

Dear Friends,

As 2019 comes to a close, I want to wish you a Happy New Year and a prosperous 2020. On behalf of the Nix family and team members, we sincerely appreciate each of you and feel blessed to serve some of the best people throughout the region and beyond.

As I reflect on 2019, we have a lot of things to be thankful for. First and foremost, we are thankful for the 959 customers across the country we served this past year. Without which none of what we do is possible. Secondly, for all our excellent team members, including the 31 we added this past year, and most importantly for another safe year. We finished 2019 without a single lost-time injury and our Coatings operations surpassed 4 years and counting. We are very thankful for that and are committed to continuing our safety record.

We grew in some exciting ways again in 2019 which will allow us to serve our customers even better in 2020. Our Custom Fabrication division moved into a new shop on Frontage Road in Poseyville. This new shop and equipment have increased our quality, efficiency, and capacity of this operation. We added a second sandblasting booth at our Coatings facility to improve recent capacity constraints and continue to meet customer demand. We also acquired Heritage Custom Fabricators of Princeton, IN. This new operation added some great synergies to our business. Not only did this 50,000 square foot shop increase our fabrication part size capacity to 30 tons, but it also added a full-service machine shop that allows us to control every part of the metal manufacturing process, from design to installation.

With this new year comes a new decade, and what a decade it has been! In 2010, our business "Nix Welding" consisted of four family members working full time in a 4,800 square foot shop with Adam part-time as he completed his degree at the University of Southern Indiana. Lindsey and I had just gotten married the past October, and none of the potential 6th generation (ours and Adam's children) were in the picture yet. Grandpa was still working in the shop, the Yacht project that catalyzed our growth was just getting ready to start, and what is now Nix Companies had not yet even entered my mind. Since that time, a lot has changed. In 2010 we hired our first employee outside of the family. In 2012 we took on our first big commercial project that doubled our business overnight. In 2013 we hired the first-ever salaried support staff and launched our Coatings Division. In 2015 we acquired Tri-County Equipment in Poseyville and began transforming it into the viable part of our business it is today. In 2017 we launched our Metals and Coatings Field Services Divisions. In 2018 we acquired Superior Fabrication in Rockport (our Structural Division), and in 2019 we acquired Heritage Custom Fabricators in Princeton (our Heavy Fabrication and Machining Division) bringing our total production space to over 150,000 square feet and just shy of 100 team members.

Although a lot has changed over the past decade, it's important to point out what hasn't changed. After 118 years, we are still based in Poseyville, IN and are more invested than ever in the community. We do more work today in the legacy areas of our business (Agriculture, Construction, and Transportation) than we did a decade ago. And most importantly, the values instilled in Adam and I working alongside our Dad and Grandfather (doing things right the first time, doing what you say you will do, responsive customer service, and taking care of the community) are a big part of our company's Core Values today. Those are: 'Commitment to Excellence', 'Integrity', 'Caring for People', 'Fun', and 'Team Work'. All of these things are the essence of our Mission Statement: Be Big, Act SmallSM. Continuing to live by these principles, is what will enable us to prosper well into the future.

Whatever your relationship to Nix Companies (customer, supplier, supporter, or friend), I thank you for allowing us to do what we love and I wish you the very best in 2020!

Sincerely,
Matthew Nix

-Matthew Nix

North Posey Tour of Opportunity

We hosted North Posey High School sophomores for the Posey County Tour of Opportunities. Students learned about the many job opportunities here at Nix and were able to tour a couple of our Poseyville facilities.



United Way Day of Caring

We once again participated in the United Way Day of Caring. We had some fun repainting a couple dugouts at the North Posey Youth Baseball Complex in Poseyville. This event is always a great way to give back to the community.



Junior Achievement Job Spark

We participated in the Junior Achievement Job Spark where we talked to students from all over the tri-state about the different career opportunities Southern Indiana has to offer.



Nix Participated in NP Sunrise School Spirit Can Drive

Structural Fab won our divisional contest for the North Posey canned food drive. North Posey beat Mt. Vernon with 20,071 pounds of food donated!



Heritage Machining Tour of Opportunity

We hosted Princeton Middle School and Wood Memorial Junior High students at our Heritage Machining facility for the Gibson County Tour of Opportunities put on by the Junior Achievement and the Gibson County Economic Development Coalition. Students had the chance to tour our heavy machining and gear manufacturing location while learning about potential job and internship opportunities.



STEM Challenge

We were excited to participate in the WorkOne Southwest STEM Challenge at Oakland City University. It was great to see over 130 area high school students participating in this event. Way to go Heritage Hills for winning our challenge!



2019 New Team Members

NCI MICHELE MOTZ (ACCOUNTANT), MIKE GUISEWITE (ACCOUNT MANAGER), KENNADY LIVERS (INTERN), ZACH EAGAN (INTERN), CASEY VOELKER (MARKETING COORDINATOR), ASHLEY KIESEL (INSIDE SALES & CUSTOMER SERVICE COORD.)

CUSTOM FABRICATION DIVISION RICHIE MEYER (INTERN), KERRY WOLFE (FABRICATOR), JACK WEINZAPFEL (CAD DESIGNER), DEREK MOTZ (INTERN), BLAKE MAHONEY (MATERIAL PROCESSOR), DARCY ROWLAND (WELDER/FABRICATOR)

REPAIRS & MAINTENANCE DIVISION SETH MORROW (INTERN), JACOB LINGAFELTER (TECHNICIAN), ZACH WEDDING (TECHNICIAN), JERRY HISCH (SERVICE COORDINATOR), JAKE STURGELL (WELDING AND REPAIR TECH), KYLE PAYNE (GENERAL LABORER), JAMES (JD) MILLER (WELDING & REPAIR TECH), TERRY MAHONEY (WELDING & REPAIR TECHNICIAN)

STRUCTURAL FABRICATION DIVISION KYLE WILLIAMS (INDUSTRIAL PAINTER), WENDELL KELL (DETAILER), RONNIE JOHNSON (OPERATOR), DENNY HOLDER (FABRICATOR), SAMUEL POWELL (FABRICATOR), JEREMY MOORE (WELDER), JOHN STEVENS (INDUSTRIAL PAINTER), JEFF GRIFFIN (WELDER), JON CAMPBELL (MATERIAL HANDLING TECH), GABE WARD (WELDING TECHNICIAN), GARRETT STEVENS (MATERIAL HANDLER)

FIELD COATINGS DIVISION ANDY MARTIN (INDUSTRIAL PAINTER), BO CARMAN (FOREMAN), MICHAEL SIMS (INDUSTRIAL PAINTER), ISMAEL BANUELOS (INDUSTRIAL PAINTER), ADAM DEIG (INDUSTRIAL PAINTER), RUSTY BROWN (FIELD COATINGS FOREMAN)

SHOP COATINGS DIVISION JOSHUA DESSAUER (COATINGS), JUSTIN ANDERSON (INDUSTRIAL PAINTER)

HERITAGE MACHINING DIVISION SAM PRZYMUS (ESTIMATING/PROJECT MANAGER), MATT PRZYMUS (MARKET DEVELOPMENT REP), JAKE PERRY (SHOP MANAGER), DARVIN CLOIN (ENGINEERING MGR.), JOSH COLE (MACHINIST), MICHAEL WOODS (ENGINEER), MIKE MOORE (MAINTENANCE TECH), LONNIE JONES (MACHINIST), MARK DAVIS (SHIPPING/RECEIVING/FACILITIES TECH), IAN LANCASTER (FABRICATOR), MALAKYE MOADE (FABRICATOR), WADE YATES (MACHINIST), BRANDON KORTEA (WELDER/FABRICATOR), BRYCE MATTHEWS (MACHINIST)

Nix Named to the Inc. 5000 for 4th Year in a Row

Nix landed on the Inc 5000's annual ranking of the fastest-growing private companies in America for the 4th consecutive year. This is a true testament to our team and their commitment to our mission, vision, culture, and core values.



Nix named to Best Places to Work in Indiana in 2019

In April, we attended the Indiana Best Places to Work Banquet in Indianapolis. At the banquet we learned that we were ranked 45th in the Small Employer category. This was our second consecutive year on this list. We are taking the survey results to continually work on our Vision Statement: To create one of the best employment opportunities in the world within our industry!



New Custom Fabrication Shop Finished and Operating

Our Custom Fabrication Division made a big move in 2019. Our team moved into our new shop early in the year. This shop has increased our quality, efficiency, and capacity allowing us to better serve our customers in a timely manner.



Acquisition of Heritage Custom Fabricators

Heritage was started in 1936 by Wylie Woods as "Woods Welding & Machine" with very similar beginnings to Nix Companies as an agriculture repair business. In 1981, Russel Butts took over the operation and renamed it "Heritage Custom Fabricators". Later his son, Clint Butts, ran the operation until it was acquired in 2016 by Sam Przymus. Today, the team operates out of a 50,000 square foot facility. They specialize in heavy contract machining, gear manufacturing, gearbox rebuilds, welding and fabrication. The machining and gear manufacturing services are new additions to our business and boast some of the largest machining capacities in the region. The fabrication component is similar to our existing business, but will expand our crane capacity from 20 to 30 tons and increase our production space.



Sam Przymus offered the current statement: "After my time at Heritage, I recognized that with Nix at the helm the value for both our organizations would benefit together much more than apart. I'm looking forward to the future with a great leadership team at the controls of this ship."

Matthew Nix offered the following statement: "I want to wish a warm welcome to our new Heritage team members. As I've gotten to know each of you over the past couple of months individually, and gotten a feel for the group as a whole, I am very pleased with the team we have in place. Our goal is simply to build upon it."

I am very excited about the opportunities and benefits this partnership brings to our core business. When you look at our product & service offerings, machining was the obvious missing link. With the capabilities added through Heritage there is very little within the job shop metal services realm that we can't handle 'in house'. Additionally, the gear manufacturing and gearbox rebuilds will be a very nice value add to our existing customer base. Heritage also has a customer base within some industry segments that we wish to pursue and expand upon. This cross selling between customers is an additional benefit."



2019 FEATURED PROJECTS

Bottleworks

Our Structural Fabrication Division fabricated steel for a large project in Indianapolis. We provided support beams and steel for the restoration of an old Coca-Cola bottling plant including structural steel to help add a 3rd floor to the building. This building will be used as a mixed use facility with a high-end hotel and retail space.



Large Coal Mine Machine Part

As part of Nix Companies in 2019, Heritage resurfaced the face of this swing frame where the bearing rides for a large piece of this coal mine equipment by machining it with our large horizontal boring mill.



Painting Refinery Tanks

Our Field Coatings Division had the chance to paint multiple large holding tanks at a local refinery which helps with corrosion protection and makes facility maintenance easier in the future and the tanks more aesthetically pleasing to the general public.



OUR MISSION

Be Big, Act Small. SM

- INNOVATION, CONTINUOUS IMPROVEMENT
- NIMBLE, RESPONSIVE, HONEST
- PROFITABLE GROWTH FOR ALL
- LIVE OUR CORE VALUES