

# TURTLE TRACKS



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## EMPLOYEES OF THE MONTH



**DANIELLE HERRINGTON**  
PAYROLL I,  
ACCOUNTING DEPARTMENT

**Thermo-Kool** Payroll I, Accounting Department – **Danielle Herrington** was selected Employee of the Month for November 2025. Danielle was nominated by **Thermo-Kool** Accounting Supervisor, **Justin Pugh**, who shared, “Danielle consistently demonstrates a positive, can-do attitude. No matter the challenges our department may be facing, she is always the first to ask how she can help and is eager to take on new tasks. Since joining our team, we have encountered numerous obstacles, yet Danielle has continued to rise to every occasion. She goes above and beyond to learn new responsibilities, regardless of the level of difficulty.” Danielle is also known for her reliability, arriving early each day and ready to work with enthusiasm. Danielle has been with **Thermo-Kool** since December 2019.



**BEVERLY TROTTER**  
HARDTRACK OPERATOR,  
HARDTRACK DEPARTMENT

**Thermo-Kool** Hardtrack Operator, Hardtrack Department – **Beverly Trotter** was selected Employee of the Month for December 2025. Beverly was nominated by **Thermo-Kool** Maintenance Supervisor, **Brian Landstra**, who commented, “Beverly arrives early each day with a positive attitude and fully prepared to work. She consistently strives for excellence in the Hardtrack department by maintaining clean equipment and motivating both herself and those around her. Through her guidance and steadfast determination, Beverly’s department always outperforms others, setting a strong example of dedication and pride in her work.” Beverly has been with **Thermo-Kool** since January 2019.

## ONE WORD

*Every year, our team selects a word to live and work by. This word is displayed in everyone’s respective office as a reminder of our commitment and dedication to make the new year as successful as possible.*



**Lee Thames**  
Senior VP and Operations Manager  
**Transcend**

*“The reason I chose this word is because I plan to surpass what I believe is my norm at work and in my personal life.”*



**Melissa Harrison**  
Inside Sales Manager  
**Alignment**

*“In 2026, I will lead with alignment by understanding how sales decisions impact our business, communicating clearly, and making choices that support Thermo-Kool’s vision and processes.”*



**Carol Hathorn**  
Scheduling Supervisor  
**Unity**

*“Unity brings everyone together regardless of their personal opinions or belief, as everyone pulls in the same direction to achieve the shared goal.”*



**Shelby Bunkheila**  
Customer Service Supervisor  
**Cultivate**

*“I plan on cultivating development and encouraging growth with my team through specific skill training, guidance, and goals.”*

# 2ND ANNUAL KOOL FOOD DRIVE: MORE THAN JUST A FOOD DRIVE



By: Lisa Hinton



If you've been around **Thermo-Kool** for any length of time, you know our Kool Food Drive has become a seasonal tradition we all genuinely look forward to. What started as a friendly competition has quickly grown into a powerful reminder of what can happen when people come together for a good cause.



This year's 2nd Annual Kool Food Drive was our biggest yet. Employees, community partners, and friends all stepped up to support **The Glory House**, and the response was incredible. Donation boxes filled up fast, totals climbed higher than expected, and before we knew it, more than 5,500 food items had been collected, easily surpassing last year's 4,000 total and helping provide much-needed support to families in our community.



One of the best parts of the drive is watching how many organizations rally behind it. We're grateful to every company that participated, including **Chancellor Inc.**, **Cadence Bank**, **Laurel Machine & Foundry**, **Wayne-Sanderson Farms**, **Dunn Roadbuilders**, **Kim's No Bull**, **Regions Bank**, **Southern Tire Mart**, **Parish Transport**, **B&R Industrial Supply**, **PMR, Inc.**, **Squier Associates**, **Forbes Hever & Wallace**, **Desert Peak Marketing**, **Eaton Marketing Associates**, and **Ross & Yerger**. Their willingness to jump in and give back speaks volumes.

A little friendly competition always keeps things interesting, and this year was no exception. Congratulations to our top contributors, 1st Place: Chancellor Inc., 2nd Place: Cadence Bank, and 3rd Place: Laurel Machine & Foundry, and thank you to everyone who helped make the drive such a success.



We also saw that same spirit right here at home. **Thermo-Kool** employees embraced the challenge and encouraged participation across departments, helping keep the momentum going throughout the drive. A special congratulations goes to our internal winners, **Summer Gregory** (1st Place), **Chloe Riddle** (2nd Place), and **Nikki Ashford** (3rd Place), for leading the way with enthusiasm and generosity.



At its heart, this drive is about helping neighbors in need, and we're proud to support **The Glory House** and the vital work they do to serve individuals and families in our area. In addition, **Thermo-Kool** partnered with **NAFEM Fighting Hunger** to donate additional funds benefiting **Feeding America**, extending the impact of this effort beyond our local community.

The Kool Food Drive continues to show us what's possible when compassion leads the way. To every employee, partner, and company who participated, thank you. Your generosity made a real difference, and we're already looking forward to seeing what we can accomplish together next year.

# LIVING OUR CORE VALUES

When you think of **Thermo-Kool**, the first words that might come to mind are walk-ins, cold storage, blast chillers, and everything that makes the cold side of the kitchen effective and easy. But here's the wonderful truth, our success isn't defined by our products alone. It's defined by the people behind them. The way we show up for one another, take pride in our work, and push through challenges together is what truly sets us apart.

That's why we've formally adopted four core values that reflect who we are at our best: **TK Pride, Authenticity, Accountability, and No Quit.** These values certainly aren't new to Thermo-Kool. They've been part of our culture for years. But now, they serve as a shared foundation that guides how we work, how we treat one another, and how we deliver industry-leading walk-ins to our customers.

**TK Pride** is about taking ownership and pride in our work and our company.

**Authenticity** means acting with honesty, integrity, and respect.

**Accountability** is about following through and owning results.

**No Quit** reflects the determination to push forward with grit and determination.



## THE TURTLE AWARDS

To celebrate employees who consistently live out these values, Thermo-Kool created the **Turtle Awards**. Each quarter, four individuals are recognized — one for each core value — for the way they exemplify each in their daily work.

At the end of the year, one outstanding employee is selected for the **Grand Turtle Award**, honoring someone who embodies *all four* values and represents the very best of **Thermo-Kool**.

The turtle is a powerful symbol for us, representing strength, durability, and steady progress. Just like our walk-ins and the people who build them, success doesn't come from rushing, it comes from doing things the right way, every step of the journey.

We are proud to recognize the following team members for their outstanding commitment to Thermo-Kool's core values:



**TK Pride Award**  
**Wade Aaron**



**Authenticity Award**  
**Erin Harrison**



**Accountability Award**  
**Robert Wade**



**No Quit Award**  
**Bud McKee**

Each of these individuals demonstrates what it means to live our values through actions that strengthen our culture and elevate our company.

Our core values reflect who we are today and are a projection of where we're headed in the future. By continuing to lead with TK Pride, Authenticity, Accountability, and No Quit, we ensure that Thermo-Kool remains a place where people thrive and excellence is built into everything we do.

Congratulations again to our Q4 Turtle Award winners and thank you to every **Thermo-Kool** employee who brings these values to life every day.

# IN THE NEWS

## A VERY KOOL CHRISTMAS TRADITION

Each December, Thermo-Kool comes together for one of our most cherished traditions, the annual Christmas Luncheon. Nearly as old as the company itself, this gathering gives us time to pause, recognize one another's hard work and years of service, and simply enjoy being together. With plates full of our traditional fried fish and fried pickles, and a room filled with laughter and gratitude, it was a reminder that what makes Thermo-Kool special isn't just what we build, but the people who build it. And while the food was outstanding as always, a few pecan pie cookies may have quietly stolen the show.

