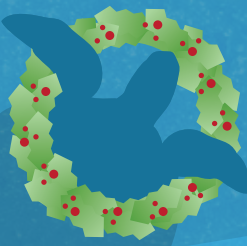


TURTLE TRACKS



Thermo-Kool

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Teri Brewer
Vice President
Sales/Marketing Manager

VOLUME LI

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Our mission is to be the leading walk-in and blast chiller/shock freezer manufacturer by providing superior products and services that exceed the expectations of our customers.

A Message from the President and CEO



Rand McLaughlin
President and CEO of Thermo-Kool

The year 2020 for Thermo-Kool is one that I will never forget and in a strange way, find myself fairly grateful for.

In late February of this year, we began to formulate a worst-case scenario so that we were not caught flat-footed if COVID-19 restrictions impacted our community and company. Were we expecting what

would ultimately become reality? No, but I am proud of our team's proactive approach in developing and executing a plan that was in the best interest of its employees, national sales representatives, customers, and community.

Through supplier disruptions, hastily developed state and federal restrictions, working remotely, and absenteeism, - a few even wondered when the swarms of locusts would show up! - our team of employees and sales representatives prevailed with a positive attitude focused on the solution rather than the problem.

That is why I am grateful for some of the challenges this year presented to Thermo-Kool. Believing that a challenge defines one's character, I have felt so appreciative as I watched us respond successfully to recent trials. Our team is already stronger and more effective for having experienced 2020.

While I am disappointed that you cannot see the smiles behind the masked faces of our proud team members in these photographs, know that they are there. I am honored to serve with them all and am thankful for all of you who choose Thermo-Kool as your walk-in and blast chiller supplier.

My wish is that you too find solace and satisfaction with your own team and family this holiday season and in the year to come.

Best wishes,



— To learn more about Thermo-Kool —
**WALK-IN COOLERS, FREEZERS, AND
BLAST CHILLERS / SHOCK FREEZERS**
visit the website at www.thermokool.com

Thermo-Kool Announces Promotion of Pugh



Thermo-Kool recently announced the promotion of **Justin Pugh** to Accounting Supervisor. Pugh joined **Thermo-Kool** in 2014 as a Technician in the Door Department. Later that year he earned the opportunity to join the Accounting Department as an Accounting

Assistant. From there, he progressively assumed the roles of Team Leader in Accounts Receivable, Job Costing and Payroll before being promoted into the company's Supervisor Trainee Program in August 2019. During his tenure as Accounting Supervisor Trainee, Pugh has been highly effective in training and leading other team members and has been very instrumental in overseeing the department's upgrade to a new payroll software program. In announcing Pugh's promotion, **Thermo-Kool** Accounting Manager, **Paul Moss**, said, "Justin has proven himself on a daily basis with his superb work ethic, competence and team mentality. He has displayed excellent leadership qualities and is committed to focusing his efforts on achieving the high standards established by **Thermo-Kool**."

President & CEO, **Rand McLaughlin**, added, "One of our priorities at **Thermo-Kool** is continuous innovation. I am confident that Justin, with his extensive experience in every area of our Accounting Department, will help further assist our drive to improve our internal data systems to more accurately measure the performance of our company."

HOLIDAY NOTICE

Thermo-Kool's offices and factory will be closed **Thursday and Friday, December 24 and 25, 2020**, for the Christmas Holiday and **Friday, January 1, 2021**, for the New Year's Day Holiday.

HAPPY HOLIDAYS!
FROM
Thermo-Kool

EMPLOYEE OF THE MONTH



Jacob Ledet
Drafter III,
Sales Department

Jacob Ledet was selected Employee of the Month for November, 2020. Ledet was nominated by **Thermo-Kool** Sales Supervisor, **Melissa Harrison** who commented, "Jacob created the spec sheets, which are used by our customers and consultant, for our new refrigeration systems. He also volunteered to be the designated drafter for ensuring the most up-to-date information is provided to the preproduction design team. Jacob is always eager to lend a helping hand wherever he can." Ledet has been with **Thermo-Kool** since January, 2020.

EMPLOYEE OF THE MONTH



James Wheat
Utility Specialist,
Door Department

James Wheat was selected Employee of the Month for October, 2020. Wheat was nominated by **Thermo-Kool** Production Superintendent, **Wade Adkins** who commented, "James has taken ownership in his department, which has enhanced his leadership skills.

He strives to improve production and quality while training new employees at different workstations within the Door Department. Each day James comes to work with a positive attitude and motivates his coworkers to achieve their daily goals. Wheat has been with **Thermo-Kool** since August, 1999.



Enter Full Screen



Don, Melissa, Erin, Teri



David, Paul, Rand



Door Department



Billy Musgrove



Heath and Morgan



Herman Smith



Lisa, Lee, Le Ann



Lamar Lindsey



Jessie Johnson



Kamalis Plummer



Cliff Jones



Tyler Moore



Production Design



Shirleen Craft



Calvin Dean



Justin Pugh



Dwayne Tisdale



Kevin Williams



Shane Conliff



Carol and Erin



Gerald Coleman



Production



Josh Pilgrim



Bud McKee



Morgan, Larry, Brent



Dwayne Barfield



Lee King

Happy Holidays
from Our Team to Yours