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**MAKING A
DIFFERENCE: INSIDE
THE QCARES
COMMUNITY DRIVE**

From the desk of Ryan Vanwright

LEADING FORWARD

Team, as we wrap up the first three months of the year, I want to take a moment to share a few updates and reflect on the progress we have made together. First, thank you! The energy, focus, and collaboration across the organization has set a strong tone for the year. We entered Q1 with clear priorities, and I am proud of how consistently our teams have executed against them.

We've made meaningful progress in several key areas. Operationally, we improved efficiency and strengthened cross-functional coordination. Commercially, we continue to expand our pipeline and deepen relationships with existing partners. From a people perspective, we continued investing in leadership development and team alignment.

While there is still work ahead, our foundation is strong. We are tracking well against our goals and remain focused on disciplined execution, customer impact, and long-term value creation.

As we move into Q2, our priorities remain clear:

- "Keep the main thing the main thing" - maximize quality production and profitability
- Drive PEAK Behavior - Proactive, Engaged, Aligned. Kind
- Support one another and foster a culture of ownership and respect
- Continue delivering outstanding results to our customers.

I encourage you to stay proactive and engaged, drive alignment, and share ideas. The momentum we build now will shape the rest of the year.

Thank you again for your commitment and contributions. I am confident in what we are building together and excited about what lies ahead.



Ryan Vanwright

Ryan Vanwright
President

QPSIUSA.COM

2026 CORPORATE GOALS

#1

Revenue Goal

Achieve Revenue Target of \$149MM

#2

Cost Goal

Achieve EBITDA Target of 22%

#3

Culture Goal

Drive PEAK Performance through SDA to establish a sustainable foundation for growth

#4

Technology Goal

Implement AI Solutions to Reduce Operating Costs by \$350K in 2026

#5

Community Goal

Impact the community through Education & Workforce Readiness Initiatives



2025 QPSI SUMMIT – POCONO MOUNTAINS, PA



QPSI's "PEAK" Summit in December 2025, a two-day immersive leadership retreat in the Pocono Mountains, marked a defining moment in how we align, lead and execute as an organization. Designed to accelerate our enterprise transformation, the summit brought leaders together in a high-engagement environment focused on data clarity, operational interdependence and leadership accountability.

At the core of this transformation is PEAK (Proactive, Engaged, Aligned, Kind), our unified approach to driving both performance and behavior. PEAK represents our commitment to human-centered leadership, accountability driven performance, and daily excellence. It is more than a framework, it is the language and standard shaping how we make decisions, interact and deliver results across QPSI. Simply put, PEAK is how we show up.

The Summit centered around deepening understanding and adoption of the PEAK model while operationalizing SDA (Structure, Development, Accountability) across all functions. Leaders aligned around QPSI's core operational framework and strengthened their role in driving accountability through structured execution. Department presentations highlighted key wins, challenges, continuous improvement initiatives, KPI performance and forward-looking goals for 2026.

Beyond the content, the interactive workshops helped reinforce something even more critical – trust, collaboration, and shared ownership. Through immersive and interactive sessions, leaders built stronger connections and a clearer, unified vision for the future.

We left the Summit with:

- Greater cross-functional visibility and alignment
- Defined 2026 execution strategies including 90-day action plans for Quarter 1
- A stronger culture of ownership and performance-driven mindset

The PEAK transformation model exists to unify QPSI around a clear, values-driven approach to growth and excellence. It ensures that our culture and operations move together, with consistency, clarity and purpose. We left the Summit encouraged, motivated, and aligned, turning that momentum into a powerful start for 2026.



GIANINA

PROACTIVE, ENGAGED AND ALIGNED

DATE: 1/7/26

Educated staff on capturing data on Quality tracker to insure accuracy and clarity in comments section for proper follow up and less confusion.

AND THE AWARD GOES TO...



2025 PEAK AWARD WINNER, DAVE TODARO

PRESIDENTS AWARD RECIPIENT – CHRIS WACHTEL

The Presidents Award recognizes individuals who go above and beyond in delivering excellence, demonstrating accountability, and setting the standard for others to follow. Chris exemplifies what it means to lead through performance while staying grounded in the principles that define QPSI. As a key member of our sales organization, Chris has consistently demonstrated the ability to manage and grow complex, high-value accounts while building strong, trusted relationships with our customers. With a proactive mindset, Chris anticipates customer needs, navigates challenges with confidence, and remains deeply engaged in both the details and the bigger picture. Chris's ability to align customer expectations with operational execution has been instrumental in driving both satisfaction and sustainable growth.

Well Done Chris! Thanks for your hard work and dedication!

At the December 2025 PEAK Summit, one moment rose above all others—a defining recognition of excellence, leadership, and unwavering commitment. We were honored to present the first-ever PEAK Award, our highest distinction, to Dave Todaro, General Manager, whose impact on our organization embodies everything this award represents. Dave doesn't just lead—he sets the standard.

Day in and day out, he brings PEAK performance to life through action. A constant and visible presence on the production floor, Dave is deeply engaged in the work alongside his teams. He shares his expertise freely, mentors with intention, and drives progress with a relentless focus on improvement. His leadership is not confined to strategy—it is lived, demonstrated, and felt across every level of the operation.

Dave Todaro's dedication to optimizing productivity and elevating those around him makes him exceptionally deserving of this inaugural honor. As the first recipient of the PEAK Award, he has not only set the bar—he has defined it.

We are proud to celebrate Dave and the example he sets for all of us. This is what PEAK performance looks like.

INNOVATION AWARD – KENICIA RICKETTS

We were proud to recognize Kenicia Ricketts, Director of IT, as our Innovation Award recipient, an honor that highlights forward-thinking leadership and a commitment to driving meaningful change across the organization.

Kenicia has played a critical role in advancing QPSI's technology landscape, leading the implementation of new systems that are transforming how we operate. Her work goes beyond execution—she brings a mindset focused on continuous improvement, identifying opportunities to streamline processes, enhance data visibility, and create more connected, efficient ways of working. Kenicia plays a critical role in ensuring QPSI's technology remains current and often ahead of the curve, helping to sustain a strong competitive advantage. We are proud to recognize Kenicia for her contributions and excited to see how her leadership continues to shape the future of QPSI.

Congratulations Kenicia, Well Deserved!

PONTOON BEACH TAKES TOP HONOR “2025 PLANT OF THE YEAR”

We are proud to announce that our Pontoon Beach facility has been named Plant of the Year. This recognition reflects an extraordinary year of performance, teamwork, and unwavering commitment to operational excellence. In a year marked by labor constraints, cost pressures, and increasing production demands, the Pontoon Beach team consistently delivered outstanding results across safety, quality, service, and cost.

What Set This Plant Apart:

Safety First: Safety is more than a priority at Pontoon Beach – it is a core value. This performance reflects a culture of accountability, awareness, and genuine care for one another.

- Only 2 recordable incidents year-to-date
- Current TRIR of 0.96, significantly outperforming industry benchmarks

Operational Excellence: These results reflect strong execution, disciplined scheduling, and a relentless focus on productivity.

- 93% overall efficiency, the highest among all sites
- Highest revenue per labor hour

Key Performance Indicators and Metrics:

- Zero Customer Complaints
- 99% Average BRFT for 2025

Quality Leadership: Maintained superior quality standards, resulting in strong customer satisfaction and minimal defects.

Financial Discipline: Delivered the strongest financial performance across all three sites, including:

- Highest EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization)
- Highest Labor Contribution Margin
- Highest Material Contribution Margin
- Lowest Site Overhead: the lowest of all three facilities
- Best Working Capital Performance: 42.5 days of inventory on hand, the lowest across all sites. These results demonstrate disciplined cost control, strong throughput, and effective working capital management – all while supporting profitable growth.

Team Engagement: Fostered a culture of ownership, collaboration, and continuous improvement throughout the facility. Beyond the metrics, what truly distinguishes this plant is its people. From operators on the floor to maintenance technicians, supervisors, and leadership, every team member contributed to a culture that refuses to settle for average and continuously raises the bar.

This award recognizes not just performance, but mindset – the willingness to solve problems, embrace change, and support one another in achieving shared goals.

Please join us in congratulating the entire Pontoon Beach team on this well-earned achievement. Your dedication sets the standard for excellence across our organization.

**CONGRATULATIONS
PLANT OF THE YEAR.**



JIM VIDMAR
PROACTIVE

DATE: 1/8/26

Jim put an Aged Inventory Sheet out so that everyone will start the FIFO rule.

We look forward to building on this momentum in the year ahead.

Jim Vidmar - Plant Manager
Demetrius - Operations Manager

INSIDE THE NEW QPSI ANALYTICAL LABORATORY

At QPSI, when the FDA arrived in October 2025, the laboratory demonstrated a high level of preparedness and capability. Their recommendation for approval of the QPSI Analytical Laboratory for MiraLAX testing marked a major milestone for the organization. One month later, in November 2025, the lab began testing product internally.

The impact was immediate. Every MiraLAX lot is now analyzed at QPSI with an average turnaround time of 5.4 days, representing a 30 percent improvement over external testing. By January 2026, stability storage and testing had also transitioned in house, bringing approximately 200 MiraLAX units across nine studies under direct QPSI management. This allows continuous monitoring of product quality across its full two year shelf life.

At the same time, the implementation of a validated Laboratory Information Management System replaced manual tracking with a fully digital and FDA aligned solution. This advancement improves traceability, strengthens data integrity, and increases operational efficiency across all laboratory activities. Together, these changes reflect a clear standard of operational excellence.



This laboratory is not only about compliance, it is about capability. While production equipment is designed for repetition, analytical instruments are designed for discovery. As Maria Petrov, Lab Manager, explains, the liquid chromatograph can identify impurities, confirm purity, and analyze a wide range of organic compounds from pharmaceutical products to everyday materials such as plastics, soaps, food, and water. The lab also supports tablet hardness testing, including work for P and G Pepto Bismol, as well as failure analysis and root cause investigations. It plays a key role in solving complex problems across operations and strengthens decision making throughout the organization.

Behind every result is a team that made this achievement possible. The laboratory is led by Maria Petrov, whose leadership guided the effort from concept through FDA approval. As the lab approached launch, Tessa Hutchinson joined the team and helped expand its technical strength and readiness. Their expertise, discipline, and commitment to quality are now reflected in every analysis performed.

The QPSI Analytical Laboratory represents more than new infrastructure. It represents a deliberate investment in quality, safety, accountability, and operational control. Most importantly, it reflects our ongoing commitment to the people who trust the products we help bring to market.

What began as a vision quickly became one of the most significant operational advancements in QPSI's history. Construction was completed in December 2024, followed by months of focused execution. Equipment was procured, installed, and qualified, and analytical methods were fully validated to meet GMP standards. All efforts were directed toward one goal, FDA readiness.

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LAB TIMELINE

Dec 2024

Laboratory Construction Completed

Jan–Sept 2025

Equipment Installation & Method Validation

Oct 2025

FDA Audit & Approval Recommendation

Nov 2025

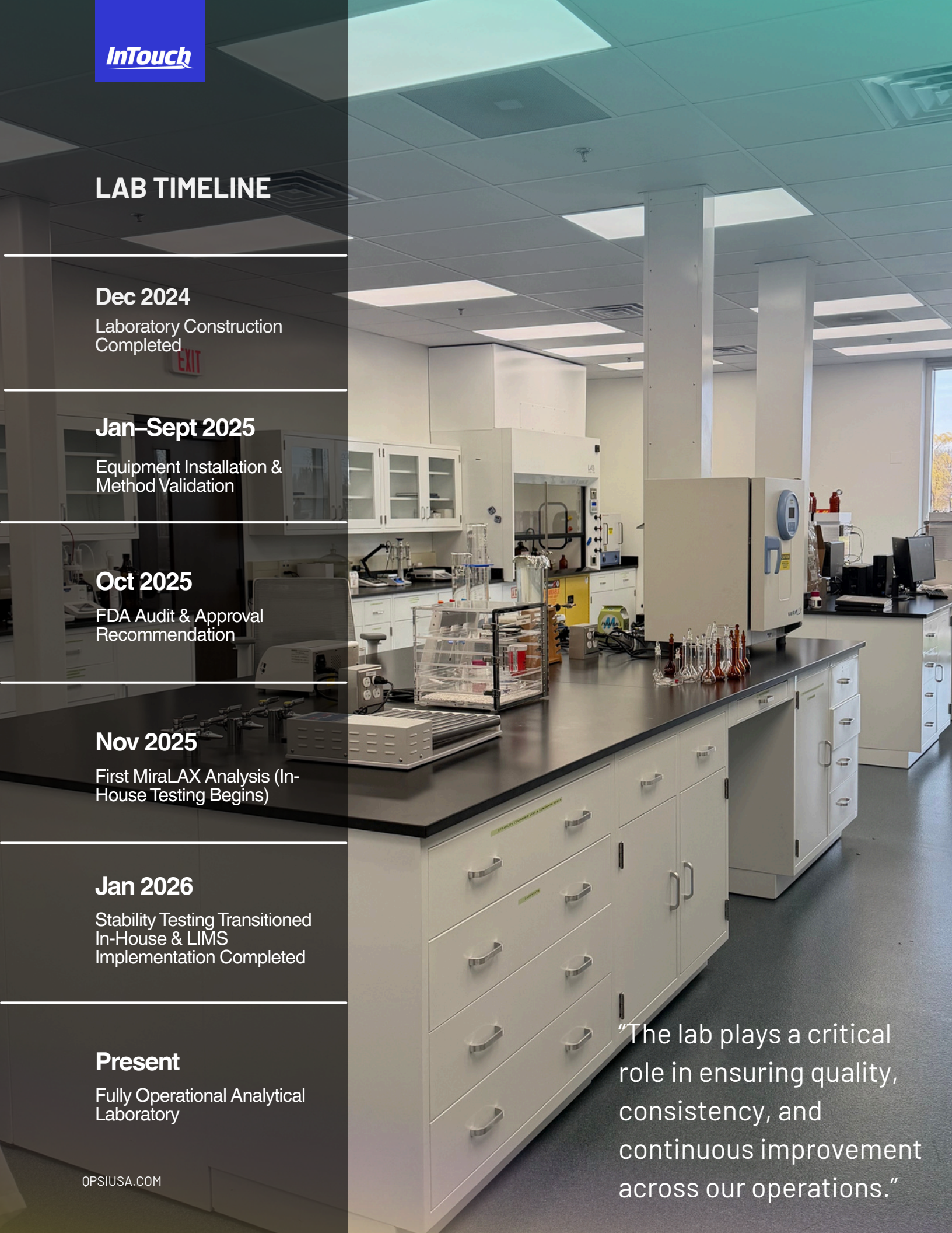
First MiraLAX Analysis (In-House Testing Begins)

Jan 2026

Stability Testing Transitioned In-House & LIMS Implementation Completed

Present

Fully Operational Analytical Laboratory



"The lab plays a critical role in ensuring quality, consistency, and continuous improvement across our operations."

Kenvue, formerly Johnson & Johnson Consumer Products, has been a key customer of QPSI for over 25 years. During this time, QPSI has provided secondary and primary packaging services for some of Kenvue’s top brands, including Tylenol, Aveeno, Neutrogena, Listerine, Band-Aid, and Johnson’s Baby. In 2004, QPSI won a major RFQ that required starting two new dedicated sites for Kenvue’s trade-customization business, located in Memphis and Mechanicsburg. In 2014, QPSI was awarded INDC co-packing operations at the Mooresville site.

The RFQ process for Kenvue is elaborate and highly competitive, requiring QPSI to demonstrate best-in-class capabilities. Proposal development engages multiple areas of the company, including Sales, Estimating, Quality, Finance, Engineering, Operations, and Executive Leadership. Key components of the proposal include:

- Consistent quality with system controls
- Financial stability and reliability
- Ability to deliver 99%+ OTIF (on-time, in-full) for all orders
- Cost governance with a predictable pricing model
- Experience in new site startup with robust implementation plans
- Design expertise and planning systems
- Supply chain management and visibility
- Competitive pricing, quoting over 125 projects as part of the bid
- A full-day interactive presentation to Kenvue leadership and supply management.
- QPSI successfully demonstrated its value and industry leadership as a “Best in Class” co-packing partner by delivering:
 - Competitive pricing with cost governance
 - Proven reliability at 99.6% OTIF
 - Exceptional quality assurance (17 million cases produced, 15,708 batches released, only 4 complaints in the past 5 years)
 - Planning expertise and depth, including dedicated display planning leads
- A low-risk, high-value partnership model

Project Team and Key Contributors

- Estimating Team: Josh Echevarria, Chris LoPinto
- Production Team: Bernardo Ortiz, Ivan Gonzalez
- Design: Matt Coon
- RFQ Process & Proposal Development: Jeff Wozniak

Audit Process and Outcomes

A Kenvue audit conducted on March 3 2026 confirmed a satisfactory outcome. The audit reviewed quality systems, documentation, training, and equipment validation, led by Sabina Ahmed and Matt Lacina.

Site Readiness and Major Milestones

- IT systems and infrastructure installed
- Packaging equipment in place
- Site management personnel identified and hired
- Roderick Beverly appointed to head site operations
- Project management led by Sarah Phend and Duane Grondziak
- Production go-live scheduled for April 20, led by Derrick Ratleff

Leadership Perspective

Derrick Ratleff shared: "QPSI is proud to have been selected by Kenvue as the partner to re-launch packaging operations at their Mooresville, IN distribution center. Having originally occupied the space back in 2014, we bring over 21 years of proven experience and remain committed to delivering the same high level of service that has defined our long-standing partnership."

With the Mooresville site ready to go live, QPSI is positioned to continue delivering exceptional service and innovative packaging solutions for Kenvue. This milestone not only reinforces our long-standing partnership but also sets the stage for future growth, operational excellence, and strengthened customer relationships. The team is eager to drive success and make a meaningful impact on every order, ensuring QPSI remains the trusted co-packing partner of choice.

In the past 5 years, we have worked strategically with Kenvue to provide:

10,955,181

Produced Units for TC

6,221

Managed Projects

6,172,932

Produced Units for EM



OUR SAFETY CULTURE: THE PEOPLE BEHIND THE PROGRESS

At QPSI, safety isn't a slogan, it's a daily commitment that is visible across every site, every shift, and every level of the organization. Each morning starts with our Triage meeting, where the very first agenda item is Safety. This deliberate prioritization reinforces a simple but powerful message: nothing is more important than the well-being of our people. By consistently leading with safety, we ensure it remains top of mind for every employee, every day.

At the core of supporting this mission are the dedicated individuals behind the scenes: our **Site Safety Committees**.

Each QPSI site has a Safety Committee that meets monthly to review key trends identified from daily Safety Walks as well as insights captured in the Safety Tracker. These committees don't just review data, they turn insights into action. Our Safety Committees are made up of employees who volunteer their time and expertise to continuously improve our safety environment. They are truly unsung heroes, working diligently behind the scenes where the spotlight doesn't always reach. These teams meet regularly to identify risks, recommend improvements, and ensure our safety practices continue to evolve.

Florence Site Committee: Kenny Ricketts, Dante Fox, Charles Red, Robert Gilmore, Jose Caro, Chawashe Bowland, Benjamin Doyle, Juan Ortiz

Mechanicsburg Committee: Tyler Bauer, Dana Wagner, Edward Porquin, Claudia Menjivar, Myrna Garcia, Dirk Bauer, Jim Six

Pontoon Beach Committee: Amanda Tresler, Jim Vidmar, Cindy Womack, Joe Powers, Mike Bonneville, Marinetta Painter, Norma Solano, Lorenzo Hill, Don Hopkins

The work of these committees has already led to meaningful, tangible improvements across our facilities, including:

- Adding additional E-Stops to production floor conveyors
- Ensuring proper sizing and availability of safety gloves
- Reinforcing battery charger stands
- Removing dock door frames to reduce accident risk
- Implementing updated site safety checklists, including first aid kit inventory

The Committees are actively identifying new opportunities to enhance processes, leverage technology, and proactively address risks. Several continuous improvement initiatives they are working on include:

- Developing QVersity video trainings to make safety procedures more accessible for onboarding and refresher training
- Creating a new hire evacuation video to strengthen emergency preparedness
- Exploring PPE vending machines to improve accessibility and compliance

We also continue to welcome feedback from external partners who periodically audit our safety practices, helping us maintain a high standard of accountability.

Our Safety Committees are always looking for additional members. If you're passionate about making a difference and helping keep your coworkers safe, we encourage you to get involved.

To join your site's Safety Committee, please speak with your Plant Manager.



BERNARDO ORTIZ
PROACTIVE AND ALIGNED

OBSERVER: DAVE TODARO
DATE: 1/7/26

Bernardo identified a bottleneck on a \$47K revenue line, which had 34% weight of the day's revenue. Too many pallets were stacking up and people would need to stop and wait for them to be moved. He rectified the situation quickly & improved the standard.

AWARD WINNING SAFETY

We're proud to share an important achievement that reflects the commitment every one of you brings to work each day.

As part of the Golden Rule Group Captive workers' compensation program, our company operates differently than many others. Instead of relying solely on a traditional insurance company, we participate in a form of self-insurance, where we take on a greater share of the financial risk for workplace injuries.

What does that mean in simple terms?

It means we don't just buy insurance and pass the cost along. Each and every employee is directly responsible for the outcomes. When injuries happen, the cost impacts our company more directly. And when we operate safely, we all benefit.

To put that into perspective:

If a workplace injury was to occur it can easily cost \$25,000 to \$75,000 or more when you factor in medical treatment, lost time, and operational disruption. More serious injuries can exceed \$100,000+. In a traditional insurance model, those costs are largely absorbed by the carrier. In our model, QPSI carries that risk.

That's why safety here isn't just a policy at QPSI; it's a business driver. Because of the commitment from each and every employee; we've been recognized with the President's Award for maintaining a loss ratio of 10% or less. Out of 56 member companies, only 16 achieved this level of performance.

This recognition highlights some important key points:

- Every safe decision helps reduce risk we carry as a company
- Every prevented injury protects both our people and our financial strength
- Every employee plays a direct role in our success

Most importantly, this isn't just about cost here at QPSI; it's about people. A safer workplace means fewer injuries, less disruption to lives, and more certainty that everyone goes home the same way they came in.

In a self-insured environment like ours, safety is ownership. Thank you for taking that responsibility seriously and for helping us achieve this recognition.

Let's keep raising the bar.



SPOTLIGHT ON EXCELLENCE: MEET OUR MVPS

QPSI is committed to fostering a workplace where contributions are acknowledged, excellence is celebrated, and employees are encouraged to grow and succeed. At QPSI, recognition reflects who we are and what we value. Our Department MVP Award highlights employees whose contributions consistently demonstrate their excellence across performance, teamwork, integrity and commitment to our shared goals.

Each month, we recognize individuals who deliver results and elevate those around them. The Department MVP Award highlights employees who set the standard for what excellence looks like in action. Performance. Dependability. Teamwork. Integrity. These are not just expectations. They are demonstrated every day by the individuals we recognize. Across our facilities, MVP recognition is experienced, not just announced. Celebrations bring energy, connection, and visibility to great work. MVPs are honored among their peers and leadership through high-energy recognition moments that include facility-wide celebrations, team engagement, and visible appreciation throughout the workplace.

These moments matter. This program is about more than recognition. It strengthens our culture by reinforcing the behaviors and values that drive success. It builds engagement across teams and locations and ensures employees feel valued for the work they do each and every day. To all of our MVPs, thank you! Your contributions matter. Your impact is felt. And your commitment to excellence continues to move our organization forward.



Isabela Martinez, QC Supervisor

August '25 MVP - Knowledgeable. Dedicated. Trusted.

Isabela played a key role in preparing for the MiraLAX launch, supporting validations, test runs, PV activities, and ongoing production. She partnered closely Operations and Quality departments on trial-and-error testing to support the development of customized EBRs for primary packaging customers. She's often recognized as the go-to Quality Control representative on the floor and consistently provides guidance and support, applying her knowledge in primary packaging and quality standards. Her performance has been recognized by the Bayer QA/Regulatory team for exceeding quality standards, which reflects the impact of her contributions and demonstrates her commitment to our operational success.



Edica Say, Line Operator, Production

September '25 MVP Speed. Precision. Ownership

During a recent floor walk, our CEO observed Edica's exceptional efficiency in managing label changes, consistently completing each change in approximately 20 seconds compared to the standard one minute or more. In a process that typically requires additional labor and disrupts workflow, she took initiative to learn and execute label roll changes, significantly reducing downtime and improving line efficiency. Edica has shared her knowledge by training others, strengthening team capability and consistency.



Cesar Matias, Inbound/Outbound Inspector

October '25 MVP - Reliable. Consistent. Team-oriented.

Cesar plays a critical role in supporting production by ensuring materials meet quality standards before entering and leaving the warehouse. He approaches his work with consistency and attention to detail, helping maintain accuracy in inspections, documentation, and inventory flow. His reliability ensures that production has the materials they need, when they need them, without disruption. He is always willing to support the team, stepping in where needed and contributing to a smooth and efficient operation. His steady performance and commitment to doing the job right the first time make him a trusted part of the process.

MVP RECOGNITION PROGRAM



Daniel Taborda, PLC Tech

November '25 MVP - Reliable. Solutions-driven. Impactful.

Daniel played a key role in the successful start-up of all three MiraLAX lines, consistently stepping in where needed and adapting to changing schedules to support operational demands. Known for bringing solutions, not just identifying issues, he has helped resolve critical challenges related to filling accuracy, sealing quality, and product residue while strengthening equipment reliability and overall process performance. His focus on continuous improvement is evident in how he identifies opportunities, takes action, and helps drive more efficient and consistent outcomes across the lines.



Ramon Parra Vargas, Forklift Operator

December '25 MVP Dependable. Focused. Consistent.

Ramon shows up every day ready to work, maintaining a positive attitude and strong focus regardless of workload or challenges. He independently manages large display lines, while also supporting primary packaging rooms where accuracy is critical. Known for stepping in where needed, he consistently picks up the slack and keeps operations moving without disruption and performs efficiently with minimal supervision. He demonstrates a strong sense of ownership in his work, ensuring tasks are completed thoroughly and to standard. His versatility across multiple areas allows him to quickly adjust to operational needs and maintain productivity across the floor.



Jackie Rivera, Shipping & Receiving Clerk

January '26 MVP - Proactive. Trusted. Accountable.

During a recent snowstorm, Jackie took initiative to reschedule trucks without being asked, anticipating operational impact and minimizing service disruption. She consistently demonstrates strong judgment and ownership, stepping in when it matters most to keep operations running smoothly. Also, during a recent customer audit, Jackie followed procedures precisely and identified a staged fraudulent pickup attempt, reinforcing our controls and protecting the business. Jackie's growth across Production, Quality, and Warehouse reflects her versatility and commitment to development, including supporting training efforts across multiple sites. Her willingness to step in where needed strengthens team performance and operational consistency. She represents dedication, accountability, and leadership through action.



Eliamor Lopez Monroy, Supervisor

February '26 MVP Focused. Reliable. Detail-driven.

Eliamor consistently drives efficiency on the production floor, often managing two lines while maintaining strong performance and control. During a recent staffing shortage, she stepped in to support Line P, ensuring a purchase order was completed without disruption. Her attention to detail was also evident during a Room D setup, where she identified a mixed carton and immediately escalated the issue to prevent downstream impact. Eliamor demonstrates strong ownership in her work, proactively stepping in where needed and maintaining a high standard of accuracy and consistency. Her ability to balance productivity with quality reinforces operational reliability and supports overall team success. Her dependability, initiative, and attention to detail consistently strengthen our operations, and her team-focused mindset drives results and sets the standard.



Roberto Carreno, Maintenance Supervisor

March '26 MVP Innovative. Proactive. Team-focused.

Roberto identified a tooling improvement in Room S on the Fluticasone job and implemented a solution that automated a manual step, eliminating the need for an additional operator and improving overall line efficiency. Additionally, he recently identified a belt gauge issue and volunteered to work on an unscheduled Saturday to complete the maintenance repair, preventing downtime on the Texwrap for MiraLAX ensuring production remained on track. Roberto consistently looks for ways to support the operation, whether through process improvements or hands-on problem solving. His collaborative approach and willingness to take initiative reflects a strong sense of ownership and commitment to team success.

ADVANCING TALENT FROM WITHIN

We're proud to recognize the following team members whose recent promotions reflect their dedication, performance and continued growth across our organization.

CORPORATE

**Ryan VanWright – President**

Ryan VanWright has been appointed President, marking an exciting new chapter for our organization. His experience spans through multiple areas of the business including Operations, Supply Chain, Sales, Marketing, and Business Development, providing him with a well-rounded perspective and a deep operational insight. Ryan has consistently demonstrated unwavering commitment to our clients, a drive for operational excellence and a strategic vision for sustainable growth. His ability to align people, performance and purpose will strengthen our foundation and position us for continued success.

**Joshua Echevarria – Cost Estimator**

We're proud to recognize Joshua Echevarria for his recent promotion to Cost Estimator. Since joining QPSI in June 2024 as a Junior Cost Estimator, Josh has taken the lead role in costing Kenvue requirements, supported the development of the new cost card template for EM and spearheaded developing a tracker for TC projects to maintain compliance with quoted pricing. In his new role, he will take on additional responsibility managing high profile projects to ensure our timelines are maintained for successful project execution.

**Liam Palmer – Operational Excellence Manager**

Congratulations to Liam on his promotion to Operational Excellence Manager. Since joining in 2024 as a Junior Cost Estimator supporting Kenvue requirements, he quickly advanced to become the lead Estimator demonstrating strong analytical skills and a data-driven approach. In his new role, he's transitioned to the IT department, where he will focus on QRP data analysis and corporate metrics to help identify improvement opportunities, support informed decision-making and drive operational efficiency across the organization.

**Kelin Lopez – Sr. Display Project Leader**

We are proud to announce the promotion of Kelin Lopez to Senior Display Project Leader. Since joining the organization, Kelin has distinguished herself through exceptional performance, a relentless commitment to excellence, and a highly results-driven approach. She has consistently earned strong praise from her customer, reflecting both the quality of her work and the trust she has built. As the inaugural member of Display Project Management, Kelin played a pivotal role in establishing the foundation for the team, independently managing responsibilities for several months while navigating frequent category shifts with agility and without compromising customer experience. Her ability to lead through ambiguity and deliver consistent results has been instrumental to our success. In her new role, Kelin will take on more complex and strategic projects. We are confident she will continue to make a significant impact across the organization and further elevate the performance of our team. Please join us in congratulating Kelin Lopez on this well-deserved promotion.

FLORENCE

**Daniel Taborda – Maintenance Supervisor**

Daniel began his journey with us in May 2023 as a PLC Tech with a background in automation, maintenance and industrial control systems. His experience with primary packaging equipment has helped address critical issues related to filling accuracy, sealing quality and product residue management. With a background in PLC programming, robotics, machine vision and preventive maintenance, Daniel has consistently supported equipment reliability, process optimization and demonstrated commitment to the success of our operations. In his new role, he will lead maintenance and reliability efforts for primary packaging rooms to ensure equipment uptime, regulatory compliance and continuous improvement.

FLORENCE



Robert Gilmore – Operations Manager

Since joining QPSI in 2019 as Maintenance Manager, Robert has played a key role in supporting blistering lines, leading start-up initiatives, and guiding the maintenance team to ensure safe and efficient operations. In his new role, he will oversee site operations with a focus on continuous improvement, performance, and cross-functional collaboration, and we're confident his leadership will continue to drive strong results for the Florence facility.



Ramses Burgos – Project Coordinator

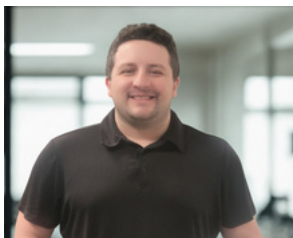
Congratulations to Ramses on his promotion to Project Coordinator. Beginning his journey in 2019 as a Line Operator and most recently serving as Document Control Supervisor, Ramses has built a strong foundation in quality systems, accuracy, and process integrity. In his new role, he will support project readiness and serve as a key liaison between internal teams and customers, helping drive execution through clear communication, precision, and timely delivery.

PONTOON BEACH



Jim Vidmar – Plant Manager

Previously serving as Quality Assurance Manager and having successfully led the Pontoon Beach facility as Plant Manager, Jim brings a dynamic combination of quality expertise and operational leadership. In this role, he will oversee site performance while leading initiatives that strengthen operational excellence, drive continuous improvement, and enhance cross-functional alignment. His experience across both quality and operations positions him well to support the site's continued growth, performance, and commitment to delivering exceptional results for our customers.



David Monson II – Quality Assurance Manager

David recently advanced to Quality Assurance Manager, reflecting his continued growth and contributions. Since joining in 2021 and most recently serving as QA Controller, David has played a key role in ensuring compliance, supporting audits and inspections, driving process improvements, and strengthening cross-functional collaboration. In this role, he will lead the site Quality team and oversee initiatives to uphold regulatory standards, resolve quality challenges, and advance our standards of operational excellence.



Norma Solano – QA Controller

Join us in congratulating Norma on her promotion to Quality Assurance Controller. Since joining in 2021 as a QC Line Inspector and most recently serving as Document Control Coordinator, she has consistently demonstrated adaptability, strong quality expertise and a commitment to compliance and process efficiency. In her new role, she will oversee quality records, investigations, and document control while supporting audits and ensuring standards that strengthen our culture of continuous improvement.

MECHANICSBURG



Hilsa Ocasio – Project Coordinator Assistant

Congratulations to Hilsa on her promotion to Project Coordinator Assistant. Since joining in 2021 and progressing through roles in Quality and Human Resources, she has demonstrated versatility, attention to detail and a collaborative approach that supports both operations and employee initiatives. In her new role, she will help coordinate project readiness and align cross-functional teams to ensure timely delivery, quality outcomes and customer satisfaction.

“WE ARE COMMITTED TO DEVELOPING OUR PEOPLE FROM WITHIN AND BUILDING A STRONG BENCH FOR THE FUTURE. AT QPSI, HOMEGROWN TALENT MATTERS BECAUSE THE LEARNING CURVE IS DEEP, AND EXPERIENCE HERE IS INVALUABLE. CONGRATULATIONS TO THOSE WHO HAVE INVESTED IN THEIR GROWTH TODAY TO LEAD TOMORROW.” – JAMARA DAVIS

1 YEAR

Matthew Alemi
 Lee Jones
 Veronica Torres
 Mirna Tejeda
 Belkis Nunez
 Luis Garcia G
 Aricel Vasquez
 Osmar Arbizu
 Abeli Mantar Rafael
 Angel Amador
 Marcos Rosario
 Shirlin Luna Peguero
 Mercedes Castillo
 Clara Cuellar
 Susi Vasquez
 Jennifer Gomez
 Jocelyn Nunez
 Jairo Maldonado Perez
 Martin Perez
 Jorge Castillo
 Angel Diaz Rojas
 Fermin Vasquez V
 Nora Diaz Gutierrez
 Stacy Felder
 Norma Mayen
 Heydi Lopez
 Blanca Yanes Catillo
 Talina Gomez
 Nelly Saucedo C
 Eric Lyons
 Herminda Rivas
 Digna Armijos Dota
 Romario Pena Santiago
 Veronica Dresden
 Matilde Cac Gomez
 Manuel Amparo R
 Baldomero Lopez
 Edgar Palma
 Carmen Rosario Diaz
 Japhray Ford
 Nancy Lucas De Romero
 Geraldine Lopez
 Ruby Ambrosio
 Delia Rendon
 Reyna Hernandez Domingo
 Claudia Nunez Perez
 Erick Bueso
 Derek Hopkins
 Mick Reyes Martinez
 Andel Israel
 Oldy Felix
 Demetrius McCulloch

Joseph Williamson
 Dirk Bauer
 Daniela Hernandez
 Rosaura Mateo
 Radhames Ogando
 Andrea Aguilar
 Yolis Ventura Hernandez
 Elizabeth Garduno Nieto
 Yanelly Hernandez
 Nicole Ruiz
 Merari Mojica Gonzales
 Jacob Schierding
 Gregory Abreu
 Kimps Jean Louis
 Geraldick Titus
 Shederne Calmante
 Rony Dorisma
 Wisler Joseph
 Elcius Remy
 Yossary Sanchez Amaya

5 YEARS

Miriam Ortega
 Zulma Quiroa
 Teresa Garcia Garcia
 Jhonatan Flores
 Evelyn Aquino Delgado
 Isabela Martinez
 Maria Garcia
 Jorge Ayala Torres
 Gerald Jacobs
 David Monson II
 Hilsa Ocasio
 Angelica Rangel
 Genesis Marie Rivera Velazquez

10 YEARS

Martha Cardona Orozco
 Fiorella Gilmore
 Lea Salas Perez

15 YEARS

Edvin Agustin-Vasquez
 Kathy Osorio
 Eva Tapia

20 YEARS

Ana Fernandez Lopez
 Sonia Camey

30 YEARS

Feliz Escamilla Turijan



BERNARDO ORITZ

PROACTIVE, ENGAGED AND ALIGNED

OBSERVER: DAVE TODARO
DATE: 1/5/26

Bernardo created a tracker and presented it on triage. The data captures each minute of downtime for each line at each plant. This way we can see opportunities for improved cost savings and where to focus.

NEW HIRES

FLORENCE

Ollaff Caxaj - Forklift Operator
 Marissa Cotroneo - Executive Assistant
 Vaibhavi Dave - QA Batch Release Associate
 Kristen DeLeo - Sr. Project Display Leader
 Sandy Flaim - Chief of Staff
 Maria Garcia - QC Line Inspector Trainee
 Tessa Hutchinson - QC Analyst
 Suneetha Marrapu - Document Control Coordinator
 John Mendez - Structural Designer
 Megha Patel - Validation Specialist I
 Wanda Hernandez - Project Coordinator Admin
 Alexander McKenzie - Project Coordinator
 Saileym Smith-Ravenell - Project Site Leader

MECHANICSBURG

Melani Aguirre - Master Lead
 Xaymara Arroyo Concepcion - HR Admin
 Emmanuel Fermin - Master Lead
 Jose Fernandez - QC Inbound & Outbound Inspector
 James Six - Warehouse Manager
 Wellington Vazquez - Material Handler

PONTOON BEACH

Joshua Wilson - Master Lead
 Evelyn Escobar V - QA Trainee
 Kenisha Criner Washington - Master Lead Trainee
 Daniel Meza Arboleda - QC Inbound & Outbound Inspector

MOORESVILLE

Alex Mateos - Production Manager
 Atlanta Kegley - HR Generalist



DEPARTMENT *Spotlight*

MEET THE VALIDATION TEAM



At QPSI, quality is not left to chance. Behind every successful installation, production startup, and customer audit is a disciplined process that ensures our systems perform exactly as intended. In this edition of our Department Spotlight series, we sat down with the Validation Team to learn more about their mission, process, and the critical role they play in supporting our customers and operations.

1. What is the primary mission of the Validation Department at QPSI?

The primary mission of the Validation Department is to ensure that all equipment, utilities, systems, and processes consistently perform as intended and meet safety, regulatory, quality, and customer requirements. In simple terms, we verify that what we install works the way it was designed to work, and we generate the documented evidence to prove it. That documentation becomes the backbone of compliance, audit readiness, and operational confidence.

2. How does validation support our customers and overall business goals?

Validation strengthens trust. When our processes are properly qualified and controlled, customers can rely on consistent performance and quality. Internally, validation reduces risk, supports operational efficiency, and reinforces our ability to meet regulatory and customer expectations. It's one of those functions that operates mostly behind the scenes, but it directly supports the credibility of everything we produce.

3. How does your team partner with Operations, Quality, Engineering, and Sales?

Validation is highly collaborative. **Engineering:** We align on specifications, installation details, and system requirements. **Operations:** We execute testing together and confirm performance under real production conditions. **Quality:** We ensure compliance standards, documentation integrity, and audit readiness. **Sales:** We support customer audits and technical discussions by demonstrating validated capabilities.

4. Can you walk us through the validation process from start to finish?

While every project has its nuances, the general process follows a structured lifecycle:

- **Planning & Risk Assessment** – Define scope, identify critical elements, and determine the qualification strategy.
- **Protocol Development** – Collaborate with QA to document how testing will be performed and establish acceptance criteria.
- **Execution** – Perform testing in coordination with Engineering, Operations, and QA.
- **Data Review & Documentation** – Compile results, address any deviations, and confirm criteria are satisfied.
- **Approval & Release** – Final review and sign-off to release the system for routine use.
- **Lifecycle Management** – Ongoing monitoring, change control, and periodic review to maintain validated status.

Validation is not a one-time event, it's a controlled lifecycle.

5. What are the most common challenges in validation?

Balancing timelines, evolving project scopes, and coordination across departments are common challenges. Validation requires precision and detailed documentation while operations must continue moving. There is always a full workload, and prioritization becomes key. It's demanding work, but it's meaningful because it directly supports quality and compliance.

6. How does the team balance speed and compliance?

Through preparation and a structured process. We are moving toward standardized templates, risk-based approaches, and early planning to avoid delays. When validation is built into a project from the beginning, compliance and efficiency move together rather than competing with each other.

7. Are there improvements or innovations the team is currently working on?

Yes. We are continuing to refine the Validation Master Plan, modernize documentation practices, and improve tracking of protocols and asset qualifications. These improvements help streamline execution while maintaining a high standard of compliance.

MEET THE VALIDATION TEAM



**JITESH
PATEL**

Director, Engineering & EHS
2 Years, 3 Months at QPSI

If validation had a strategist-in-chief, it would be Jitesh. As Validation Lead, he oversees planning, coordination, and execution of qualification activities across QPSI — while also supporting facility engineering and EHS initiatives. His days rarely look the same. One hour he might be reviewing an IQ or OQ protocol, the next he's walking the production floor verifying installations or discussing ventilation requirements. He balances big-picture program development with hands-on execution — and genuinely enjoys both.

Jitesh takes pride in building structure where it's needed most. From strengthening the Validation Master Plan to aligning cross-functional teams, he sees validation as more than documentation — it's engineering in action. Coworkers might be surprised to learn that while he values structured documentation, he'd much rather be troubleshooting equipment during SAT than sitting behind a desk. He's especially proud of large-scale projects like the Castle and P&G builds, where validation, engineering, and operational design came together to create compliant, high-performing facilities from the ground up.

Validation in one word: Accountability

Validation Specialist II
3 Years, 6 Months at QPSI

Pinkesh brings both experience and curiosity to the Validation Team. As a Senior Validation Specialist, he helps write and execute protocols, review documentation, support investigations, and ensure equipment and processes meet quality and regulatory standards.

He enjoys the hands-on side of validation — executing protocols, developing tests, and troubleshooting equipment. For Pinkesh, there's real satisfaction in knowing that every step has been checked and verified to ensure safe, high-quality products. One of his most complex and rewarding projects involved cleaning verification and validation for new production lines. From identifying materials of construction to running trials and developing work instructions, it required deep collaboration and technical precision. Seeing it successfully completed made the effort worthwhile.

With a mechanical background and natural curiosity about how things work, Pinkesh is always ready to roll up his sleeves and solve problems.

Validation in one word: Consistency



**PINKESH
DARJI**

Validation Specialist
3 Months at QPSI

Megha may be one of the newest members of the team, but she's already making an impact. As a Validation Specialist, she focuses on developing accurate protocols, executing system testing, and ensuring every piece of documentation meets safety and quality standards.

Drawn to validation for its technical, analytical, and compliance-driven nature, Megha thrives in structured environments where attention to detail matters. In fact, if you ask her what skill is most critical in validation, she won't hesitate: details matter.

She enjoys the execution side of documentation — making sure every step is captured clearly and correctly. What motivates her most? Learning something new. Whether it's a new process, a new piece of equipment, or a new challenge, she's always ready to adapt.

Validation in one word: Challenging



**MEGHA
PATEL**

Pontoon Beach

MAINTENANCE INNOVATION DRIVES EFFICIENCY AND COST SAVINGS

Our maintenance technicians do more than keep operations running—they actively look for ways to improve processes, increase efficiency, and enhance safety across our facilities. Their commitment to continuous improvement helps create a safer, more reliable, and more productive workplace.

A strong example of this mindset comes from Maintenance Technician Jacob (Jake) Schierding, who recently identified an opportunity to streamline a production line. Jake designed and implemented a rail system that moves product directly to the taper, transforming the workflow. This improvement eliminated the need for one line position while significantly increasing throughput.

Safety remained a key priority throughout the design process. The system was engineered with proper guarding to address nip points, ensuring the enhancement met operational and safety standards. Jake spent several weeks refining the design, carefully optimizing entry angles, belt tension, and product release to achieve consistent performance. He also emphasized the team effort behind the project, noting that the maintenance team played an important role in building and installing the system.

This improvement is expected to deliver meaningful cost savings, reducing labor by approximately one position. Based on one quarter of machine hours, this equates to an estimated 339 hours annually, or approximately \$5,085 in wage savings.

This type of initiative reflects the value of a proactive, solutions-driven maintenance team—one that looks beyond immediate repairs to identify opportunities that strengthen overall operations.

Pontoons Beach Plant Manager Jim Vidmar shared his appreciation for the team's efforts:

"Jake's idea truly reflects our PEAK strategy. His proactive mindset highlights the importance of identifying cost-saving opportunities that strengthen the business. His engagement inspires both the maintenance team and others to rethink daily processes and develop innovative, outside-the-box solutions. His alignment with our continuous improvement efforts motivates us to keep exploring new opportunities. And through his kindness and consideration, he demonstrates genuine care for QPSI's long-term success. Thank you, Jake."



Mechanicsburg

A SMARTER WAY TO WRAP: TEXWRAP ARRIVES IN MECHANICSBURG

The Mechanicsburg, Pennsylvania site recently welcomed two new Texwrap machines, marking an exciting upgrade to its packaging operations. These advanced automated packaging systems wrap products in shrink film, improving protection, security, and overall retail presentation.

The Texwrap machines replace the previous Shanklin equipment and represent a significant upgrade in both performance and reliability. The Shanklin machines required frequent movement between lines, which created additional downtime and inefficiencies. They also relied on older technology and puck systems that limited flexibility, particularly when running unglued products between conveyors.

In contrast, the Texwrap machines are designed for continuous, high-speed operation and are installed in fixed line positions, reducing the need for repositioning and minimizing downtime. Their enhanced film handling capabilities significantly reduce jams, while upgraded automation features improve consistency and ease of operation. One of the most impactful improvements is the Autotune feature, which automatically spaces products as they enter the machine. This reduces double on-packs, eliminates the need for manual feeding, and ensures a more consistent and reliable output.

Overall, the Texwrap machines provide greater flexibility across product types while simplifying the packaging process for operators. These operational improvements are already delivering measurable results. Product Validation (PV) per minute has increased by 30%, and Revenue Per Labor Hour (RPLH) has improved between 10% and 70% (approximately \$4 to \$170), depending on the job. The addition of the Texwrap machines is a meaningful advancement for the Mechanicsburg site. By increasing speed, reducing downtime, and improving consistency, the team is well positioned to continue optimizing performance and maximizing return on investment.

CUSTOMER SPOTLIGHT

Procter & Gamble (P&G)

PONTOON BEACH

PRODUCT: DAWN POWERWASH



Nick Hendrickson, our P&G Home Care Site Leader, recently recognized the outstanding partnership and performance of QPSI in support of P&G operations. In addition to executing at a high level, our team proactively initiated conversations with P&G when forecasts did not reflect upcoming demand for the item, raising concerns that could create significant supply challenges.

The QPSI team's dedication and responsiveness enabled us to run weekend schedules and deliver product without disruption, ultimately helping P&G avoid cut risks and maintain on-time deliveries to customers. This combination of proactive communication, strong vendor partnership, and operational commitment highlights the strength of our collaboration and the team's unwavering focus on customer success.

Nick and his team were very appreciative and sent us this amazing accolade:

QPSI has been a phenomenal partner to work with for years. Producing multiple products for Procter & Gamble, I personally could not have higher praise for the level of competency, organization and agility that each QPSI employee exudes. Whether it's supporting quality issues found with our products, supporting extra production with little notice, identifying cost savings opportunities, or adjusting their processes to match P&G's need for stewardship/compliance regulations. The most recent example, we had a demand increase for our Dawn PW bundles that QPSI produces. QPSI was able to act swiftly and supported the entire process by ensuring all material orders were increased and adjusting their daily/weekly production plans to ensure there were zero product cuts on P&G's end. In the months of January 26' and February 26', QPSI was able to react quickly by producing extra Dawn PW codes and even supporting through weekend OT with little to no lead time. QPSI successfully delivered on every ask stemming from a miss on P&G's end. QPSI is a world class supplier, and their level of collaboration is top notch across all the suppliers P&G utilizes. I truly view it as a collaboration and look forward to many future years with QPSI as they continue to support and grow P&G's business.

- NICK HENDRICKSON, HOME CARE SITE LEADER FOR P&G.

GIVING BACK, ONE DONATION AT A TIME

MAKING A DIFFERENCE: INSIDE THE QCARES COMMUNITY DRIVE

QPSI has been dedicated to giving back in the community throughout the history of the organization. This year is no different. As part of one of our annual corporate goals, QPSI is becoming even more involved in community outreach. For the first quarter of 2026 the team desired to make an impact within the community.

Each site participated in the first QCares Community Drive. Each drive challenged the sites to collect various items that are in need within the community. Items ranging from toiletries, body wash, shampoo, conditioner to razors, hats and gloves; were collected and able to be provided to local organizations.

Each site was able to identify a local organization that impacted their community. The Mechanicsburg facility partnered with New Hope Ministries to continue their vision to transform every life. The team was able to provide over twelve pounds of supplies to help dozens of families within their service area.

The Pontoon Beach facility was able to support the Community Care Center in Granite City. The Community Care Center has been servicing individuals and families in the community since 1953.

This volunteer lead organization appreciated all the contributions from the QPSI team and will be able to support individuals and children within the area.

The Florence facility was able to partner with The Unforgotten Haven in Gloucester Township, NJ. Michele Gambone founded The Unforgettable Haven in 2014 and has expanded their services over the years to not only support those in need but also help those going through medical treatments. Projects include Snack Packs for Chemo, PB&J distributions, and Blessing bags. Michele Gambone expressed her appreciation, "having support from the community not only helps carry out or mission but makes an impact in someone's life today. We appreciate all the support from QPSI and know that the families we support will be able to put everything to good use."

All sites actively engaged in the drives and as a thank you for providing donations all participants were entered into site specific raffles for a chance to win QPSI swag as a thank you for participating. Winners were, Jasmin Jimenez (Florence), Adela Hernandez (Mechanicsburg), and Tim Smith (Pontoon Beach).

QPSI strives to support our community. We are looking forward to many more opportunities throughout the year.





MECHANICSBURG MOVES WITH PURPOSE TURNING CARE INTO REAL IMPACT

The Mechanicsburg site recently came together with a shared purpose, organizing a collection drive to support individuals and families in need. What began as a simple initiative quickly grew into a meaningful effort, with team members contributing essential hygiene items to make a tangible difference in their local community.



Through collective generosity, the site gathered a total of 12 pounds of hygiene products. Each item represented more than just a donation, it reflected care, dignity, and a commitment to helping others navigate difficult circumstances with a little more support and comfort.

The donated items were delivered to New Hope Ministries at their Mechanicsburg location, ensuring they would reach those who need them most. This effort stands as a reminder of the impact that can be made when people come together with intention, proving that even small acts of kindness can create lasting change.

PONTOON BEACH STEPS UP BRINGING WARMTH WHERE IT MATTERS

QPSI Pontoon Beach is proud to support our local community through an upcoming donation drive benefiting the Community Care Center in nearby Granite City. As part of our PEAK Leadership values, we strive to keep our employees ENGAGED through meaningful community involvement and to lead with

KINDNESS—recognizing that people sometimes need a helping hand and that small acts of kindness can make a lasting impact. The Community Care Center’s mission is to provide assistance, free of charge, to families, individuals, and children throughout the Quad-Cities area, including Madison, Granite City, Venice, Pontoon Beach, and Mitchell. Community Care offers food, clothing, and special assistance in cooperation with local, state, and federal agencies, serving those in need regardless of race, creed, or politics.

During these cold winter months, our focus will be on collecting clothing items to help keep local families warm. We encouraged all employees to participate by donating new or gently used clothing through the end of February as we continue to work together to make a meaningful difference in our community.

Jim Vidmar, Plant Manager

Norma Salona and Mike came in on Sunday to help the plant prepare for Monday and get everything straightened out before the big snow storm

DRIVING SUSTAINABLE PACKAGING INNOVATION

HOW QPSI AND THE BEC ARE HELPING CUSTOMERS MEET ENVIRONMENTAL GOALS

AAs sustainability expectations continue to rise, packaging has become a critical area of focus for companies working to reduce environmental impact and meet evolving standards such as EcoVadis. Customers are increasingly seeking packaging solutions that minimize waste, reduce plastic usage, and align with circular economy principles—all while maintaining product integrity and cost efficiency.

At Quality Packaging Specialists International (QPSI), sustainability is not treated as an afterthought—it is integrated into the design process from the outset. Under the leadership of Matt Coon, the BEC Design Center partners closely with customers to reimagine packaging systems that deliver measurable environmental and operational improvements.

One of the most impactful strategies is source reduction—simply using less material. By evaluating existing packaging and eliminating unnecessary components, QPSI helps customers reduce waste at its origin. Optimized designs can lower dimensional weight, improve pallet configuration, and enhance transportation efficiency, ultimately reducing both carbon emissions and total cost. This approach demonstrates that sustainability and profitability can be achieved simultaneously.

Reducing reliance on plastic is another key priority. While plastic has long been valued for durability and flexibility, its environmental impact has driven demand for alternative materials. The BEC Design Center works collaboratively with customers to redesign packaging structures that eliminate or significantly reduce plastic components. This includes transitioning to fiber-based materials such as paperboard and corrugated packaging, which offer strong performance characteristics while being widely recyclable and sourced from renewable materials.

Paperboard and corrugated solutions provide a practical path toward more sustainable packaging. These materials benefit from well-established recycling infrastructures and can often be repurposed multiple times within the supply chain. In addition to environmental advantages, they offer versatility in design and branding, enabling customers to maintain both functionality and visual appeal.

Beyond material selection, the BEC Design Center takes a consultative, data-driven approach to sustainability. Through packaging audits, prototyping, and performance testing, QPSI identifies opportunities for improvement and delivers tailored solutions aligned with each customer’s goals. This process ensures that sustainability initiatives are both actionable and measurable.

Importantly, QPSI also supports customers in strengthening their position during environmental audits such as EcoVadis. By providing clear documentation of material reductions, recyclability improvements, and design enhancements, QPSI enables customers to demonstrate tangible progress against sustainability criteria. This level of transparency and accountability is increasingly essential in today’s business environment.

The result is a comprehensive approach to packaging that balances environmental responsibility with operational performance. QPSI and the BEC Design Center are not only helping customers meet current sustainability expectations—they are positioning them for long-term success in a marketplace where responsible packaging is no longer optional.

Through innovation, collaboration, and disciplined design, QPSI continues to make a meaningful impact—helping customers reduce waste, minimize plastic use, and transition to smarter, more sustainable packaging solutions.



In November 2025, we began a three month trial of the Bevi Water machine. Since then, it has tracked our usage and the number of plastic bottles saved. Below is our usage KPI since installation.



SUSTAINABILITY ON TAP: BEVI WATER MACHINE

At QPSI, Sustainability isn't a side initiative, it's a core commitment embedded in how we operate every day. We take a highly focused, hands-on approach to identifying opportunities, tracking our progress and continuously improving the way we reduce waste, optimize resources and operate responsibly across all our sites. We've been working on a few sustainability-driven packaging redesigns, including the Kenvue gift set baskets. We replaced the imported plastic baskets from China with corrugated solutions, which helps cut down on non-recyclable waste and reduces the impact from overseas shipping.

At the same time, the new designs improve pallet efficiency significantly, which means fewer shipments and lower transportation-related emissions. Moving to locally sourced corrugated also helps from a sustainability standpoint while making the supply chain a lot more efficient overall. We are also working through the EcoVadis sustainability assessment, which evaluates our performance across key areas including environmental impact, labor and human rights, ethics, and sustainable procurement. This process helps us benchmark where we stand today and identify opportunities for improvement with a structured, globally recognized framework. It also supports our goal of increasing transparency and accountability in how we operate, while aligning with customer expectations around responsible business practices.

At our QPSI corporate headquarters, sustainability is part of our every day mindset, reflected in small but meaningful actions, like the recent addition of the Bevi Water Machine to our north lobby.

The Bevi Machine dispenses cold water, hot water, and sparkling water with a variety of flavors. There's also an option to add electrolytes and vitamins! Everyone loves it and uses less plastic bottled water. The display board lets you know how many plastic bottles you've saved based on usage. Here are some amazing facts:

- In 3 months, we avoided using 1,864 bottles of water
- That's 621 bottles per month (143 per week and 21 per day)
- 1 bottled water uses 10 grams of plastic
- 10 grams of plastic x 1,864 bottles saved is 18,640 grams of plastic
- 18,640 grams of plastic = 41 POUNDS of plastic kept out of our landfills!

But here is the biggest myth: "Recycling is the biggest impact we can make". The fact is, using less plastic in the first place has a bigger impact than recycling what we don't need. At QPSI, the momentum is real, and we're excited by the progress we're making by being proactive, engaged and aligned as we continue to drive meaningful environmental impact.



JACKIE AND TALIA

PROACTIVE, ENGAGED, &
ALIGNED







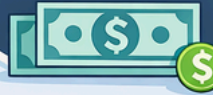

OBSERVER: MR. RICKETTS
DATE: 1/26/26

Worked all day Sunday during big snow storm routing trucks and trying to get the w/o 1/26 straightened out.

BIG NEWS FOR YOUR 401(K)

Planning for retirement is an important part of your financial well-being and our benefits program offers both Traditional 401(k) and Roth 401(k) options to help you save for the future. A Traditional 401(k) allows you to contribute pre-tax dollars, which can lower your taxable income today, while a Roth 401(k) is funded with after-tax contributions, allowing qualified withdrawals in retirement to be tax-free.

Both options offer tax advantages and the opportunity for long-term growth through consistent investing. Starting early, even with small contributions can make a meaningful difference over time through compounding growth.

\$\$ 401(k) \$\$	\$\$ ROTH IRA \$\$
 <p>TAX BREAK NOW CONTRIBUTIONS ARE TAX-DEFERRED</p>	 <p>TAX-FREE GROWTH CONTRIBUTIONS ARE AFTER-TAX</p>
 <p>TAXED IN RETIREMENT PAY TAXES ON WITHDRAWALS</p>	<p>VS</p>  <p>TAX-FREE WITHDRAWALS PAY NO TAXES ON WITHDRAWALS</p>
	
<p>CONTRIBUTION LIMIT \$23,000 a year</p> 	<p>CONTRIBUTION LIMIT \$7,000 a year</p> 

Did You Know?

After one year of employment, employees are eligible to enroll and you will **receive 4% employer match** (up to 100% of your compensation), an added benefit that **helps your retirement savings grow faster** and supports long-term financial security. Catch-up contributions increased on January 1st, 2026 for employees age 50+ can now contribute up to \$8,000, with higher limits for ages 60-63 up to \$11,250.

Register online at <https://participant.empower-retirement.com/participant/#/login>

Download the Empower mobile app and connect to your plan whenever, wherever. **Questions?** Call 855-757-4738

TAKE ADVANTAGE OF UHC AWARDS



Earn Rewards for Healthy Choices

Employees enrolled in a qualified medical plan can earn up to \$1,000 through the UHC Rewards program at no additional cost!

Earn rewards by completing simple activities like tracking your steps or sleep, taking a health survey, or participating in preventive screenings and vaccinations and much more.

Redeem your rewards for Digital Visa® gift cards, fitness trackers, or a One Pass Select membership for access to a nationwide gym network.

If you're enrolled in a medical plan, activate your free rewards account and start earning today!

Sign in for a personalized view of your benefits

Easy access to plan information anytime anywhere. Get the most out of your coverage.

[Sign In](#) [Register Now >](#)

Download

Manage your health plan securely with the app. Scan the QR code to download.

Balance

Available balance	\$84.50
Earnings details	
\$214.25 earned of \$1000.00	
Left to earn	\$785.75
	\$350.00

Currently tracking 3 weekly activities

- Track 14 nights of sleep (0 of 14 days complete) @ Earn \$10.00
- Walk 10,000 steps or move 30 minutes, 5 of 7 days (0 of 5 days complete) @ Earn \$5.00
- Get 7 hours of sleep, 5 of 7 nights (0 of 5 days complete) @ Earn \$5.00

Supporting managers and supervisors with the right tools and knowledge is essential to maintaining an effective, compliant, and people-focused organization. Recently, the Human Resources team led “Managing Time & Attendance in ADP”, a training focused specifically on time and attendance management for managers and supervisors.

The training was designed to promote consistency, accuracy, and accountability in how employee time is tracked, reviewed, and approved across the organization. By reinforcing both process and expectations, the session equipped leaders with practical tools to manage timekeeping more effectively.

During the training, managers and supervisors reviewed key responsibilities, including accurately approving employee timecards, managing and approving overtime, and ensuring compliance with meal and break policies. The session also covered how to correct missed punches and timecard errors, apply attendance policies consistently and fairly, and utilize ADP tools and reporting features to support daily oversight.

Effective time and attendance management plays a critical role in protecting both employees and the organization. Accurate timekeeping ensures employees are paid fairly, reduces compliance risk, and enables managers to make informed staffing decisions. When leaders understand not only how to use ADP, but also why these processes matter, they are better positioned to lead with confidence and consistency.

As a next step, managers and supervisors are encouraged to apply what they’ve learned and continue building their proficiency with ADP. Human Resources will provide refresher materials and job aids to support ongoing use, and remains available to assist with questions or unique situations.

Moving forward, leaders should prioritize timely review and approval of timecards each pay period, verify that overtime, meal periods, and breaks are recorded accurately, and address any discrepancies promptly. Consistent application of attendance policies across all team members remains essential, along with using ADP reporting tools to monitor trends and support proactive management.

Through continued focus and alignment, these efforts will help ensure accurate timekeeping, strengthen compliance, and support effective workforce management across the organization.

Building the Future Through Learning: Meet Stacy Felder

Since 2022, QPSI has made a deliberate and strategic investment in its people by embedding employee development as a core corporate goal. What began as an initiative has evolved into a defining element of our culture, one that continues to shape how we grow, lead, and operate as an organization.

Over the past several years, that commitment has taken tangible form. From the creation of a dedicated training room at our Florence, New Jersey facility to the continued award of New Jersey Department of Labor training grants since 2023, QPSI has consistently prioritized structured, meaningful development opportunities. The impact has been clear. Employees feel the investment. They are engaged. They are learning. And more importantly, they are enjoying the process. Recognizing that formalized training was the natural next step in this journey, QPSI welcomed a dedicated Learning & Development Manager in February 2025: Meet Stacy Felder.

If you’ve received an email reminding you (or your team) about training, you’ve already experienced part of her work. But her role and her value go much deeper. Stacy brings more than 20 years of experience in training and development across manufacturing, education, and nonprofit sectors. A former New York City schoolteacher, she transitioned into training educators and school leaders before serving as Director of Educational Programming at Edison Job Corps. Her background spans across leadership development, interpersonal skills, DEI initiatives, and organizational capacity building.

BUILDING THE FUTURE THROUGH LEARNING: MEET STACY FELDER (CONT...)

At her core, Stacy is a problem-solver. She works with leaders to identify barriers to team performance and designs programs that directly address those challenges. Her approach is immersive. She learns the content deeply, adapts it to the organization, and delivers it in a way that is both practical and engaging.

Outside of work, Stacy is equally dynamic. She is active in her community through her church, enjoys singing and composing music, and is a proud parent of two children. Her son recently accepted into a doctoral program in California, and her daughter is preparing for college as a high school senior.

Although based in Florence, Stacy's reach extends across the entire organization. Whether through virtual sessions on Teams or in-person training at various sites, she has made development accessible and relevant to all employees. In 2026, QPSI's SDA initiative reinforced development as a foundational pillar of our evolving culture and Stacy has been central to bringing that pillar to life.

Her work has already made a measurable impact. Over the past 6-months she's been a staple on Florence's production floor providing on-the-floor coaching, bridging the gap between classroom learning and real-world application.

This progression is intentional: learning doesn't stop in the training room; it is reinforced where the work happens. Stacy worked across both shifts in Florence, coaching Master Leads and Quality Control teams on critical topics including: SOPs, Line Clearance, Good Documentation Practices, AQL, Checkweigher setup, Barcode Challenges, just to name a few. Her sessions extended beyond production teams, engaging supervisors, managers, QC inspectors, and cross-functional partners from validation, project management, account management, estimating, and design.

What sets Stacy apart is not just what she teaches, but how she ensures it sticks. Knowledge checks are a core component of her process. For example, supervisors and managers didn't just complete metal detector challenges they demonstrated full understanding by explaining the rationale and articulating the correct response when failures occur. Engagement levels have been high, with participants actively asking questions and contributing to discussions. This hands-on, immersive approach has proven to be exactly what the organization needed. Most recently, Stacy and her team tackled a significant challenge: rapidly deploying read-and-acknowledge SOP training across multiple sites to a large population of employees.



Their solution? Leverage technology. By reintroducing QVersity, Stacy enabled scalable, efficient training delivery reaching employees across the organization directly from her desk while maintaining structure and accountability. This balance of in-person engagement and digital scalability represents the future of learning at QPSI. Stacy is now partnering with Kyra, our management consultant, to expand leadership coaching initiatives across the company, bringing structured leadership development into the classroom.

And her impact doesn't stop there. When she's not facilitating training, Stacy is developing new content, supporting HR with recruitment and onboarding, and ensuring that learning remains integrated into every stage of the employee experience.

Stacy can't do it alone. Development is not a passive process. It requires participation, ownership, and leadership. QPSI has built the infrastructure. We have invested in the tools. We have brought in the expertise. *Now, it's up to all of us. Do not sit on the sidelines. Engage. Identify opportunities. Bring your challenges forward. Stacy is a resource for every leader in this organization. She is ready to partner, design, and deliver solutions that elevate your teams.*



QVERSITY RELAUNCHED: YOUR HUB FOR TRAINING, GROWTH, AND DEVELOPMENT

We're excited to announce the relaunch of QVersity, QPSI's learning management system! This relaunch is intended to create a more consistent and accessible approach to learning across all locations, while helping employees and managers stay aligned on expectations, processes, and development opportunities.

To ensure a smooth rollout, QVersity was reintroduced through a structured soft launch from February 4 through February 10, 2026. During this phase, employees were assigned "read and acknowledge" SOPs based on their roles and responsibilities, allowing the team to confirm system functionality while reinforcing clarity around expectations.

QVersity is designed to be accessible and easy to use. Employees can log in from a computer, tablet, or mobile device through the app, making it easier to complete training and explore development opportunities when it fits into their day.

The platform includes a wide range of courses that go beyond compliance. In addition to safety and SOP-based training, employees can access content focused on soft skills, communication, problem-solving, and people management. This allows employees to build not only technical capability, but also the interpersonal and leadership skills needed to grow within the organization.

QVersity offers managers the ability to assign training, track completion, and monitor progress across their teams. This visibility helps create opportunities for more meaningful coaching and follow-up. For employees on development plans, QVersity provides a structured and accessible way to support their growth, allowing managers to assign targeted learning that aligns with specific development goals.

Employees are encouraged to log in regularly to explore additional courses that may support their growth. Managers should continue to use QVersity as part of their overall approach to coaching and development, reinforcing the importance of learning as part of daily operations.

As QVersity continues to grow, feedback will play an important role in shaping future content. Employees and managers are encouraged to suggest training topics that would further support their roles and strengthen their teams. By actively using QVersity, we can continue to build a more skilled, consistent, and capable workforce across QPSI.



TRAINING CALENDAR 2ND QUARTER

APRIL ALL ABOUT CGMP

- What's new in cGMP

MAY COMMUNICATION THAT LANDS

- Emails that Deliver
- Active Listening Skills
- Constructive Feedback
- Agreeing to Disagree Politely: The ABCs of Conflict Resolution

JUNE KINDNESS IS NOT JUST A WORD, BUILDING A WINNING WORK CULTURE

- The Value of Diversity
- Understanding Harassment, Bullying and Workplace Violence
- Dealing with Discrimination
- Protecting What's Sacred



KAYHLA GREEN

PROACTIVE AND ALIGNED

OBSERVER: ELAINA LIEBERMAN, KENVUE
DATE: 1/30/26

I wanted to take a moment to recognize Khayla Green for being a great partner and collaborator. With all the pushouts and changes related to the LPP vials, Khayla has been extremely responsive, flexible, and proactive in helping us navigate shifting timelines.

Q1 PERFORMANCE CHECK-INS

Quarterly performance check-ins are here. These conversations are designed to support alignment, recognize progress and discuss priorities, development, and goals for the months ahead. Managers and employees should plan to connect within the scheduled timeframe, and all check-ins will be completed in ADP.



TAKE OUR DAUGHTERS AND SONS TO WORK DAY APRIL 23RD

This national event provides children with the opportunity to learn more about the workplace and see firsthand what their parents do each day, helping encourage curiosity, learning and early career awareness. **Employees interested in participating must obtain approval from their manager in advance to ensure appropriate scheduling and workplace safety considerations.**

ANNUAL EMPLOYEE HEALTH & WELLNESS FAIR JUNE 5TH

Supporting employee well-being is a priority, and our Annual Wellness & Health Fair is right around the corner. Held during the first week of Benefits Open Enrollment, this event is designed to connect employees with valuable health resources, education and benefit information that supports informed decisions and overall well-being. **Watch for upcoming details and participation information.**



MAY MISSION: MEALS THAT MATTER (FOOD DRIVE)

As part of QPSI's 2026 goals, we have intentionally redirected a meaningful portion of our employee budget toward community outreach efforts, with planned quarterly initiatives designed to give back in a tangible way. In Q2, we will partner with a local charity across each facility for a food drive initiative, providing essential food items while dedicating our time and resources to support individuals and families who are facing hardship. Even small contributions can create lasting impact. This effort goes beyond a single event. It reflects our commitment to supporting the communities where we live and work while making a direct and meaningful difference.

Keep a lookout for additional details and ways to get involved from Human Resources.





NONPROFIT NEWS

QCARES STEM NETWORK

We took Miami by storm with our very first STEM Fest Miami. What started as our first event turned into something much bigger. The energy, the turnout, the impact it all exceeded expectations. It was more than a moment. It was the beginning of something real.

170+

Schools Represented

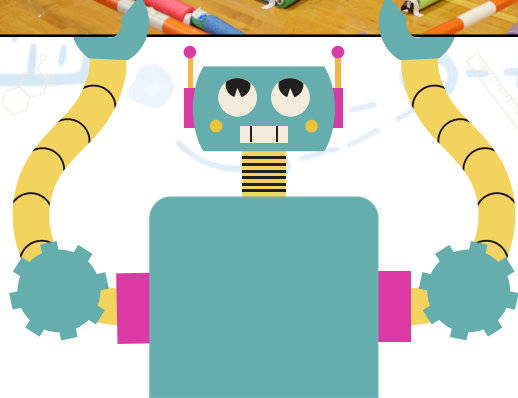
114+

Volunteers & STEM Professionals

377+

Total # of Students

STEM fest MIAMI



QPSI RECEIVES THE PRESTIGIOUS 2025 DRIVE CHAMPIONS AWARD

A MILESTONE IN COMMUNITY ENGAGEMENT

At QPSI, LLC, giving back is more than a tradition—it's part of who we are. For over 15 years, we've been proud to lead our annual Adopt-a-Family initiative in partnership with the Legacy Foundation. This program allows us to support families in need during the holiday season, spreading joy and making a meaningful impact in our community.

Each year, QPSI adopts 10-15 families through the Legacy Foundation's Adopt-a-Family program, with each department at QPSI stepping up to adopt anywhere from 2-4 families—and sometimes even more. Employees from every team go above and beyond, shopping for gifts thoughtfully chosen from each family's wish list.

GET INVOLVED

Submit a Program Idea

Have an idea that could inspire, educate, or empower through STEM? We are always looking for new programs that can create real impact in our communities.

Request a Donation

If you are connected to an organization, school, or initiative that could benefit from support, we want to hear from you.

Sign Up to Volunteer

Want to be part of the experience firsthand?



2025

WHAT A YEAR!

Here's to a great year with our QPSI family.

GROWTH & PARTNERSHIPS

New Customers & Awards

Miralax (Bayer) Commercialization
Mielle (P&G) Awarded
P&G PHC Awarded
P&G Homecare Awarded

New Projects

Scrub Daddy
Gentell
CSS
Unicorn
Sonic
Japonesque
Olopatadine

PEOPLE & PROCESS

- Implementation of IP-JDs
- HR Performance Management in ADP
- Revamped Training Agendas
- NJDOL Training Grant

ANYTHING ELSE?

- Addt call outs?

DIGITAL & INNOVATION

- CRM Dashboards Implemented
- Digital & Online Growth
- QRP Launch

OPERATIONS & INFRASTRUCTURE

- New Compressors Installed in Florence
- Sanicab Installation & Washroom Redesign
- New Baler Installed in Mechanicsburg
- Florence Room A Buildout
- Retain Sample Buildout

QUALITY & COMPLIANCE

- FDA Lab Approval
- Validation Program Created
- Improved Chattem OTIF from 11% to 100%



BRINGING THE ENERGY,
BUILDING THE CULTURE
AND HAVING A GREAT
TIME DOING IT.



**OUR PEOPLE.
OUR CULTURE.
OUR STRENGTH.**





GOT STORY IDEAS?
SEND YOUR IDEAS AND ARTICLE
SUBMISSIONS TO:

NEWSLETTERCOMMITTEE@QPSIUSA.COM

LET'S STAY INTOUCH!