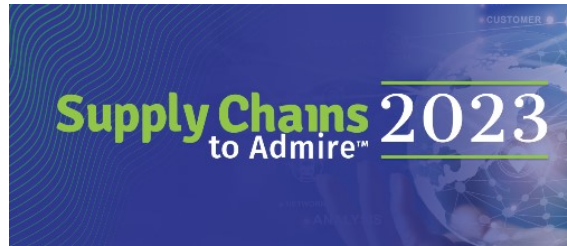




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Janua

**TTC Named a 2023 Supply Chain to Admire**



Now in its tenth year, the **Supply Chains to Admire** methodology is a data-driven evaluation of improvement, performance, and value on reported company financials. TTC was : one of 32 companies from over 500 companies evaluated. **Congratulations to the TTC integrated supply chain team on this honor!**

**Milestone Service Anniversaries**

Congrats to **Angie Hagen, lead, administrative services at Bloomington** on **25 years of service!** See who else is celebrating a [milestone anniversary](#).

To see all service anniversaries, visit [Workday](#) and click on the "Service Anniversaries Coming Week" icon in the menu. Be sure to click on the "settings" gear button on the top ri of your screen and then select "view more..." in the drop-down for a full list.

Anniversary	Years of Service	Employee	Business Title	Email - Work	Location
01/18	46	Dave Boone	Supervisor I, Operations	<a href="mailto:dboone@americanaugers.com">dboone@americanaugers.com</a>	West Salem, OH
01/18	44	Smitty Smith	Welder II	<a href="mailto:wsmith1@americanaugers.com">wsmith1@americanaugers.com</a>	West Salem, OH
01/19	43	Nancy Hirschman	Process Technician II	<a href="mailto:nhirschm@ditchwitch.com">nhirschm@ditchwitch.com</a>	Perry-MPIt, OK
01/21	37	Kevin Rose	Shipping Receiving Clerk-1956	<a href="mailto:KEVIN.ROSE@TORO.COM">KEVIN.ROSE@TORO.COM</a>	Windom, MN
01/18	35	Lisa Schreier	Supervisor, Assembly	<a href="mailto:LISA.SCHREIER@TORO.COM">LISA.SCHREIER@TORO.COM</a>	Windom, MN
01/20	31	Samuel Henkels	Material Handler-1956	<a href="mailto:Samuel.Henkels@toro.com">Samuel.Henkels@toro.com</a>	Windom, MN
01/22	28	Steve Finkner	Director, Engineering	<a href="mailto:STEVE.FINKNER@EXMARK.COM">STEVE.FINKNER@EXMARK.COM</a>	Beatrice, NE
01/19	26	Travis Engler	Die Cast Specialist-1956	<a href="mailto:Travis.Engler@toro.com">Travis.Engler@toro.com</a>	Windom, MN
01/19	26	Al Schmitt	CNC Journeyworker-1140	<a href="mailto:Alan.Schmitt@toro.com">Alan.Schmitt@toro.com</a>	Shakopee, MN
01/18	25	Angie Hagen	Lead, Administrative Services	<a href="mailto:ANGIE.HAGEN@TORO.COM">ANGIE.HAGEN@TORO.COM</a>	Bloomington, M
01/18	25	Walter Thompson	Engineer IV, Product	<a href="mailto:wthompson@hhtrenchless.com">wthompson@hhtrenchless.com</a>	Lake Mills, WI
01/21	25	Larry Rink	Machine Operator II	<a href="mailto:lrink@ditchwitch.com">lrink@ditchwitch.com</a>	Perry-MPIt, OK
01/22	25	Mike Anderson	Representative III, Technical Service	<a href="mailto:MICHAEL.ANDERSON@TORO.COM">MICHAEL.ANDERSON@TORO.COM</a>	Bloomington, M
01/19	20	Tyler Lamb	Production Associate-TOM	<a href="mailto:Tyler.Lamb@toro.com">Tyler.Lamb@toro.com</a>	Tomah, WI
01/19	20	Adam McDonald	Forklift Driver - DC	<a href="mailto:Adam.McDonald@toro.com">Adam.McDonald@toro.com</a>	Tomah, WI
01/19	20	Mel Somvong	CNC Machinist-1140	<a href="mailto:Mel.Somvong@toro.com">Mel.Somvong@toro.com</a>	Shakopee, MN
01/19	20	Marcella Trejo	Assembly Utility-TOM	<a href="mailto:Marcella.Trejo@toro.com">Marcella.Trejo@toro.com</a>	Tomah, WI
01/21	20	Dawn Portwood	Production Coordinator	<a href="mailto:DAWN.PORTWOOD@TORO.COM">DAWN.PORTWOOD@TORO.COM</a>	Beatrice, NE
01/19	15	David Watts	Customer Service Representative I	<a href="mailto:dave.watts@intimidatorutv.com">dave.watts@intimidatorutv.com</a>	Batesville - Whil AR
01/19	10	Jonathan Lozano	Welder I	<a href="mailto:jonathan.lozano@ditchwitch.com">jonathan.lozano@ditchwitch.com</a>	Perry-MPIt, OK
01/19	10	Kay Postelwait	Assembler I	<a href="mailto:kay.postelwait@ditchwitch.com">kay.postelwait@ditchwitch.com</a>	Perry-MPIt, OK
01/20	10	Gilberto Miramontes	Material Handler II-ANK	<a href="mailto:Gilberto.Miramontes@toro.com">Gilberto.Miramontes@toro.com</a>	Ankeny, IA
01/20	10	Greg Farrell	Assembler II	<a href="mailto:gregory.farrell@ditchwitch.com">gregory.farrell@ditchwitch.com</a>	Perry-MPIt, OK
01/20	10	Blaine Ferguson	Welder II	<a href="mailto:blaine.fergeson@ditchwitch.com">blaine.fergeson@ditchwitch.com</a>	Perry-MPIt, OK
01/21	5	Matt Anderson	District Sales Manager III	<a href="mailto:MATT.ANDERSON1@TORO.COM">MATT.ANDERSON1@TORO.COM</a>	Remote Arizona
01/21	5	Seleste Balderson	Scheduler	<a href="mailto:seleste.balderson@ditchwitch.com">seleste.balderson@ditchwitch.com</a>	Perry-MPIt, OK
01/22	5	Francisco Valdez Ledezma	Operator		Juarez2, MX
01/24	5	Robert Blazier	Distribution Center Worker Trainee-2221	<a href="mailto:ROB.BLAZIER@TORO.COM">ROB.BLAZIER@TORO.COM</a>	Iron Mountain, M

**New Employees**

Extend a warm welcome to the [new employees](#) who started last week, including **Don Jarvis, manager I, quality in West Salem!**

New Office Employees who started at TTC last week:

Location	Name	Title	Brand/Function	Start Date
Bloomington, MN	Peter Lillibridge	Associate II, Customer Service	Operations	1/8/2024
Bloomington, MN	Stacie Rodgers	Temporary Office	IT	1/9/2024
Bloomington, MN	Hiranmaye Pisupati	Temporary Office	IT	1/11/2024
Bloomington, MN	Tommy Mampieri	Temporary Office	Corporate	1/12/2024
Iron Mountain, MI	Marcus Sutherland	Co-Op Worker	Operations	1/8/2024
Iron Mountain, MI	Brendan Singer	Co-Op Worker	BOSS	1/8/2024
Iron Mountain, MI	Ben Lockwood	Co-Op Worker	BOSS	1/8/2024
Monterrey, MX	Raul Tovar Silva	Supervisor III, Operations Logistics	Operations	1/8/2024
Monterrey, MX	Fernando Martinez Cisneros	Engineer I, Manufacturing	Operations	1/10/2024
Newcastle, NSW	Andrew Hollingsworth	Service Technician II	International	1/8/2024
Perry-PDC, OK	Matthew Taylor	Engineer I, Software	Ditch Witch	1/8/2024
Perry-PDC, OK	Reese Townsley	Engineer I, Design	Ditch Witch	1/8/2024
Perry-PDC, OK	Wyatt Woodson	Engineer I, Electrical	Ditch Witch	1/8/2024
Rancho Mirage, CA	Michael Edge	Operator I, Field Test	Corporate	1/8/2024
West Salem, OH	Mike Byrnes	Manager, Operations Engineering	Operations	1/8/2024
West Salem, OH	Don Jarvis	Manager I, Quality	Operations	1/8/2024

New Production Employees who started at TTC last week:

Location	Name	Title	Start Date
Ankeny, IA	Elario McGill	Temporary Production	
Beatrice, NE	Cartman Boomgaarn	Assembler-BEA	
Beatrice, NE	Randy Gonzalez	Assembler-BEA	
Beatrice, NE	Jason Braun	PCD Hanger-BEA	
Beatrice, NE	Alyssa Bratt	PCD Hanger-BEA	
Beatrice, NE	Sherry Brown	Assembler-BEA	
El Cajon, CA	Aaron Luhr	Temporary Production	
El Cajon, CA	Bob Sanchez	Temporary Production	
El Cajon, CA	Marc McMahan	Temporary Production	
El Paso, TX	Armando Salazar	Mold Technician	
El Paso, TX	Francisco Guzman	Mold Technician	
El Paso, TX	Gustavo Garcia	Temporary Production	
El Paso, TX	Norma Cabral	Temporary Production	
Juarez1, MX	Francisco Fuentes Melendez	Mold Operator I	
Juarez1, MX	Aaron Luciano Calipa	Mold Operator I	
Juarez1, MX	Ricardo Leyva Gonzalez	Mold Operator I	
Juarez1, MX	Janette Zapo Ramirez	Operator	
Juarez1, MX	Ericka Escobar Morales	Operator	
Juarez1, MX	David Martinez Lopez	Operator	
Juarez1, MX	Maria Garcia Zamora	Operator	
Juarez1, MX	Viviana Ortiz Moreno	Operator	
Juarez1, MX	Octavio Macias Arredondo	Operator	
Juarez1, MX	Eduardo Morales Jimenez	Operator	
Juarez1, MX	Javier Santiago De Jesus	Operator	
Juarez1, MX	Lorenzo Lopez Fernandez	Operator	
Juarez1, MX	Alejandro Torres Hernandez	Operator	
Juarez1, MX	Angel Luciano Robles	Operator	
Juarez1, MX	Isidro Barron Cordova	Operator	
Juarez1, MX	Ingrid Martinez Aguilar	Operator	
Juarez1, MX	Mairani Hernandez Benequen	Operator	
Juarez1, MX	Celso Lopez Ramos	Operator	
Juarez1, MX	Reyna Lopez Ramos	Operator	
Juarez1, MX	Maria Acopa Chable	Mold Operator I	
Juarez1, MX	Fanny Venegas Garcia	Operator	
Juarez1, MX	Naydelin De La O Sanchez	Operator	
Juarez1, MX	Alejandro Martinez Delfin	Operator	
Juarez1, MX	Victor Salcido Saucedo	Operator	
Juarez1, MX	Karla Arreola Arevalo	Operator	
Juarez1, MX	Rosario Dominguez Tello	Operator	
Juarez1, MX	Valentin Lopez Gomez	Operator	
Juarez1, MX	Ezequiela Hernandez Cruz	Mold Operator I	
Juarez1, MX	Jenifer Perez Aviles	Operator	
Juarez1, MX	Erick Nolasco Tomas	Operator	
Juarez1, MX	Juan Farhat Rodriguez	Operator	
Juarez1, MX	Maria Alfaro Ramirez	Operator	
Juarez1, MX	Geronima Martinez Rodriguez	Operator	
Juarez1, MX	Ana Rosales Castillo	Operator	
Juarez1, MX	Laura Lozano Velazquez	Operator	
Juarez1, MX	Nohemi Miramontes Balderrama	Operator	
Juarez1, MX	Carlos Rosales Castillo	Operator	
Juarez1, MX	Rosalinda Rodriguez Valles	Operator	
Juarez1, MX	Lorenzo De La O Sanchez	Mold Operator I	
Juarez1, MX	Jorge Valenzuela Noriega	Mold Operator I	
Juarez2, MX	Maria Lopez Rosado	Operator	
Juarez2, MX	Juan Dominguez De La Rosa	Operator	
Juarez2, MX	Dayane Quiñones Castelo	Operator	
Juarez2, MX	Lidia Castelo De La Rosa	Operator	
Juarez2, MX	Esbeidy Blancas Marcos	Operator	
Juarez2, MX	Ramona Yañez Martínez	Operator	
Juarez2, MX	Miguel Aldaba Fabela	Operator	

Juarez2, MX	Jesus Jimenez Jeronimo	Operator
Juarez2, MX	Victor Esteban Carrera	Operator
Juarez2, MX	Georgina Flores Ramirez	Operator
Juarez2, MX	Maricruz Barajas Flores	Operator
Juarez2, MX	Ismael Martinez Dominguez	Operator
Juarez2, MX	Jesus Rodriguez Ramirez	Warehouse Operator I
Juarez2, MX	Lucero Ibarra Martinez	Operator
Juarez2, MX	Luz Temoxtle Huerta	Operator
Juarez2, MX	Laura Ibarra Resendiz	Operator
Juarez2, MX	Jesus Hereida Almeda	Operator
Juarez2, MX	Gisela Pinedo Camacho	Operator
Juarez2, MX	Manuel Sotelo Gonzalez	Operator
Juarez2, MX	Ana Sepulveda Rodriguez	Operator
Juarez2, MX	Yudelma Cruz Toala	Operator
Juarez2, MX	Isidro Gaytan Garay	Operator
Juarez2, MX	Saira Lopez Avila	Operator
Juarez2, MX	Virginia Medina Carrera	Operator
Juarez2, MX	Fernando Trinidad Lopez	Operator
Juarez2, MX	Omar Zapata Flores	Material Handler I
Juarez2, MX	Horacio Galvez Nieves	Operator
Juarez2, MX	Jesus Martinez Quintana	Operator
Juarez2, MX	Kevin Primo Moran	Operator
Juarez2, MX	Bertha Alamos Guzamez	Operator
Juarez2, MX	Kevin Torres Hernandez	Operator
Juarez2, MX	Macario Calzada Felipe	Operator
Juarez2, MX	Guadalupe Barraza Resendiz	Operator
Juarez2, MX	Francisco Nolasco Linares	Operator
Juarez2, MX	Jose Perez Ocon	Operator
Juarez2, MX	Jovanna Ramirez Reyes	Operator
Juarez2, MX	Maria Cuyuchi Sanchez	Operator
Juarez2, MX	Sergio Toca Hernandez	Material Handler I
Juarez2, MX	Jose Tobon Huerta	Operator
Juarez2, MX	Cristian Mancha Payan	Operator
Juarez2, MX	Eduardo Saldaña Adame	Operator
Juarez2, MX	Marco Alegria Aguilar	Operator
Juarez2, MX	Samuel Martinez Salinas	Operator
Juarez2, MX	Ma. Valdes Camacho	Operator
Juarez2, MX	Marcos Ruiz Acosta	Operator
Juarez2, MX	Leticia Espinoza	Operator
Juarez2, MX	Cristian Freyre Medrano	Material Handler I
Juarez2, MX	Juan Perez Hidalgo	Warehouse Operator I
Juarez2, MX	Mario Aparicio Martinez	Operator
Juarez2, MX	Angel Garcia Pantaleon	Operator
Juarez2, MX	Mario Rueda Jimenez	Operator
Juarez2, MX	Merari Hernandez Diaz	Operator
Juarez2, MX	Rey Schiaffini Sosa	Clerk I, Inventory
Juarez2, MX	Luis Rosales Escobedo	Operator
Juarez2, MX	Juan Barrera Garcia	Operator
Juarez2, MX	Edward Dominguez Sanchez	Operator
Juarez2, MX	Simona Mendoza Alberto	Operator
Juarez2, MX	Omar Loya Valero	Warehouse Operator I
Juarez2, MX	Angelina Severiano Hilario	Operator
Juarez2, MX	Olga Estrada Lopez	Operator
Juarez2, MX	Sergio Gomez Campos	Warehouse Operator I
Juarez2, MX	Yanelly Martinez Lopez	Operator
Juarez2, MX	Jose Perea Contreras	Operator
Juarez2, MX	Gabriel Cerna Garcia	Operator
Juarez2, MX	Marcela Silva Samario	Operator
Juarez2, MX	Pamela Romero Estrada	Operator
Juarez2, MX	Tania Piñon Rodriguez	Operator
Juarez2, MX	Angela Favela Morales	Operator
Juarez2, MX	Josefina Reyes Garcia	Operator
Monterrey, MX	Angel Gomez Garza	Warehouse Operator I
Monterrey, MX	Lucas Francisco Perez	Painter I
Monterrey, MX	Silvia Rosas Gonzalez	Painter I
Monterrey, MX	Antonio Fernandez Cruz	Warehouse Operator I
Monterrey, MX	Irma Garcia Perez	Operator
Monterrey, MX	Erik Treviño Martinez	Operator
Monterrey, MX	Ma. Mendoza Villegas	Operator
Monterrey, MX	Candelaria Flores Sotarriva	Warehouse Operator I
Monterrey, MX	Rey Nuñez Jimenez	Welder I
Monterrey, MX	Cesar Rodriguez Eguia	Operator
Monterrey, MX	Lorenzo Reyes Hernandez	Painter I
Monterrey, MX	Prisila Sanchez Paredes	Operator
Monterrey, MX	Imelda Bautista Zavala	Operator
Monterrey, MX	Abelardo Hernandez Rangel	Warehouse Operator I
Monterrey, MX	Xochitl Luna Mendez	Warehouse Operator I
Monterrey, MX	Yonathan Villarreal Martinez	Warehouse Operator I
Monterrey, MX	Daniel Infante Mireles	Warehouse Operator I
Monterrey, MX	Jorge Cruz Aldaco	Warehouse Operator I
Monterrey, MX	Luis Villarreal Gutierrez	Warehouse Operator I
Monterrey, MX	Jorge Urdiales Hernandez	Warehouse Operator I
Monterrey, MX	Leonardo Reyes Rojas	Warehouse Operator I
Monterrey, MX	Roberto Peña Covarrubias	Warehouse Operator I
Monterrey, MX	Cindy Alejandro Broca	Warehouse Operator I
Monterrey, MX	Henri Molina Rueda	Operator
Monterrey, MX	Leodan Mendez Hernandez	Warehouse Operator I

Monterrey, MX	Erika Tobias Lopez	Operator
Monterrey, MX	Jaime Frias Gomez	Operator
Monterrey, MX	Filiberto Geronimo Del Angel	Operator
Monterrey, MX	Martha Millan Ochoa	Operator
Monterrey, MX	Alfredo Bautista Silverio	Operator
Monterrey, MX	Dulce Andrade Moreno	Operator
Monterrey, MX	Florente Geronimo Del Angel	Operator
Monterrey, MX	Luis Cresenciano Ostos	Operator
Monterrey, MX	Irving Antonio Pablo	Operator
Monterrey, MX	Juan Gutierrez Perez	Operator
Monterrey, MX	Erika Quijano Cruz	Operator
Monterrey, MX	David Hernandez Lucio	Operator
Monterrey, MX	Misael Celestino Juarez	Operator
Monterrey, MX	Lucero Flores Bautista	Operator
Monterrey, MX	Yesika Guzman De La Rosa	Operator
Monterrey, MX	Norma Falcon Lopez	Operator
Monterrey, MX	Isaac Hernandez Bautista	Operator
Monterrey, MX	Ismael Sierra Zapata	Operator
Monterrey, MX	July De La Cruz Gomez	Operator
Monterrey, MX	Teresa Rodriguez Estrada	Operator
Monterrey, MX	Jesus Santiago Hernandez	Warehouse Operator I
Monterrey, MX	Brandon Rios Torres	Warehouse Operator I
Monterrey, MX	Victor Sanchez Garcia	Warehouse Operator I
Monterrey, MX	Jose Ramirez Vazquez	Warehouse Operator I
Monterrey, MX	Jorge Cruz Godina	Warehouse Operator I
Perry-MPit, OK	Austin Wehr	Machine Operator I
Perry-MPit, OK	Dominic Howell	Machine Operator I
Perry-MPit, OK	Devin Shelley	Machine Operator I
Perry-MPit, OK	Baptiste DeLodge	Machine Operator I
Perry-MPit, OK	Hayden Kuhn	Machine Operator I
Perry-MPit, OK	Mike Partaka	Machine Operator I
Perry-MPit, OK	Andrew Rodriguez	Machine Operator I
Perry-MPit, OK	Collin Pierce	Welder I
Perry-MPit, OK	Hayden Jones	Machine Operator I
Perry-MPit, OK	Casey Teague	Welder I
Perry-MPit, OK	Emily Sheehan	Welder I
Perry-MPit, OK	Franklin Taylor	Machine Operator I
Perry-MPit, OK	Mindy Smith	Machine Operator I
Perry-MPit, OK	Landon Newlin	Machine Operator I
Perry-MPit, OK	Miguel Rodriguez	Machine Operator I
Perry-MPit, OK	Nicholas Wilson	Welder I
Perry-MPit, OK	Gavin Jenkins	Welder I
Perry-MPit, OK	Brantlee Olinger	Welder I
Perry-MPit, OK	Josiah Lomax	Machine Operator I
Perry-MPit, OK	Austin Gravit	Welder I
Perry-MPit, OK	Wyatt Leedy	Welder I
Perry-MPit, OK	Joshua Hermann	Welder I
Perry-MPit, OK	Benjamin Dowdy	Machine Operator I
Perry-MPit, OK	Jaxsan Case	Welder I
Perry-MPit, OK	Drew Keller	Machine Operator I
Perry-MPit, OK	Kory Dotson	Welder I
Perry-MPit, OK	Ayden Lumbers	Welder I
Perry-MPit, OK	Israel Gutierrez	Assembler I
Perry-MPit, OK	Ashley Schaefer	Welder I
Perry-MPit, OK	Gavin Duke	Machine Operator I
Perry-MPit3, OK	Kenneth Williams	Machine Operator I
Plymouth, WI	Nicole Seth	Material Handler I-1291
Plymouth, WI	Nick Heidtke	Material Handler I-1291
Plymouth, WI	Kaden Kelling	Material Handler I-1291
Plymouth, WI	Isabelle Stangel	Material Handler I-1291
Plymouth, WI	Terry Krahn	Material Handler I-1291
Riverside, CA	R.L Montana	Machinist I
Tomah, WI	Randy Visgar	Production Associate-TOM
Tomah, WI	Michael Rodefer	Production Associate-TOM
Tomah, WI	Jonathan Alfaro Perez	Production Associate-TOM
Tomah, WI	Joshua Hill	Production Associate-TOM
Tomah, WI	Tiffany Hanebuth	Production Associate-TOM
Tomah, WI	Justin Gulas	Welder-TOM
Tomah, WI	Jesse Tallent	Production Associate-TOM
Tomah, WI	Alexander Devine	Production Associate-TOM
Tomah, WI	Sherry Fitzpatrick	Temporary Production
Tomah, WI	Daryll Jacox	Temporary Production
Tomah, WI	Octavio Martinez	Temporary Production
Ustron, PL	Piotr Okrutny	Assembler I

**On The Move**

See [organizational changes](#) happening throughout the company.

Here are the organizational changes that took place last week. Be sure to reach out and congratulate your colleagues on their new opportunities!

Name	Preferred Name	Old Title	New Title	Location	Effective Date
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Angier, David	David Angier	Sr. Marketing Manager	Regional Sales Manager III	Remote California	1/
Jones, Jodie May	Jodie Jones	Analyst II, Business Systems	Analyst II, Business Systems	Remote Minnesota	1/
Maylin, Anna	Anna Maylin	Clerk I, Inventory Control	Clerk II, Inventory Control	Perry-MPII, OK	1/
Zschoche, Frank	Frank Zschoche	Manager II, Treasury and Finance	Sr. Manager, Treasury & Risk	Bloomington, MN	1/
Johnston, Rachel	Rachel Johnston	Analyst II, Financial	Analyst III, Financial	Bloomington, MN	1/
Calzada Castillo, Tania Lizeth	Tania Calzada Castillo	Operator	Warehouse Operator I	Juarez1, MX	1/
Lopez Ramos, Omar	Omar Lopez Ramos	Operator	Warehouse Operator I	Juarez1, MX	1/
Juarez Nerino, Juan Gabriel	Juan Juarez Nerino	Security Guard - Mexico	Security Guard - Mexico	Juarez1, MX	1/

### Career Opportunities

Many opportunities are available across TTC! Check out the [TTC Careers Site](#) for a full list.

### Volunteer & Give Back

Visit [YourCause](#) for information on TTC volunteering, donation matching and employee programs.

### Women Leaders Share Perspectives

Over 200 TTC employees joined the conversation with women leaders in the ISC organization last week. Thank you to panelists, **Karen Stevens, director, sourcing**; **Nayeli Plata, senior manager IBP global supply & material flow**; **Vida Butler, senior managing director, manufacturing operations**; and **Lori Schlueter, director, operations, Windom**, who shared their career journeys, experiences, opportunities and challenges. This program was co-sponsored with TTC WIN, our Women's ERG.



L-R: Karen Steve Plata, Vida Butler, L

### Successful SandPro Pilot Build at Windom

A cross-functional team from Bloomington, Tomah and Windom, and various other roles from ISC and commercial worked together over the last year to scope a successful transfr project. The team's efforts allow TTC to optimize network capacity across the enterprise. **Thank you** to everyone who worked together to make this program successful. Congrat the project team - the combined efforts prove that in working together, **We Are One!**



### 2024 TTC Tech Forum Coming May 6-9

Connect, Collaborate & Inspire

Planning is underway for the **2024 TTC Tech Forum**. This event will spark discussions, provide an internal learning experience, and increase social/interpersonal connections across the TTC technology community. In-person and virtual options will be available.

**Interested in attending?** Complete the [EARLY INTEREST FORM](#) by **February 9**.



### Throwback Thursday

When TTC built the **Snow Pup®** their goal was to produce a machine to replace the snow shovel—small and light enough for almost anyone to handle, yet rugged enough to stand up to our high engineering standards. Check out this 1974 ad - 50 years ago- showing the most versatile snow thrower on the market.



# The Toro® Snow Pup®: the multi-purpose snowthrower

Cleans your steps, unburies your car, clears your driveway and cleans your sidewalk...yet it's compact enough to hang on your garage wall.



When Toro built the Snow Pup® their goal was to produce a machine to replace the snow shovel—small and light enough for almost anyone to handle, yet rugged enough to stand up to the high engineering standards that Toro sets. The Toro engineers' first step was to make the machine of aluminum and high-impact plastic. Both are lightweight, virtually nonbreakable, and rust- and corrosion-free.

The smaller of Toro's two models, the 14-inch Snow Pup, weighs only 23 pounds. It can clean porches quickly and steps in one swipe. For drifts at the end of paths and drives, just pick up the Pup to remove the top layer. Then get to the bottom on the next cuts.

To appreciate the kind of big snow job the Snow Pup can handle, all you have to do is see it in action. The 21-inch Pup can throw 300 pounds of snow a minute. That means in only 15 minutes, it can clear 4 inches of snow from a 50-foot driveway.

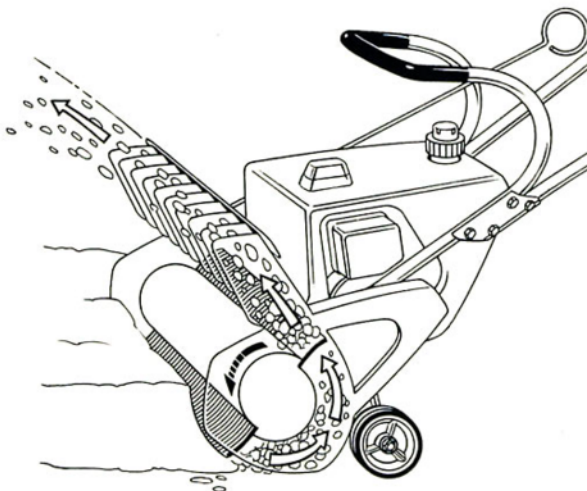
In heavy-snow areas you can use the Snow Pup for steps and walks, as an addition to the big two-stage snowthrowers. In medium-snow areas, depending on the area you have to clear, the Snow Pup might be all you'll need. For light snow, the Pup is ideal. If your health and age make shoveling dangerous, it could be indispensable.

The Snow Pup is probably the most versatile snowthrower on the market. To find out exactly how it works, see the section below.

## How the Snow Pup works:

Follow the schematic drawing on the left to see how the Snow Pup actually handles snow. Its cleaning action is largely due to the tough four-ply rubber paddles and the aluminum drum that spins at 1000 RPM. As the drum revolves, the snow is picked up by the paddles. The paddles are curved so that when they come in contact with the ground, they clean it with a squeegee-like action. They also help pull the Pup forward through the snow. You hardly have to push.

As the drum continues to revolve, the snow is thrown up and *through* the directional vanes. These vanes—made of plastic because it repels snow—won't clog up, no matter how wet the snowfall. The metal rod that goes from the vanes toward the handlebar is the directional control. By turning it, you can change the throwing direction of the vanes to the right, the left or straight forward.





The Snow Pup is the ideal machine for jobs like clearing steps and porches or digging out your car. Yet it has enough power to tackle bigger jobs like driveways. In fact even in medium-snow areas, depending on how much land you have to clear, the Snow Pup may be all the snowthrower you need.

## Toro Snowthrowers: Special Features & Options

	14" Snow Pup	21" Snow Pup	Snow Hound	524	724	826	832	1032
Clearing Width	14"	21"	20"	24"	24"	26"	32"	32"
Engine	2 hp 2-cycle	2 hp 2-cycle	3.5 hp 4-cycle	5 hp 4-cycle	7 hp 4-cycle	8 hp 4-cycle	8 hp 4-cycle	10 hp 4-cycle
Speeds:								
Forward	—	—	1	3	3	3	3	3
Reverse	—	—	—	2	2	1	1	1
Recoil Start	x	x	x	x	x	x	x	—
Electric Start				Opt.	Opt.	Opt.	Opt.	x
Pneumatic Tires				x	x	x	x	x
Safety Grip				x	x	x	x	x
Discharge Chute Guard			x	x	x	x	x	x
Impeller Diameter				12"	12"	14"	14"	14"
Independent Wheel Clutches						x	x	x
Wheel Locking Pin				x	x			
Gas Tank Capacity	1 qt.	1 qt.	2 qt.	2 qt.	4 qt.	4 qt.	4 qt.	4 qt.
Adjustable Skids			x	x	x	x	x	x
Weight	23 lbs.	27 lbs.	105 lbs.	209 lbs.	222 lbs.	264 lbs.	283 lbs.	360 lbs.
Tire Chains				Opt.	Opt.	Opt.	Opt.	Opt.
Drift Breakers				Opt.	Opt.	Opt.	Opt.	Opt.
Cab Housing				Opt.	Opt.	Opt.	Opt.	Opt.

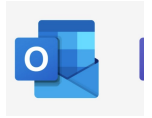
### Exmark Raises \$75,000 for Gage County United Way

Not only did Exmark hit \$75,000 for 2023, but they also hit their long term goal of \$1million - an effort that began over 15 years ago.



### Updating Retention Policies for Microsoft Office 365

We are updating **Teams voicemail** and **Outlook email** retention policies for Microsoft Office 365 as part of our continuous effort to safeguard data and ensure regulatory compliance. Changes will take effect **February 12**.



#### What's happening?

We are updating our retention policies for O365 as part of our continuous effort to safeguard data and ensure regulatory compliance. The retention of Teams voicemail and Outlook will be affected by this update. Please review the information below to prepare for the changes to be implemented **February 12, 2024**.

#### Microsoft Retention Schedule Starting February 12

	Old	New	
<b>Teams Phone Voicemail</b>	30 days (Avaya)	30 Days (Teams)	Voicemail message is delivered to a user's mailbox as an email message attachment.
<b>Email Inbox</b>	Inbox - 13 mo.	13 months, Rolling Retention	View and manage formal email communications within the Outlook inbox or user created folder structure to organize email.
<b>User Created Folders</b>	Folders - 2 yr.		

**Emails that are beyond the retention schedule listed above will be automatically removed.**

**Note:** The retention schedule for recorded meetings, chats and discussion board posts in Teams will remain unchanged.

If your mailbox is subject to current litigation hold, messages will continue to be preserved and maintained in accordance with the duration of the applicable hold order and will not be automatically removed.

#### What actions do I need to take?

Before the new policy takes effect, review your mailbox for critical information before implementation and take actions to store business content such as attachments, receipts, screenshots, etc. to the appropriate location.

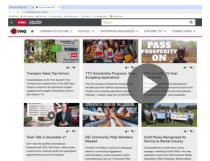
- **OneNote** – receipts, shipping confirmations, etc.
- **OneDrive or Teams** – attachments

#### Resources

- [Teams Retention FAQ](#)
- [Microsoft Teams Retention Schedule](#)
- **Other questions?** Please visit [myTECH](#)

### Coming Soon! VHQ: Your NEW Virtual Headquarters

VHQ will replace SAM later this month! This **new, engaging, personalized intranet experience** offers mobile access, news, language translation, recognition opportunities, community forums, organizational resources and more. Get ready for your new virtual headquarters!



### January Sessions

Mark your calendar!

Great opportunities to learn about **nutrition**, the new **VHQ intranet** and our **iDE partnership**.



**January 23 | 11 – 12PM CT**  
**Lizzie Streit: Nutrition Facts vs Fiction**

Have you been told something related to nutrition only to hear the opposite from a friend or in the news the next day? You're not alone! This session will review common nutrition misconceptions (think: are eggs good or bad?) and provide up-to-date evidence-based recommendation

**>> Add January 23 session to your calendar.**



**January 25 | 12 – 1PM CT**  
**iDE & TTC Foundation Partnership**

TTC and International Development Enterprises (iDE) have built a strong professional partnership over the past ten years. Join us to hear how that partnership began, all that we accomplished together, and where we see the future of our work impacting communities all over the world. We will be joined by various members of the iDE team, including **CEO, Welch**, along with our own **Marnie Wells, president, TTC Foundation** and **Sarah Moran, senior manager, learning and development**.

**>> Add January 25 session to your calendar.**





### January 30 | 12 – 1PM CT VHQ Intranet Tour

VHQ is a common space where all of TTC can come together in one place. It's a personalized experience where you can save your favorites, stay informed, connect with your people, what you need – FAST, recognize and celebrate people, explore the enterprise, and MUCH more! Join this TTC Talks to discover all of the exciting new features and functionality your virtual headquarters.

[>> Add January 30 session to your calendar.](#)

All sessions will be delivered through Microsoft Teams.

- For more information, check out the updated [TTC Talks 2024 Schedule](#) or the [TTC Talks page on SAM](#).
- Please reach out to [corp.training@toro.com](mailto:corp.training@toro.com) with questions.

Please note that at this time live sessions are only available to U.S. office employees.



### New Year, New Ways to Learn

Learn more about the integration of Workday Learning and Percipio and important job skills for the future.



### How to Snow Blow a Driveway

Without a doubt, it's easier to snow blow than to shovel — especially when dealing with deep or heavy snow. However, there are some nuances around how to use a snow blower and how to snow blow a driveway. Check out these top tips on effective snow removal!

YARDCARE



### Arm Yourself with Ventrac 4520 Attachments

Experience the ultimate in snow-clearing equipment with Ventrac's full line of attachments, ensuring you have the right tools for every stage of a snow event. From brooms and drop spreaders to snow blowers, box blades, and v-blades, Ventrac delivers unmatched performance in any snow condition.



### TTC Scholarship Programs Accepting Applications

Two generous scholarship programs are offered for TTC employees and dependents: The Toro Company Scholarship Program and the Mike and Tami Hoffman Scholarship Program. Awards range from \$1000-\$4000. Application deadline: **February 1**.

[LEARN MORE](#)



### TTC Robotics Team Grant Program

The **TTC Robotics Team Grant** supports outstanding teams participating in nationally-recognized robotics programs (FIRST, VEX, BEST). A TTC employee must serve on robotics team as a coach, mentor, or parent. U.S. locations only. Submission deadline: **March 1**.

[LEARN MORE](#)



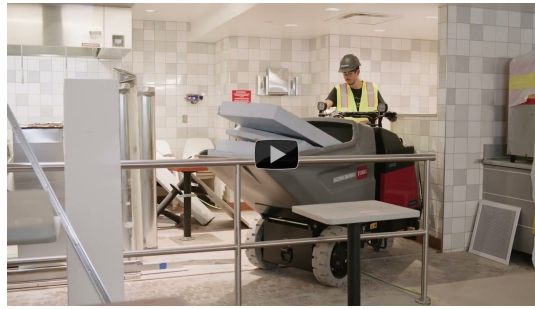
### Auction/Raffle Product Donation Program

NEW Requirements

Support fundraising efforts for a U.S. nonprofit organization with a donation of Toro product! Requirements for this longstanding program are updated to better reflect our values and support communities in which TTC employees live and work.



### Electric Solutions for Indoor Construction



Zero-turn maneuvering, zero engine exhaust emissions, zero fuel costs — and total jobsite efficiency. Take on tighter spaces, shorter timelines and indoor jobsite restrictions with power and flexibility these machines provide.

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