



COMPLETE FILTRATION RESOURCES

UNFILTERED



EXPANDING OUR GLOBAL FOOTPRINT STRATEGIC GROWTH, OPERATIONAL EXCELLENCE, AND A UNIFIED VISION FOR THE FUTURE

By Travis White, President

As we turn the page to another exciting chapter at Complete Filtration, I can't help but feel both proud and energized. Proud of how far we've come, and energized by what's next. Each year seems to move faster than the last—but we aren't complaining, we are using the opportunity to strengthen our team!

Over the past year, we've continued to build strategically—adding incredible talent, expanding our facilities, and tackling some of the most ambitious projects in our history. Growth is easy to measure in numbers, but the real story is in the people and purpose behind it.

In the United States, we've welcomed 16 new team members across Project Management, Mechanical Design, Technical Support, and Operations—each one strengthening our ability to deliver excellence with precision and speed. We also expanded our Wausau WI, Marshfield WI, and Hørning, Denmark offices, creating more room for collaboration (and maybe a few more coffee machines). Across the Atlantic, our Denmark team has grown by five, and we've added one new teammate in the Netherlands, continuing to build a

European foundation that's as strong as it is innovative.

But perhaps most exciting of all, our Wastewater Division has truly found its stride. We've not only solidified our leadership in the dairy industry but also completed the startup and commissioning of one of the largest and most advanced wastewater treatment facilities in the industry, a milestone that represents the perfect intersection of technology, teamwork, and a lot of tenacity.

"GROWTH IS EASY TO MEASURE IN NUMBERS, BUT THE REAL STORY IS IN THE PEOPLE AND PURPOSE BEHIND IT."

We've solidified our leadership in the dairy industry while continuing to execute technically complex projects across 11 countries, each one showcasing the depth of talent and expertise within our team. This level of global execution isn't new for Complete Filtration - but it never stops being exciting. What is new, however, is our expansion into a sixth continent - Africa. That milestone means we've now delivered filtration projects on six continents, including Antarctica. The South Pacific might just be next - who knows? (We'll need to pack extra sunscreen for that one!)



New Office Wausau - WI ribbon cutting, January 2025

Through all this, our mission remains the same: to elevate the experiences of our employees, customers, and communities through sustainable technology and innovative processes - all while keeping it fun. Because if you can't enjoy the ride, you're missing half the journey.

As we look ahead, the future is bright. We'll continue to hire smart, execute with excellence, and bring world-class solutions to new corners of the globe. Thank you to every member of the Complete Filtration family for making this possible - your dedication, creativity, and grit make this company what it is.

Here's to another year of growth, innovation, and maybe a little friendly competition for the best parking spot at our expanding offices. Let's move forward - together - with purpose, passion, and pride.

INTRODUCING: E.D.G.E. TEAM

(Engineer. Design. Growth. Execution.)

An Elite team to bridge the gap between our sales and engineering teams, and to be the driving force behind innovation and growth. The three individuals chosen to lead this charge have truly earned their place through years of proven expertise and leadership in the dairy industry.



John Semenchuk



Ryan Rolsma



Tom Heinzen

CRACKING CODES & BREAKING RECORDS:

A BIG YEAR FOR BUSINESS SERVICES



By Klay Swatloski, Executive Vice President

It's been an incredible year for our Business Services Team, a year of collaboration, growth, and celebration.

We kicked off the new fiscal year (toasting another record-breaking year) with our annual Cornhole Tournament, an event that's become a company favorite. This year's tournament was extra special as we introduced our first-ever Core Value Awards, with every nomination and selection made by peers.

It was a proud moment to recognize teammates who truly live our values every day:



- TENACITY – RYAN BUSHMAN
- AGILITY – COREY ECKES
- INTEGRITY – SIMON LARSON
- STAKEHOLDER-CENTRIC – MATTHEW SCHNABEL
- FUN (TIE) – DEREK ANDERSON & TANNER VANCOUR

TEAMWORK THAT GOES THE DISTANCE

Our team's ability to problem-solve under pressure was put to the test during a recent trip to a local escape room and we made it out in record time! No surprise there, considering they help Complete Filtration "escape" last-minute requests and unexpected twists daily.

Beyond the fun, this group has been busy building strength through strategic growth:

- **JARRETT MCGUIRE**, Project Coordinator, bridging project teams and business services for smoother communication.
- **JORDAN LENZNER**, Controller, deepening our understanding of project financials and controls.
- **JOSH LEE**, Inside Sales Manager, expanding relationships with our existing customers and strengthening Aftermarket Sales efforts.
- **LOGAN NOWAK**, joining our Shipping Department, helping us keep up with demand – and proving we might just ship faster than Amazon.
- **MAGGIE PRATT**, Purchasing Assistant, balancing workload and building expertise in procurement.

INNOVATION THROUGH PARTNERSHIP

One of the most exciting developments this year is our partnership with Nelson-Jameson, extending our membrane replacement services through their maintenance team – powered by Complete Filtration expertise. Their technicians have direct access to our technical staff for troubleshooting and startups, giving customers even more seamless service and support. More details on page 6.

If you're not already receiving our quarterly Membrane Update, email emy.zettler@gotocompletefiltration.com to get the latest insights and news from the Aftermarket team.

From strengthening operations across our four global offices to celebrating our people and core values, the Business Services Team continues to set the bar for efficiency, collaboration, and fun. Here's to another year of cracking codes, breaking records, and keeping Complete Filtration running strong!

BUSINESS SERVICES STRENGTHENING OUR CULTURE ONE OUTING AT A TIME



Cheer Pong 2024






AND THE WINNER IS...

TEAM DEREK AND RICH



EXCITING UPDATES FROM ENGINEERING

By Josh Abel, Director of Process Engineering

As we close out 2025, I'm proud to reflect on the remarkable progress within our Operations team. This year, we achieved a record number of successful project completions, a true testament to growth, dedication, and collaboration across the organization. One of the most significant milestones was the strategic combination of the Engineering and Wastewater divisions into a single, integrated operations team. This move has enhanced our ability to deliver operational excellence, foster collaboration across all operational teams, and align more effectively on project execution.

Throughout the year, we remained focused on continuous improvement and efficiency. Our team introduced design enhancements and process improvements that streamlined workflows and elevated the quality of our solutions. Improvements in document revision control and project scheduling helped reduce rework and foster stronger collaboration across the project team. Leadership development was another key theme. We celebrated the promotion of Ryan Bushman to Project Manager Lead, reinforcing our commitment to effective process execution and long-term scalability. We also welcomed Jarrett McGuire into the Project Coordinator role, enhancing support for project managers and strengthening the connection between business services and operations.

Our Engineering team continued to deliver high-quality projects that meet and exceed customer expectations. By integrating purpose-built tools during execution, we empowered our teams to engineer thoroughly and proactively, minimizing the risk of oversights. Customer engagement has been and continues to be a cornerstone of our approach. By maintaining open lines of communication, we ensured clear alignment on expectations, reducing startup challenges and enabling a smoother, faster transition into production for our customers.

Knowledge sharing and transparency remained central to our culture. Monthly engineering meetings provide a forum to discuss challenges, drive resolution, track progress, and strengthen technical training across departments. Bi-weekly updates and strategic planning sessions increased visibility and alignment across teams. We also continued to grow; we welcomed new team members in project management, mechanical design, process engineering, wastewater, and automation. Their expertise and fresh perspectives have further strengthened our capabilities and positioned us for future success.

As we look ahead to 2026, our focus remains on delivering exceptional service, fostering innovation, and building strong relationships. Thank you for your continued trust and partnership. We look forward to another year of growth and achievement together.

Client Success

PROJECT OVERVIEW:

We successfully modified a membrane system to save on shipping costs and water usage. To achieve this, cheese whey was concentrated to reduce its volume, which directly impacts shipping costs. The water removed from the cheese whey was then repurposed for in-plant cleaning. Being able to reuse the water was not only sustainable, but also saved costs previously spent on city water for in-plant cleaning.

THE CHALLENGE:

Reworking and adding to a used membrane system required detailed analysis and creative problem solving to determine the most cost effective solution. We utilized all the existing equipment and maintained the same footprint with the equipment we needed to add. The hurdle that proved the most challenging was to discharge to a nearby creek any excess water not needed for in-plant cleaning. This required further processing of the water from the cheese whey and close monitoring to ensure it meets the required discharge limits to the creek.

THE RESULTS:

- ✓ Shipping cost savings
- ✓ Water usage cost savings
- ✓ Water discharge cost savings
- ✓ Increase in sustainability



Client: Cascade Cheese Company
Location: Cascade, WI
Product(s): Membrane System
Modification for Cheese Whey



GLOW & THROW BAGS TOURNAMENT 2025



5th ANNUAL





EFFICIENCY ENGINEERED: THE FUTURE OF WASTEWATER FILTRATION

By Simon Larson, Lead Project Engineer – Wastewater

Our Project Engineering team continues to push the boundaries of wastewater treatment technology with the introduction of a next-generation membrane system designed to deliver both performance and energy efficiency. Traditional hollow-fiber tubular membranes have long been the workhorse for treating challenging industrial wastewater streams. However, the growing need for increasing performance and reduced energy consumption has driven us to explore new and innovative solutions.



After an extensive search, we have engaged with a specialized membrane manufacturer, to integrate an advanced flat-sheet membrane module installed in a tubular format. Constructed from proven Polyvinylidene Fluoride (PVDF) material and available

in multiple pore sizes, this design combines proven durability with operational flexibility. The system operates at significantly lower crossflow velocities compared to traditional hollow-fiber membranes and incorporates an automatic backwash cycle to periodically remove accumulated solids, resulting in more consistent performance. These membranes can be used in all technologies we offer including membrane biological reactors (MBRs) in anaerobic and aerobic applications as well as tertiary phosphorus removal.

What sets this technology apart is its energy efficiency: by maintaining high flux at low crossflow, the system achieves up to 50% lower energy demand compared to traditional crossflow membranes. The modular design also allows close-coupled configurations and custom orientations, making it ideal for compact installations. This initiative marks an exciting step forward in our commitment to developing sustainable, high-performance treatment systems that reduce operational costs and improve reliability.

TEAM NETHERLANDS

GREETINGS FROM THE NETHERLANDS!

By Helene Versteeg, Project Management Officer

CHEERS TO 2025: THIS WAS OUR YEAR!

As the year draws to a close, Team Netherlands is thrilled to look back on a successful and energetic

2025. It was a year defined by major milestones, team growth, and – of course – some healthy sporting fun!

This year saw the successful completion of the first phase of a major project, a significant achievement that showcases the dedication and expertise of our team. In addition, our Danish colleagues played a vital role, successfully executing two smaller, key projects that further strengthened our regional presence. These achievements lay a strong foundation for an even more ambitious 2026.

WELCOMING EXPERTISE: MEET REMY NOHAR

We are absolutely delighted to announce a vital expansion of our team: Process Engineer Remy Nohar. Remy brings a strong background in chemical engineering and sustainable food process engineering. With both a Bachelor's and Master's degree focused on innovative food technologies, we're thrilled to have Remy's expertise and passion for sustainability,

innovation, and collaboration on board. As a Process Engineer, he will be actively involved in our European projects, from the early design phase right through to commissioning and startup.

While we are committed to hard work, Team Bonding and fun are equally important components of the Complete culture. And when it comes to fun, golf seems to be a recurring theme for us!

Many of our people are keen golfers, and we annually organize a large fundraising event in the US centered around the sport. Team Netherlands couldn't resist joining the action and recently took part in a golf clinic. It certainly wasn't easy, but we managed to hit a few balls in the right direction! The dedication and teamwork were clear to see—consider this chapter 'to be continued...'

We want to thank all our colleagues, partners, and relations for making 2025 such a success. We wish you a wonderful festive season and a prosperous New Year!



**NEW
NETHERLANDS
OFFICE EMPLOYEE**

REMY NOHAR
Process Engineer

**RECAP ON: 2025 MEMBRANE TECHNOLOGY FORUM
NETWORKING IN FULL SWING
A GREAT NIGHT WITH GREAT PARTNERS
HOSTED AT: OFFICE GOLF IN BLOOMINGTON, MN**

We had a great time at the Membrane Technology Forum in Bloomington, MN! Huge thanks to our customers and suppliers who joined us Tuesday night for some well-earned fun, food, drinks, and golf simulators after the show.

It's always great connecting with the partners who make what we do possible, here's to more collaboration and innovation ahead.



TECH CORNER

PILOT STUDY FOR PROPER SCALE-UP

For this newsletter we are focusing on pilot best practices and our recommendations. There are several important details to consider when organizing a pilot trial:

HOW MUCH IS KNOWN ABOUT THE PRODUCT?

If membrane compatibility is in question, a smaller “feasibility study” on a benchtop unit is typically done first.

EARLY ESTABLISHMENT OF SEPARATION SUCCESS IS IMPORTANT.

Water reuse/recovery and water discharge are areas in which Quality Teams must be involved in conversations and defining what practical limits are needed.

IN THE FOOD & BEVERAGE INDUSTRY, PRODUCTS CAN BE SENSITIVE TO SHIPMENT; FREEZING/UNFREEZING, SPOILAGE, AND SEDIMENTATION ARE ALL MAJOR CONCERNS FOR PILOTING OFFSITE.

If possible, we encourage onsite pilot trials to minimize these variables and impacts on results.

BE PREPARED TO SOURCE UTILITIES (HOT WATER, COLD WATER, MEMBRANE SAFE CLEANING CHEMICALS, AND POWER) FOR THE PILOT SYSTEM(S).

TEMPERATURE, PRESSURE, SYSTEM FLOWS, AND STREAM COMPOSITIONS SHOULD ALL BE MEASURED AND RECORDED REGULARLY.

If a trial is completed as a batch operation, more readings will be required near the end of the trial due to rapid increases in concentration. Additionally, the system should be recirculated for a period of time to ensure steady state prior to recording.



WITH OUR TECHNICAL MANAGER: MARK GIBSON

IF THE APPLICATION REQUIRES HIGH CONCENTRATE PURITY OR IF PRELIMINARY RESULTS SHOW POOR PRODUCT RECOVERY, DIAFILTRATION (ADDITION OF WATER OR OTHER VOLUME BUFFER) MAY BE REQUIRED.

AN EXTENDED FOULING STUDY SHOULD BE PERFORMED, IDEALLY AT HIGH AND LOW CONCENTRATION TO SEE THE CHANGE IN FLOW OVER TIME.

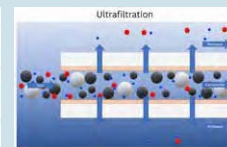
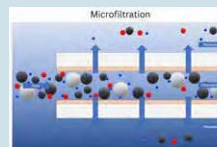
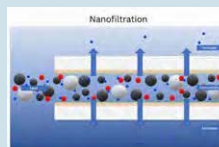
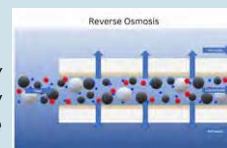
This study can be completed by recycling material through the pilot system.

FOR COMPLEX TRIALING WITH MULTIPLE SYSTEMS IN SERIES, A UNIVERSITY SETTING CAN BE A GREAT OPTION.

If the same system is used to test a series of operations, product loss when switching applications should be accounted for when establishing trial volumes.

OUR SPECIALIZED PROCESS TEAMS ARE HERE TO ASSIST IN ALL PILOT-BASED INQUIRIES.

From wastewater to multi-step dairy fractionation, we work with both new and existing customers to find innovative solutions.



VENDOR SPOTLIGHT



GLOBAL EXPERTISE IN DAIRY INNOVATION

DuPont Water Solutions is a global leader in membrane and ion exchange technologies, helping dairy processors worldwide produce high-quality products with greater efficiency, reliability, and sustainability. With over 40 years of experience in the dairy industry, DuPont delivers tailored solutions that support the transformation of milk into essential ingredients from whey protein and lactose to infant formula and lactose-free products.

VERSATILE SOLUTIONS FOR DAIRY & BEVERAGE PROCESSING

FilmTec™ reverse osmosis and nanofiltration membranes and DuPont™ AmberLite™ resins support a wide range of applications:

- Milk and whey concentration to reduce evaporator loads and energy costs
- Lactose separation and reduction for lactose-free product lines
- Demineralization of whey for high-purity applications like infant nutrition
- Water recovery and reuse to minimize discharge and support circular water use
- Recovery of lactose and sugar derivatives from mother liquors
- Juice and wine concentration, dealcoholization, and removal of undesired organics

ADVANCED TECHNOLOGIES FOR PERFORMANCE AND PURITY

DuPont's portfolio continues to evolve with innovations designed to meet the rigorous demands of dairy and beverage processors. The new FilmTec™ Hypershell™ XP RO-8038 element delivers up to 50% higher productivity and energy savings compared to conventional membranes. It features advanced membrane chemistry and a rigid shell for improved hydrodynamics, throughput, and membrane life, all critical components for cost-effective, high-performance dairy processing.



WHAT'S NEXT: UPDATED MESH WRAP TECHNOLOGY

The upcoming FilmTec™ MXP RO-8038 element, a mesh wrapped reverse osmosis element with higher productivity and a larger active area of 395 ft², provides increased efficiency and improved yield compared to other commercial mesh wrapped elements

INTERESTED IN LEARNING MORE? Dan Robel, Dairy Sales Manager | Direct: +1 763-257-4812 | dan.robel@dupont.com

www.dupont.com

AUTOMATION UPDATE



By Chris Abel, Automation Manager

This year, our Automation Department focused on learning, growing, and welcoming new faces from a variety of industries. By teaming up with leading manufacturers and vendors, we've been able to bring the latest technology of components, designs, and software into our projects. This means our solutions are not just reliable but also tailored to what our clients truly need and want for their applications. We also made it a priority to strengthen relationships with our key partners and to develop our own internal



And the Green Jacket goes to... Luke Schwantes!

tools. These efforts have made our electrical design and programming work smoother and more efficient.

All these steps have set us up for even more innovation and growth in the coming year. We're genuinely excited about what's ahead and look forward to delivering the best solutions possible!



Annual Automation Retreat: Teambuilding on and off the Course

MEMBRANE SOLUTIONS, POWERED IN PARTNERSHIP WITH NELSON-JAMESON

Complete Filtration Resources is a trusted supplier of various high quality sanitary membranes that are used in a wide range of filtration systems across dairy, food and beverage, and industrial water treatment applications. The membrane products we supply are engineered for performance, consistency, and reliability by our partners helping processors achieve optimal filtration results.

To better serve our customers long after installation, Complete Filtration Resources has joined forces with Nelson-Jameson to provide authorized membrane replacement

service. While Complete Filtration supplies the membranes and system expertise, Nelson Jameson's trained service technicians ensure those membranes are changed out and continue performing at the highest level.



BENEFITS

- **Expert Technicians** - Complete Filtration Resources provides membrane expertise, product selection guidance, and system knowledge. Nelson Jameson completes the partnership with on site service, diagnostics, and change-out support across the nation.
- **Minimize Downtime** - With membrane service, you'll minimize the amount of downtime in your facility and ensure that you're getting better product quality and efficiency, as well as enhanced yields.
- **Consistent Follow-Up** - We aren't finished until the job is done. Nelson-Jameson's expert Service & Repair team will follow up with your team to ensure that your operations are running smoothly.



WE'RE HERE TO HELP

For membrane products, system guidance, or technical support, contact Complete Filtration Resources at: inquiries@gotocompletefiltration.com.

Let us know if you are looking for membrane service scheduling with Nelson Jameson Service & Repair team and we will bring the whole experience together!



TEAM DENMARK



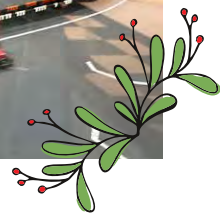
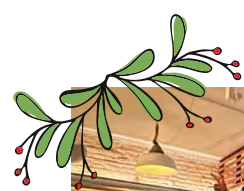
REGARDS FROM TEAM DENMARK

By Morten Andersen, Denmark Director of Sales

2025 has been another incredible year for Complete Filtration Resources, ApS! It's hard to believe two years have already flown by since our founding, time really does move fast when you're having fun and working hard. Our success continues to be fueled by a

winning mix of teamwork, agility, and strong support from our headquarters. Fast decision-making, streamlined processes, and top-notch technical and office assistance have kept our operations running smoother than ever. This year, we were thrilled to welcome several new faces to the team; now 15 passionate filtration experts strong and we're not stopping there! As our business continues to grow, we're actively seeking new talent to join our expanding European network. A personal highlight for me was experiencing the "Tee Up for a Cause 2025" charity event organized by our HQ team. What an unforgettable experience! The energy, generosity, and sense of community among partners, vendors, and even competitors were truly inspiring. Europeans could definitely take a page from that playbook!

Looking ahead, we're gearing up for a major milestone: the launch of our first Leanflux MF plant at a key partner site in the dairy industry. This cutting-edge system offers multiple processing advantages and opens the door to exciting new possibilities in membrane filtration technology. Thanks to the dedication and collaboration across our teams, our partnerships have never been stronger, and new opportunities are emerging across Europe. The future looks bright as we head into 2026. Forza Complete Filtration Resources!



NEW DENMARK OFFICE EMPLOYEES



CHRISTIAN TORP
Mechanical Designer



LEIF BRANDT IVERSEN
Sr. Sales Manager



LINDA JORGENSEN
Book Keeper



VILFRED SCHMIDT
Mechanical Designer



VINCENT JACOBSEN
Project Manager



WOODCHUCKS FAMILY DAY

Our team and their families came together for a fun evening at the Wausau Woodchucks game! It was a great night filled with baseball, dinner, and plenty of laughter. The kids enjoyed games and activities, while everyone got the chance to relax, connect, and make lasting memories together outside of work. It was the perfect reminder of how much we value our close-knit company culture, both on and off the field!



GROWING TOGETHER, Staying True To Our Roots

As our team continues to grow, we're proud to welcome the many new faces who have joined us this year. While we've expanded our capabilities and expertise, one thing remains unchanged- our commitment to the close-knit, small-company feel that has always defined who we are. We believe in keeping our culture personal, our relationships genuine, and our teamwork strong, no matter how big we grow.

NEW HOME OFFICE EMPLOYEES



ADAM SPECHT

Automation Engineer -
Process Programmer



CALEB MILLER

Mechanical Designer



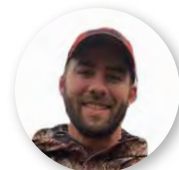
CODY STEUCK

Project Engineer - Wastewater



COLIN SCHLAGEL

Mechanical Designer



DYLAN DORAVA

Mechanical Engineer



JARRETT MCGUIRE

Project Coordinator



JASON OTTS

Field Service Technician -
Wastewater Solutions



JORDAN LENZNER

Controller



JOSEF FOCHS

Mechanical Designer



JOSH LEE

Inside Sales Manager



KYLE SWAN

Mechanical Designer



LOGAN NOWAK

Warehouse Assistant



MAGGIE PRATT

Purchasing Assistant



NICK STOFLET

Automation Engineer -
Project Manager



NORA DIXON

Process Engineer



STEVEN BROESCH

Sr. Project Manager



TAYLOR ROSE

Automation Engineer -
Electrical Design



TODD JOHNSON

Sr. Project Manager



TRAVIS WEISENBERGER

Mechanical Designer



TYLER SWAN

Project Manager -
Wastewater

**CHILI
COOKOFF**



WINNER: MAGGIE PRATT



TEE UP FOR A CAUSE



COMPLETE
FILTRATION RESOURCES
TEE UP FOR A CAUSE

Golf, Give, Repeat.

By Klay Swatloski, Executive Vice President

We are absolutely thrilled to share that our 3rd Annual Tee Up for a Cause charity golf outing at SentryWorld Golf Course was another showstopper!

Thanks to the incredible generosity of our industry partners, golfers, and volunteers, this year's event raised over \$224,000 for charity, once again exceeding all expectations. Each year, we are humbled by the support of those who come together to make a real impact in the lives of others.

OUR 2025 HONORARY CHARITIES

This year's outing proudly supported two extraordinary organizations making a difference right here in Wisconsin:

CHILDREN'S IMAGINARIUM – A MUSEUM FOR KIDS



A vibrant, hands-on museum in Wausau, WI that sparks curiosity and learning through

play. Focused on STEM education, the Imaginarium is building a space where children can imagine, explore, and discover. Our team had the joy of attending a special evening hosted by the Imaginarium, where employees and their families were invited to experience a night of creativity, discovery, and fun. Watching kids (and even a few adults!) dive into hands-on STEM-based learning was a beautiful reminder of why we do what we do.



Above Left: Klay visiting Camp Hometown Heroes
Above Right: Employees and their families at Children's Imaginarium

CAMP HOMETOWN HEROES

A transformative week-long summer camp dedicated to children of fallen U.S. service members. Through community, connection, and care, the camp helps these incredible kids heal and form lifelong friendships.



Shortly after the outing, our team members Lea Costa and Klay Swatloski had the honor of visiting the camp during

its second week. From the moment they arrived, they were immersed in the rich traditions and nostalgia that make Camp Hometown Heroes so special. Klay was immediately pulled into the fun, climbing the ladder in the dining hall to "Kiss the Buffalo" as campers counted down from ten, only to mischievously hold the count at "9, 9, 9!" to make him linger a little longer.

Both Lea and Klay were also invited to leave their handprints on the wall of the Art Room, joining generations of campers, volunteers, and staff who have passed through and left their mark.

Later that day, they had the privilege of presenting the donation check in front of all the campers and staff, who had no idea what the total would be. The cheers, smiles, and tears that followed said it all. Seeing the camp's impact firsthand was one of the most moving moments of the year, and we're already planning more hands-on involvement for 2026.

Thank you to our amazing sponsors, especially Dahmes Stainless for continuing to show up in ways we could never expect.



The IMPACT

Total Raised: \$224,000

Recipients: Children's Imaginarium & Camp Hometown Heroes

2025 Outing Stats

1st Place: AGC Heat Transfer
George Adams, Dave Adams, Darin Woodley, Jace Day

2nd Place: Custom Fabricating & Repair
Jordan Banks, Shane Csepp, Jordan Bryan, Anthony Savko

3rd Place: Central Stainless Inc.
Josh Franklin, TJ Graf, Mark Marquart, Jake Ristschard

We look forward to seeing everyone again in 2026 as we continue our journey of making a difference together.

MARK YOUR CALENDARS FOR JULY 21, 2026,
AND STAY TUNED TO OUR WEBSITE FOR MORE
INFORMATION. WWW.TEEUP4ACAUSE.COM





2025

G TAILGATE TOUR



PATRIOT K9s OF WISCONSIN



Charity, Community and a whole lot of green and gold



Proud Gold Sponsor of the Hendrickson Foundation National Hockey Festival.



CUSTOM FABRICATING & REPAIR'S
TRUNK TREAT
Extravaganza Event



Supporting and participating in our partner Custom Fabricating & Repair's community service efforts





SWC

Southwest Cheese



Clavis, New Mexico

20th Anniversary Cheese Ball

Country Western Themed



CHEESE CON



A NIGHT AT
NUTZ DEEP:
TEAMWORK,
TALKS &
TOGETHERNESS

TRADESHOW SEASON



CHEESE CON



CELEBRATE!



HAISLEY JOY SWAN
Born to Tyler Swan (Project Manager - Wastewater) and his wife in July 2025.



LEVI WEISENBERGER
Born to Travis Weisenberger (Mechanical Designer) and his wife in July 2025.



BABY GEESE
Our Marshfield office pond geese had babies!

FUTURE Employees

Employee ENGAGEMENTS

MILESTONE ANNIVERSARIES

20 YEARS
BEN SZYMANSKI

15 YEARS
RYAN BUSHMAN

10 YEARS
TRAVIS WHITE
AARON STEEG

AARON WILLFAHRT
Automation Engineer - Project Manager



ADAM MAURER
Project Manager



LOGAN NOWAK
Warehouse Assistant



NICK STOFLET
Automation Engineer - Project Manager



GROWING WITH US

From Intern to Full Time
Gabe Felix - Automation Engineer

ADVANCING LEADERSHIP HIGHLIGHTS



DEREK ANDERSON
DIRECTOR OF PROCESS SALES



SIMON LARSON
LEAD PROJECT ENGINEER - WASTEWATER



RYAN BUSHMAN
LEAD PROJECT MANAGER



JOSH ABEL
VICE PRESIDENT OF OPERATIONS



KLAY SWATLOSKI
EXECUTIVE VICE PRESIDENT

US CORPORATE OFFICE
1900 EAST 24TH STREET
PO BOX 253
MARSHFIELD, WI 54449

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505 S. 24TH AVE
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WAUSAU, WI 54401

NETHERLANDS OFFICE
JANSBUITENSINGEL 30
6811 AE ARNHEM

DENMARK OFFICE
NYDAMSVEJ 17 C1
8362 HORNING