



Solutions 2021 - Volume One



Growth

As we head into the Fall season, be confident that the foundation of our company is stronger than ever, despite the ongoing challenges associated with COVID-19. Needless to say, the past 18 months

have been extraordinarily challenging, but due to everyone's hard work and dedication, I'm pleased to be able to tell you that our business is back on track and our future looks brighter than ever.

I am proud to lead this talented group of professionals who have been the catalyst of our growth. It's been rewarding to witness the efforts of every employee as we've tripled the size of our company over the past ten years and added well over 600 jobs -- a truly remarkable achievement.

Buoyed by this year's nation-wide Stellantis and GM Factory Zero TWM contract launches, as well as the TWM and Paint Shop contracts at Ford Louisville and Kentucky Truck, our path to future growth is promising. Additionally, we have an abundance of current opportunities, and an aggressive strategic plan to guide us forward.

I'm looking forward to the next ten years. I am certain you'll agree that as we work together, doing things the right way, there is no limit to our potential.

Wishing you and yours a safe and enjoyable summer!

Charlie Williams – Chairman & CEO

Detroit Don't Quit

Participating in the City's Revitalization

With a comeback decades in the making, all eyes are focused on Detroit. From private enterprise to government entities and nonprofit supporters, the city's biggest boosters rolled up their sleeves to collectively participate in this long-overdue urban revitalization. MPS Group proudly takes its place among a crowd of supporters, innovators, and believers.



MPS Group's firm position as a Detroit booster is a vivid reflection of the long-standing philosophy of the organization. This corporate dedication to the city is handed down straight from the top. MPS Group Chairman & CEO Charlie Williams is a native son whose passion projects and philanthropic efforts take a decidedly Detroit-based focus. MPS Group itself is filled with team members who share his vision for the city.

"We're committed to supporting Detroit's rebuilding," confirmed Darrin Stafford, COO of MPS Group. "MPS Group uses its unique skill set to help restore the city's luster and, importantly, bring jobs to the city's residents.

Senior Project Manager Wendy Smith is one of those people. A 15-year veteran of MPS Group, Smith coordinates support for restoration projects throughout Corktown, one of Detroit's oldest neighborhoods.



"Ford Motor Company is creating an innovation hub amid this backdrop of historic Detroit," explained Smith. "As a long-time supplier and partner with Ford, our Environmental Services Group and Industrial Services Group have been tapped to work on high profile projects in their new Corktown Campus."

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Participating in the City's Revitalization

MPS Group teams have been utilized to clean the abandoned Book Depository, which has been re-envisioned as a state-of-the-art industrial center featuring flexible work environments, labs, and mobility studios. The three-story building was originally designed by famed architect Albert Khan and completed in 1913.

Smith has also coordinated environmental management of multiple by-products from the former Brass Factory and Corktown's most iconic building, the Michigan



Central Station. Ford acquired the crumbling, but formerly beautiful Beaux-Arts style station, in 2018 after its having been abandoned for 30 years.

"Our work has special purpose because of the historic nature and big picture repercussions for the city," said Smith.

MPS Group's activity in the city is not limited to Ford and Corktown, but spans the breadth of the automotive industry, including General Motors' innovative Factory Zero. Formerly known as Detroit-Hamtramck, the revamped facility is the manufacturer's first fully dedicated electric vehicle assembly plant and is one of the most modern auto plants in the country. MPS Group participates in this GM flagship and its all-electric vision through its implementation of the plant's environmental, facilities and pre-production cleaning contracts.

"Factory Zero hits the reset button on manufacturing facilities," notes Bart Kocik, MPS Group's Director of Sales and Marketing. "The name refers to its vision of zero crashes, zero emissions and zero congestion. We're proud to be involved with these ideals and excited to be a meaningful partner to GM in their vision for this facility as a benchmark for the future". As stated by Phil Kienle, GM's VP of North

FACTORY ZERO

America Manufacturing and Labor Relations, on the company website, "Factory ZERO serves as GM's flagship assembly plant in our journey to an all-electric future."

Rounding out the Detroit's automotive manufacturers, Stellantis North America (formerly known as Chrysler) built its Detroit Assembly Complex Mack (DACM) in 2019 with a focus on sustainable manufacturing. The \$1.6 billion investment is the city's first new assembly plant in nearly 30 years. MPS Group performed



demolition and decommissioning industrial cleaning at this landmark site and will be an ongoing fixture at the facility through its multi-year contracts performing TWM and other industrial services.

Explaining why the revitalization of Detroit is a top priority, Kocik notes that over 50% of MPS Group's business stems from the city's "Big Three." "Even more importantly, many of our employees live in and around Detroit. Our entire team wants to be part of something new, something environmentally conscious and contribute to the future of our city," he emphasized. "Opportunity lies in Detroit and we're excited to be an active part of its turn-around."



Employee Spotlight

Don Weems, Technical Service Manager

In a job-hopping world, Don Weems is a rarity. When Weems began working for MPS in January 2000, Bill Clinton was president, Y2K was a topic of conversation, and 'N Sync had a hot new Billboard hit, "Bye Bye Bye."



According to the Bureau of Labor Statistics, an average person will change jobs 12 times in their lifetime. Weems has taken a decidedly different approach. Instead of pivoting to other companies, he has used the fast growing, privately held company as a platform to fulfill his aspirations and chart his own path.

"MPS Group's structure enabled me to connect with my leaders and steer my career over the past 20+ years,"

explained Weems. "I have been allowed to participate in this company's growth."

As a biochemistry major from Eastern Michigan University, Weems began his career in the environmental industry doing laboratory analysis and then moved to working for a hazardous waste disposal company. The next step was MPS Group, moving to the generator side of environmental waste management and compliance.

He began as a project manager at the GM facility in Pontiac, Michigan, followed by a stint as the senior project manager of the GM Tech Center in Warren, Michigan.

"MPS Group then moved me out to northern California to oversee its Total Waste Management effort at NUMMI, a joint-venture between Toyota and GM," said Weems. "In 2010 I returned to Michigan to become a regional manager."

Appointed a Technical Service Manager in 2018, he supports the Environmental Services Division providing comprehensive, intracompany support and training, environmental compliance, and process improvements. His team of 15 project managers operate from MPS Group's Farmington Hills headquarters and customer locations.

"Recently, we have been determining how to apply the same foundation of services to other customer bases," noted Weems. "Historically, we have worked primarily with automotive OEMS. Now we're expanding into working with a more diversified customer base such as hospitals, casinos, railcar manufacturers and sequencers."

The MPS Group long-timer is proud to be passing along the company's heritage and "promote from within" philosophy. "One of our goals is to identify high potential team members and build them up to bring them up," he observed.

In his free time, the Detroit, Michigan native enjoys traveling, attending concerts, family time and watching his Detroit Lions.

MPS Group Wins Nationwide Total Waste Management Contract with Stellantis

In 2019, automotive manufacturer Stellantis set out to consolidate its Total Waste Management suppliers. From a roster of multiple vendors, they intended to reduce that number to just a couple of contractors.



Eighteen months later, MPS Group was named as the single provider of waste management

services across all Stellantis facilities in the United States. The result was one of the biggest and most important contracts in the history of MPS. Charlie Williams, MPS Group Chairman & CEO notes, "This award is a tribute to the hard work and dedication of the entire organization."

"We have been a dedicated partner to Stellantis for more than 20 years," detailed Darrin Stafford, MPS Group's COO. "On the strength of our past work, cost competitiveness and having proven ourselves across the North American manufacturing industry over the long term, our team was able to secure this contract with one of the most lauded companies in the world. We are honored that our well-earned reputation and hard work helped place us as the frontrunner to ultimately secure this business."

This multi-year contract extends to nearly 50 facilities across more than 15 states. The four pillars of Total Waste Management are covered by the contract's scope: regulatory compliance, cost management, waste reduction, and continuous improvement. Each area is diligently managed, measured and evaluated for ongoing development and customer value.

"Our goal was to provide a seamless execution of this contract under a short timeline and launch schedule – even against the backdrop of a global



pandemic," said Pat Dugan – MPS Group ESG Business Development Manager. "MPS Group was well-prepared for the job and there were no significant surprises that prevented the successful transition. To successfully and seamlessly launch this initiative, MPS executed a finely coordinated effort amongst our purchasing, supply chain, finance, sales, safety, human resources, and operations departments. Each area of our company performed at their highest level to ensure success."

"We require a team at each facility to complete the Total Waste Management duties assigned to MPS Group," noted Anne Wymer, MPS Group Regional Manager. "This effort required us to recruit, onboard and train over 30 employees to ensure we exceeded customer expectations. We are fortunate and proud to have grown our MPS team with additional skilled & dedicated employees."

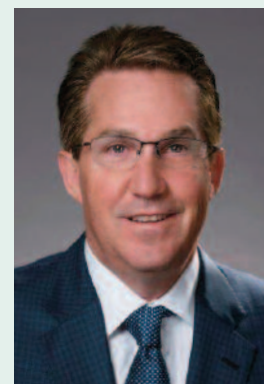


Notably, the contract includes non-manufacturing facilities, such as billing centers, administrative buildings and the Stellantis' Chrysler World Headquarters and Technology Center in Auburn Hills, Michigan, as well as five manufacturing facilities that are landfill free, including the newly commissioned Detroit Assembly Complex - Mack.

"MPS Group has a strong commitment to our role at these environmentally conscious facilities," detailed Dugan. "Our team actively seeks out alternative management practices to support Stellantis' environmental and sustainability goals."

With efforts proceeding past the implementation phase, Stafford sums up the company's forward-thinking outlook, "Everyone at MPS Group is very proud to have secured this significant growth opportunity. We're now excited and focused for opportunities to expand further with Stellantis across all business units and build upon our longstanding & strong business partnership."

Transitions at MPS Group



It is with tremendous pride that we announce that MPS President, Ed Schwartz, has concluded a nearly one-year transition

to his position as President of the Industrial Group at Soave Enterprises L.L.C. Schwartz commenced his tenure at MPS Group, Inc. in March of 2010 and his time at MPS has been marked by the company's exceptional growth.

Chairman and CEO Charlie J. Williams notes, "Ed's presence over the past several years has resulted in greater stability to the extent where we will remain on firm footing even without his daily involvement. Still, we are fortunate that we can continue to count upon Ed as an essential resource."

Schwartz will remain involved in MPS as a member of its Board of Directors. COO Darrin Stafford added, "Ed brought to MPS his highly evolved approach to strategic growth and process discipline. We have greatly benefitted from his leadership."

At Soave Enterprises, Schwartz will lend his talents to the management of the wide-ranging portfolio of Soave-related businesses.

"This is a wonderful opportunity for Ed and we couldn't be more pleased that a member of the MPS family will hold such an important and well-earned position," said Williams.



William Polk – Labor Relations Specialist

Some people have clear and predictable career paths with each next step as a logical progression - and some people “jump the tracks” to an entirely different field that brings unexpected joy and fulfillment. MPS Group’s newest Labor Relations Specialist, William Polk, belongs to the latter group.

As a former elementary school teacher who worked on GM’s assembly line to help make ends meet, Polk always had a fascination with human resource functions. After transitioning to a production supervisor at Stellantis’ Jefferson North Assembly Plant, he had a chance meeting with an executive that changed his life’s course. “At work one day, I met HR executive, Ron Cots. We hit it off quickly and he decided to immediately give me a behavior-based interview that led to an internship in human resources,” laughed Polk. “Moving from a production supervisor to human resources is a rarity.”

His internship only lasted three weeks – the shortest in Chrysler history. After 15 days on the job, Polk was promoted to a labor relations representative in Toledo, Ohio.

With Stellantis in 2015, Polk was engaged in negotiations with the United Auto Workers (UAW), and was successful in settling multiple local collective bargaining contracts. His goal – and secret to his success - has always been to create a win-win situation for both the union and the company.

Polk joined MPS Group in March 2021 where he is eager to return to his roots as a labor relations specialist. “The culture at MPS Group is the most impressive and best I’ve witnessed in all my years in the industry. I look forward to building and strengthening relationships with employees”.

Polk brings experience from both sides of the table to his new role at MPS Group. As he expresses it, “From my time on the assembly line, I have empathy for our workers and can put myself in their shoes. Sometimes I like to say that I can speak both languages.”

Employee & Family Recognition

• Amid the challenges of a global pandemic, sports and celebrations have taken on special significance. **Cody Liverance**, nephew of HR Generalist **Michelle Whistler**, is passionate about



tennis and is able to convey that emotion to his students. Liverance was named 2020 Division 4 Coach of the Year by the Michigan High School Tennis Coaches Association.

As the fifth-year head coach for North Muskegon, as well as a 2011 alumnus, he led his girls’ team to capture the state championship and his boys to a number six division ranking. In addition to the tennis teams, Liverance also coaches boys’ freshman basketball and assists with the varsity basketball program.

Have an Idea for a Story?

MPS Solutions reports on professional and personal successes of team members. Story ideas include: updates or changes in business, accomplishments by employees or family, employee appointments, events, or awards. Photos greatly enhance any story. Please send your story ideas and photos to: moss@mpsgrp.com



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2020 MPS Anniversaries

20 Years

DONALD WEEMS

15 Years

JILL JOZSA

10 Years

HEATHER SITKO	EMERSON VELASCO
GEORGE ASCIUTTO	ANDREW PEASO
BYRON SIMS	

5 Years

DAVID VENEZIALE	ARNOLD HIPSHER
PAUL GUMBLEY	TIMOTHY HICKS
SEAN FRALEY	CHARLES KAGE
RICHARD LEPHEW JR	KENNETH DORHOUT
TIMOTHY FARLER	SEBASTIAN CARDENOSA
JOHN DELABERTA	ANTHONY MCVAY
TIMOTHY WYATT	JEFFREY FLETCHER
GEORGE MCKINNEY	DAMIAN NINO
ROBERT ROGERS	MATTHEW FINNE
KEVIN KINCAID	

1 Year

MAX DESIR	ERIC REDDING
CASEY CAIN	TRAVIS BRAUN
THOMAS DEMOS	ALEJANDRO ROSAS
KEVIN MAYNARD	MICHAEL VANDERPOOL
DUSTIN SHANKS	EDWARD ROQUE
JOSHUA STRASSBURGER	RENE VENEGAS
VICTOR MOORE	SJELKE FULLER
TYJUAN SMITH	CALVIN RAYMOND
CAHLIL JOHNSON	TIMOTHY FRALEY
CORIAN JOHNSON	ORLAN RAY
PHILLIP VANDERPOOL	DONOVAN EDWARDS
SHANNON PAYETTE	ERVIN CROSS
BLAKE WALLER	NATOSHA EYER
JANIE OLEWNIK	ANTHONY WARD
MATTHEW WILKINS	DAVID ACKMAN
MICHAEL SLOAT	CHAYSE LOOMIS
PAUL LOKAI	DAKOTA BOSTIC
CARVAUGHN GUTHRIE	ROBIN RAINS
MOHAMMED MUSSA	EL-MALIK MOODY
PAITON TONGPAN	LARRY LUNSFORD JR
SPENCER GALL	KERRY CANTU
JORDAN BESS	FRANKLIN COX
KODY MASTERS	TYLON HALL-TEMPLE
CALEB BOWENS	DAVID BAUM
MICHAEL BRADLEY	JEFFREY RUFF
CHARLES MESSNER	MICHAEL TURNER
DEMITRUS LAY	EDGARDO PIMENTEL
JACOB STRASSBURGER	JASON WALDFOGEL
HOLLY SHERIFF	LATRICIA JONES
JOSHUA TORRES	DAVID RIGSBY