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Resources

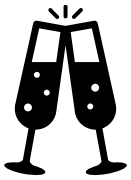
Benefits & Pay Dates.

MGS Incorporated

MGS INK

January | 2025

CEO's Message: Happy New Year!



Hi Team,

I hope you had a chance to relax and recharge over the holidays. As we kick off 2026, I just want to reiterate the message from our annual meeting about what we accomplished together last year. It hasn't been easy; the uncertainty of the tariff environment has made it very difficult on our OEM customers and therefore on us. Our Retail Division was remarkably able to hold their ground. Gains in the Utility and Defense divisions have been able to offset some of the slowdown from our OEM customers. This certainly added challenges to our system, but your hard work and commitment made a real difference.

Looking forward, I'm excited about what's ahead. We should continue to see increases in our Utility Division with Retail and Defense holding steady and the OEM division making a slight comeback. We've got big opportunities to keep improving, innovating, and working smarter. As always, our focus will be on solving problems for our customers. Every idea, every effort counts, and I know this team has what it takes to make it happen.

If I'm reading the Crystall Ball correctly, 2026 will be our best year yet--and I'm grateful to have all of you on this journey.



News from UFS/DMS

By the time you read this, 2026 will be well underway. We're excited for the new challenges this year will bring, and I have no doubt that the MGS team can overcome anything placed in our path through teamwork, camaraderie, and patience.

After spending much of my working life here, I am reminded of just how unique we are. Many companies compete in our market space, but very few can truly match the value we deliver. That value comes from all of you – the MGS family.

With our drive to push the envelope, our dedication to customer satisfaction, and our unwavering focus on quality, MGS is positioned to win in 2026. I look forward to taking.

on the challenges ahead and having a blast doing it together.

By Cory McQuate, DMS Division Manager



News from OEM

Thanks to everyone for the incredible work accomplished in 2025!

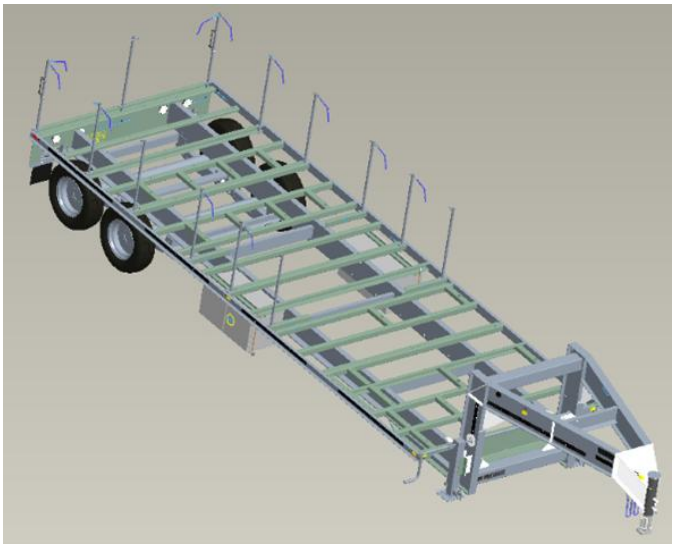
January marks an exciting milestone—we are delivering a trailer that is a true first for MGS. Not because it is a gooseneck or because we mounted customer equipment, but because it's fully galvanized! With all the trailers we have built over the years, this is our first galvanized gooseneck trailer—and the results speak for themselves.

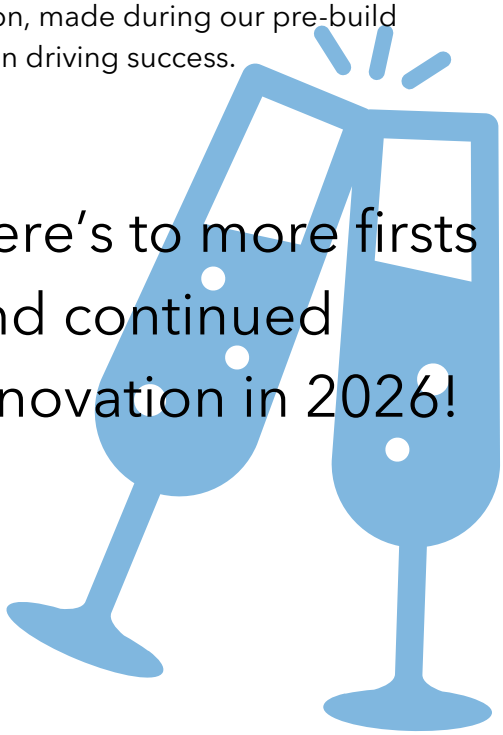




The trailer is not fully complete yet. Our customer, Municipal Maintenance, will add a generator, control panel, and piping to connect the pump and filters for use as a Mobile Backwash system. This unit will clean sediment from pumping stations throughout the Philadelphia and West Chester areas. Stay tuned for additional pictures showing the completed assembly.

Originally, the scope was for one trailer, but once it is in service, we anticipate more will follow. Galvanizing presented unique challenges, getting everything right the first time to avoid rework was critical. With numerous crossmembers supporting equipment underneath, we etched part numbers on every piece to streamline assembly. This decision, made during our pre-build meeting, is a notable example of teamwork and collaboration driving success.





Work Anniversaries

Deborah Grube – 24 years
Matt Sweigart – 11 years
Jason Bennett – 5 years
James King – 3 years
Jon Himes – 3 year
Chase Dunn – 1 year

Shelby Eckman – 18 years
Gaylen Baker – 6 years
Corey Whitman – 3 years
Brent Compton – 3 years
Joseph Turner – 1 year
Eric Folmer – 1 year



THANK YOU FOR YOUR DEDICATED SERVICE!

MGS Welcomes!

We welcome our new hires for the month of December!

For PA

- **Dylan Binkley –** Assembly

For CO

- **Mallorie Hansen** – Press & Shear

January Birthdays!

- Nathen Meador – 1st
- Cynthia Gehman – 12th
- Davion Harris – 12th
- Jon Mummert – 17th
- Matt Sweigart – 20th
- Troy Bender – 23rd
- James Forrest – 25th
- Ambert Zueno – 30th
- Wes Upton – 11th
- Scott Stricker – 12th
- Rachel Alexander – 15th
- Hannah Adams – 18th
- Kenneth Roberts – 22nd
- Evan Wallick – 23rd
- Scott Grumbling – 26th



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.









Current Job Opportunities at MGS

PENNSYLVANIA			
PAINT	Painter	3rd Shift	1
	Coatings Team Leader	3rd Shift	1
WELD	Welder B	1st Shift	2
	Shift Production Supervisor	Weekend	1
Operations	HR Assistant	1st Shift	1
COLORADO			
	Welder C	1st Shift	1

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

Kick off 2026 With A Jump on Wellness!



Join us once again in completing the 2025 MGS Winter Wellness

Starting January 12th, 2026 & Ending February 8th, 2026.

In honor of the **Super Bowl LX** your Winter Challenge is to advance 100 yards in 4 weeks.
Max Yards/Week = 25 (any combination)

Yards/Activity	Challenge	Yards Calculated	Max Yards Available/Week
2	1 Hour Aerobic Exercise	Daily	14
1	4 Cups Water	Daily	7
1	2 Servings Fruits/Vegetables	Daily	7
1	1 Day/Week No Red Meat	Weekly	1
1	Brush your teeth at least 2x a day.	Daily	7
1	6-Hours Sleep	Nightly	7

All participants that finish the challenge with 100 years or more will receive an MGS T-shirt and they will be entered into the drawing to win an MGS Carhartt hoodie!

Informational meeting will be held in the Training Conference Room on Thursday 1/8 and Friday 1/9 at 9am.

It's not too late! Sign up by contacting Emilie at EBarrow@mgsmail.com

Safety…

Winter-proof your workplace – Employee tips



- Focus on your footing
- Walk like a penguin
- Don't use yourcell phone when walking
- Use handrails
- Be aware of changes in walking surfaces
- Free up your hands
- Report unsafe conditions
- Use authorized paths
- Step down off curbs, not out
- Step down not out of car
- Wear appropriate footwear

COLD WEATHER SAFETY TIPS



Wear footwear that has good traction & insulation



Prevent harmful exposure to cold temperatures & physical exertion



Drive like you're driving on ice at all times when the temperature is below freezing

pennsylvania
DEPARTMENT OF LABOR & INDUSTRY

Cozy Winter Snack Recipe Roasted Pumpkin Nachos

Ingredients:

- 4 cups cubed fresh pumpkin or butternut squash (about 1 pound)
- 2 tablespoons olive oil
- ¼ teaspoon salt
- 1/8 teaspoon pepper
- 1 package (13 ounces) tortilla chips
- 1 can (15 ounces) black beans rinsed and drained.
- 1 jar (16 ounces) salsa
- 3 cups shredded Mexican cheese blend.
- Optional toppings: Minced fresh cilantro, sliced green onions and hot pepper sauce.

1. Preheat oven to 400° Place pumpkin in a greased 15x10x1 inch baking pan. Drizzle with oil; sprinkle with salt and pepper. Toss to coat. Roast until tender, 25-30 minutes, stirring occasionally.
2. Reduce oven setting to 350° On a greased 15x10x1 inch baking pan, layer half each of the chips, beans, pumpkin, salsa, and cheese. Repeat layers. Bake until cheese is melted, 8-10 minutes. Add toppings as desired; serve nachos immediately.





EMPLOYEE SPOTLIGHT

Big Applause for a Big Milestone!



We love celebrating the incredible talents and achievements of our team, both inside and outside of work, and this one deserves a standing ovation!

Emily Gehman, MGS's very own Accounting Assistant, is making major waves in the world of opera. This year, she qualified for the prestigious Metropolitan Opera National Council Auditions, a nationwide competition for emerging opera singers. This is her first year applying, and she's already advanced to the District Round, which will take place on January 10th in Denver, Colorado.

Even better, the competition is free and open to the public, giving everyone a chance to experience some of the county's most promising young vocalists live. Winners of the competition earn the opportunity to participate in a two-year residency with the Metropolitan Opera, which is an incredible career milestone.

As if that weren't exciting enough, she also recently signed their first professional opera contract!

In early March, she will be performing a leading role in *Suor Angelica* with Regina Opera in New York City.

We're incredibly proud to have such a passionate, talented individuals as part of the MGS team Please join us in congratulating them on these amazing accomplishments, as we'll be cheering her on every stop of the way!





MGS PA CHRISTMAS PARTY



Lee Grumbling – Won 3 Vacation Days

Brock Snavely – Won $100







Landon Clouser – Won $50

Sam Scicchitano - Won $100





MGS CO CHRISTMAS PARTY







DRAWING WINNERS!

Eric Tharpe - $50
Elle Grande - $100
Eric Folmer - $100
Chris Clark – 3 Days' Vacation







Hello 2026

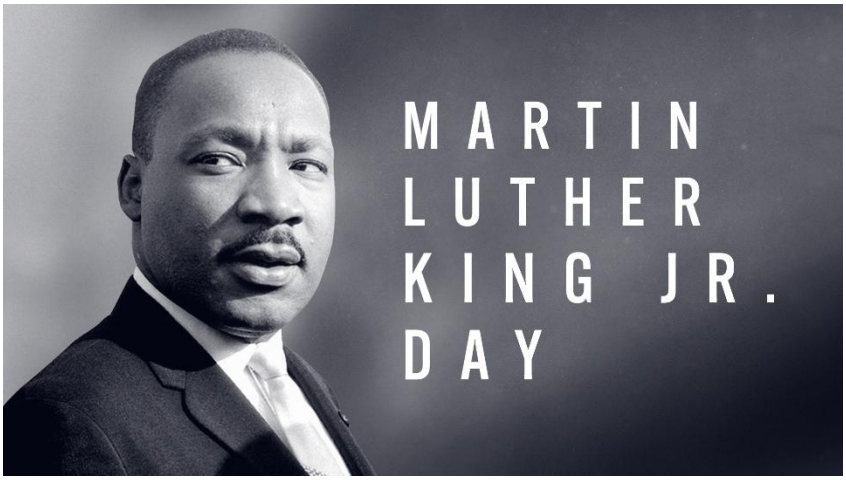


January 6th

Epiphany-marking the arrival of the Magi.

January 19th

Third Monday in January.



MGS EMPLOYEE BENEFIT HIGHLIGHT

Employee Assustance Program - M&S EAP

At MGS, your well-being matters, both at work and at home. That's why we offer an Employee Assistance Program (EAP) through M&S, designed to provide confidential support for life's everyday challenges.

The EAP is 100% confidential and available to all employees and their covered dependents at no cost. Each eligible person has access to up to **four (4)** counseling sessions per person, which can be virtual, face-to-face, or by telephone.



M&S EAP can help with:

- Stress, anxiety, and depression
- Work-life balance concerns
- Relationship and family issues
- Grief and loss
- Substance use concerns
- Financial and legal guidance
- Childcare and eldercare resources
- Crisis support and emotional well-being

NEED SOME HELP?

Contact HR for more details on how to take advantage of this benefit.

Whether you're navigating a difficult moment or simply need someone to talk to, the EAP is a safe and supportive resource where no problem is too big or too small.

Questions or to get started: Call 1-800-543-5080 or visit www.mseap.com

This benefit is just one of the many ways MGS supports our employees.

MGS Inc. | Supporting Our Team Every Step of the Way

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