

As we approach the end of 2024, I've been reflecting on the past 10.5 months. What a remarkable year we have had! I'm incredibly proud of our team! The most impactful difference this year over past years has been the genuine care and concern you have shown for each other coupled with the ownership of your realm of influence within the company. This has truly enabled our success in 2024 and sets PSC up for even greater achievements in 2025.

A more intense effort to plan out, manage and monitor our projects (daily and weekly) has elevated our exposure to many new large clients and projects. We have truly, "Raised the Bar!" Your efforts and commitment, have garnered many recognitions; from safety performance to client communicated professionalism of our field crews further increasing opportunities to secure.

PSC's reputation is key to our future. Every action, interaction, behavior and response matters. Our intention to prove our team members need believed in, invested in, cared for and recognized for their great work will continue. I'm excited to announce Kristina (Kris) Ropos will join us in December as our Director of Talent Management helping us grow as a Learning Organization at all levels. Kris will lead the creation of training/development materials, structuring/facilitating training efforts and building a digital Knowledge Management System (KMS) tailored to PSC.

Thank you all for an outstanding 2024. Let's embrace the opportunities 2025 will bring!
One Team / One Family / One PSC

Jim Sever
President & CEO
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Operations - Tom Robinson

The PSC Operations team has been hard at work adding tooling, equipment and most importantly labor resources as we head into the busy 4th quarter of 2024. Over the past 3 months we have added some key equipment items with the largest, most exciting being a new Liebherr LTM 1300-6.2 360t All Terrain Crane. Along with the new crane we added 4 new Kenworth T880 tractors and 6 semi trailers. We have received 7 pickup trucks in the past few weeks and expect 2 more brand new 7t forklifts in the coming weeks. The Ops team is busy gathering and dispersing tooling for the many jobs PSC is engaged in for the rest of the year. Our average daily labor count has risen from 184 in Quarter 2 to 208 in Quarter 3 and 233 so far in Quarter 4. We are thankful for the hard work of our Dispatch, Tool Crib and Purchasing personnel for adapting for this continued growth and are excited for what opportunity 2025 will bring.



New trucks ready for the road.



During this period of wall to wall activity we hope that we are meeting all the needs of our PSC Team Members and have a lot of work to stay on top of, so your continued teamwork and patience is very much appreciated. We will continue to work our hardest to make sure we are doing our part in bringing PSC's 2024 to a Safe and successful close.

Tom Robinson

Operations Mgr.

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Platinum Sponsor at the DRMA Trap Shoot

Admin/Finance - Francis Harris

Thank you all for continuing to perform at a high level during this last quarter. The trust our customers continue to have in PSC is a testament to your efforts to perform safely, accurately and on-time. It's great to see us living that corporate value of 'we love our customers and team members'. Let's complete the year strong and have a safe start in 2025!

Thank you for submitting your job information timely to the Accounting team and for minding our email security protocols. Always reach out to LeighAnna Harrod, Megan Conway, Ashley Young and Melissa Horsley with Accounting questions and to Rob Woehrmyer for IT support.

Wishing you and your families a great holiday season!

Francis Harris

Vice President & CFO

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PSC crews recently received Contractor of the Month and Crew of the Quarter at two long-term projects.

Safety - Jeff Martin

When we think of safety, we often tend to focus on the incidents and injuries that occur, but there is also many positives going on in the safety world for PSC. Due to the exemplary safety record we have had, due to all of your contributions, we continue to be recognized by not only our customers, but also various industry associations. We have accumulated a host of safety awards in 2024.

We have earned the SC&RA's Crane and Rigging Safety Award, along with their Crane and Rigging Safety Improvement Award. The Dayton Area Chamber of Commerce has awarded PSC with the Gold Auman Award for Excellence in Safety. Next month, we will be accepting the Builder's Exchange of Central Ohio's Safety Achievement Award at their annual meeting. It speaks very highly of the team we have and the diligent efforts made towards being safe in our offices, shops and at customer sites.

Looking forward to closing out the year in a safe manner, but it will take your continued focus and application of best practices to achieve this. One final reminder if we Slow Down, Stop, and Check & Double Check, we should be able to avoid most all incidents.

Jeff Martin

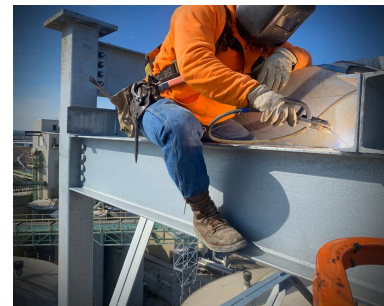
Sales & Marketing - Jake Borchers

PSC has continued to see strong sales growth above our plan in the 3rd quarter this year. I'm certain the field and non-field teams are seeing the increase. Thank you for your continued efforts in meeting this demand. The same projects mentioned last quarter; Nestle, Honda, and data centers, continue to set the foundation for our business while both existing and new accounts continue to produce quality opportunities. Ryan Scheib and the estimators mentioned stronger than normal demand given all the new leads they are seeing. The 2025 forecast is being determined now and looking at our known backlog and reviewing the market data, we are positioned to have similar success next year. All of our training and key learnings from new clients must be memorialized so that we can build upon that knowledge gained. PSC has recently hired a new salesperson to continue to grow our Cincinnati and Dayton area markets. Please welcome Adam Hewitt to the team as you see him in the office and out in the field.

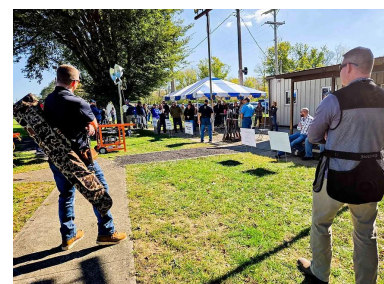
The marketing team, under Wendell Adams direction, has been hard at work coordinating the apparel orders, holiday parties, social media, video and drone footage, and new print graphics. I'm excited to announce PSC plans to launch a new website early next year so we will be needing everyone's help with job photos and snapshot summaries to build a backlog of experience to share. Look for more to come from Wendell. I would appreciate everyone cooperation in this endeavor. Lastly, and most importantly thank you all for going above and beyond this year from extra hours, effort, and a safety-first focus.

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 this 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



The 2024 Holiday Party is coming up! Mark your calendars for November 24 from 1-4 pm.

- We never stop learning

There will be three locations to choose from. You and one adult guest are invited. Just pick which location you wish to attend. Food and beverages provided.

Please RSVP by November 15th Using this link:
Holiday Party RSVP



PSC Crane & Rigging | 4243 W Us Route 36 | Piqua, OH 45356 US

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