



3rd Quarter 2024 Company Memo

As we sprint through the 3rd quarter of '24, I'm reminded to stop and take a minute to reflect on how far we've come in the past 12 months. There has been a lot of change including, large scale projects being secured and performed successfully, equipment upgrades and additions to our fleet and great success from a deliberate focus on 2 key initiatives: Project Management Standardization and Operational Efficiencies (with new aspects to come on both of these in the coming months). All while we've been averaging 300+ team members weekly on our payroll the past 4 months. And I'm excited to share that we see that level continuing through the remainder of the year.

They say a rising tide raises all boats and we are extremely grateful for the achievements and growth we've all been able to experience this past 12 months and especially thus far in '24. However, our intentions are to continue making improvements in communications, personal development and education of expectations to achieve the sustainability we are seeking. That sustainability will benefit all of us in that PSC will continue to be a fierce competitor in an ever-competitive environment.

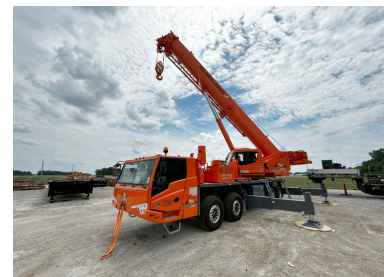
These positives enable us to look further into the future much sooner than we've been able to in the past. Doing so, allows us to prepare more intently, more specifically plan our course of direction and establish execution initiatives in advance to not remain simply reactionary to the whims / waves of the day/week/month. In other words, we better control our destiny.

Thank you all for your continued belief in the leadership at PSC. That is the first step required of any organization or team to building a High-Performance Organization. The pursuit never ends in striving for perfection.

Jim Sever
President & CEO
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Operations - Tom Robinson

The PSC Operations team has been working in earnest to continue progress on organizing communications among the Project Management, Purchasing, Dispatch and Maintenance Teams to ensure PSC can continue to grow efficiently. We have added some key roles at each location over the past several months with the newest team member being Isaac England, who will be assisting with Dispatching in Plain City.



In the past quarter our need for trucks, tools and other

equipment has continued and we have been successful in adding 2 - Trakspoters, 4 - Pickup Trucks, 2 - 7t Forklifts and a 120t Crane to the fleet. We continue to order new equipment for delivery with the next expected additions being 7 more Pickup Trucks, 4 - Tractors, 2 - Forklifts and another Crane to the fleet by the end of the year, not to mention some additional trailers and always more tooling.



New Tadano added last quarter

Tom Robinson
Operations Mgr.
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Isaac England, Dispatcher



Fresh paint and logo for the Oshkosh

Admin/Finance - Francis Harris

Thank you to all team members for your awesome dedication and care exhibited over the first half of 2024 to improve the overall quality of our service to customers, our safety and our success.

Our project month-end information and the speed in which it is delivered to Accounting continues to improve which leads to better reporting. Thank you to all for your cooperation and especially our leaders! A combined team of Operations, Project Management and Accounting is working to improve our software, which, in turn, is expected to lead to more immediate information in the hands of our field leaders.

It is more and more important to follow our IT security rules. Pay careful attention to the information sent by Rob Woehrmyer, IT Manager. Your actions are key to preventing a breach of our information security. If you are not sure of our current rules, please reach out to your supervisor.

Let's finish out the year safely!



Nestle Purina Crew - Batavia

Safety - Jeff Martin

The Safety department has grown this year to accommodate the additional workload and our large projects. Thomas Thurston and Don Kremer are currently handling the field safety activities, while Ted Tylicki (Honda MAP), Geoffrey Huit and Didier "DD" Mathelier (Google NBY) and Josh Rider (Nestle' Purina) are leading safety at our project sites. Megan Smart has also returned to assist in a Safety Administration role.

We have had some challenges as our workload has substantially increased. We have brought on many new team members to fill our manpower needs in the field, some of which are new to the trades. I am asking for everyone's help by looking out for our new teammates and providing guidance.

As we move into the second half of the year, I continue to push the three elements that will assist us in reducing incidents: SLOW DOWN, STOP, CHECK and DOUBLE CHECK. Each of our incidents this year could have been

Francis Harris
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prevented had we followed these three things. Looking forward to a safe completion of the year.

Jeff Martin
Safety Director
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Sales & Marketing - Jake Borchers

I wanted to provide a brief recap to 2024 and what we have to look forward to. We've seen incredible growth thus far in 2024 thanks to everyone's collective effort. The additional growth has come from three areas; Milford- Nestle Purina equipment install, Piqua- Honda electric vehicle transition, Plain City- data center construction. All three have its unique challenges and the field team has successfully navigated these project demands in addition to the traditional accounts that we care for and want to maintain. This is a massive undertaking to scale up our business to execute safely and profitably. Peeling back these projects, our core work is still at a level consistent with previous years so again, kudos to everyone's performance from front office to branch operations, to field management and execution. Better yet, the backlog is still strong for the balance of the year and we are beginning to book projects for 2025 so we need to be prepared to continue at this pace. As they say, the best is yet to come.

On the marketing side, you should have seen an uptick in social media postings and recognition this year. Wendell Adams was hired in January to lead all of our marketing content, communications, and events. In addition, Wendell is actively working on new advertisements, brochures, and other marketing collateral. He needs your help with job photos and snapshot summaries to build a backlog of experience to share with new clients. Please continue to like, share, and comment on our social media pages. Wendell has a couple big projects he is working on. Keep your eyes out for some exciting changes coming at the end of this year!

Jake Borchers
Business Development Mgr.
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If you have any recommendations, feedback to any of the topics presented please reach out to Jim or any of the other emails included in the memo

PSC Core Beliefs:

- We love our customers and team members
- Safety is vital to everyone's success, significance, and legacy

- We plan our work and work our plan
- We never stop learning



The 2024 Company Picnic at King's Island was a huge success. More team members and their families attended this year than in years past. Thanks to everyone who came out!



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