

Celebrating
20 Years!

AD-VANTAGE POINT

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Advantage Controls Voted Top Workplace!

We are proud to announce that The Oklahoman, which is the largest daily newspaper in Oklahoma, has recognized Advantage Controls as one of the Top Workplaces of 2014! We are ranked 19th out of 70 companies being recognized, and only 9 of these are in the manufacturing sector, including us. Dan Morris, president of Advantage Controls said he is “pretty proud” of the company’s ranking. Its significance, he said, is even greater because those rankings were based on assessments offered by the employees of Advantage Controls.

These 70 companies have been recognized as Top Workplaces based solely on surveys completed by their employees. Employees taking the survey were asked to grade their workplaces in areas such as the employer’s direction, connection, and execution, as well as their own feelings about their work, manager, pay and benefits.

Top Workplaces are not only better places to work but are more likely to be successful than peer organizations.

To find the Top Workplaces in Oklahoma, The Oklahoman partnered with Pennsylvania based survey firm Workplace Dynamics LLC, which has administered surveys to millions of employees since its founding in 2006.

Among the questions were if the company was going in the right direction; if the employee has confidence in the leader; how



confident the employee is about his or her future at the company; and whether new ideas are encouraged at the workplace. Employees were also asked about training, work-life balance and compensation. Morris said that while he is pleased with the employees’ comments and the company’s 19th-place showing, the survey’s findings were “not all sunshine and roses.” While employees were complimentary for the most part, Morris said there were others who revealed a need

for improvement in some areas. “We found some areas we need to improve in the eyes of our employees, and we will be working to get that done.”

As a Top Workplace, we were recognized in a special edition of The Oklahoman, and have been given an online profile at www.topworkplaces.com. In addition to its ranking as one of the best workplaces, Advantage Controls earned the Governor’s Award for Excellence in Exporting earlier this year.

In this issue of Advantage Point...
*Making a Difference in Our Community • AWT Trade Show
Wrap-up • Staff Promotions • Social Media*



Successful AWT Show

-October 2014, Fort Worth, TX.

Advantage enjoyed another successful show at the annual Association of Water Technologies Conference. There was high interest in our new MegaTron XS controller, as well as in our cloud based service reporting software, MyTechReports. As always, we enjoyed meeting the newest members, as well as catching up with longtime customers.

The Association of Water Technologies (AWT) is a trade group of 550 companies dedicated to the highest standards of performance in the water treatment industry. The AWT Annual Convention and Exposition attracts buyers in the water treatment industry who are looking for realistic, cost-effective solutions to their particular needs and challenges.

This is an opportunity to meet with a wide range of companies in terms of size, geographic location, and products and services used.



Way to Go, Jacob Potter!

We are pleased to announce that Jacob Potter has been promoted to Central Regional Sales Manager covering the states of AR, KS, MO and OK starting this month.

Jacob will continue to office out of the home office when not on the road because we just love having him around the place so much.

Please join in congratulating Jacob and wishing him success.



New Employees

Sept 2014 to Jan 2015

- Jimmy Hagan** - Welder
- Allen Owen** - Inventory Specialist
- Winston Sallee** - Megatrons
- Ricardo Rubio** - Media Blasting & Powder Coating
- Garland Fisher** - Welder
- Jeremy Stout** - Engineering
- Jason Travis Waller** - Prefabs
- Kortni Seltenreich** - Marketing Intern

MS Walk 2014



Advantage Controls participates in the annual MS Walk: Muskogee to positively impact the lives of all those affected by MS! We are excited to be a part of this movement in raising funds to end MS forever.

More than 2.3 million people are living with MS worldwide. The dollars raised support life-changing programs and cutting-edge research.

Team Thunder is comprised of co-workers, family and friends of our very own David Holden. Through bake sales, dinners,

private donations, Team Thunder was able to collect nearly \$3,000 in donations.

About MS

Multiple sclerosis is an unpredictable, often disabling, disease of the central nervous system that interrupts the flow of information within the brain, and between the brain and body. Some unpredictable symptoms range from numbness and tingling to blindness and paralysis. The progress, severity and specific symptoms of MS in any one person cannot yet be predicted.

ANGEL TREE

This past Christmas, we participated in collecting presents for an Angel Tree. The tree had 17 boys posted on it from MCCOYS and all 17 boys received gifts. Ramona and Casey collected



\$310.00 in donations and raised \$45.75 from their bean dinner charity event; making a total of \$355.75. This money was used to purchase additional gifts. These included shoes, jeans, hoodies, etc. The boys were incredibly grateful, several stating they hadn't received gifts in years! They all wrote personalized thank you notes expressing their gratitude. "This was a rewarding experience," Ramona said. "I would be interested in doing it again next year."

Plunging for the Cause

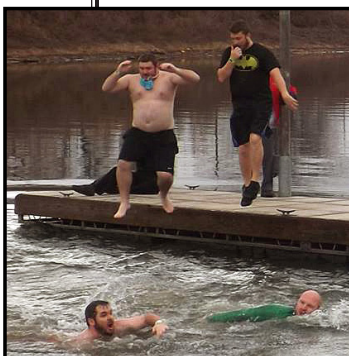
On January 3rd of this year, 5 of our employees participated in a Polar Plunge. A Polar Plunge, also known as a Polar Bear Plunge, is where someone takes a dip in a cold body of water for a cause. Aaron Kassaw, Mike Moulder, Jon Shaw, Jacob Potter and Jason Asbill were the brave men who dared to take the plunge this year. It

was a brisk 39 degrees outside when they decided to jump into the below-freezing water at Three Forks Harbor. Then they felt the shock

of hitting ice cold water on what felt like a lukewarm day. Mike described the feeling as "having brain freeze throughout your entire body".

Between bake sales and collecting, they raised \$670 which was given to support MCCOYS (Muskogee County Council of Youth Services). MCCOYS is an organization that addresses societal problems that directly affect the lives and well-being of the youth and families in the community. They provide counseling, prevention, treatment services, and help empower families to learn how to solve current & future problems. Mike Moulder, one of the "plungers", was also involved in the Jingle Bell Run in December 2014 with Katie

Smith and Lexi McClain. This 5K run was held in Tulsa and benefited the Arthritis Foundation. This event has raised \$53,902 to help conquer arthritis. A big thank you goes out to all our employees who have given of their own time and/or money to help support these worthy causes!



HAPPY BIRTHDAY!

- | | | |
|--|---|---|
| <p>September 2014
 Sandra Ross
 Yolanda Gilford
 Roger Lobb
 Garland Fisher
 Alexis McClain
 Wanda Swimmer
 Robert Morris
 Ryan Gray
 James Keller
 Jason Asbill
 Krystal Crowder
 Kevin Okeefe</p> <p>October 2014
 Michael Moulder
 Bradley Morris
 Rob Root
 Jason Waller
 Melissa Green
 Thomas Fettik
 Ricardo Rubio
 Ruby Standifird
 Laura Morris
 Chad Francis
 Aaron Kassaw</p> | <p>November 2014
 Steve Carr
 Richard Morris
 Alex Parris
 Harry Morris
 Kortni Seltenreich
 Stephen O'Neal
 Matthew Williams
 Terry McKinney
 Steven Schneidewent
 Tony Tippie</p> <p>December 2014
 Shirley McFarland
 Andrew Morris
 Deborah Francis
 Heidi Stair
 Antoni Lino
 Michael Eubanks
 Michael Richerson
 Barbara Dillingham
 Rebecca Thomas
 Kenneth Elrich</p> | <p>January 2015
 Kimberly Hurd
 Scott Bargas
 Margaret Barnett
 Jessica Owen
 Elton Ruckman
 Allen Owen
 Kathryn Smith
 Jimmy Hagan
 Scott Mitchell</p> <p>February 2015
 Georgie Hallum
 Donald Coffman
 Molly Morris
 Brooke O'Neal
 Steven Clemens</p> |
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