



HOLIDAY NOTICE
THERMO-KOOL's offices and factory will be closed Thursday, November 27th and Friday, November 28th, for the Thanksgiving Holiday.

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EMPLOYEES OF THE MONTH



STEVE WILKERSON
PRODUCTION DESIGN
ENGINEERING SPECIALIST

Thermo-Kool Production Design Engineering Specialist, Production Design/Engineering Department – **Steve Wilkerson** was selected Employee of the Month for July 2025. Steve was nominated by his supervisor, **Donnie Carpenter**, for his consistent reliability, strong work ethic, and team-first mentality. He shows up each day ready to work and can always be counted on to follow through no matter who needs assistance. Whether it's someone from the factory, sales, or customer service, Steve is always willing to lend a hand. He maintains a positive attitude and is quick to volunteer when help is needed, including staying late when asked. Steve's dedication, flexibility, and commitment to supporting others make him an invaluable asset to our team. Steve has been with **Thermo-Kool** since October 1998.



ROBERT WADE
FOAM PRESS OPERATOR
FOAM PRESS DEPARTMENT

Thermo-Kool Foam Press Operator, Foam Press Department – **Robert Wade** was selected Employee of the Month for August 2025. Robert was nominated by his supervisor, **Gavin Whitehead**, for his exceptional leadership, dedication, and consistent contributions within the Foam Press department. He is highly regarded as both a skilled trainer and a dependable team member, whose strong work ethic and outstanding attendance set a positive example for others. Robert's commitment to excellence and teamwork makes a meaningful impact on the success of his department. Robert has been with **Thermo-Kool** since May 2023.

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.



Tracy Hill
Purchasing Agent
Buy-In

"This year, my focus is on buy-in, on earning trust, building alignment, and making sure every voice feels heard and valued. When we're all moving forward together, we move further than we ever could alone."



Kimberly McRoy
Human Resources Director
Mindfulness

"Mindfulness is defined as "paying attention to the present moment without judgement or reaction." I will work to apply this so that I may see every situation that arises with a fresh perspective allowing for growth and change in myself and those around me."



Shelby Bunkheila
Customer Service Supervisor
Encourage

"Encourage suggest giving support, confidence or hope to someone. In the coming year, I plan to give advice and support my department as well as our customers with any issues that they may be dealing with so that a timely resolution can be made."



Rod Miller
Production Supervisor
Focus

"My goal is to stay focused on the job at hand, to produce a quality product, which is defect free, with an on-time delivery for complete customer satisfaction."

UNDER THE STADIUM LIGHTS

Highlighting our college partners who trust THERMO-KOOL



University of Arizona



Frostburg State University



University of Delaware



McPherson College



North Greenville University



University of Oklahoma



University of South Carolina



University of South Carolina

IN THE NEWS

HEIDELBERG HIGH SCHOOL OILERS VISIT THERMO-KOOL

On Monday, September 16th, **Thermo-Kool** had the pleasure of welcoming 22 bright business students from Heidelberg High School for a behind-the-scenes tour of our Laurel facility. These future professionals—proudly known as the Heidelberg Oilers—got an up-close look at how walk-in coolers and freezers are brought to life, from raw materials to the final product.

Guided through various departments, the students experienced firsthand the craftsmanship, engineering, and teamwork that go into every **Thermo-Kool** walk-in. From foaming panels to installing hardware, they saw just how “kool” cold storage manufacturing can be!

It was an honor to host such an inquisitive and motivated group. We were especially impressed by the insightful questions and genuine curiosity they brought with them.

To the Oilers, we wish you all the best as you pursue your future endeavors. Should you ever need guidance or a place to explore careers in manufacturing, engineering, or business, **Thermo-Kool** will be here to support you.



THERMO-KOOL ANNOUNCES PROMOTION OF LEE THAMES TO SENIOR VICE PRESIDENT

Thermo-Kool is proud to announce the promotion of **Lee Thames** to **Senior Vice President**, effective immediately.

Lee joined **Thermo-Kool** on April 1, 1985, and has served as Vice President and Operations Manager for many years. In this role, he has been instrumental in overseeing company operations, leading research and development efforts, and ensuring compliance with government regulations and approvals. His deep knowledge of the industry, commitment to excellence, and steady leadership have made a lasting impact on **Thermo-Kool's** growth and success.

Lee holds a Bachelor of Science degree in Business with an emphasis in Marketing from Mississippi State University and completed the Owner/President Key Executive Management Program at the Harvard Business School campus in Boston, Massachusetts.

Outside of work, Lee enjoys fishing, hunting, golfing, cooking, woodworking, and spending time with his family and friends. He and his wife of 43 years are active members of Laurel First Methodist Church and are proud parents and grandparents.

Please join us in congratulating Lee on this well-deserved promotion and in celebrating his continued leadership at **Thermo-Kool**.

