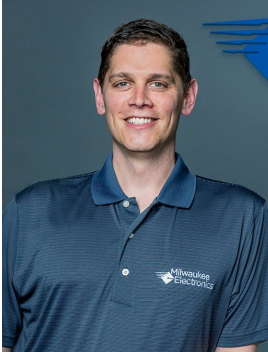


MILWAUKEE ELECTRONICS EMPLOYEE NEWS

December 2024

Let's Work Together to Build on Mike's Legacy



Jered Stoehr

Our Executive Chairman and my father, P. Michael Stoehr passed away on Dec. 6th. For me, this is both a time of sorrow and reflection. Much of my life has been shaped by my dad's val-

ues and my time working with him in our Company. However, the same work ethic and individuality that helped him build our Company, also influences my unique vision and drive to make us a leader in our markets. As a team we will build on Mike's legacy, sharing his values, but evolving our

vision to grow in our existing markets and expand into new ones.

There will be a memorial Celebration of Life ceremony for Mike on Jan. 4th. During 2025, we'll also have events throughout the year celebrating the 40th anniversary of Mike buying Milwaukee Electronics and honoring his legacy.

I'd also like to take time to thank each one of you. This was a year where we had many operational challenges and as a team, you all consistently tackled them. Your efforts helped reduce inventory, make up a planned sales shortfall and put us on a path to sustainable operational improvement. In his last year of life, my dad got to watch all that. It helped him realize his legacy would carry on through each of you. It's a good

teaching moment. None of us know how much time we have nor are we fully cognizant of how our actions impact those around us. Thank you for the positive impact your efforts made this year.

As we end the year, I hope you and your family have a wonderful holiday season, filled with love and laughter, good health, and prosperity. I look forward to a 2025 filled with growth opportunities for all of us. Let's make our 40th year as a Milwaukee Electronics family, our best year yet!

Jered Stoehr
CEO

Utilizing Training to Reach Our Goals

By Michele L. Winchcomb, Training and Development Manager

The new year ahead will bring us some exciting changes and opportunities to improve. Two of our corporate goals this year will be to produce 100% quality products and deliver them 100% on-time—both of these will be big challenges, but working together, we have what we need to achieve both and make Milwaukee Electronics even better than we already are.

Training will play an important part in reaching these goals. Ensuring that we

are properly trained and following our adopted processes are some ways we can achieve the quality we need. Upcoming changes to training in Milwaukee will mean that in all three facilities, we will be able to accurately assign and track the training for every employee. We will also be working to improve our on-the-job training methods and developing ways to assess knowledge of job processes through hands-on demonstration. All of these things will allow us to be more ready to reach our goals.

Each of us has the ability to individually

affect the changes necessary to reach these goals. Being careful in our work, stopping and asking questions if we are unsure of something or if something seems wrong, and aiding in developing a climate where it is okay and normal to help one another do these things will be vital in helping us find success.

It's an exciting time to be at Milwaukee Electronics! Together, we can achieve the goals of the company and provide our customers with the absolute best we have to give.

Remembering Mike Stoehr

It is with great sorrow that we announce the passing of Paul "Mike" Michael Stoehr on December 6th, at the age of 78. Mike was a beloved husband of 53 years to Susan Stoehr, and a devoted father to Jonathan (Dani), Keirsten Campbell (Lael), Jered (Nobuko), and Philip "Audie" Stoehr. Michael and Susan raised their family in Whitefish Bay.

Mike was preceded in death by his parents, Lydia and Paul Stoehr, and his brother Jeff Stoehr. He is survived by his sister, Tami Stoehr-Kreps (Norman), his sisters-in-law, Carol Barnes (Robert), Judy Stoehr and brother-in-law Dean Branshaw (Carol). Mike was a proud grandfather to eight grandchildren: Madeline, Jackson, Jake, Roxanne, Cole, Luke, Arya,



P. Michael Stoehr

vate lifelong friendships. He rarely met someone he didn't like, a gift that left an indelible mark on his friends, colleagues, and church community. He maintained close friendships with his University High



Standing (L-R) Mike and Susan Stoehr celebrate the first group of 25 year Service Anniversary recipients.

and Anika, as well as a loving uncle to Kelsie, Heather, Tracy, Heather, Laurelanne, Karyn, and Trevor.

Mike grew up with a strong work ethic, helping in his father's shoe repair shop in Lincoln, NE from a young age. After graduating from the University of Nebraska with a degree in Electrical Engineering, he moved to Green Bay, where he met and married his lifelong love, Susan Branshaw.

Mike had a remarkable ability to connect with people and made the effort to culti-

mate School classmates throughout his life. Over the years, Mike found great enjoyment in his Business Forum group, lively poker nights, Sunday potlucks, and cheering on the Nebraska Cornhuskers and Green Bay Packers. He also loved traveling to explore other cultures. His intellect and wisdom were

matched by a steadfast Christian faith, which made him a respected leader at the United Methodist Church of Whitefish Bay.

His entrepreneurial spirit defined him. After employment at Procter & Gamble, American Hospital Supply, and Frito-Lay, Mike moved to Milwaukee, WI to join a friend in business. In 1985, he seized the opportunity to purchase a small manufacturing company, Milwaukee Electronics. With more determination than dol-

lars, he helped Milwaukee Electronics grow from 22 employees to a multinational corporation with operations across the USA and in four other countries.

After his diagnosis of Multiple Myeloma in 2020, Mike relished time spent in Door County, surrounded by the love of family and friends. The family extends their heartfelt gratitude to Drs. Sekhon, Hari, Longo, and the staff at the Froedtert Moorland Reserve in New Berlin for their care, as well as the staff at Hospice Homecare and Linda and Ida at Newcomers for their compassionate support.

Family will greet friends on Saturday, Jan. 4, from 10:00 a.m. to 11:00 a.m., at United Methodist Church of Whitefish Bay, 819 E. Silver Spring Dr., Milwaukee, WI 53217. The Funeral Service will be held at 11:00 a.m. and a livestream option will be available for those who cannot attend.

In lieu of flowers, donations may be made to the **United Methodist Church of Whitefish Bay** or the **Milwaukee Rescue Mission**.



Mike Stoehr at the Ryder Cup tournament in Milwaukee in 2021.

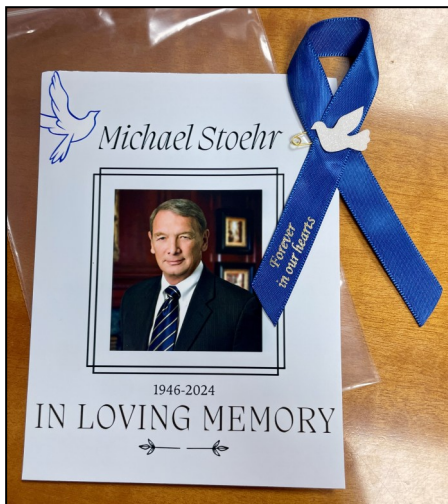
Celebrations of Mike Stoehr's Legacy Across our Facilities

Mike Stoehr touched a lot of lives and a number of events and memorials have been happening across Milwaukee Electronics. We recognize that many of you knew him well and would like to express condolences in some way. To better ensure that this process is organized in a way that his family can have a permanent memorial of messages from our Milwaukee Electronics family, we are asking that you either send cards to the HR team in your facility or ask the HR team for a messaging form we've created specifically for this purpose. All of these messages are being organized in a scrapbook for presentation to Mike's wife, Susan.

We also want to share some of memorials and activities that have occurred at the various plants.

In Tecate, Letty and Pirouz Pourhashemi made the employee announcement on Friday, Dec. 6th at 11:45 am and Letty asked Josue to say blessing since he is a church pastor.

Mike's Rules of the Road were inadvertently condensed last issue. The full version is on page 4.



In Milwaukee, Laurie Stamas, created a memorial for Michael Stoehr and made copies for Canby and Tecate. Additional memorials can be requested through Heidi Vega.



Josue gave a blessing in Tecate.



The Canby facility set up a memorial wreath and photo, along with a table for condolence messages.

Contributed by Heidi Vega....

As we move through this week, may we be reminded of the importance of each moment, each connection, and each lesson. In times of reflection, we find the strength to carry forward, knowing that the spirit of those who came before us continues to guide and inspire us. Let us honor this legacy by carrying forward with strength, compassion, and gratitude.

Author Unknown

A Lasting Legacy

The Rules for the Road of Life

By Mike Stoehr

1. Have a relationship with a higher power.
 - Seek direction and surrender yourself to that power.
 - You will have moments of direction, use them wisely.
 - There will ALWAYS be solutions to problems when you seek direction from a higher power.
2. Surround yourself with exceptional people.
3. Your life has a plan. Seek help from others because you can't do it alone. Let them know how important they are to you.
4. Remain cool under pressure.
5. Aim higher than you think you can achieve.
6. Live your life humbly.
7. Always think long-term.
8. Give more than you take. Each of us has been given many gifts. We have a responsibility to use them to their fullest.
9. Life can be beautiful so don't just survive – bloom in it.



A Heartfelt Thank You to Our Outstanding Products Team

As the year draws to a close, I want to take a moment to reflect on everything we've accomplished together and express my deepest gratitude to each of you. This time of year naturally brings thoughts of appreciation, and I can't help but feel incredibly thankful for the amazing team we have in this division.

This year has been nothing short of remarkable. Together, we've tackled challenges, seized opportunities, and achieved significant milestones that are a testament to your hard work, dedication, and collaboration. Each success we cele-

brate is a direct result of your talent, commitment, and resilience.

You've all contributed in unique and meaningful ways, and the impact of your efforts is something we can all be proud of. Whether you've been designing, building, selling, supporting, or strategizing, every contribution has been vital to our collective success. Our Milwaukee and Tecate teams are truly amazing.

As we move into the new year, I'm excited about the possibilities ahead and confident that, with this team, we will continue to achieve great things. For now,

though, I hope you'll take time to rest, recharge, and enjoy the season with your loved ones—you've more than earned it.

Thank you for making this an incredible year. I'm grateful every day to work alongside such an exceptional group of people. Here's to all we've accomplished and all that's yet to come!

Wishing you a joyous and peaceful holiday season,

Josh Sowards
Vice President - Products

ACG Honored with a Killer Whale Award!

By Mike Allen. Director of Sales-Material Handling Products

Killer Whale, you ask? Let me explain.

Each year, Hytrol's President, David Peacock, selects a meaningful and unique symbol (often an animal) as the theme for employee recognition awards. For 2024, he chose the Killer Whale.

Why the Killer Whale?

The Killer Whale, or orca, is a fascinating symbol for achievement:

It's a majestic and beautiful creature when tamed—think SeaWorld.

It has the confidence to go head-to-head with even the largest and most feared predators, like the great white shark, and emerge victorious. For Hytrol, this represents the confidence and determination to win market share.

Killer whales are deeply loyal to their pod, working together as a team to hunt and thrive.

They adapt and collaborate when needed, sometimes joining another pod temporarily to achieve a common goal.

This makes the Killer Whale an inspiring



(L-R): Curt Norris (Hytrol Purchasing), Josh Sowards, Mike Allen and Chris Brudos (Hytrol VP Supply Chain).

metaphor for teamwork, adaptability, and determination—qualities we strive for every day.

A Historic Moment for ACG

Typically, the Killer Whale Award is given exclusively to Hytrol employees. However, this year marked a significant exception: the VP of Supply Chain received the award twice for outstanding performance. What made this achievement even more special was the recognition of ACG's partnership in helping Hytrol succeed.

Thanks to our ability to consistently de-

liver on time during periods of high demand, the Hytrol Supply Team credited ACG as a critical factor in their success. At our December annual meeting, they extended this honor to ACG, presenting me with the Killer Whale Award.

This is the first time this award has been given to an external partner!

This recognition is a testament to the outstanding teamwork and dedication of the ACG, Milwaukee Electronics and Tecate teams. Your hard work in delivering exceptional performance throughout 2024 made this possible.

Special thanks also go to our business leaders, operations, supply chain and support teams. Your behind-the-scenes efforts ensured we could meet and exceed our customer's needs.

Congratulations to everyone involved—this award is for all of you!

December Service Anniversaries

Our Service Anniversary feature commemorates the service anniversaries of employees who have served 1, 5, 10, 15, 20, 25+ years. We appreciate your years of service!

1 Year

Jennifer Montano, Canby

Carter Schrot, Milwaukee

5 Years

Jazmin Velazquez Cervantes, Tecate

15 Years

Cecilia Lopez Chavez, Tecate

Amalia Bonilla Gonzalez, Tecate

Kim Khamviseth, Canby

Griselda Meza Miguel, Tecate



James was joined by his family to celebrate his 25-year milestone anniversary.

Celebrating Service Milestones

By Michele L. Winchcomb, Training and Development Manager

On October 17th, the Canby plant celebrated the 25th service anniversary of James Turner. It was a fun celebration of James and all he has done for Milwaukee Electronics in his 25-year career.

James started his career in stuff and hand-add, and eventually found his way to test, where he is currently a test tech. James' co-workers and supervisors say if you need someone to find a problem and solve it, James is your man!

For his celebration, James was joined by his mother, father, sister, and brother-in-law. They enjoyed sharing stories about James with many of us, as a slide show of James played in the background. The slide show included pictures of James at work and with family, as well as pictures of him enjoying some of his hobbies, as well as pictures of him in the funny hats he loves to wear. He even brought hats to share with others.

James requested spaghetti and meatballs for lunch, so that is what we delivered! We had a catered meal with the spaghetti, pasta alfredo, lasagna, salad, and bread, as well as James' favorite cake—chocolate with chocolate frosting. After lunch, employees were invited to share stories about James, and we enjoyed hearing about his dedication to Milwaukee Electronics, his ability to solve problems, and his talent for entertaining all of the kids at our family events with his giant bubbles and other fun activities.

We are so fortunate to be able to say we work with James every day, and we are happy to have gotten to spend time celebrating him. Thank you, James, for your work and dedication to Milwaukee Electronics!

Merry Christmas and Happy New Year!

Newsletter Contact

Have Company News to Share?

Email: newsletter@milwaukeeelectronics.com

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