
- 1 Scissors





1. Preheat oven to 200C or 390F.
2. Shred both cheeses.
3. Cut bacon into small pieces.
4. Prepare a baking sheet with Parchment paper.
5. Spread all the Swiss cheese.
6. Sprinkle with tiny pieces of bacon.
7. Cover with all the Cheddar Cheese
8. Shape all of it into one big square for easier cutting later.
9. Place it into the oven for approximately 9 minutes.
10. Take it out of the oven and let it cool a bit.
11. Peel the whole sheet and cut with scissors into stripes.
12. Cut each stripe into triangles.
13. Place it on a clean parchment paper (do not use the leftover oil) and broil it for 1-2 minutes to get it crunchy.

Valentine's Day Jokes

1. What did Adam say to Eve on Valentine's Day
2. Why do melons always get married in a church?
3. What kind of flowers do you never give on Valentine's Day?
4. What did the stamp say to the envelope?
5. Did you hear about the two shoes that got engaged?
6. What did the stamp say to the envelope?
7. What's the best thing to say to a coffee lover?
8. Why did the two scientists end up together?
9. Why shouldn't you ask a pastry chef to be your Valentine?
10. What did one piece of toast say to the other?



Answers...

1. "You're the only woman on Earth... no pressure."
2. "Because they cantaloupe!"
3. "A cauliflower."
4. "I'm stuck on you!"
5. "They're sole-mates."
6. "A hug and a quiche."
7. "Words cannot espresso what you mean to me."
8. "They had real chemistry."
9. "He'll dessert you."
10. "You're my butter half."

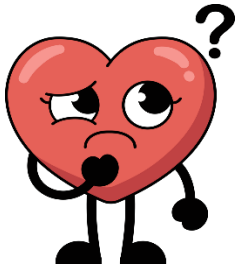
Name: Valentine Trivia

Answer all Valentine's trivia questions correctly and submit your responses to HR by Valentine's Day for a chance to win a T-shirt.

1. What does "XOXO" mean? _____
2. What color roses represent love and what color for friendship? _____
3. What special gift did doctors long ago recommend for people with broken hearts? _____
4. What massively popular website debuted on February 14, 2005? _____
5. Which body part has a unique print just like fingerprints? _____
6. Which lung is smaller to make space for the heart, right or left? _____
7. Which Shakespear play tells the story of two star-crossed lovers? _____
8. Which American city is nicknamed the City of Roses? _____
9. Which gemstone is commonly associated with love and Valentine's Day? _____
10. What is the world's most romantic city? _____
11. What do we call two people who are in love? _____
12. What word means "to curl up comfortably or cozily?" _____
13. What phrase means falling deeply in love instantly? _____
14. Where did the name "Teddy Bear" come from? _____
15. Do men or women typically have faster heartbeats? _____

Bonus questions:

1. What happens when you sneeze? _____
2. How many hearts doe an octopus have? _____
3. What state has a town, Valentines? _____
4. Following Valentine's Day, what is the holiday where the most flowers are sent? _____
5. Who invented the first Valentine's Day candy box? _____



MGS EMPLOYEE BENEFIT HIGHLIGHT

Safety Shoe Reimbursement



Your safety matters to us,right down to your toes!

To help keep you protected on the job, we offer a Safety Shoe Reimbursement Benefit for eligible employees.

What's covered?

- Up to $100 reimbursed once per year
- Shoes **must** meet the ASTM F2413 Safety Footware Standards
- Reimbursement is available starting **after one year** of employment

This benefit is meant to help offset the cost of quality safety footwear that meets your job requirements and keeps you comfortable and protected throughout the workday.

How it works:

1. Purchase steel toe safety shoes
2. Stop by HR or ask your supervisor for a Safety Shoe Reimbursement Form
3. Complete the form and bring your shoes and receipt to HR
4. HR will:
   a. Make a copy of your receipt
   b. Inspect the shoes to confirm they meet safety requirements
5. Once approved, you'll receive reimbursement up to $100



This benefit is just one of the many ways MGS supports our employees.
MGS Inc. | Supporting Our Team Every Step of the Way

How to Opt In or Out of Paperless Tax Form in Paylocity

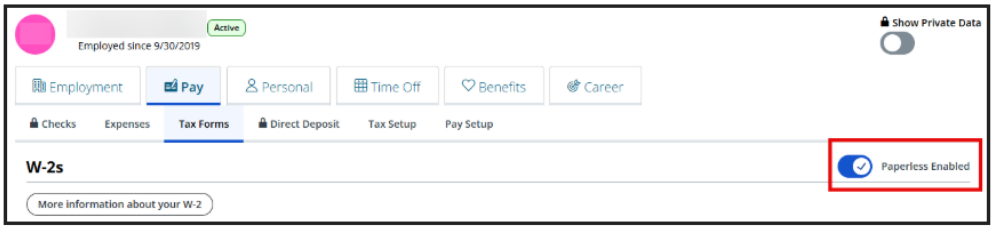
Tax Forms

Users can navigate into the Person Record through Home to enable or disable paperless options.

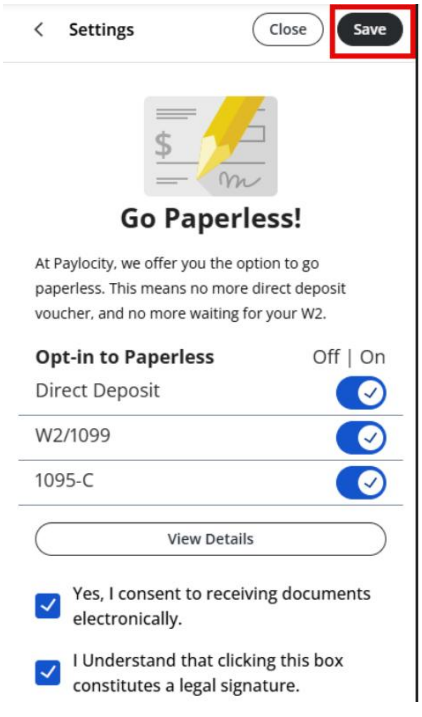
1. Access **Home**.
2. Select the **My Profile** quick action.
   - **NOTE:** If **My Profile** is missing, select the ✎ icon to add it as a Quick Action.



3. Select **Pay**.
4. Select **Tax Forms**.
   - To enable Paperless for W2s/1099s:
     A. Enable or disable the **Paperless Enabled** option to the right of the **W-2**s header.



     B. Enable or disable **Off | On** for **W2/1099**.
     C. If enabling, select **View Details** to review the **Paylocity E-Sign Act Disclosure and Agreement**. This option does not appear when disabling.
     D. If enabling, select the **Yes, I consent to receiving documents electronically** checkbox. This option does not appear when disabling.
     E. If enabling, select the **I understand that clicking this box constitutes my digital signature** checkbox. This option does not appear when disabling.
     F. Select **Save**.





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