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SALUTE TO INDUSTRY

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VESTIL MANUFACTURING

All of Vestil Manufacturing's employees – all 450 or so of them – gathered under one roof for the annual company picnic on Aug. 13. The photo was taken in Vestil's new plant being built on Pokagon

Trail in Angola. It will become fifth plant for Vestil and its affiliates and subsidiaries.

Celebrating under one roof

Vestil picnic in newest factory under construction

BY MIKE MARTURELLO
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ANGOLA — It's amazing what a difference some 40-plus years can make.

On the eve of the one-year anniversary of the death of Ralph Trine, co-founder of Vestil Manufacturing, one of Steuben County's largest employers, his partner

in life and business, co-founder and wife Sheri Trine recalled the early days in Angola and how difficult it was getting their business off the ground after moving here from Michigan.

The company celebrated its success with a company picnic on Aug. 13 in its fifth building currently under construction on

Pokagon Trail in Angola Industrial Growth industrial park. For the first time in 20 years, said Vice President Brian Boyd, the company was able to have one company picnic under one roof instead of the many picnics under many roofs to celebrate the 450 people who make up Vestil and its affiliates and subsidiaries.

But this is not the way it all started for the manufacturer and distributor of industrial material handling equipment that was the first industrial company to build in Angola Industrial Growth.

"This morning I sat there. And I remembered when we first moved here and we had our first building. Ralph came home on a Friday night, or actually, I was working at Vestil, too, and he was down, and I said, 'Honey, what's wrong?' And he said, 'Sheri, I don't know how to tell you this, but we can't meet payroll that we just sent out. And so all weekend he was down, and he said, 'Pray

for a good Monday.' And Monday came, and we had the money. And he was so proud and so happy, and that only happened one other time. And other than that, we were on our way. And thank all of you, and we send our love. Thank you," Sheri Trine said.

Vestil started out as T&S Equipment, the company founded by Ralph's father, Don, in 1958. Due to a friendlier business climate in Indiana, the company was moved to Angola and the home of Tri-State University (now Trine) and previously Tri-State College, where Ralph had received his degree.

After those humble beginnings, the company grew and continued to build in Angola. Most recently, Vestil started construction of another facility last fall. And with the building not complete, but far enough, the large open space was perfect for a company picnic.

"So first off, I want to thank all of you. That's what this is about. It's an



MIKE MARTURELLO

Sheri Trine shares a smile while awaiting the start of the Vestil Manufacturing's annual picnic held with all 450 employees under one roof in Angola.

appreciation luncheon for you guys," Boyd said. "Obviously, it's been at least 20 years since we've been able to have an event where we could get everybody in

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Vestil in the industry...

Vestil Manufacturing Company is an industry leader in the production and distribution of material handling equipment. We feature over 1,000 different product lines, many of which are in stock and ready for immediate shipment. We stand behind our products with experts that listen to our customers in order to find the best possible solution for their application. We are continually delivering value to the industry by engineering new designs and products that increase productivity, improve workplace ergonomics, and decrease worker injury. Vestil products are manufactured by utilizing a state-of-the-art machine shop, 3 Trumpf and 1 Mazak sheet metal lasers, Mazak tube laser, BLM tube laser, over 100 steel and aluminum MIG welders, 6 robotic welders, Messer CNC double-headed plasma cutting center with bevel cutting capabilities, Messer CNC plasma table, Schroeder dual direction steel sheet metal folder, 6 press brakes, 2 Accurshear shears, 2 Haas CNC lathes, 3 Haas CNC machine centers, 4 Behringer CNC band saws, 2 CNC pipe benders, automated small package shipping line, and a standalone warehouse management system. Vestil and all of its affiliates and subsidiaries is expanding! Set to add approximately 120,000 square feet of operational space, that will enable Vestil to meet increasing demand, particularly for its plastic product lines. With the installation of advanced rotational molding equipment and a larger, highly skilled workforce, Vestil is positioned to serve customers better and to continue leading in the industrial product marketplace.

Vestil in the community...

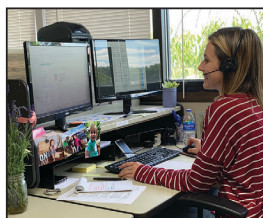
Vestil also prides itself on providing the best possible employee experience! We're proud of our amazing team of specialists that have worked through the uncertainty of the last few years to bring us to our highest sales volume in history! The diversity of our product line is no match for the diversity of our workforce. We employ welders, machinists, maintenance specialists, fork truck operators, painters, powder coaters, assemblers, packagers, shippers, IT specialists, over 30 engineers, customer service representatives, AND MORE! Our compensation and benefits packages are top-of-the-line as is our safety program. Our team represents communities from Indiana, Ohio, and Michigan and Vestil is proud to support non-profit organizations and events throughout those areas. If you're looking for a product to improve safety and efficiency in your workplace, we've got it! If you're looking for one of the highest-rated workplaces in northeast Indiana, we've got that too!



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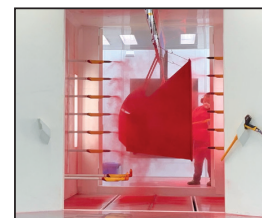
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Getting Ready for Your First Day

BY GREEN SHOOT MEDIA

How to Start a New Job With Confidence

The first day at a new job brings a mix of excitement and nerves. You want to make a good impression, learn the ropes and start building strong relationships — but without feeling overwhelmed. With a little preparation, you can walk in feeling confident and ready to succeed.

Do Your Homework

Before you arrive, revisit the basics. Review the company's mission, recent news, your job description and the names of your new team members if you have them. Make sure you know the logistics: what time to arrive, where to go, who to ask for and what to bring.

If you haven't already, confirm details with your new manager or HR contact. Double-check your tech setup if you're starting remotely. Knowing what to expect helps calm nerves and shows you're taking the opportunity seriously.

Start With a Positive Mindset

You won't master everything on day one, and that's OK. Focus on being open, observant and engaged. Introduce



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yourself with a smile, ask thoughtful questions and take notes when you can. People understand that new employees are learning — your attitude matters more than your performance on day one.

Try to remember names, but don't stress if it takes

time. Showing genuine interest in your coworkers and their roles helps build rapport early.

Set Yourself Up for a Strong Start

Ask about expectations for your first week. Knowing what's most

important to your manager can help you prioritize and avoid feeling pulled in too many directions.

If you're given downtime, use it wisely — read company materials, explore internal tools or get familiar with the team structure. These small steps

show initiative and help you feel more in control.

Your first day sets the tone, but it doesn't define your whole job. Be yourself, stay curious and give yourself grace as you adjust. You've already landed the role — now it's time to grow into it.

VESTIL

FROM PAGE 2

one building at one time. It's been brought up almost every year that we do the lunches at the different plants, but logistics, you know, didn't work out. But last year, when we were talking about it, we said, 'hey, we're going to have a big building next summer. Don't know what stage of completion it'll be, but we might be able to make it

work. So it took a lot of coordination, and lot of people helped out."

Food was provided by local vendors, Sutton's Deli, Lakeside Farms and Rooted Vegan, and to accommodate everyone to be able to sit down for lunch, tables upon tables were rented from Land Of Lakes Lions.

"I just know how proud Ralph would be to see the outstanding bunch of great people making all of this possible. That's you. I can't thank you enough for being

part of this Vestil family. I know what it would mean to him," Sheri said.

There were a lot of "wow" factors mentioned by those who shared words of appreciation.

Ken Schneider, the senior vice president who was lured to the company by Ralph, spoke about the successes of the company and shared a special gift to employees.

"How big is the company? And you get these numbers from the

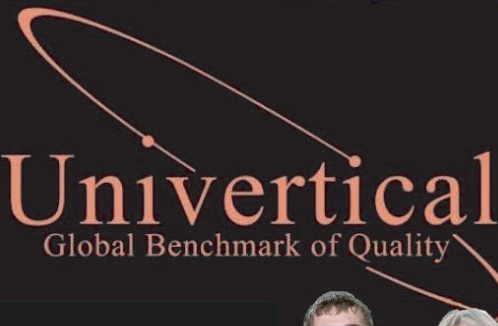
front office for 400 or 450 or 500, but you don't realize the scale and the size of the Vestil family. And so we're all here together in this one place. So just want to say, this is absolutely fantastic. Thank you, everybody so much for being here. Just wow, we've got a great company. We've got a lot of positive things that are happening," Schneider said.

And perhaps most important, before employees were sent to the

buffet line, Schneider had one very important and well received announcement: In appreciation for all of their efforts, Aug. 29 would be celebrated as Ralph Trine Memorial holiday.

"It's going to be the Ralph Trine Memorial, paid holiday from Vestil Manufacturing. So you will have a four day weekend. Thank you," Schneider said to a large round of applause. "Enjoy the long holiday coming up."

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customers, whom many we have had the privilege to serve for over 20 years.”

In addition, Covington East in Edgerton, Ohio, was also opened after company expansion in 2017. According to the site, Covington East allows “us to better served our customers and meet a high demand particularly in the

produce season. Covington Packaging serves primarily the northeast region, with focus on the Tri-States region of Indiana, Ohio and Michigan. However, the company also services customers’ parent manufacturing facilities, some which are in Texas and North Carolina, as the website boasts.



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How to Thrive in a Multigenerational Workplace

BY GREEN SHOOT MEDIA

Building Respect and Collaboration Across Age Groups

Walk into most workplaces today and you'll find a mix of generations — baby boomers, Gen Xers, millennials and Gen Z— working side by side. Each group brings different perspectives, experiences and communication styles to the table. While these differences can sometimes create tension, they can also be a source of innovation and strength. Learning how to collab-

orate across generations is essential for success in today's diverse work environment.

Focus on Communication and Curiosity

Generational differences often show up most clearly in communication styles. Some employees prefer face-to-face conversations, while others gravitate toward email or instant messaging. Misunderstandings can arise when one group sees another's preferences as inefficient or impersonal.

The key is to remain flexible and curious. Ask coworkers how they prefer to communicate and be open to adjusting your own approach. What matters most is clarity and mutual respect — not which tool you use to get the message across.

It also helps to avoid generational stereotypes. Not all younger employees want to work remotely, and not all older workers resist new technology. When you focus on the individual instead of the label, collaboration becomes much easier.

Appreciate What Each Generation Brings

Each generation has strengths worth recognizing. Older colleagues often have valuable institutional knowledge, problem-solving experience and long-term perspective. Younger team members may bring fresh ideas, digital fluency and a desire for rapid change.

Instead of viewing these traits as competing, look for ways to complement one another. A multigenerational team that leverages each member's strengths can often solve problems more creatively and deliver stronger

results.

Mentorship — formal or informal — can also flourish in these environments. While seasoned professionals may guide newer employees through career challenges, younger colleagues can offer insights into emerging trends and tools.

Thriving in a multigenerational workplace means valuing diversity, staying open-minded and building relationships based on mutual respect. When different generations work together, everyone has something to learn — and something to teach.

How to Stay Relevant in a Changing Industry

BY GREEN SHOOT MEDIA

Strategies for Keeping Your Skills and Knowledge Up to Date

Change is constant across industries, from new technologies to shifting consumer expectations. Professionals who stay relevant position themselves for long-term career success, while those who resist change risk falling behind. Fortunately, staying ahead doesn't require reinventing yourself overnight — it's about continuous learning and adaptability. Here's how to keep your skills sharp and your career on track.

Commit to Lifelong Learning

Industries evolve quickly, and staying informed is essential. Make professional development part of your regular routine. This could mean taking online courses, attending industry webinars, reading trade publications or listening to career-focused podcasts. Many employers offer learning resources, so



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check if your company provides training programs, certification reimbursements or mentorship opportunities.

Another way to keep learning is by attending conferences, even if only virtually. These events often highlight emerging trends and innovations, offering valuable insights you can

apply to your work. Staying curious and proactive about learning helps you anticipate changes rather than react to them.

Expand Your Professional Network

Networking isn't just about finding your next job — it's also about staying

connected to new ideas. Joining industry groups, participating in professional associations and engaging with peers on LinkedIn can keep you informed about shifts in your field. Conversations with colleagues often reveal how companies are adapting to new trends, giving you a broader perspective.

Don't be afraid to step outside your immediate industry either. Cross-disciplinary knowledge is increasingly valuable, as skills from one sector often apply to another. By building a diverse network, you position yourself to pivot if necessary and capitalize on opportunities that arise from industry convergence.

Stay Agile and Open to Change

Adaptability is one of the most important skills for maintaining relevance. Embrace change as part of your career journey rather than resisting it. This might mean learning a new software platform, shifting into a different role within your organization or even changing industries altogether.

Professionals who thrive long-term are those who see change as an opportunity to grow, not a threat. By staying curious, engaged and adaptable, you can remain a valuable contributor no matter how your industry evolves.

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Creating a Strong LinkedIn Presence

BY GREEN SHOOT MEDIA

How to Optimize Your Professional Profile for Job Opportunities

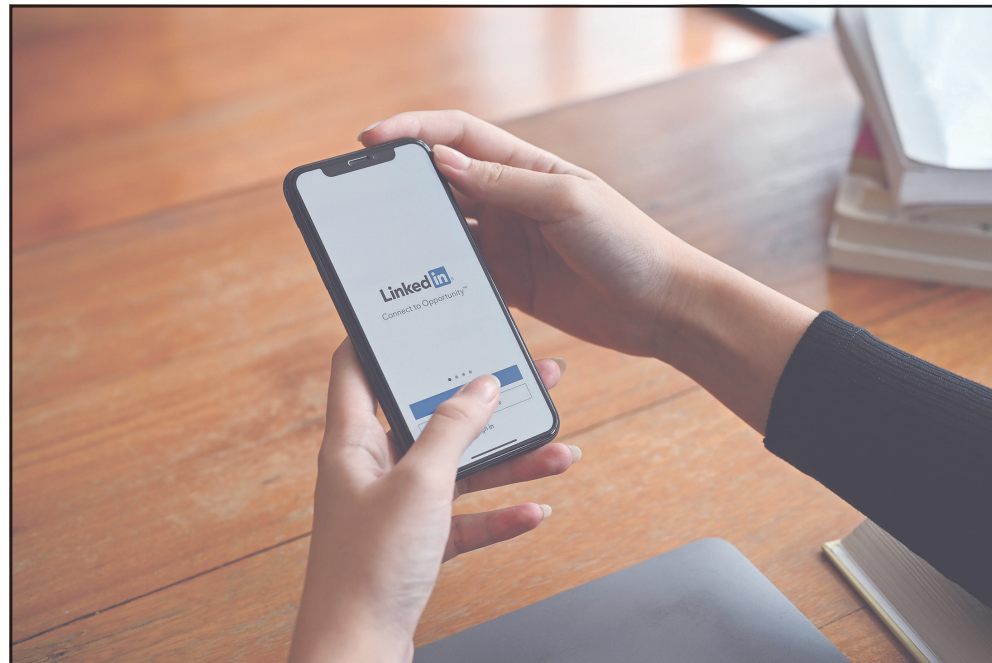
LinkedIn has become one of the most powerful tools for job seekers and professionals looking to advance their careers.

A well-crafted profile can help you attract recruiters, expand your network and showcase your expertise. Whether you're actively job hunting or simply building your professional brand, optimizing your LinkedIn presence is essential.

Craft a Compelling Profile

Your LinkedIn profile is often the first impression potential employers and connections will have of you. Start with a professional, high-quality headshot that reflects your industry. A clear, approachable photo can make your profile appear more credible and engaging.

Next, focus on your headline. Instead of simply



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listing your job title, use this space to highlight your skills or career focus. A strong headline can immediately communicate your value to recruiters and hiring managers.

Your "About" section should provide a concise

summary of your experience, skills and career goals. Write in a natural, engaging tone, emphasizing key achievements and what sets you apart. Avoid generic statements and instead focus on what makes your expertise unique.

Expand Your Network

Building an effective LinkedIn presence isn't just about having a strong profile—it's about staying active. Regular engagement with your network can increase visibility and

position you as a thought leader in your industry.

Start by connecting with colleagues, mentors and industry professionals. When sending connection requests, personalize your message to make a stronger impression. A brief note explaining why you'd like to connect can go a long way in fostering meaningful professional relationships.

Posting and sharing content is another great way to enhance your presence. Share industry insights, comment on relevant posts and participate in discussions. Writing your own articles or posts can further establish credibility and showcase your expertise.

LinkedIn is more than a digital resume—it's a platform for career growth and professional networking. By optimizing your profile, engaging with others and actively participating in your industry's conversations, you can open doors to new opportunities and build a strong personal brand.

Making the Most of Entry-Level Jobs

BY GREEN SHOOT MEDIA

How to Learn, Network and Build a Career Foundation

Every career starts somewhere, and for most people, that means an entry-level job. These early roles may not seem glamorous, but they offer valuable opportunities to gain experience, build relationships and learn how the professional world works. With the right mindset, your first job can be the launchpad for long-term career growth.

Learn Everything You Can

Entry-level roles are a front-row seat to how an organization runs. Pay attention not just to your own tasks, but to how other

departments function, how decisions are made and how teams collaborate. Take notes, ask questions and show curiosity — managers notice employees who are eager to learn.

Even if your responsibilities feel basic, there's always something to gain. Mastering time management, customer service or internal communication will serve you well in any future position. The more reliable and skilled you become, the more likely you are to be trusted with bigger projects

Build Strong Professional Relationships

Who you know often matters as much as what you know. Use your time in an entry-level job to build

a professional network. Get to know coworkers in other departments, connect with people on LinkedIn and find a mentor who can offer advice and guidance.

Your attitude makes a big impression, especially early in your career. Show up on time, meet deadlines and be willing to help where needed. Even small efforts — like asking someone how their project is going or offering to take on an extra task — can build goodwill and establish you as a team player.

Entry-level jobs are stepping stones, not dead ends. By staying focused, engaged and open to growth, you can make the most of your early roles and lay a strong foundation for the career ahead.



JULIE KISLEV

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1985 – 2002

In 1985, we opened a 60,000 square-foot plant in Butler, Indiana. Within 10 years, we developed and introduced the Classic-Craft fiberglass door, followed a few years later by our Smooth-Star collection. In 2000, we patented our full door system.

2003 – 2016

In 2003, Therma-Tru became part of the Fortune Brands Home & Security family. And in September 2009, Therma-Tru and Fypon — the brand name leader in the urethane millwork — merged to bring their complementary products to market together. To meet the evolving expectations of our

customers, we introduced our DoorWays App in 2015 to help homeowners visualize new doors on their own homes.

Today

Our legacy of innovation continues with an investment in our new Innovation Center, which opened in early 2018. Located in Monclova, Ohio, just minutes from our corporate headquarters, the Innovation Center is a 30,000-square-foot facility that houses our Research and Development and Product Management teams.

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