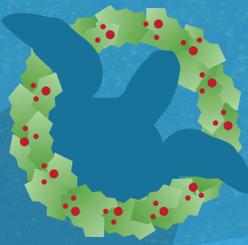


TURTLE TRACKS



Thermo-Kool®

Laurel, Mississippi 39440
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www.thermokool.com



Teri Brewer
Vice President
Sales/Marketing Manager

VOLUME XLVI

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No. 6

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

The kind of commitment I find among the best performers across virtually every field is a single-minded passion for what they do, an unwavering desire for excellence in the way they think and the way they work. – Jim Collins, author.

The last twelve months have been challenging for **Thermo-Kool** – some good and some bad. While I always enjoy when our company is

thriving, I am particularly humbled by how well our management team handles adversity. When discussing a challenge there is never complaining or blaming but immediately focusing on what is the best solution and how to execute. The greatest attribute of our team is the unrelenting willingness to give of their time and energy even though the situation may not be in their realm of responsibility. It is akin to a family suffering a crisis and all pulling together to provide strength for one another.

The same is true throughout our entire organization with our superb office and factory employees. A department may be hindered by its workload and others will volunteer to help because they are committed to a smooth workflow and the order shipping on time to our customer. I witness this daily as I manage by walking around.

I firmly believe that **Thermo-Kool's** management and employees truly embrace Jim Collins' opinion on commitment. We have a desire to satisfy our customers with a quality product and customer service that is unrivaled in our industry and you can be certain that our commitment for excellence will continue in 2016 and for many years to come.

I wish you all a blessed holiday season and a healthy New Year.



Rand McLaughlin
President and CEO of Thermo-Kool

Frances Davis – 54 Years of Service

Thermo-Kool's longest tenured employee, Frances Davis, recently retired after 54 years of service. When reflecting over Davis' 54-year career her commitment and dedication to **Thermo-Kool** were second to none. Davis was 22 years old when she came to work at **Thermo-Kool** which was known then only as Mid-South Industries, Inc. Since there were so few employees her responsibilities ranged from answering the phone, payroll, bookkeeping, quoting projects and in some cases, helping to load shipments. She was the company's first quality control inspector and played a role in developing the company's stringent quality procedures which are still in place today. Throughout her 54 years at **Thermo-Kool** Davis was an integral part of the company's continued growth and always



the epitome of a loyal employee who stressed to the team the importance of "doing things right" and "taking care of the customer."

HOLIDAY NOTICE

Thermo-Kool's offices and factory will be closed **Thursday and Friday, December 24 and 25, 2015**, for the Christmas Holiday and **Friday, January 1, 2016**, for the New Year's Day Holiday.

EMPLOYEE OF THE MONTH



Jessica Breazeale
Customer Account Representative,
Sales Department

Jessica Breazeale was selected Employee of the Month for September, 2015. Breazeale was nominated by **Thermo-Kool** Vice President and Sales/Marketing Manager, **Teri Brewer** and **Thermo-Kool** Sales Supervisor, **Melissa Harrison**. Brewer commented, "Jessica is responsible for handling one of the largest volume territories and does so in an efficient and expedient manner while making each and every person she deals with feel they are the most important. She uses her time wisely in order to maximize the volume she produces and is always eager to learn and gain more product knowledge." Harrison commented, "Jessica's territory consists of some of our most influential consultants. She has learned each of their requirements and does a great job in ensuring their needs are met while always keeping a positive attitude. Jessica also assists with training our new sales team members." Breazeale has been with **Thermo-Kool** since December, 2013.

EMPLOYEE OF THE MONTH

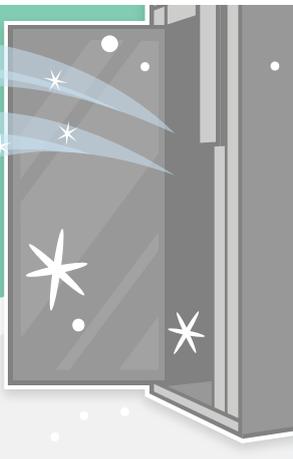


Andura McCullum
CNC Operator,
Frame Department

Andura McCullum was selected Employee of the Month for October, 2015. McCullum was nominated by Production Supervisor, **Tracy Hill** who commented, "Andura has become a leader in training new employees. In addition to training he still manages to produce a quality product and assists in keeping the metal department on schedule." Engineering Manager, **David Whitehead** added, "Andura does an excellent job and with a positive attitude." McCullum has been with **Thermo-Kool** since May, 2002.

HAPPY HOLIDAYS!

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AND OVERALL
BY CONSULTANTS. AND OVERALL