

CHEERS to a BRAND NEW YEAR!

TABLE OF CONTENTS



Message from GDI Integrated Facility Services CEO Claude Bigras

Hello Everyone,

I'm so glad I get to write this holiday message on a higher note than last year spending the season with family and friends for the first time in a long time, at the end of a long tunnel and finally into the bright holiday lights of a new and hopeful year. I am so proud of each and everyone of you for getting through the past two years together as a family.

Despite being some of the hardest years we've all gone through, we accomplished so much, even more than we could have ever thought in the circumstances. We have truly shown how strong we all are, and that we can achieve and accomplish anything if we have team members as amazing as all of you are.

This community has grown and evolved so much, and we have welcomed so many new and exciting faces and brands into the GDI Group of Companies. It has been amazing to see the collaboration between all of our team members blossom into new ideas, great innovations, and a wonderful company culture.

These past two years have truly been the most successful years our company has ever had under the most difficult circumstances, and I can't wait to see the amazing things to come now that we've overcome them. I truly appreciate your time and tremendous effort and I look forward to an even better and happy new year with you.



Wishing you and your loved ones a joyful holiday season together!
Claude Bigras

Thank You For a Job Well Done.

A Few Messages From Corporate:

What a remarkable year it has been. I would like to extend my sincere appreciation to everyone in our family of businesses and congratulate you on a job well done. The acquisition by GDI presented many challenges in which most of us had not encountered. We came together, maintained our identity, and moved forward successfully. **Thank you all for that.**

We have a great partner in GDI that values our organization and what we represent. Our future is bright and together we will reach unimaginable heights.

I hope you all have a Merry Christmas and enjoy some well-deserved time with your families and friends. Happy Holidays!

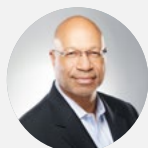


Paul Jameson, President, IH Services

Thank you to all of our associates for being the best! This year has continued to be quite challenging as we move past the pandemic and through a turbulent economy, however, our associates continue to provide the ultimate experience to our customers. The impact that everyone is having on contributing to our team's success is very much appreciated.

As we look ahead into 2023, we continue to be very excited about leveraging our new partnership with GDI Integrated Facility Services by creating more strategic enterprise growth and more career opportunities for our associates. We also plan to formalize and implement our Diversity, Equity, Inclusion & Belonging (DEIB) commitments in a way that would reflect how much we truly appreciate your contributions to the success of Newbold and Peak.

During this holiday season, I hope that you can enjoy time with family and friends. Take care and get ready for a fantastic 2023!



Erwin Carter, CEO, Newbold Services & Peak Workforce Solutions

As 2022 draws to a close, I want to take the time to express my gratitude to every employee in our organization. What a tremendous year it has been, and it could not have been done without your hard work and dedication. I am blessed to be surrounded by such incredible talent. I am looking forward to the great things that 2023 has in store for us. I hope each of you have a wonderful Christmas and a Happy New Year. Be safe and enjoy the holidays!



Rob Williams, President, Peak Workforce Solutions

It is hard to believe that 2022 is almost in the books. It has been a great year with a great accounting team who always steps up to the plate and gets the job done. Accounting is the last in the cycle of business so whenever anything gets pushed back accounting has to go that extra mile to make sure whatever needs to get done will get done. They always come thru! However it takes everyone in our company to get the job done starting on the front lines all the way to the end. Thank you to everyone who works in our array of companies for getting the job done. Merry Christmas and Happy New Year!



Donna Kelley, Director of Finance

Merry Christmas! Our team crushed it in 2022 and empowered 1000's of people all across the county! We look forward to adding to our team in 2023 to make it our best year ever. We wish all of you a wonderful holiday season filled with all the things you enjoy the most! Stay ProActive!

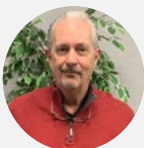


Andy Sexton



Chad Ayers , ProActive Response Group

At this joyful time of year, our organization wants to express our heartfelt gratitude to all employees and coworkers for everything you do to take us where we are today and even further! Happy Holidays! Congrats on another successful year everyone! You've all been all-stars, it's a privilege to be a part of this team and I can't wait to see what we'll accomplish in the year to come.



Larry Mize, VP Technical Services & Engineering

HEARING FROM YOU!

Our company tapped into the holiday spirit to explore how our team defines it, and what organizations they're passionate about helping. From spreading cheer through a warm smile or volunteer work that sparks change in their community - "Holiday Spirit" took on many inspiring forms this season!



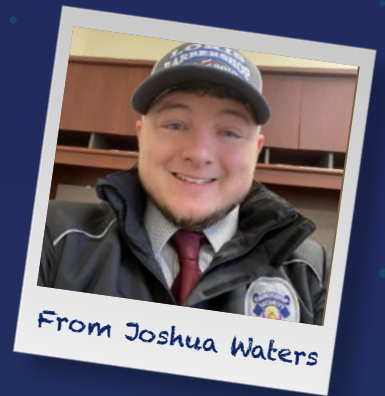
Donna Davis - Housekeeping Supervisor / King, NC

"The term just makes you feel warm and Happy, the holidays always bring a smile to my face, because I know I will be spending time with my family, which makes me very happy, it's also a time to be kind to people and to help anyone that needs it, this should be all the time, but especially the Holiday season."

Organizations I'm Passionate About :
Humane Society (humanesociety.org)

Joshua Waters - District Manager / Conway, SC

"To me, it means that the love of the Lord Jesus Christ is being made manifest in God's Children as we celebrate the birth of the Lord Jesus Christ (December 25th). That love comes from the Church of the Living God and goes out into our communities and society. It can come in the form of a warm smile, a kind word, a warm hug, and a simple gift. "



Organizations I'm Passionate About:
Masonic Home for Children - Oxford, NC (mhc-oxford.org)



Tanishka Moore - Account Manager / New Orleans, LA

"This time of the year means to me giving back and spreading my holiday spirits to the ones that are less fortunate. My family and I get together ride around and give out plates to the homeless. For Christmas, we are buying 100 hats, gloves, and scarves to distribute to the homeless for the holiday. My church also feeds the community on holidays as well as takes donations of can goods, water, coats, etc."

Organizations I'm Passionate About:
Mt. Zion Baptist Church in Gulfport, Ms. Pastor Athur E. Burney. I will start a foundation soon in honor of my mother and her willingness to help others before her passing. There are no photos of our giving to others. We believe in when you are doing good deeds from the heart for other people, no broadcast is required.

James Vogt - VP of Business Development / Greenville, SC

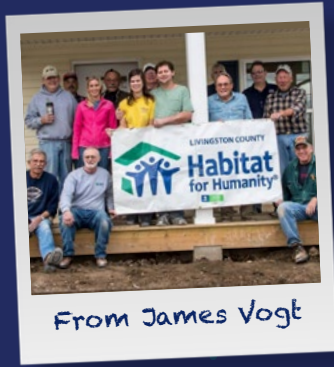
“For me, it has always been about the excitement of the holidays, and the joy of true quality time with friends and family that does it for me. Watching the smiles emerge as we all get together at this special time, really provides a warmth that little else does.”

Organizations I’m Passionate About:

Habit for Humanity (habitat.org)

Goodwill (goodwill.org)

Miracle Hill Ministries (miraclehill.org)



From James Vogt

Kimberly Stone - Recruiter, Corporate Office / Greenville, S C

“Our Creator and His Creation”...“ Letting Spirits Rise”...“ Celebrating Renewal”...
“The Joy of Our Children”“ Spreading Goodwill and Joy to All.” The list is endless.

Organizations I’m Passionate About:

Kiwanis (kiwanis.org)

Generations Group Home (generationsgroup.com)

The Way Outreach Center Homeless Shelter (greenvillewayoutreach.org)

Also, I spend a lot of time at our local hotels and motels sharing the message and hope of love for all.



From Kimberly Stone

Brian Melone - Account Manager/ Greenville, SC

“To me it means, remembering previous holiday times of fun and laughter. I try to keep things light and lively even when things get hectic at work. Checking in with my coworkers to make sure they are ok and don’t have any issues, makes me very happy. The support I get from my boss, Beatriz, makes a huge world of difference as well.”

Organizations I’m Passionate About:

Cancer Centers of the Carolinas

● Myotonic Dystrophy (Muscular Dystrophy) Foundation (myotonic.org)



From Brian Melone

Lea Board - Site Leader / Shepherdsville, KY

“When I hear the term Holiday Spirit, I feel a sense of happiness and gratitude! I get all warm and fuzzy inside, the holidays just make me feel like there’s no problems for just a little bit, just spending time with my family and shutting out the world is the best feeling and means more to me than anything I look forward to the holidays more than any other time of the year.”

Organizations I’m Passionate About:

Ronald McDonald House Louisville, KY (rmhc-kentuckiana.org)



From Lea Board



Jessica Ortiz - Account Manager / New Bern, NC

"Spreading love and joy to all those around you. Decorating for the holidays and spreading holiday cheer. Also, spending time with friends and family."

**Organizations I'm Passionate About:
Toys For Tots (toysfortotsusa.org)**

Megan Renfro Upton - Account Manager / Fort Smith, AR

"Holiday spirit means, to me, family, good cheer, joy, blessings, and thankfulness. Graciousness and kindness to others, good food, cherished memories and laughter."

**Organizations I'm Passionate About:
Fort Smith Boys & Girls Clubs (fsbgc.org)
Maggie House (arkansastruevision.com/maggie-house)
First Southern Baptist Church (firstsouthern.tv)**



Tonya Pilkerton - Account Manager / Greencastle, PA

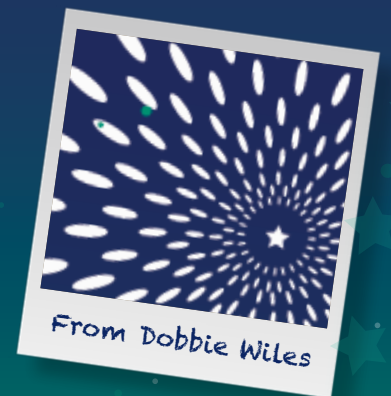
"Fellowship with family and friends and giving. And remembering our loved ones who passed, knowing we carry on their traditions and spirit during the Holidays."

**Organizations I'm Passionate About:
We run a mission called My Fathers Closet, we do "Adopt a Family" for Christmas where we adopt families out and deliver Christmas gifts and food to needy families in the area.**

Dobbie Wiles - Account Manager / Elkin, N.C.

"Holiday spirit is helping. At Christmas you give a little more to help others, it can be as small as making sure they have the heat on, or an extra blanket. A smile and a Thank you goes a long way in here with some residents. To me, the holiday spirit is a yearlong event. Give a little extra, and go the extra mile. It's about giving back. Make each day special for someone."

**Organizations I'm Passionate About:
DAV (dav.org) and Habitat for Humanity (habitat.org) are just two that I help. I have in the past even helped Habitat build a house for a young family. 2010.**



TIPS TO START THE NEW YEAR ON A HIGH NOTE

Gratitude Exercises: Gratitude has been proven to have numerous positive effects on our mental and physical health, from increasing resilience and physical well-being to improving relationships and even leading to greater success in life. Practice gratitude exercises individually or with your partner, children, co-workers, and friends.



Writing Gratitude Letters – Writing a letter of thanks to someone who has made a difference in your life is one of the most powerful forms of gratitude exercise, as you not only express your appreciation but also build stronger connections with them.

Keeping A Gratitude Journal – Dedicating time each day to writing down things that you are grateful for, such as people or events, is a great way to stay mindful and be aware of all the good things in life. It's also incredibly rewarding!



Reflection Exercises – Taking time to reflect on past blessings is another excellent way to cultivate an attitude of appreciation for what you have experienced thus far in life.

Meditation – Focusing on being present and appreciating each moment for all it brings can provide deep insight into how fulfilling our lives truly are. Make sure you take a few minutes just for yourself to practice mindfulness and give thanks for what is going right in your life.



Volunteering – Participating in community service activities allows us to learn more about how much we have to be grateful for while helping those less fortunate than us at the same time; this type of exercise helps strengthen empathy and encourages recognition of the abundance of blessings we enjoy every day.

Gratitude exercises offer many benefits both physically and emotionally; they help break cycles of negativity, stress, anxiety, low self-esteem so that we can start living our best lives by realizing that there are plenty of reasons why we should appreciate every moment!

COMPANY HIGHLIGHT



A Look Back at How the Past Has Impacted and Inspired the Future of Our Long-Term Care Division.

Our Long-Term Care division focuses on providing a clean, disinfected, and safe environment for residents, staff, and guests in Long-Term Care facilities around the country. Our purpose is to improve the lives of residents and provide an excellent job for our team.

Leadership That Believes in Taking Calculated Risks and Supporting Employees:

The Long-Term Care division was formed over ten years ago when leadership saw a need in the market. We knew if we applied our quality and expertise in cleaning and relationship building, we could make a big splash. This was made possible by leaders like Paul Jameson seeing the vision and deciding to make strategic investments and put resources towards building the infrastructure of this division on the front end, knowing there were risks involved.

Another key person in spearheading this initiative at the beginning was Business Development Manager Pudge Tate. He entrenched himself in understanding this business sector and building relationships, and now we are experiencing the fruits of his labor and the seeds he sowed ten years ago. Pudge has since passed on and is greatly missed.

The Long-Term Care division has seen continued growth while experiencing beneficial changes over the past two years:

- **Creating alignment and a focused direction for the future of the division by assigning RVP Todd Hendley, to focus solely on Long-Term Care.**
- **Building up the new client pipeline by adding Briggs Kennington and Greg Myers as full-time healthcare Business Development Managers.**
- **GDI's recognition and commitment to building the future of Long-Term Care.**

“It’s important that we’re not losing focus of the heartbeat of this company. The heartbeat of this company is the frontline staff that shows up every single day and takes care of the residents.”

- Todd Hendley

Not Losing Focus on the Original Goal:

The Long-Term Care division has brought on new clients and increased business by building relationships based on establishing trust over time.

Goals include:

- Sustainably growing our footprint without losing sight of the original relationship-driven goal.
- Creating a bigger sales team that covers the entire US.

“Two #1 focuses; our employees and the residents. And if we love our employees and we are focused on our employees, then the residents will be taken care of.”

- Todd Hendley

COMPANY RESOURCES

MENTAL HEALTH AWARENESS

The holidays are supposed to be a time of joy and celebration, but for many, this can be a very difficult time. The holidays often come with additional stress that can increase risk of self-harm.

Here Are Some Tips:

Reach Out – Talking about suicide and mental health openly does not always come easily, so it's important to reach out to those who may be struggling during this challenging period.

Try to Limit Stress – During the holidays it can seem like there's never enough time to get everything done; make sure you limit your stress levels by taking breaks and focusing on things that bring joy.

Be Kind To Yourself – You matter too! The festive period can be hard, so make sure you look after yourself and allow yourself time away from commitments when needed.

Create A Supportive Network – Surrounding yourself with people who understand what you're going through.

Seek Professional Help If Needed – Sometimes talking with professionals can help provide extra support over the holiday season.

If you or someone you know is having thoughts about suicide, there is help available by calling the **National Suicide Prevention Lifeline at 1-800-273-TALK (8255). All calls are confidential.**

The deaf and hard of hearing can contact the Lifeline via TTY at 1-800-799-4889.

The Crisis Text Line is another resource available 24 hours a day, 7 days a week. Text "connect" to 741741.



Seek Professional and Confidential Help From Our EAP.

All records are kept confidential in accordance with federal and state laws. Your personal records are never shared with your employer or anyone else without your permission.

Our Employee Assistance Program (EAP) supports employees in managing:

- Stress, Anxiety, Depression
- Substance Abuse
- Parenting and Family Needs
- Legal Counseling and Mediation Services
- Workplace Concerns
- Financial Consultation
- Sleep Issues

To access assistance,
call 1-855-205-9185 or
www.liveandworkwell.com
Access code: IHServices

Thank you to everyone who helped put this together. Happy Holidays!