

Celebrating Success and Growth Through Collaboration

As we reflect on our journey together, I am reminded of the wise words of Henry Ford: "When people get together, it's a beginning; when they grow together, that's progress; when they work together, that's success." These words encapsulate the essence of our company's ethos and the foundation of our achievements.

Over the years, we have come together as a team, united by a common vision and shared values. We weathered every challenge that has come our way, and we have celebrated many victories. Most importantly, we have grown together.

Our success is not just measured by financial metrics or market share, but by the relationships we have built, the trust we have earned, and the impact we have made. Our recent celebration of three employees with over twenty-five years of service to MPS is evidence of the relationship between the employees and the Company. It is further testament to our commitment to excellence, innovation and collaboration.

As we continue to navigate the ever-changing business landscape, it is crucial that we stay true to our core values and continue to work together. Our success is not the result of individual efforts, but the collective strength of the team.

Let us celebrate our success and growth but let us remain humble and hungry for more as we move forward. We do not own a crystal ball and cannot predict the future as it relates to continued growth. I have tremendous confidence in our team to navigate the rough waters and to continue our mission. As Henry Ford said, "... when they work together, that's success."

Thanks to all of you for your hard work, dedication and unwavering commitment to our company's success. Together, we have proven that when we work together, there is no limit to what we can achieve.

Warm regards,

Charlie J. Williams
Chairman & CEO

MPS Group Named Trinity Rail Supplier of the Year

MPS Group was recognized as Trinity Rail's 2024 Supplier of the Year. Trinity Rail is a leading provider of rail cars with over 85 years of experience in manufacturing, leasing and overseeing 134,000 railcars.

Since 2019, MPS Group has been instrumental in managing byproducts at over 15 Trinity Rail locations across the United States.

Five hundred suppliers were evaluated based on customer service, responsiveness and communication to determine the Supplier of the Year. Trinity Rail identified MPS Group as their top indirect Service Provider and one of only seven total suppliers, inducting them into their Premier Supplier Wall of Excellence.

This award reflects MPS Group's outstanding performance, particularly under the leadership of Rene Venegas, MPS Group's Senior Project Manager, and Donald Weems, MPS Group's Regional Manager.

"Rene's communication protocol and responsiveness to their needs all tie into meeting and exceeding expectations, which led us to be selected as Supplier of the Year," said Weems.

Trinity Rail staffers reached out to each location asking for feedback on MPS Group. Each location responded with praise for MPS' customer service, hands-on involvement and prompt communication.

"We make sure their issues are handled before they become an issue. I think communication with the boots on the ground at locations is where a lot of that customer service comes in," said Venegas.

The award was presented during a banquet that included dinner, a formal presentation of the award and the official announcement of MPS Group's induction into the Wall of Excellence. The award serves as a testament to both MPS' past excellence and future expansion with Trinity Rail.

"Our goal for the future is to continue growing with Trinity by staying committed to understanding their values and concerns, addressing their needs, and connecting them with other divisions of our business that can enhance their services," said Weems. "As we continue to grow the partnership, understand their additional processes and offer more MPS services, we'll continue to keep this relationship strong and long-lasting."



Human Resources Corner

New Employee



The Human Resources Department is pleased to announce that **Ross Lane** has joined us as a Corporate Recruiter, reporting to Talent Acquisition Lead Jordyn Murray. Ross brings extensive experience in talent acquisition, focusing on managing open positions, screening candidates, and attracting top talent to align with organizational goals.

Ross serves as a vital link between candidates and MPS, ensuring clear communication and a positive experience throughout the interview process. His expertise in overseeing the talent acquisition lifecycle makes him an invaluable addition to the team. Ross holds a Bachelor's degree in Business Administration and Management from Robert Morris University. In his free time, he enjoys spending time with his two dogs, watching Detroit sports, and competing in powerlifting.

Spotlight on Labor Relations



William Polk is MPS Group's Labor Specialist in the Human Resources department, reporting to Human Resources Director Kristie Donovan. William analyzes, interprets and administers our various labor contracts and manages our grievance procedure. An essential liaison between management, labor unions and hourly union employees, he also provides labor relations training to management.

William has been with MPS for three years and has successfully negotiated six contracts ranging from UAW, IUPAT (Painters Group), and the Unifor Unions in Canada. William's ability to foster productive relationships has been invaluable to MPS.

William has a true passion for labor relations and is continuously looking to improve his craft; he is actively enrolled in the advanced Labor Studies Program at Wayne State University. In his spare time, William enjoys spending and building quality time with his wife and two daughters. He also enjoys traveling and attending major sporting events. If you have any Union/Labor Relations questions, William is your guy.

Earth Day at MPS Group



Remaining environmentally conscious is one of MPS Group's most important values. MPS is committed to helping customers achieve their sustainability goals, often helping them achieve transition to zero waste.

MPS Group is no stranger to Earth Day celebrations and events, hosting a range of activities annually at the Farmington Hills headquarters and at various customer site locations. This year, MPS headquarters' Earth Day celebration included planting succulents, fun earth day snacks and a trivia game designed to educate employees and keep them engaged.

Fun Fact: Did you know that one reusable bag can replace 600 plastic bags in its lifetime?

This year's celebration was a testament to the Events Committee's dedication to environmental stewardship and community engagement.



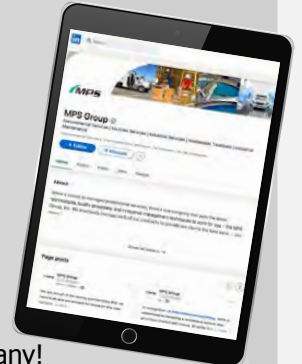
Quiz Question

Who is considered the founder of Earth Day?

- A. President John F. Kennedy
- B. President Jimmy Carter
- C. Vice President Al Gore
- D. Senator Gaylord Nelson

Marketing Corner

The marketing team needs your help! Please engage with our company's LinkedIn page through likes, comments and shares. By actively sharing our content, you effectively extend our reach and showcase our success, attracting future customers, employees, and partners. If you haven't already, we invite you to follow our LinkedIn profile to stay up to date on our latest news, industry insights, and accomplishments. Let's work together to strengthen our online presence and highlight our dynamic company!



Our company apparel online store is available year-round and features a variety of MPS logo items for personal purchases at your expense as well as MPS bulk orders. Visit our online apparel store at mps.hwgfx.com. For bulk and special orders, suggestions, questions or concerns, please email marketing@mpsgrp.com.



Enhancing Our Safety Program

In June of 2021, MPS Group Chairman & CEO Charlie Williams directed the company to implement an enhanced corporate-wide safety audit program to bolster our already exceptional safety culture. As of Dec. 2023, the Corporate Safety Department has conducted over 30 audits across the company.

The corporate audit program is comprised of eleven categories with several qualifying elements per category, each scored on a scale of 1 to 4, or Poor to Excellent. The total sum of compliance—with protocols, procedures and training—determines the site's overall safety performance. MPS has enjoyed a 95% average compliance score since the program began.

"Sites that maintain an active and robust Site-Specific Operations and Safety Plan routinely perform better during audits," said Dan Warford, Regional Safety Manager. "I've found that when a site has a well-developed plan and engaged employees, it's easier to execute and manage."

"The enhanced corporate safety audit has been an excellent tool to gauge the effectiveness of our overall safety program," says Darrin Stafford, MPS Group COO. "Results are shared with the entire organization, including the Executive Leadership Team. "Not only does it give us the ability to address areas in need, but it also raises the visibility of what's working well. These best practices are then shared companywide."

According to Williams, ensuring safety starts with each individual team member, and all members of the MPS Group have excelled in prioritizing safety throughout the organization.

"Safety is a core value at MPS, and regardless of our role in the organization, we all can impact our performance through our actions and decisions," said Charlie Williams. "I know that everyone will continue to prioritize safety, stay vigilant adhering to our processes and continue to promote a safety-first mindset across the organization."

You can find the Corporate Safety Audit scorecards on the Health & Safety SharePoint site.

Ensuring a Sustainable Future: The Vital Role of Compliance in Waste Handling



In a time where environmental awareness is a critical necessity, stringent compliance in waste management is paramount.

Effective waste-handling isn't just about discarding unwanted materials, but safeguarding ecosystems, mitigating health risks, and preserving resources. Adherence to regulations is the cornerstone of MPS' Total Waste Management program.

Compliant and thoughtful waste handling is important to prevent unintended environmental consequences. Improper disposal of waste can contaminate soil, water sources and the atmosphere, leading to ecological damage. Proper handling from cradle to grave ensures the protection of public health as well as the reputation of our customers. Inadequate waste management practices can result in significant legal and remediation costs. By implementing compliance standards, we create a safer environment.

Thoughtful waste handling plays a pivotal role in resource conservation. Through effective waste management practices, MPS enables the recovery of valuable materials, reducing the need for raw material extraction and easing the burden on our planet.

Stricter regulations stimulate the research and implementation of cutting-edge solutions for waste treatment and disposal. MPS helps many organizations reduce or eliminate their landfill footprint, fostering innovation and the implementation of sustainable technologies.

By embracing compliance as a fundamental principle, we can pave the way for a cleaner, healthier, and more sustainable future.

Employee Spotlight

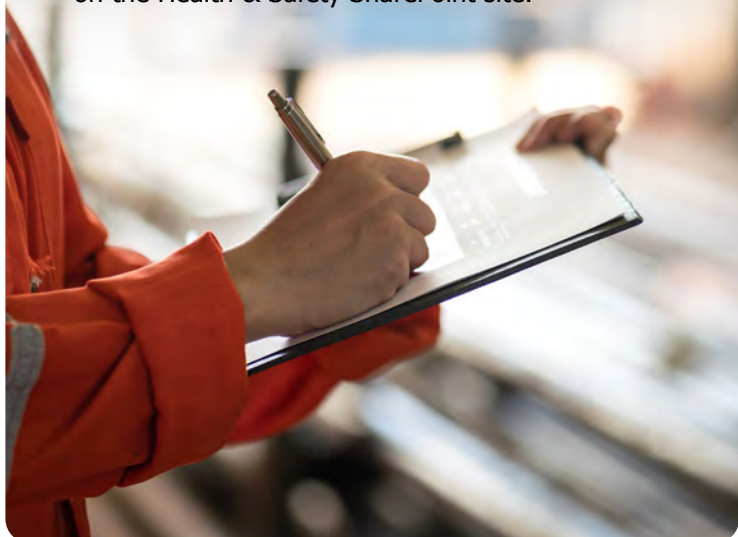
Bianca Thomas, ISG Supervisor

Bianca Thomas joined MPS in August 2017, with no prior industry experience. After five years she became a supervisor on the ISG team. However, her journey in the industrial services industry has not been without obstacles.

Bianca continues to break barriers and prove that women can excel in industrial service outside of deep clean assignments. Bianca specializes in traditionally male-dominated tasks like sludge system cleaning and water blasting.

She credits her mentors, Dan Loos, Heather Sitko, and Phil Sinclair, who taught her patience, being personable while getting the job done and the ability to express herself impartially.

Bianca's goals extend beyond her current supervisory role. She plans to deepen her knowledge by digging into the complexities of the Sales Department and ultimately move into leadership as a General Manager. Congratulations, Bianca, on your incredible journey and achievements! Your dedication and leadership serve as a beacon of inspiration for us all, and we eagerly anticipate many more years of success and growth at MPS Group.



Employee & Family Accomplishments



General Manager Shoun Walle's daughter Morgan's love for engineering began when she joined the Hemlock robotics team in seventh grade. During high school, she served as Electrical Lead and Technician for her final two years, earning three invitations to the World Championships in Houston. She graduated in the top 10 of her class in 2023 and finalized Hemlock's early Middle College program this year. Morgan is a Plant Engineering and Services college co-op at Hemlock Semiconductor and mentors the Hemlock High School Robotics team, Team 5712 Gray Matter, which won the state title this year. She is set to transfer to SVSU in the fall to pursue a degree in Electrical Engineering.



Congratulations to Senior Financial Analyst Trina Jones-Mackerl's triplets, Myah, Donovan and Nia, on graduating from Novi High School! Myah now attends Michigan State University, studying Accounting with a minor in Sports Management. Nia also attends Michigan State University, studying Journalism with a minor in Sports Management. Donovan began his studies at Oakland Community College, pursuing his Electrician license before continuing to Wayne State University to study Electrical Engineering. We look forward to seeing all the incredible things these three will achieve in the future!



Congratulations to ESG Regional Manager, Bryan Bensett's daughter, Brooke Bensett, who was elected to the SCTP Rookie All-American Team for her excellent shooting in Skeet! Brooke is one of only eight athletes elected from across the nation. This is her second year shooting, and she continues to impress with her skills. Recently, she shot her first straight 25/25 and achieved her personal best score of 84/100 at regionals on June 1, 2024.



Take MPS Out to the Ball Game

MPS Group hit a home run with its annual training event in 2024 when the ESG Technical Service Center hosted its annual regulatory refresher training this past Spring.

This year's event stood out from years' past with an entire day devoted to company updates and speeches from key personnel, such as Darrin Stafford, MPS Group's Chief Operating Officer, and Jill Hamill, ESG's General Manger and other various department heads.

The training saw participation from other divisions like MPS Facilities and Industrial Services team members. Project managers and corporate staff from across the country attended, bringing the total to 175 attendees.

"It was spectacular to see so many people come out for the company updates," said Matt Hofbauer, Senior Project Manager at MPS Group.

Following training, MPS Group organized a night out to celebrate another incredible year of company performance by attending a Detroit Tigers game at Comerica Park.

"This year, we were blessed with two home games, which lined up perfectly with our training weeks," said Hofbauer. "It made for a great event with beautiful weather."

The event also included a scavenger hunt, Ball Park-themed dinner at the hotel and a private bus ride from Novi to Comerica Park in downtown Detroit.

All in all, the training allowed project managers to recertify their knowledge, connect with fellow managers in the field and enjoy their time in Detroit!

Have an Idea for a Story?

MPS Pulse 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: marketing@mpsgrp.com

2024 Anniversaries

25 Years

CERETTA MOORE-WESTBROOK

20 Years

KENNETH BONNER
JOSEPH CHRISTOPHER

15 Years

TIMOTHY GOMIA
TIFFANY LANGDON
SAMUEL MILLER

10 Years

KERRY BROWN
MICHAEL BRUETSCH
GENE DOKAS
MICHAEL DRAPER
ADAR HASSAN
BETH KOBECK

JOSHUA NIFFELER
ERIK PAPPAS
JUSTIN SHARRAR
WILLIAM TOURANGEAU
NICHOLAS VANHECKE
KATHERINE WHITING

5 Years

DAVID BAUM
TRAVIS BRAUN
ANTOINE BROWN
CASEY CAIN
FRANKLIN COX
ERVIN CROSS
THOMAS DEMOS
NATOSHA EYER
TIMOTHY FRALEY
CARVAUGHN GUTHRIE
TERASE GUTHRIE
BRANDON HILL
TRICIA JONES
DEMITRUS LAY
CHAYSE LOOMIS
KEVIN MAYNARD

DANNY MOORE
CURTIS PAUGH
SHANNON PAYETTE
ROBIN RAINS
CALVIN RAYMOND
JEFFREY RUFF
DUSTIN SHANKS
WILLIAM SPARKS
PAITON TONGPAN
JOSHUA TORRES
DARICK TRAINER
MICHAEL TURNER
RENE VENEGAS
ANTHONY WARD
MATTHEW WILKINS



Celebrating 25 Years!

Ceretta Westbrook

My 25 years with MPS Group have been a rewarding experience. I've seen the company adapt and evolve, especially in the ever-changing automotive industry. While many roles within the company have shifted over time, I've enjoyed being part of a team that consistently works toward success. I appreciate the opportunities I've had and the chance to collaborate with the MPS Team. I look forward to continuing this journey.

Answer to the quiz question: D. Senator Gaylord Nelson

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