



MOLIN

2018 » Q4 ISSUE
Molin Concrete Products

MOLINIUM



PRESIDENT'S UPDATE



Dan Bible

Reflecting on 2018 as my first year as President, much has been accomplished. Rather than reflecting on the past, I choose to write about our future. Over the past several months the Senior Leadership Team has undertaken a new strategic planning process. Strategic planning has occurred at Molin for decades; however, I felt that with the succession of several key people and thus new faces coming in, it was the right time to put a “fresh coat of paint” on our planning process. While we are not 100% complete, we have a significant amount of the work complete. We will be communicating our plan and vision throughout the company in the first part of 2019.

One aspect of this planning process was the need to clearly define Molin's core values. As the group worked through this it became clear to me that our core values have not changed over the years. Core values are easy to flush out when you see them in action each day. We will continue to stay true to the values that have made Molin successful for so many years.

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We define Molin's Core Values as follows, all of equal importance:

» **Customer Focus:** *We provide industry-leading construction services and precast concrete components to ensure the success of our customers.*

Through enduring partnerships with customers and key stakeholders we meet expectations and achieve successful outcomes. Our valued customers are key to our success.

» **Teamwork:** *We collaborate to provide a full spectrum of services that fulfill customer needs.*

Our team collaborates in problem-solving and decision-making and uses integrity, ingenuity, and experience to deliver the best solutions.

» **Respect:** *We treat others with dignity and respect. Differing viewpoints are valued and healthy for the organization.*

We show deep respect for employees, customers, vendors, and their communities.

» **Do the Right Thing:** *We honor our commitments without compromising quality or safety.*

As the industry leader, we pursue the highest ethical standards in products, services, innovation, safety, quality, and company growth.

» **Flexible:** *We adapt to the needs of our customers and employees.*

The construction industry is dynamic, and we continuously adapt to changes in customer needs, schedules, and industry trends.

» **Safety:** *We are vigilant in our collective commitment to the protection of people and environment.*

We watch each other's backs!

Indicators suggest that 2019 will be a very good year for Molin Concrete Products. Through a collective commitment from all Molin employees and by demonstrating our core values, Molin will continue to earn our customers' business. «

PROJECTS:

Year-Round Construction With Precast

Molin Concrete Products designs, produces and installs precast and prestressed building components including structural and architectural products in most any weather which could be a huge advantage on projects, especially when tenant or owner occupancy can mean thousands or in some case hundreds of thousands of dollars per week. Most educated design and construction professionals understand the advantages of designing and building with prestressed and precast concrete products. These well-known advantages include fire and storm resistance, sound and vibration absorption, minimal to no maintenance and 100-year or more lifetime durability. Another huge advantage of prestressed/precast concrete products is year-round installation. While many trades are laid-off from working outside in the challenging climate we experience in the Upper Midwest during the winter, Molin continues producing, delivering and installing products. These photos show ongoing installation at two jobsites in the Twin Cities during late December and early January when temps dipped into single digits Fahrenheit and we received several inches of snow. As long as we can get access provided by the contractor plowing and maintaining roads as needed to gain access with truckloads of product, Molin deliveries continue. «



Molin Announces Retirement, Staff Promotion and New Hires



Dan Bible
President

I am pleased to announce the retirement, promotion and new hiring of team members at Molin Concrete Products:

Mark Groff retired on January 1, 2019 as Molin's Chief Financial Officer after 22-years service. **Dave Renando** has been promoted to the position of Chief Financial Officer

effective January 1, 2019. **Susan Renee** joined Molin in April 2018 in the position of Director of Human Resources. **Patricia Lange** joined Molin in June 2018 in the position of Controller. **Sandy Lux** joined Molin in October 2018 in the position of Administrative Assistant. **Mike Kuisle** joined Molin in November 2018 in the position of Supply chain Manager. **Jarvin Potter** joined Molin in December 2018 in a position of Drafter. **Mireille Ziade** joined Molin in December 2018 in a position of Drafter.



Molin Hires Susan Renee

Susan comes to Molin from Jefferson Lines where she served as Director of Human Resources. Susan brings extensive experience in human resources and operations with companies such as The Home Depot and United Parcel Service. This special combination of HR and Operations experience will be valuable as Susan assumes her new role as a member of Molin's Key Group. Susan's office will be located in Molin's Structural Precast Production facility located in Lino Lakes, MN.



Molin Hires Patricia Lange

Patricia joined Molin Concrete in June 2018. Prior to working at Molin, Patricia worked as an accountant and controller for a small engineering firm in Saint Paul, earned a MBA from Metropolitan State University and completed her CMA

certification. During her time off, Patricia enjoys making pottery, running marathons, gardening, cooking and traveling with her husband and two sons. Patricia's office will be located in Molin's Structural Precast Production facility located in Lino Lakes, MN.



Molin Hires Sandy Lux

Sandy has nearly 20 years of professional office experience and has worked in the manufacturing industry for nearly 13 years in multiple areas. Her education stems from classes and seminars provided by MPMA (MN Precision

Manufacturing Assoc.), Dynamic Group (medical device company) and other off-site training facilities. Sandy spends her free time with family, pets and friends. Sandy will be located at Molin's Wall Panel Production facility located in Ramsey, MN.



Molin Promotes Dave Renando

Dave joined Molin Concrete Products in 2016 as Controller and was promoted to Chief Financial Officer in January, 2019. Dave graduated from Minnesota State University Mankato with a degree in Finance and Accounting. Since earning his

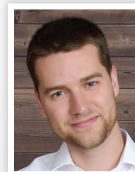
Finance and Accounting degree in 1989, Dave has spent the last 30 years in various finance roles in manufacturing organizations in both public and private sectors. Dave has a passion for bringing innovative solutions to common company problems that improve performance and the work experience for employees. Away from work, Dave loves spending time with his family, being outdoors and playing a variety of sports. Dave was also elected to the Molin Concrete Products Board of Directors in January of 2019 and looks forward to serving the company for many years to come.



Molin Hires Mike Kuisle

Mike brings over a decade of experience in purchasing commodities and equipment. His most recent experience was in the restaurant/service industry. Mike has extensive experience in logistics and inventory management. In his

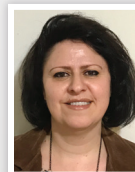
free time Mike likes to do home improvement projects. Mike and his wife have two children. In his position as Supply Chain Manager he will oversee the purchasing process for Molin's Production Facilities and Field Operations Department. Mike's office will be located in Molin's Structural Precast Production facility located in Lino Lakes, MN.



Molin Hires Jarvin Potter

Jarvin recently completed his B.S. Mechanical Engineering degree from the University of Minnesota - Duluth. Prior to attending the UMD, he attended Century College where he received his A.A.S. degree in Engineering CAD

Technologies. Jarvin came to Molin from an out-source drafting firm where he worked as a structural drafter for four years coordinating with manufacturers and clients to deliver accurate production drawings, generating detailed CAD drawings, and managing four other drafters on various precast concrete design products. Jarvin brings experience and a proven track record of success in the precast structural design area. Jarvin has served in the US Army National Guard as a Unit Supply Specialist for 10 years. Jarvin was been presented with a Hero of the Battlefield prestigious award. Away from work Jarvin enjoys playing ultimate Frisbee and coaching youth and women's ultimate Frisbee. Jarvin will work in the Molin D&E building located in Lino Lakes, MN.



Molin Hires Mireille Ziade

Mireille attended Lebanese University-Faculty of Engineering located in Roumieh, Lebanon and graduated with a Bachelor of Civil Engineering-Building Construction degree. Prior to joining the Molin Team, she served as Precast Concrete

Designer an out-source precast drafting company located in Elk River, MN. Mireille has also worked as a Structural Designer for an engineering firm in Minneapolis. Mireille brings experience and a proven track record of success in the precast structural design area. Mireille will work in the Molin D&E building located in Lino Lakes, MN.

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New and Clearance Items Now Available



Be sure to visit Molin's website and click on the **Molin Gear** tab to see all the **NEW ITEMS** and for clearance pricing on select cold weather apparel.

We've added a new Ozark Insulated Winter Jacket constructed with ECHOHEAT thermal reflective technology that uses body heat to help keep you warm. Also added to our apparel the Heritage rib-knit sweater/jacket made from 100% polyester fleece for optimum coziness and warmth. It features a soft outer shell, a chin guard and storm flap for added weather protection.

And due to demand from employees we've also brought back the popular Sport-Tek Sport-Wick Stretch Contrast Full-Zip Jacket. This is a moisture-wicking, soft-brushed jacket that's made of 90/10 poly/spandex jersey. Molin also offers several high quality **OSHA approved hi-vis clothing** items like; t-shirts, sweatshirts and cold weather jackets.

Remember to use your employee code for 50% discount on all items available when ordering from the online Molin Gear store.

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Sign up for presentations online

If you're looking for product information, want to schedule a plant tour or box lunch presentation, need an address/company change, need to add or delete someone as a newsletter recipient, change your email address, or wish to be contacted by a Molin rep, please visit our website at **MOLIN.com** and fill out and submit the **Contact Us** form. Thanks.