

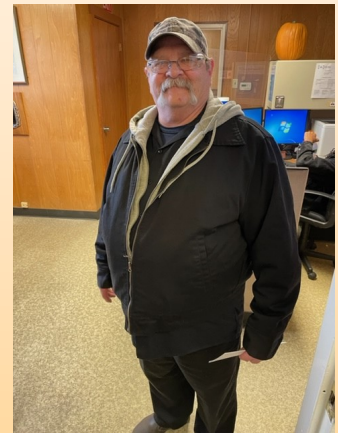


Congratulations Retirees!



We had a number of long-term employees who decided to hang up their safety-toed shoes and seek out new adventures in life. Combined, the three gentlemen pictured below leave the company with over 96 years of service. Though their faces will certainly be missed around the shops, we wish them well in their new endeavors. Many thanks to Charlie Good (Autobar/Olivet-left), Terry Wagner (Autobar/Olivet-below right), and Mark Schiffli (General Labor/Hamilton-below middle.)

Not pictured are our recent retirees from Edgerton: Jeff Buffington, Dave Fogle, and Deb Stuckey. All have made great contributions during their time with the Company. Good luck to all, and thank you for your service!



25-Year Employees Celebrated

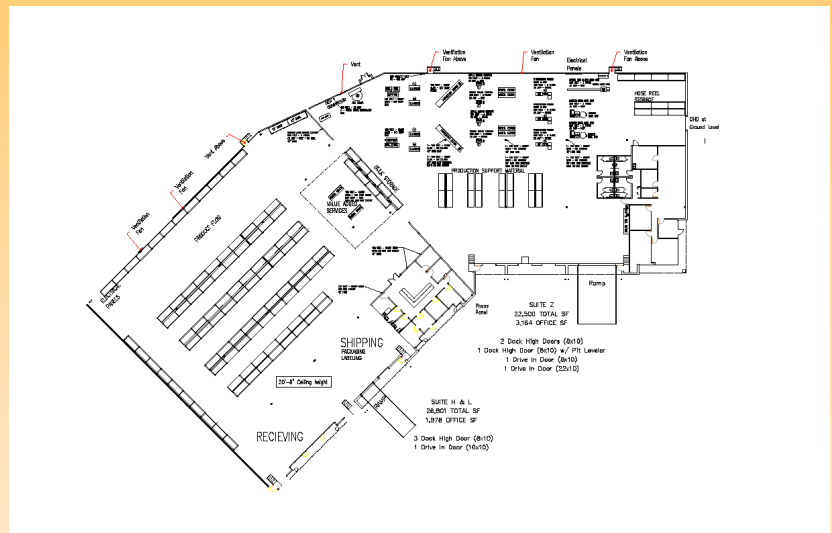
In October, we acknowledged four people celebrating their silver anniversaries with Air-Way. Pictured left to right below are: Cristy Beers (Production Supervisor/Olivet), Brandy Sweet (Planner-Inventory Control Supervisor/Hamilton,) and Charley Blank (President/Hydra-Flex.) Not pictured is Deb Slone, our Customer Service Manager in Olivet. This list of 25-year people continues to grow, which says a lot about our culture.



HF Charlotte has Expanded.....

Hydra-Flex's Charlotte location was established in 2015 so that we could both get closer to a large customer, and develop a hose assembly facility within the Southeast region of the USA, which we view as a strategic market that affords us significant growth opportunities. Jeff Dugai was our first Charlotte employee and played a very important role in both supporting our largest customer, which at the time was Jacobsen, and beginning the process of setting up the facility. The importance of Jeff's initial involvement in the development of HF Charlotte cannot be understated and we are very grateful for his efforts. Since that time, we have hired Rick Collins to be our General Manager. Rick has methodically built an amazing team that is now supporting many new customers and a great deal of growth. From 2018 when we began tracking this data, hose assembly production in Charlotte has increased from about 3,000 assemblies per month to a current rate of almost 40,000 assemblies per month.

Last year, and as a result of our growth, Hydra-Flex's Charlotte facility expanded from an initial size of 22,000 Sq Feet to what is now almost 50,000 Sq Feet. This expansion has allowed us to increase our warehouse and production floor space to support both the growth that we have already realized and the growth that we expect throughout the coming years. In the image shown, the right side of the drawing represents the original space that we moved into in 2015 and the left side of the drawing represents the additional new space that we now occupy



Thank You to the entire Charlotte Team for your efforts!! You are all critically important to our future and we appreciate each and every one of you!

Halloween Spirit at Air-Way

We had a few employees getting into the Halloween spirit this year. Linda Mann (lower left—Hamilton,) Tammi Stultz (lower middle—Edgerton,) and Christine Simington (lower right—Hamilton) all participated in holiday festivities. Great job, ladies!



Buffoli / Air-Way Global Machine #713

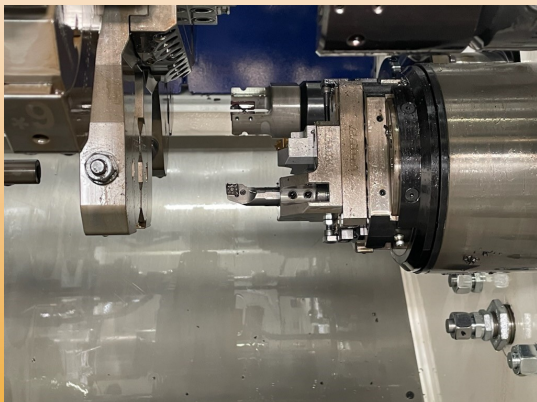


The Air-Way Global Manufacturing Engineering, Maintenance, and R&D Team has just returned from a two-week trip to Brescia, Italy to receive training for and perform the run-off approval of our new Buffoli Rotary Transfer Machine. It was a positive experience with the entire Buffoli Team, from the owners to the technicians who were working to please. It was a refreshing experience with issues quickly attacked and resolved for us. The team left Italy by giving approval to ship the machine to our Hamilton, Indiana facility.

We gained comfort in knowing that we will receive ongoing assistance from the entire Buffoli staff. The USA Buffoli location, with a trained technical staff and inventory for repair parts, is located in Holland, Michigan. The location for our machine was an easy choice because, besides having the professional staff that we do on site, Hamilton is the only plant we have that is large enough to house this machine. The floor space requirement equals the square footage of two screw machines. The plan is to tear down the machine now and ship it in December, hopefully receiving it in February and having operational in March.

We are anxious to receive this new-to-Air-Way technology!

John Hamm, President Manufacturing & Engineering.



401(k) Plan Amendment

Effective January 1, 2023, Air-Way will allow quarterly enrollments into the Retirement & Savings 401(k) Plan. This means eligible employees can enroll on the first quarterly enrollment date (Jan 1, Apr 1, Jul 1, Oct 1) following six months of employment. For those of you who are new, if you were employed prior to July 1, 2022, you will be eligible to participate on January 1, 2023. Those employed between July 1 and October 1 will be eligible to enroll on April 1, 2023. The Company's discretionary match is 50% of the first 6% of wages you contribute to the plan. Please see HR if you have any questions.

Wellness Bonus

Remember, Air-Way offers a \$100 bonus every year for anyone getting a wellness check with their medical provider. Address any questions with Human Resources. If you had a wellness exam, simply bring the EOB or statement from the medical provider to HR so that payment can be entered into payroll. You must be enrolled on AW's medical plan in order to qualify.

Upcoming ISO Audits

Quality Policy Statement: Air-Way Global Mfg is committed to continually improve our quality system to ensure that we exceed our customer's expectations.

Air-Way Employees Helping our Communities

Many of our people have taken the initiative to help out those less fortunate during this holiday season. Our Edgerton team sponsored a School Supply Drive for the second year in a row in September, collecting 284 items that were donated to the local school district.

Olivet employees are having a "Blitz Food Drive" between December 12-16. Donations, such as canned goods, personal items, and cleaning supplies, will be given to the Olivet Congregational Church Food Bank.

Hamilton donations will be going to the Church of Christ Food Pantry. Thank you to all who are participating at a time when so many are in need.

Environmental Policy Statement: Air-Way Global Mfg is committed to continually protect the environment and prevent pollution by monitoring and measuring our significant aspects and impacts to insure we meet or exceed relevant legal environmental requirements.



Flex Reminder

If you are using the Bennie Card to pay for medical expenses, you are still required to submit receipts to JFP Benefit Management to substantiate the purchase.