

# **EXHIBIT C**

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Integrity. Experience. Quality.

### From the CEO

"Coming together is a beginning;  
keeping together is progress;  
working together is success."

~Henry Ford

I want to thank the entire staff for the first full year under my ownership. I really appreciate everyone's patience through our first partial year in 2016 and now our first full year in 2017. I applaud all the long-term employees of NCI as well as the new comers that have shown their dedication and commitment to the company.

Operationally, we have made it through the toughest parts of the ownership transition, but now it is time to focus on making the company money and being profitable. We will be looking to identify our strongest painters to be promoted within. We are looking for apprentices and skilled journeymen that have an attention to detail, a rock-solid work ethic, integrity, the ability to help others while maintaining their own productivity and that have the desire to excel and better themselves. I want to help those individuals that care about the success of National Coatings to grow mentally, physically, spiritually and of course, financially. It is my job to see that these commitments are met.

Bob Forsman and I are working on a bonus structure now that will pay out from the bottom up; starting with our field painters that have been with the company for 6 months or longer. I will have more to follow up on this as we wrap up the blueprint for this in the first quarter.

#### This issue

CEO	1
President	2
Regional Rundown	3-8
NCI National Awards	9

Behind the scenes, as a way to alleviate **time card error** and speed up the payroll process, we will be implementing a digital time card system within the first quarter of 2018. This will hopefully eliminate errors in the field and entry errors in the offices. With that being said, we are also dedicated to having direct deposit for your weekly payments initiated no later than the end of March 2018.

I would like to take the time to introduce Lana Szczepanski and Scott Freeman as our new controller and CFO respectively. As the CFO of National Coatings, Scott Freeman is responsible for accounting, treasury, tax and finance for the company. Scott has 35 years of experience in the pharmaceutical and construction industries. Goals for 2018 include enhancing analysis, efficiency, and the profitability of National Coatings. As the controller of National Coatings, Lana is a CPA, CCIFP and has worked in construction in the Denver Metro market since 2000 either with a construction firm or with an accounting firm that specialized in construction. Her goals for 2018 align and support the goals that Scott, Bob, James and I have in moving business forward.

I would also like to set up an anonymous online survey platform so that each employee can discreetly give input about their coworkers, managers, and their work environment. I will personally check these to gauge the responses and see what actions should be taken by the company if any. Please know this is not a platform to elevate "whistle-blowers", but is designed for those who wish to remain anonymous, yet inform the leaders of this company of issues, comments or concerns about the workplace, regarding safety and efficiency of operations, harassment and their overall work experience.

I personally want to acknowledge those individuals that wake up every morning and are proud to put on a yellow NCI shirt. From my family to yours, we thank you for everything YOU do.

I wish all of you a blessed and joyous new year to come!

Zeb Hadley

