

Wednesday, December 22, 2021

Dear Team,

With just a few days away from Christmas, I wanted to take this time to wish everyone a very happy holiday and a happy and healthy New Year. I want to again thank all of you for making 2021 another successful year for Pro Chem. This year, like last year, we dealt with several challenges which made 2021 even more successful in so many ways. Not only do we continue to deal with this dreadful virus, but this year we also had to deal with product shortages across the entire product line, constant price increases all while being forced to cancel the last 2 sales meetings.

While we came up a bit short of our goal of a 10% increase over 2019, I am very proud of what we were able to accomplish this year. With that in mind, during our Zoom Awards banquet in January, I announced that we would make a sizeable profit-sharing contribution of \$100,000 if we met our growth goal of 10%. I would like to announce that since we again had a successful year of 6% growth over 2019, I plan to contribute \$60,000 towards our profit-sharing plan as well as the traditional company match to say thank you for all you did this past year.

So many of you achieved milestones that I never thought possible this year which I look forward to announcing at our February sales meeting. We had several million-dollar milestones, milestone anniversaries as well as even new members to our Prestige Club and record-breaking years for many of you. We also had an excellent rookie year with so many great new additions to our team. In fact, with Emma, Tracy, and the rookie coaches' leadership as well as our newest associates, I am proud to say that we experienced our highest retention years ever all of which makes me very optimistic about our future.

However, I must admit, I am still very concerned about Covid. With the new variant, Omicron, which is proving to be highly contagious, I want to urge all of you to be safe over the holidays. Our biggest asset has been and continues to be you, our sales team and support staff. While I still plan to stay under 100 employees to stay under the mandatory Vaccine Mandate as a company, I do want all of you to be safe over the holidays and even through the New Year to ensure that we can all be together in a few months. It has been way too long since we have been together, but I feel confident that if we can make this meeting happen, it will give us all the boost we need to ensure that 2022 will be our best year yet.

I wish all of you and your families a safe and happy holiday and look forward to seeing all of you soon.

Happy Holidays!

Randy