ISSUE 14 • SEPTEMBER 2026

Employee Newsletter

A MESSAGE FROM OUR COO

Team,

As we welcome September, I want to take a moment to recognize the outstanding work that has taken place throughout the company over the last month.

Our Operations Team has shown remarkable resilience, teamwork, and dedication while managing the demands of a busy season, and their efforts have helped drive our continued success. Every employee's contribution plays a role in moving our company forward, and for that, we are truly grateful.

This month, let's challenge ourselves to keep raising the bar. Stay engaged, communicate openly, look for ways to improve, and continue supporting one another. Small actions make a big difference, and together we can achieve even greater results in the weeks ahead. Thank you for all that you do each day.

Warm regards,

Terri Matthews

CHIEF OPERATING OFFICER

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SAFETY SPOTLIGHT

Excellence in Action

Awareness, courage and care in action.



Nikeashay Williams

COMPASSION • COURAGE • QUICK ACTION

Nikeashay noticed a young woman repeatedly entering the restroom who appeared frightened and distressed. Trusting her instincts, she contacted emergency services. Her compassion and quick action helped protect the young woman during what was later identified as a human trafficking situation.

Larvoskay Brown

VIGILANCE • PROTOCOL • ACCOUNTABILITY

Larvoskay challenged an individual attempting to enter a restricted area without displaying proper identification. The individual was an undercover Department of Aviation employee conducting a security check. Larvoskay's attention to detail and commitment to protocol demonstrated exactly why we must remain alert.



We proudly recognize Nikeashay and Larvoskay for going above and beyond to protect others and represent the very best of CSM America.

EMPLOYEE SURVEY

Your Voice Matters

HELP SHAPE THE EMPLOYEE EXPERIENCE

Tell us what you think.

Your feedback helps us strengthen the employee experience and make meaningful workplace improvements. Every response gives us a clearer picture of what is working and where we can improve.

Complete your survey in three simple steps

1. **Scan the QR code**
2. **Open the ADP portal**
3. **Select Things to Do and complete any available surveys**

SCAN TO ACCESS THE ADP PORTAL

Every response makes a difference.

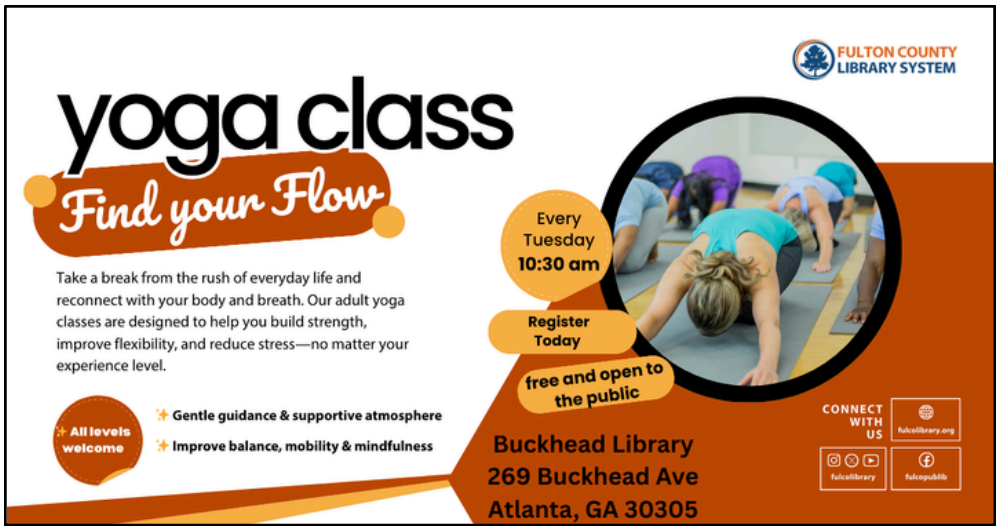
Thank you for helping us build a stronger workplace.

LEARN • GATHER • GROW

Community Corner

Free local events, family activities and helpful resources available in our community.

Yoga: Find Your Flow *(registration required)*



TUESDAY
SEPTEMBER 29TH
10:30AM

SCAN TO REGISTER

Learn AI Using Microsoft Copilot *(registration required)*

WEDNESDAY
SEPTEMBER 23RD
3:30PM-5PM

SCAN TO REGISTER



Community Corner





SEPTEMBER BIRTHDAYS

Celebrating You!

Wishing our CSM America team members a wonderful birthday filled with happiness and celebration.

Moise Akom-Mvondo

Antonio Moulder

Richard Hawkins

Douglas Jackson

Kathryn Swoaks

Gerson Williams

Clarence Strickland

Tamara Matthews

Jarvis Ringer

Jaylon Hill

Marvin Grimes

Rashidah Abdulrashid

Parker Thomas

Shawniece Riley

Jacquelin Rubes

Quintin Grice

Jalisa Scott

Ashley Collins

Markeria Johnson

Anthonia Baggett

Nakia Brown

Donald Robertson

Dinisha Lyons

Bruce Smith

We celebrate you!

SERVICE ANNIVERSARIES

Years of Excellence

Your dedication,reliabilityandhardworkplay an important role in CSM America's continued success. Every day, yourindividualcontributionsstrengthen our teamand help move our company forward.

THANK YOU FOR YOUR COMMITMENT
We are grateful to celebrate this milestone with you.

Tonyetta Byers

Rhonda Thurman

Carey Leon Davis

Tamara Matthews

Derick Jackson

Brenda Stevens

Donta Slaton

Dinisha Lyons

Tammy Guelfo

Daphane Childs

Deborah Coleman

Morrison McCullough

Wilburn Carter

Tevin Vassell

Eunice Green

Saliym Lampkin

OPPORTUNITIES • SUPPORT • CONNECTION

Employee Resources

Explore Open Positions

Ready for your next opportunity - or know someone who may be a great fit?

Explore current openings and apply. Join a team committed to excellence, growth and making a difference every day.

SCAN TO APPLY

NAVEX™ Speak Up. We're Listening.

If you witness unethical conduct or have a workplace concern, report it confidentially through the CSM America Ethics Hotline. Reports may be submitted anonymously.

MOBILE csmamericamobile.ethicspoint.com

ONLINE csmamerica.ethicspoint.com

PHONE 833-256-4926

Employee Referral Bonus

Help us grow the CSM America team and earn up to $500 for each successful referral:

- **$125 when your referral is hired**
- **$125 after 90 days**
- **$250 after 180 days**



Applicant must include the referring employee's full name on the application.

LET'S GET SOCIAL

Instagram @CSMAmerica • LinkedIn: CSM America

SCAN TO FOLLOW

WWW.CSMAMERICA.COM • (404) 892-2626

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