



2025 Q4 NEWSLETTER

BUILDING THE FUTURE:

OUR PACT FOR THE YEAR AHEAD - BOB ALVAREZ

Dear Team,

As we stand at the threshold of a new year, I am deeply inspired by everything we have achieved together and even more excited by the possibilities that 2026 holds. This past year, you didn't just meet expectations—you elevated them, setting a new benchmark for excellence through the values that power our team: Passion, Accountability, Curiosity, and Teamwork—our PACT.

Every day, you embodied these values in ways that have transformed our culture and our results:

- **Pitched-In:** With Passion and Teamwork, you supported each other, tackled tough challenges, and proved that united effort creates remarkable outcomes. Your commitment to uplifting one another is the heart of our progress.
- **Found and Fixed the Hard Stuff:** Through Accountability, you confronted complex issues head-on, delivered meaningful solutions, and fueled continuous improvement. Your courage and ownership have laid a foundation for lasting success.
- **Future Focused:** Driven by Curiosity, you've pushed boundaries, learned rapidly, and embraced innovation. This mindset has positioned us to seize new opportunities and shape the future, not just respond to it.

Because of you, our core values are now woven into every decision and action. We're leveraging data more effectively than ever, and we're dedicated to creating outstanding experiences for both our team and our customers. Our drive to be easier to work with and for is opening doors to exciting possibilities in 2026, including new markets, advanced technologies, and fresh ways to collaborate and grow.

Looking forward, I am filled with optimism for what we will create together. The coming year is rich with opportunities to strengthen our impact, lead with innovation, and inspire one another even further. Your energy, resilience, and unwavering commitment to our PACT values are what will propel us to new heights.

Thank you for making this past year truly remarkable. Let's embrace the promise of 2026 and make it a year of extraordinary achievements—together.

With gratitude and excitement,
Bob





Huge thanks to everyone for completing open enrollment on time in Q4 – your responsiveness made a big difference, and we appreciate it.

Coming up, we'll be transitioning our payroll system from Inova to UKG over the next few months. No action is needed from employees right now.

Thanks for your patience as we work through accruals and make sure everything rolls over smoothly. If you spot anything that doesn't look right or have questions, please reach out to hr@shapirometals.com.

A friendly reminder to use Whistle! Recognize each other for a job well done. It means a lot to feel appreciated!

And don't be shy – we want to hear from you! Share sustainability ideas, Shapiro wins, and photos from across the company. Get involved, stay connected, and help us keep the Shapiro momentum going!



Shapiro Benefits

COMING SOON  **Shapiro & UKG**

SHAPIRO IS TRANSITIONING TO UKG DIRECTLY— COMING THIS APRIL

What's Happening?
In April, Shapiro will officially transition to operating directly as part of UKG. This is a positive step forward and an exciting milestone for our team
What Does This Mean for Employees

Right Now?
✓ Business as usual.
There are no immediate changes to your day-to-day work, responsibilities, or support. Please continue operating as normal.

What Does This Mean for the Future?
✦ A better employee experience.
By transitioning directly to UKG, we're setting the stage for:
-Improved tools and resources
-Greater alignment and collaboration
-Enhanced support and opportunities
-A stronger, more connected experience overall

Questions? We're Here.
If you have questions now—or as we get closer to April—please don't hesitate to ask.



PACT

Passion. Accountability. Curiosity. Teamwork.



GRILLING FOR A CAUSE - ANDREW GARZA

Southern Comfort Meets Smoky Goodness

We're bringing a little Southern charm to your smoker with a recipe that's equal parts simple and irresistible. Pimento cheese—rich, creamy, and just the right amount of tangy—meets perfectly smoked sausage for a flavor combo that hits every note. Whether you're hosting a backyard cookout or just firing up the smoker for fun, this dish is an easy crowd-pleaser that disappears fast.



Pimento Cheese Recipe:

2 Whole Canned Pimentos, Drained.
Half Pound of Sharp Cheddar Cheese, Grated. (2 Cups)
2 to 3 Scallions, Chopped.
2 TBS Sugar
1 TSP of Worcestershire Sauce
1 TSP of Hot Sauce
Half Cup of Hellmann's Mayo or Dukes Mayo

Slice the pimentos open and use a paper towel to remove as much moisture as possible. Then chop up the pimentos. Place 1/3 of the Cheddar cheese in a food processor.

Next, layer the ingredients in this order: Pimentos, Scallions, Sugar, Worcestershire, Hot Sauce, Mayo, another 1/3 of the cheddar cheese. 20 Pulses, just enough to blend it together. You can mix it together by hand.

Transfer to a bowl, cover and chill at least 6 hours, overnight preferred.

Smoked Beef Sausage:

I prefer to use spicy beef sausage. Do not use pre-smoked sausage!

Fire up your smoker to 225F and add in some pecan wood. Put the sausages on the smoker for 2 to 3 hours, they are done when they hit 165F internally.

Once the sausage is done, let it cool for 10 or 15 minutes. Slice the sausage on the bias to create longer pieces. Place a tablespoon of pimento cheese on each slice of sausage. Enjoy!



**GRILLING
FOR A CAUSE**



SAFETY FIRST

NEW YEAR, SAME MISSION: EVERYONE GOES HOME SAFE – FRED STELL SMITH



As we begin 2026, safety remains at the core of everything we do across all of our facilities. Each day, many of our team members work around heavy equipment, fast-moving material, and constantly changing environments. That means staying alert and following proper procedures. It isn't just a rule, it's how we protect one another.

1. PPE: Start the Year Right

Before stepping into the yard or onto the warehouse floor, make sure you're wearing:

- Safety glasses
- Hard hat
- Cut-resistant gloves (when needed)
- Steel-toe boots
- High-visibility vest
- Hearing protection in designated areas

A missing piece of PPE is one missing layer of protection.

2. Watch Your Hands – Number One Injury in our industry.

Hand injuries continue to be the most common incident across our industry. Remember:

- Never reach into piles or bins blindly
 - Use tools—not hands—to move or clear debris
 - Replace damaged gloves immediately
 - Keep pinch points in mind around machinery, conveyors, and balers
- Hands are the first thing in danger. Protect them.

3. Equipment Safety: No Shortcuts

Whether you operate a material handler, loader, forklift, or even one of our trucks, do not begin your shift until:

- Pre-operation inspection checklists are complete
- Warning lights, alarms, and backup signals are functional
- Tires and hydraulics are checked
- Cab and area are clear
- Your seat belt is on

If equipment isn't safe, tag it out and report it.

4. Slips, Trips, and Falls Increase During Winter

January calls for cold snaps, wet mornings, and icy patches. Stay alert for:

- Wet metal surfaces
- Frozen ramps or loading docks
- Loose scrap on walkways
- Oil or fluid drips

Walk like the ground is slick—even when it doesn't look that way.

5. Lockout/Tagout – It Only Works If You Do

Before performing maintenance or clearing jams:

- Shut down the machine
- Isolate all energy sources
- Lock and tag properly
- Verify zero energy
- Never remove someone else's lock

If it can move, spin, crush, or cut—lock it out.





**SAFETY
FIRST**

6. Heat Stress Already Matters in the South

Even in January, southern weather can swing quickly. Stay hydrated and take breaks as needed.

7. See Something Unsafe? Speak Up.

Safety isn't a department—it's a team effort.

If you see something that's not right:

- Report it to your supervisor
- Stop the task if someone is at risk
- Suggest improvements
- Keep communication open

Small conversations prevent big incidents.

Thank you for the work you do every day. Your focus, awareness, and commitment. Keep our company strong and our people safe across all our locations. Safety isn't a priority, it's a value. And values don't change. Let's make 2026 our safest year yet!



BEYOND THE BIN – MADDIE CARLSON

Celebrating Sustainability Wins

As the year ends, we review our results, achievements, lessons, and upcoming goals. Working with manufacturers, we focus on tracking metrics, reducing emissions, and improving recycling. These achievements matter, but sustainability does not end with work. It shows up at home, in our communities, and in daily choices. This is a good time to pause and recognize personal sustainability wins that often go unnoticed. Big or small, these efforts add up and sharing them can inspire others.

Sustainability conversations often focus on what still needs to be fixed, and while that perspective is important, it can also feel overwhelming. Highlighting wins, especially at the end of the year, helps shift the narrative toward progress and possibility. Celebrating positive actions reinforces good habits, builds confidence, and reminds us that change is already happening. It creates momentum when people see what works for other people. Sustainability feels more accessible and achievable, rather than an all-or-nothing challenge. Just as importantly, sharing these stories builds connection and turns sustainability from an abstract concept into something personal and relatable.

Talking about our sustainability wins with coworkers and peers can make a big difference. When we share simple actions that work, it sparks curiosity and encourages others. These conversations often help sustainability efforts more than formal programs or rules.

We believe in recognizing and making progress visible, which is why we are launching the Shapiro Sustainability Award for our clients in 2026. Highlighting environmental progress is important, and we want to celebrate companies who are taking action. We invite you to celebrate the award recipient with us and encourage you to recognize environmental wins around you, both at work and in your personal life. Just as our clients' achievements can inspire their industries, your own efforts can inspire your community.

Please reach out to Maddie if you would like to share a personal sustainability win!

www.shapirometals.com



**BEYOND
THE BIN**

ROAD WARRIOR – TOM VIVIANO

By Judy Ferraro and Tom Viviano

Customer Service Representative, Tom Viviano, has been a Road Warrior for Shapiro the past 24 years. After 18 years of being a truck driver, he moved to the customer service team where he works with the sales and commercial teams in providing top notch service to our customers and consumers.

When driving a truck, Tom spent 60 hours a week on the road as Shapiro was servicing Texas from our Springfield, MO facility which required many overnight routes. In customer service, Tom oversees accounts located in Texas, Oklahoma, Arkansas and Missouri. When asked what he never leaves home without, his answer was "patience" due to traffic, weather and any changes that come his way.

What Tom liked about driving was his interaction with the customers. In July of 2018, his ability to drive was compromised by an unfortunate accident that caused him to lose sight in his left eye and leave his truck driving profession. At that time, Shapiro asked Tom to be a part of the customer service team. He was a perfect fit as he knew the customers already. He likes being more involved in customer satisfaction in his new role which allows him to meet even more people at each facility he visits while working to solve problems and enhance their programs. He also enjoys working on the customer service team which he describes as an "opportunity to learn and grow together."

While Tom is on the road he listens to 70s, 80s and country music on Sirius Radio or Spotify and admitted that he often sings along with the music. He also has a few places he looks forward to when traveling for Shapiro. Jim Funkhouser, the Director of Customer Service, often instructs him to stop at various barbeque restaurants whether he wants to or not. He claims that Texas has the best food in his territory. Some of the places he likes are Hard 8 BBQ, Saltgrass or Texas Roadhouse where he likes asparagus and a loaded baked potato with his steak. When traveling, Tom brings peanut butter crackers, Snickers and healthier snacks like grapes and apples.

All Road Warriors have places they stop along the way. For Tom it's a truck stop in Maverick, Oklahoma that also has a Subway and McDonalds. And of course Buc-ees where they have everything from gas to apparel to home décor to hot sauces and spices to freshly made barbeque to beef jerky to any kind of drinks or treats one could ask for. Once when traveling with Steven Mitchell, Tom stopped at Buc-ees. Michael was amazed and not so sure he even wanted to enter the giant convenience store on steroids. Since I'm writing this with Tom, I will throw in their clean and abundant restrooms.

Safety has always been a priority for Tom. To stay safe, he stays away from other trucks as much as possible and always allows a safe following distance due to gators/blowouts where vehicles following trucks have to dodge the debris from the tire. His advice to the general public when driving around trucks is to stay clear of them when possible, give them plenty of room, don't tailgate and NEVER pass on the right.

In his customer service role, at least 30% of the time, there is a change of plan, Tom finds it best to make an appointment with the top customer in the area and then pop in on the others unannounced. Otherwise, he would be driving all over the place and under time constraints. It's been working out.

And because plans change, Tom has a strategy where he doesn't let anyone or anything "steal his joy." When asked how he started that healthy philosophy, he replied, "I learned it from my faith." His patience is truly his virtue.

Tom is also one of the Shapiro Proud team. He served in the Navy from 1983 – 1996 where he earned an E5 Second Petty Class Office Ranking. Tom received a long list of awards including a Navy Unit Commendation Metal, Meritorious Unit Commendation Medal, Navy Achievement Medal, National Defense Service Medal, Armed Forces Expeditionary Medal, National Defense Service Medal, Good Conduct Medal with two Bronze Stars, and a Sea Service Deployment Ribbon with two Bronze Stars.



ROAD WARRIOR – TOM VIVIANO

While in the Navy, Tom worked as an aircraft mechanic and traveled to the Naval Air Weapons Station in China Lake in Ridgecrest, CA; Pensacola Naval Air Station with the Blue Angels; and Naval Air Station Whidbey Island in Washington. Tom became a Military Police and went to Naval Air Station Corpus Christi, TX; back to Naval Air Station Cecil Field, Jacksonville, FL; as well as aboard the USS Carl Vinson, Dwight D. Eisenhower and Abraham Lincoln aircraft carriers.

Tom has been married to his wife Diana for 24 years, the same amount of time he's been with Shapiro. They have three children, two boys and one girl along with two grandchildren who live in Austin, Texas.

When not working, Tom enjoys getting together with family and friends to play cards and board games as well as deer hunting, fishing and canoeing. He also enjoys cooking on his grill or smoker and his favorite thing to smoke is meatloaf. He shared his recipe: Mix 2 lbs. of ground beef with eggs, onion, green pepper, Italian seasoning, salt, pepper with smear a little catsup on the top. Cook for 2-3 hours. Sounds tasty. Let Tom know if you give it a try.



WHATEVER LIFE SENDS YOUR WAY, WE'VE GOT RESOURCES TO HELP.



Personal Assistance Services (PAS)
is a life event service that helps you
and your dependent family members
with virtually any life need.



**Shapiro
Benefits**

Counseling Services are provided
through your Employee
Assistance Program

800.356.0845

www.paseap.com

CLOSING THE LOOP - TIM RIDDERBOS

Ludicrous Speed – Pedal the Cause

Cancer is something that affects every one of us, either personally or through a friend or family member that we know. Luckily, there are many incredible organizations that help fight cancer by raising money for research and treatments. One organization that does this is Pedal the Cause, located nearly across the street from Shapiro's Corporate Office in Olivette, MO. The founder, Dave Drier, lost his daughter to cancer and decided to fight back and create an organization to honor her and help other people, thus Pedal the Cause was born 15 years ago.

Pedal the Cause is a bike ride that takes place in St. Louis with riding options including kids rides and distances from 10 – 100 miles and can also be completed remotely for people who are not in St. Louis. In 2025 the raise raised over \$5,000,000 for cancer research that goes directly to specific cancer related projects at Siteman Cancer Center in St. Louis.

Over the past few years, one team, Ludicrous Speed, has continued to grow by being a place for companies and members of the Recycled Materials Industry to come together and ride for a good cause. Companies from across the industry including Shapiro, Alter, Sennebogen, The Recycled Materials Association, Rick Clark, Metal Exchange, Sierra, and others have donated. The team has also brought its "recycled materials" touch to the Pedal the Cause event by creating an aluminum can recycling station which crushed the voluminous amount of cans generated at Race Village over the weekend event. These cans were brought to Shapiro's St. Louis facility, recycled and the proceeds were donated back to Pedal the Cause.

Stay tuned for more information about the 2026 Ludicrous Speed team, we would love to have you join THE team of the Recycled Materials Industry!

Growth in Action: Our Latest Promotions



JD Garner
Plant Manager



Andrew Hadley
Chief Operating
Officer



Amy Head
Chief Financial Officer



Michael Karr
Senior VP of Business
Development



Jessica Lara
Operations Analytics
Supervision

JANUARY

Brittany Greer - 2nd
Diane Orange - 3rd
Bobby Hayes - 6th
Brandon Register - 7th
Carl Cayce - 11th
Emily Herren - 15th
Juan Vasquez - 18th
Hykeen Miller - 21st
Torrey Battiste - 22nd
Andre La Grone Jr. - 23rd
Mason Stiltner - 24th
Shamar Mayberry - 24th
Waleska Torres - 27th



FEBRUARY

Steven Mitchell - 4th
Fernando Esquivel Jr. - 4th
Nick Muschong - 5th
Steve VanBlaricum - 5th
Kaylob Stevens - 5th
Bruce Shapiro - 6th
Justin Andrus - 7th
Devon Glaze - 13th
Chris Newhouse - 13th
Katelynn Phillips - 17th
Michael Dalton - 19th
Gregory Jarrett - 21st
Randall Williams - 21st
Dillon Williams - 23rd
Keff Handley - 24th
Lisa Watkins - 27th



SHAPIRO BIRTHDAYS

MARCH

Patrick Robertson - 2nd
Michael Jenkins - 8th
Michael Owens - 9th
David Fish - 20th
Matthew McCloskey - 30th





MARKETING MILESTONES FOR 2025

Website Stats

14,578 Companies Visited
124,023 Page views
8.5 Average Pages Per Visitor
26.56% Increase vs 2024
41 Leads Identified
6 Closed

Sustainability Insights

3 Editions Published
1,000+ Impressions
568 LI Subscribers
3,151 Times Read

Market Insights

12 Editions Published
7,500+ Impressions
1,273 LI Subscribers
16,912 Times Read



LinkedIn Stats

110,000+ Impressions
600+ New Followers
5,000+ Page Views



5 For Five

11 Editions Published
8,000+ Impressions
534 Subscribers



Circular Strategies

3 Editions Published
1,400+ Impressions
483 Subscribers

