



Solutions

2020 - Volume Two



Commitment

Thank you for your support as our company navigates through some extremely challenging times. The dynamics of COVID-19 continue to impact our day-to-day business operations and our

personal lives. I feel fortunate that many of our customer needs have returned to pre-COVID levels allowing MPS Group to provide services at a sustainable level. I sincerely appreciate everyone's commitment, dedication, and hard work to allow this to happen.

The safety and the well-being of our employees remain our highest priority. Please remember and remain diligent in following all corporate protocols and procedures specific to preventing the spread or exposure of COVID-19. In support of our employees, we hired a nurse, Betty Van Het Hof. Betty has proven to be a big asset for our employees by ensuring proper care is provided and by helping all of us navigate through this complex and dynamic pandemic.

Despite the business challenges of COVID-19, MPS Group remains committed to our growth strategy. In the coming weeks, MPS expects to hear positive news from key customers communicating significant new contracts that will launch in the back half of 2020. Setting 2021 up to be a great year, putting 2020 in the rear-view mirror! All of this re-enforcing, we have a great company built around great people. Thank you again for your hard work, attention to safety and commitment to MPS.

Ed Schwartz – CEO & President

For more information regarding steps taken to protect the MPS Group workforce, or to report test results or firsthand exposure to a person testing positive, please contact Human Resources.

Earth Day: COVID-19 Edition

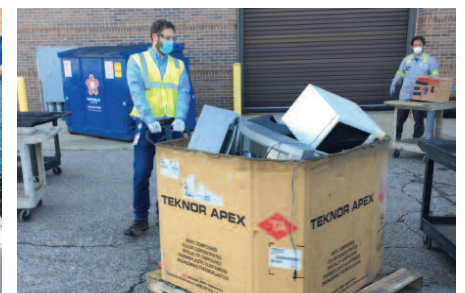
After repeated delays due to Michigan's spring 2020 shelter-in-place order, MPS Group facilitated Earth Month 2020 events at a MPS customer site. The Household Hazardous Waste Collection Event took place on June 25th, 2020 at the customer's Ann Arbor, Michigan, York Township, Michigan, and Arizona locations. The goal was to provide an environmentally responsible method of disposing of household hazardous waste for client's personnel at no cost to them.



Although many of the facility's 1200+ employees were not yet working onsite due to COVID-19, it was a very successful event," noted MPS Group Environmental Waste Coordinator Keri Popa. "Across all three drop off locations, the MPS Group team collected approximately 30,000 lbs. of waste."

267 cars passed through the collection points, offloading chemicals ranging from propane tanks to paint and pesticides. Universal waste, with categories including fluorescent lamps, used bulbs and batteries, were also accepted. Additionally, more than 10,000 lbs. of scrap electronics filled the collection pallets and boxes, as employees rid their households of old TVs, laptops, phones, and household appliances which we diverted from a landfill.

"I believe this is something that our customer will do each year moving forward." continued Popa. "The client team really embraced the theme 'Let's make a better planet together.' Thank you to our members for participating so robustly!"



MPS Group Team Transitions to Respirator Production at Ford



This spring, while much of the country was sheltering in place and trying to determine their next steps, the team at Ford Motor Company's Flat Rock Assembly Plant (FRAP) was already in motion assembling powered air-purifying respirators (PAPR). Normally, the facility produces Ford Mustangs, but had been sidelined by the coronavirus since March.



The idled plant quickly turned its attention to producing urgently needed medical equipment and supplies for health care workers, first responders and patients fighting coronavirus. Production of the PAPR, designed and tested through a collaboration between Ford and 3M, began April 14 with 90 paid UAW volunteers.

"MPS Group team members began working right alongside them to ensure smooth production," said Keith Koskela, TWM Program Manager at FRAP. "Our four team members assigned to the Vreeland facility, instead of taking a furlough, opted to work 7 days a week, 14 hours a day to properly manage all the products from the effort."

The all-new PAPR design helps protect health care professionals on the front lines fighting COVID-19. Rapidly designing components and prototyping in accordance with federal guidelines, Ford teams reduced development time to less than four weeks.

According to Ford, "The newly designed PAPR includes a hood and face shield to cover health care professionals' heads and shoulders, while a high-efficiency (HEPA) filter system provides a supply of filtered air for up to 8 hours. The air blower system – similar to the fan found in F-150's ventilated seats – is powered by a rechargeable, portable battery, helping keep the respirator in constant use by first-line defenders."

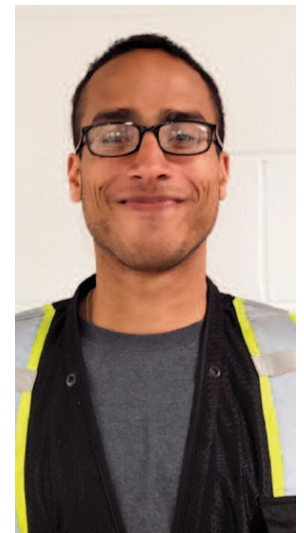
Koskela noted, "Our team, which consisted of Lead Technician David Rigsby, Hannah Reckling, Anthony Murray and Dakota Bostic, recycled 60 tons of cardboard, 800 pallets and 20 tons of lightweight plastic associated with producing 33,000 PAPRs.



"Additionally, given the virus' prevalence and ability to live on solid surfaces, this was a huge decontamination project as well," Koskela continued. "Arranging for transportation of the different waste streams, during a global pandemic, presented yet another challenge."

3M distributed the PAPRs through its network to help bring the technology quickly and efficiently to health care workers who urgently need them. 3M and Ford donated any profits from the sale of the PAPR to COVID-19 related nonprofit organizations.

As of June 1, FRAP has returned to full production of Mustangs, but they leave a legacy of stepping up to the plate to help with their country's most immediate needs.



Leveraging Technology

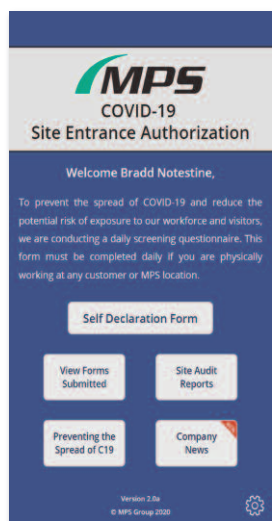
COVID-19 App Helps Keep Return to Work Safe

“A challenge was laid down to leverage technology during the Covid-19 pandemic and our IT team met it,” explains MPS Group Chief Financial Officer Brian Susko. “They delivered a solution that really works and allows MPS to access information and respond quicker during this time.”



Information Technology Manager Bradd Notestine developed a COVID-19 app that can be accessed through smartphones or computers allowing MPS to efficiently meet county,

state and customer requirements for reporting. Easily downloaded from iTunes, Apple Play or a web browser, employees can log in using their MPS credentials or their phone number to answer five required coronavirus-related questions. The standard questions include asking about potential symptoms, contact with confirmed COVID-19 cases, and out-of-state travel.



“Our diverse workforce is located all over the country and in different settings,” noted Notestine. “With this new COVID app, submitted responses are compiled with any ‘yes’ answers automatically alerting the necessary people to act quickly and stem any potential impact to

the workplace. Without the app, it was difficult for safety managers to collect and react to the paper forms’ answers.”

Work on the app began in late March when the question was asked: “Is there an electronic way to do this?” It was launched only two weeks later and assists with the due diligence needed to help protect MPS Group employees.

“The entire team logged many hours to roll out this product in such a short timeframe,” said Notestine. “Just a few weeks after the app was made available to MPS Group, it was shared and deployed for all of Soave Enterprises after cross-team collaborations and modifications rather than keep it to ourselves. It was the right thing to do.”

Susko noted, “Bradd and his team delivered a really good product that’s very user friendly. More than 9,000 forms had been submitted by July 1st. We are happy with the fact that we’re on the cutting edge and we were able to help return our employees to a safe work environment.”

For team members who work at customers’ job sites, the MPS app may be used, with customers’ permission, as a substitute for client-required questionnaires. Historical submissions, that include time and date stamp, can be called up and shown at the gate or during any customer audits.

“Feedback has been really positive,” noted Notestine. “And we’re not done. The app is constantly evolving as we continue its use and receive suggestions.”

Evolution of MPS Group’s Brandmark

Along with current efforts to revamp the MPS Group website, which is expected to be finalized in third quarter 2020, the MPS management team has opted to refresh its logo, or brandmark, as well.



“We believe that both of these initiatives reflect our evolution and drive to be cutting edge in everything that we do,” noted COO Darrin Stafford. MPS Group has partnered with Detroit-based GYRO Creative Group, who has assisted several notable corporations, including DTE and Ford Motor Company, with their branding initiatives. As detailed by GYRO, “The new MPS brandmark is a simplified, vibrant evolution of our previous brandmark. It features clean, contemporary letterforms and a single, brightened waterfall that, together, capture the integrity, growth, and excellence of MPS’s environmental and industrial business endeavors.”

As summarized by Director of Sales Bart Kocik, “As a whole, these forms comprise a refreshed mark that symbolizes our commitment to environmental sustainability, quality and growth.”

Employee & Family Recognition

Team Members Have Been Celebrating a Host of Milestones

- Twin stepsons of MPS Group's Resource Manager **Robbi Davis** are headed off to college this fall. Milan High School 2020 Summa Cum Laude graduates were both National Honor Society members. **Noah Davis** will be attending University of Michigan in Ann Arbor and **Jacob Davis** will be attending Grand Valley State.



- IT Support Technician **Dominique "DJ" Haynes** passed both of the exams required to earn his CompTIA A+ Technical Certification. This milestone demonstrates an understanding and ability to troubleshoot desktop and laptop computers, networking devices, virtualization and cloud computing technologies. DJ has been a valuable addition to the IT team since he joined MPS Group in February 2019.

Above & Beyond for Safety

Returning to a worksite during a pandemic has brought an avalanche of new protocols to safeguard the health of employees. For MPS Group's Commodity Resource Manager **Chris Ehart**, stationed at GM's Oshawa Assembly Plant, the return to work has also given him an opportunity to shine.

Ehart recently intervened to mitigate two potential incidents involving roll-off trucks. The eagle-eyed manager also noticed a contract worker not wearing a GM issued medical mask and took



the initiative to enforce GM's return-to-work rules. Security found the worker had not properly entered the facility. Ehart's quick actions protected worker safety and ensured ongoing confidence in the worksite.

Ehart's safety-focused actions were publicly noted by managers within GM's Environmental Strategies & Sustainability (ESS) Group and discussed at the auto manufacturer's Q2 Safety.

"Chris went above and beyond his call of duty to ensure the safety of those that he works with," noted Regional Manager **Jeff Parker**. "Great Work, Chris!"

Have an Idea for a Story?

MPS Solutions reports on professional and personal successes of team members. Story ideas include: updates or changes in business, accomplishments by employees or family, employee appointments, events, or awards. Photos greatly enhance any story. Please send your story ideas and photos to: mmoss@mpsgrp.com



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Strong Body, Strong Mind, Big Heart

"When selecting a charity to support with 5K for the Kids, C.S. Mott Children's Hospital was an easy pick," explained Hofbauer. The choice of the Ann Arbor-based pediatric acute care hospital was personal to MPS Group Senior Project Manager Matt Hofbauer. In addition to his work at MPS Group, fitness enthusiast Hofbauer also operates Endurance Athletics, an organization dedicated to promoting an active lifestyle with regularly scheduled running events.

On September 13, Endurance Athletics hosted a "5k For The Kids" race, held at Indian Creek Park in Temperance, Michigan. Capped at 75 runners to ensure compliance with social distancing mandates, the run brought together those people who want to enjoy the active outdoors and support a very important local institution.

"C.S. Mott Children's Hospital is an amazing organization that my family has some first-hand experience with through the two surgeries for our daughter. The staff there is incredible and the facility is absolutely amazing. They really go the extra mile in everything they do, and really try to soften some of the most difficult times that a family is likely to face."

Following the race, a donation was made to the hospital's Child and Family Life Program which is dedicated to supporting children and their families in any way possible to ease the burden of illness. Activities and services include holiday celebrations, music and art therapy and a family resource center.

For additional information, and to join their mailing list of future events, please visit the Endurance Athletics website at: <https://endurance-athletics.com/>.

