

PSC CONNECTIONS

1st Quarter, 2025 | The PSC Crane & Rigging Quarterly Newsletter for Team Members

As we strive to build out and provide you with valid content through a more relevant Quarterly Memo, I'm excited to share we will be engaging our Sr. Mgrs. more fully this year in conveying what is taking place in their respectful areas of influence. Additionally, we have come up with a name for the Quarterly, Memo - "PSC CONNECTIONS."

Why CONNECTIONS? When you think about what it is that PSC Crane & Rigging does, it is truly about the CONNECTIONS made. Whether it be with chains, shackles, slings, binders or chokers, we make CONNECTIONS to rig, lift or move the many diverse objects our clients need relocated, serviced, removed or installed. Or the fact that none of these services would be provided without the trusted CONNECTIONS made by our Team Members interactions with clients, vendors and the many other professionals we have gotten to know and continue to meet over our now 92-year history. Further, in order to have a strong team who will strive day-in and day-out to not only perform their work safely and responsibly but who truly cares for one another as fellow humans, CONNECTIONS must be deeper than just "the work." In essence it is a two-way CONNECTION:

"We Care and You Matter"

In other words, with our team members' existing skills and their willingness to believe in PSC's expectations while embracing its cultural aspirations and professionalism, the CONNECTIONS are endless. Everything we do—our behaviors, attitudes, actions, skills, training, and communication—will determine whether those CONNECTIONS continue to hold, bind, and strengthen over time.

So, I hope you have a clear understanding of the purpose of this Quarterly Memo and its title: "PSC CONNECTIONS"

Jim Sever
President & CEO
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A Message from the COO: *Repeat, Refine, Define*

This past year, we've completed some of the largest and most challenging projects yet. From handling complex lifts to meeting tight deadlines, your teamwork and problem-solving have been nothing short of remarkable. I'm proud to say we've strengthened our reputation as industry leaders.

As we kick off the first quarter of 2025, I want to take a moment to thank our team, clients, and partners for the successes we achieved last year. Your dedication and trust fuels our momentum. As we move forward, I'd like to share a guiding framework we'll focus on this year: Repeat, Refine, Define.

Repeat what works. Our safety protocols, customer service excellence, and efficient project execution have earned us our reputation, often referred to as "The Gold Standard." We'll stay committed to these proven practices, while striving to exceed expectations.

Refine our processes. While PSC has seen great success, there is always room for improvement. By identifying opportunities to streamline operations, enhance training and leverage new technologies, we'll maintain our edge in this dynamic industry.

Define our future. The crane and rigging sector continues to evolve, and so must we. This year, we'll further define what "The Gold Standard" actually means so we can further differentiate ourselves from the competition, while maintaining a competitive edge. This in turn will result in

long term, controlled growth and continued sustainability for our company. We as a team must remain agile, with the ability to adapt to new innovative technology. We will continue to pursue new markets and solutions to further expand our capabilities and clientele base.

Looking ahead, safety remains our top priority. With new projects on the horizon and our company's safety performance at the forefront, let's continue to uphold the highest standards, look out for one another and maintain the 100/0 culture. I encourage everyone to participate in upcoming safety training sessions and share feedback on how we can improve. Your voice matters and is a key to our success.

We sincerely appreciate your commitment, resilience, and the pride you take in your work. Let's approach 2025 with focus and determination. By working together and embracing this framework, I'm confident we'll achieve new heights. Thank you for being part of our journey and most importantly a part of The PSC Family.

Randy Sever
COO
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OPERATIONS

The PSC Operations Team has been very active and working hard in finishing 2024 and moving into 2025 with a renewed sense of purpose and an active and engaged team focused on bringing quality and efficiency into the new year. We would like to take a moment to share our appreciation for the teamwork throughout PSC that was crucial in our pursuit of record labor hours, record capital spend and record performance throughout the last year. We truly "love our customers and our Team Members".



The Ops team has been blessed to have brought on experienced and positive members in 2024 including: Jeffrey Melville (Milford Dispatcher), Phil Collins (Plain City Tool Crib), Isaac England (Plain City Dispatcher) and Rob Siple (Milford Tool Crib). The addition of these Team Members has brought depth to our effort to serve the Field Team and the rest of PSC.

The upcoming year is full of opportunities for growth, items that we have already ordered or secured since our last update include a new 45t Boom Truck, new pickup trucks for Field Team Leaders (due mid-2025), and new pickup trucks for Project Managers (due mid-2025). These large items and the daily tool and equipment purchases will help PSC maintain a workforce that is best in the business.

Tom Robinson
Operations Mgr.
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SAFETY

Looking back on 2024, it was a year of both successes and areas for potential improvement. With a drastic increase in workload and labor hours, it allows for a greater number of situations for incidents to occur. Although, we want to be incident free, the key to making the best out of these incidents, is to learn from them. By analyzing what occurred



FRONT OFFICE FOUR - Meet The Team

Using nearly 21 years of combined tenure with PSC to ensure internal efficiency and accuracy for a better PSC.

Ashley Young - Accounts Payable Manager

Ashley's responsibilities include new vendor set-up and credit applications, the invoicing approval process (document imaging), vendor payments, and management of the AMEX Gold account.

LeighAnna Harrod – Controller

LeighAnna resides in Rossburg, OH with her husband and two kids. She oversees all of PSC's accounting functions and financial reporting, but is best-known to the team for processing payroll. When LeighAnna started in 2012, the weekly payroll average was 75 team members. In 2024, the payroll count peaked at 412!

Megan Conway – Accounting, E&J Fabricators and Other Entities

Megan has been a fundamental part of the accounting team for the past five years with a focus on E&J Fabricators, LLC and other entities. With a keen eye for detail and numbers, she ensures everything runs smoothly behind the scenes. Outside of work, she enjoys gardening and raising dogs, bringing a nurturing touch to both her professional and personal life.

Melissa Horsley – Accounting & Administrative Assistant

Melissa is a proud Tipp City resident. She's been married for 20 years with three daughters and a grandson. When she's not managing family life, she's glued to sports, especially soccer and football. At work,

and why, we can move forward by implementing new strategies, process and corrective actions. This goes along with our PSC Belief, "We Never Stop Learning".

PSC was awarded the Trade Partner of the Month in December at Google CLB. Additionally, the Foreman of that Crew, Clint Zimmerman, was recognized as the Frontline Leader of the Year. Truly shows that our customers recognize the positive things we are doing and the professional way we conduct ourselves.

As we move into 2025, we can reduce the number of incidents by slowing down, eliminating shortcuts, and by Planning our Work & Working our Plan.

Jeff Martin

Safety Director

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she handles travel pay, accounts receivable, and union fringes – tackling it all with a smile. She enjoys time with family and the occasional extra cup of coffee.

LeighAnna Harrod
Controller
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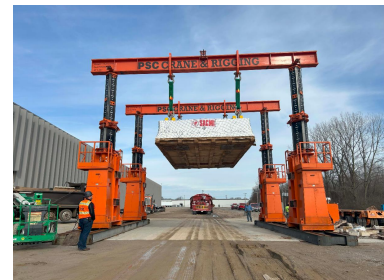


ESTIMATING

The estimating department was recently awarded two unique projects going into 2025. The first project involves the rigging, unloading, and placing of heavy components for a press at a new customer's facility in Xenia, Ohio. The customer was looking for a rigging contractor with a solution to their difficult challenge. The challenge involved standing upright and setting in place two (2) vertical press frames with a weight of 340,000 lbs. each. This project was an excellent opportunity for PSC to display our depth in engineering solutions and our approach was ultimately what helped us secure the work. The second project involves the rigging and placing of yet another tunnel boring machine in the greater Cleveland, Ohio area. Again, PSC's engineered solutions were on display as this will be the largest single lift PSC has performed to date. The overall weight of the assembled tunnel boring machine will be 1,600,000 lbs. Our team's knowledge and our experience from past projects were two of the leading factors that helped us secure the project. The project in Xenia, Ohio is scheduled to be performed in late February 2025 and the tunnel boring machine is scheduled to be performed in March 2025.

Adam DeBrosse
Senior Estimating Manager
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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 this memo.



- 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.



PSC ANNUAL LEADERSHIP WORKSHOP
Saturday, Feb. 22, 2025
Carillon Historic Park - Eichelberger Pavilion

This year, we're proud to feature keynote speakers Randy Gravitt and Ryan Hawk, who will inspire and challenge us to grow as individuals and as a team.



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