

IN THE KNOW WITH INCO

FUN AND FELLOWSHIP AT THE INCO BEVERAGE EMPLOYEE APPRECIATION PARTY



There were many smiles and nice moments of appreciation as the Inco family gathered for the annual **Employee Appreciation Dinner**, held on Saturday, November 2 at the Chestnut Ridge Golf Resort and Conference Center in Blairsville, Indiana County.

In addition to the employees who attended, Inco family owners **Ryan Rizzo, Terry Rizzo, and Joe Incardona** were on hand for the celebration, along with Ryan's wife **Janice Rizzo** and Joe's wife **Cathy Incardona**. Fourth-generation members of the Rizzo and Incardona families **Courtney Rizzo** and **Matthew Incardona** also joined in the festive event, which is held each year to show the family owners' appreciation for everything you do to make Inco successful.

After a delicious Surf and Turf dinner, there was a drawing for some great door prizes. Thanks to Cathy Incardona's efforts, every employee who attended went home with something nice.

Special thanks to **Cathy Incardona** for handling all details of planning this annual event. In fact, the Inco management team has awarded Cathy with a special "Cheers for Peers" award (our monthly effort to reward members of the Inco family for going the extra mile).

We hope to see everyone again for what has become a fun-filled annual event we all look forward to!



News from Our Sales Department



An important milestone for Inco Beverage was recently acknowledged by our friends at **Boston Beer/Sam Adams**. Our Boston Beer rep Jen Ferrie came to Inco Johnstown to present us with a nice balloon display celebrating our projected sales of 100,000 cases of Twisted Tea in 2024.

“This is a huge accomplishment,” says General Sales Manager **Tom Long**. “Our sales and chain teams are constantly looking to build more displays and add distribution to drive volume and accomplish goals like this one.”



Congratulations to These Employees on Their Upcoming Work Anniversaries

- **Jim Malago, Warehouse** **41 years**
- **Rick Martin, Delivery** **19 years**
- **Shaun Stephens, Warehouse** **4 years**
- **Isaac Wills, Delivery** **2 years**

MARK YOUR CALENDAR!

Operations Team Meetings Schedule

Delivery Team:

- Johnstown: November 13 - 5:00 a.m., 6:00 a.m., and 7:00 a.m.
- Greensburg: November 14 - 5:00 a.m., 6:00 a.m., and 7:00 a.m.

Warehouse Team:

- Greensburg AM Warehouse: November 13 - 9:30 a.m.
- Greensburg Order Selectors: November 13 - 12:30 p.m.
- Johnstown AM Warehouse: November 14 - 9:30 a.m.
- Johnstown Order Selectors: November 14 - 3:30 p.m.

Please mark your calendars and make it a priority to attend!

A Big Thank You!

November is a month of gratitude, and as we approach the holiday season, I want to thank each of you for your hard work, commitment, and passion. We've had an outstanding year, and our progress would not have been possible without our exceptional team. Let's finish 2024 strong and keep the momentum going into 2025. Thank you for everything you do!

Thanksgiving Celebration

This year, we're excited to host our annual Thanksgiving Celebration on Wednesday, **November 27th**. Join us in the breakroom at noon for snacks and an opportunity to connect with coworkers. Let's take a moment to celebrate and give thanks!

IMPORTANT ITEMS FROM OUR HR DEPARTMENT

Monthly Wellness Team Meeting Reminder

- **Date:** Tuesday, November 19
- **Time:** 9:30 AM - 10:30 AM (Remote)
- **Attendance:** All team members welcome!

Limited-Time Offer: Discounted Access to Active & Fit Direct!

Take advantage of a unique fall offer from Active & Fit! Through **November 30, 2024**, they are waiving the usual \$28 enrollment fee. This program offers employees, household members, and dependents under 26 (even if living away from home) the chance to join for just \$28 per month. Members can select a home gym from over **12,700 Standard Fitness Centers** and access **12,000+ digital, on-demand workout videos**.

Here's how it works:

- New members typically pay \$84 at sign-up, covering the \$28 enrollment fee plus the first two months of membership.
- After that, it's \$28 per month for continued access.
- **Sign up by November 30, 2024, to skip the \$28 enrollment fee!**

Don't miss out on this excellent opportunity to stay active and save!

Vaccine Incentive: \$5 Sheetz Gift Cards Available!

To support your health and wellness, we're offering a \$5 Sheetz gift card for each COVID-19 or flu shot received. Provide proof of vaccination to Human Resources, and you'll receive a gift card as a thank you for taking steps to stay healthy this season!

Health Advisory: Steps to Take If You Feel Unwell or Suspect COVID-19

If you're feeling unwell or think you may have COVID-19, it's essential to prioritize your health and the safety of your coworkers. Here's what to do:

1. **Get Tested:** Consider getting tested for COVID-19. If you receive a positive result, please Stay home for at least 24 hours until your symptoms, especially those related to COVID-19 (such as fever, cough, or difficulty breathing), improve and you are fever-free without medication. Follow the isolation guidelines and inform your supervisor immediately.
2. **Notify Your Supervisor:** If you feel sick, please inform your supervisor and provide any necessary updates regarding your health.
3. If you test positive,
4. **Wear a Mask:** If you need to be around others for the next five days, wear a mask for additional safety.

Our top priority is the health and safety of all employees. **We appreciate your cooperation in taking these precautions to help maintain a safe workplace.**

Referral Program Update

Great news for anyone considering referring friends or family to INCO Beverage! We're actively hiring a **Class A Truck Driver** and two **Chain Sales Representatives in Johnstown and Greensburg**. Successful referrals may qualify for a \$250 incentive payout, helping our team grow with trusted recommendations. Internal candidates may apply to Human Resources.

November Schedule - Holiday Schedule

With the Thanksgiving Holiday approaching, please remember that Inco Beverage will be closed on Thursday, November 28th, to give everyone time to enjoy time with family and friends.

HR DEPARTMENT NEWS (continued)

Action Required: Switch to Paperless W-2s by December 1st!

For employees hired in 2024 and any team members who haven't yet opted for electronic W-2s, your current setting in Paycor is to receive a printed copy. By switching to the paperless option by December 1, you can avoid a \$25 fee for printed copies (deducted from payroll).

Follow These 4 Simple Steps to Go Paperless:

1. Log into Paycor and select "Pay Stubs" at the top to access the "Pay Stubs & Tax Docs" tab.
2. Go to "Pay & Taxes" in the left menu and select "Paperless Options."
3. Toggle the switch to "On" under "Paperless Elections" to choose electronic W-2s.
4. Read the consent form, then click "Sign & Continue."

Switching to paperless is simple, secure, and environmentally friendly. Thank you for helping us streamline!

Cheers for Peers and Beers Recognition Program

Have you seen this coin yet? It's our new way of building a strong team environment and a positive work culture! Any individual or team is eligible to win, regardless of their position or department. There is no limit to the number of times you can win!



So be on the lookout for outstanding performance, exceptional teamwork, innovation, customer service excellence, or any other noteworthy achievement, then fill out a form to nominate a coworker and give it to your supervisor or Human Resources. We review nominations each week and award one 30-pack of Miller Lite or one case of non-alcoholic beverage from stock to everyone who is chosen. Start recognizing someone today!

Congratulations to Dylan Perez! Let's applaud Dylan for his outstanding service! Dylan was nominated by John Smith, who received some excellent feedback about Dylan from a manager at Sunoco. Our customer praised Dylan for his consistent kindness and helpfulness. Keep up the fantastic work, Dylan!

Kudos to Aaron Hautz for being recognized by the Luke Bryan Farm Tour Promoters for having "the best-looking signs by far." Great job, Aaron!

A big shout out to Angelo Greco and Brian Younkin for their proactive efforts in organizing everything for the Luke Bryan Concert Tour. Your hard work truly made Inco Beverage shine!

Lastly, a **special thanks to Sandy Horner** for ensuring our in-house events run smoothly with her exceptional preparation. Your dedication is greatly appreciated!

HEALTH AND WELLNESS CORNER

Here's a report from General Sales Manager Tom Long, head of our Wellness Committee: "Our wellness program, 'Make Every Step Count,' is winding down, and I believe we are off to a good start. 15 employees are participating weekly, and 5 are participating periodically, and more that have become more aware of the need for wellness.

We drew names from the participants and gave out prizes for the first 5 weeks. A grand prize will be awarded the first week of November. And here's an impressive statistic: during the program, as participants tracked their number of steps taken daily, and the total is equivalent to more than 2000 miles, or the distance between Western PA and California!"

Welcome to the Inco Family

This month, we're excited to welcome our newest hire, **Jenn Burgess**. She joined INCO Beverage on October 7 and is thrilled to take on the role of **Sales Territory Manager**. Before joining us, Jenn worked as a Managing Partner at Darden (Longhorn Steakhouse) Restaurants, where she oversaw overall operations, profit and loss, employee training, customer complaint management, sales growth, turnover management, and employee development.

In her free time, Jenn enjoys spending her days off with her boys, attending concerts, and camping. Her favorite snack is Swedish Fish; she loves dining at mom-and-pop restaurants. A cause close to her heart is "One Day to Remember." Jenn's bucket list includes seeing the Northern Lights and traveling to new destinations. If she were a candy bar, she would be a Whatchamacallit because of the many layers that make her unique.

Welcome to the team, Jenn! We're so glad to have you with us!

IT DEPARTMENT UPDATE



IT Manager **Jim Stiffler** is happy to report that the new key fob door security system is up and running at Inco Johnstown. Every employee should by now have received a key fob that will give them access to the specific doors they need to use on a regular basis throughout the Inco Johnstown facility. Jim says to please let him know if you've not received your key fob yet.

A similar system has been budgeted for installation next year at Inco Greensburg.

SAFETY AT INCO BEVERAGE

Driving Tip: As the weather gets colder, we encourage everyone to be vigilant about safety, especially with handling equipment and delivery routes. The coming months may bring icy roads and challenging conditions, so stay prepared.

Fire Safety Training Update

The Hempfield Fire Department will conduct a Fire Safety Training session on **November 19th at 1 p.m.** in Greensburg.

Thank you to the Johnstown Team, who completed their training with the Richland Fire Department on October 29.

Let's stay prepared and informed—safety first!

Monthly Safety Team Meeting Reminder

- Date: Wednesday, November 20
- Time: 2:00 PM - 3:00 PM (Remote)
- Attendance: Required for members; guests are welcome

We look forward to your participation!



NEW BRANDS LAUNCHING SOON!

NO WORRIES
HAZY IPA

There's no worries when you grab one of these.

No Worries is a Hazy IPA primarily hopped with one of our favorite Southern Hemisphere hops - Mosaic, & foundation of Pilsner and Oats create a big but silky mouthfeel down under a heavy dry hop of World paired with Alasca and Mosaic for notes of fresh peaches and juicy citrus.

8.9% ALC/VOL

FLAVOR: FRESH PEACHES, JUICY CITRUS

• WITTI • ALASKA • MOSAIC • PILSENER • OATS

PENNSYLVANIA NIGHTS
HAZY DOUBLE IPA

Brewed in collaboration with our friends at Other Half, Pennsylvania Nights stands as a tribute to New Trail's home state, and a very warm welcome to Other Half's recent addition, located in Philadelphia. Pennsylvania Nights is hopped with some of the best Southern Hemisphere hops we've ever worked with - Nelson Sauvin & Nectarine, and rounded out with some favorites from the Pacific Northwest - Citra & Centennial. This Hazy Double IPA is rife with notes of deep citrus, juicy nectarine & fleshy white grape.

8.8% ALC/VOL

FLAVOR: DEEP CITRUS, NECTARINE, WHITE GRAPE

• WHEATS • OATS • CITRA • NELSON SAUVIN • CENTENNIAL • NECTARINE

ELK TRACKS
ICE CREAM STOUT

THE ONLY QUESTION IS ONE SCOOP OR TWO?

Elk Tracks is an ice cream inspired milk stout, brewed with Lactose, Peanut Butter, Chocolate, and Madagascar Vanilla. Layers of dark roasted malts and oats create a chocolately, roasty and pillowy body. Vanilla cream, peanut butter cups, and fudgy chocolate bring you back to your favorite ice cream.

8.6% ALC/VOL

FLAVOR: VANILLA CREAM, PEANUT BUTTER CUPS, FUDGE

• CHOCOLATE MALTS • MIGNON WHEAT • BERMANIC DARK MALTS

UGLY SWEATER
HAZY TRIPLE IPA

YOU PRETTY MUCH CAN'T GO WRONG WITH UGLY SWEATERS.

Ugly Sweater is a Hazy Triple IPA, brewed with White Wheat and Oats. Hideously hopped with Nelson Sauvin, Citra, & Mosaic. Expect lush citrus notes complemented with dank, green, fleshy grapes. Pairs well with rich skin, fruit cake, and uncomfortable familial political conversations.

11.2% ALC/VOL

FLAVOR: DANK GREEN & FLESHY GRAPE

• MELON EASTON • CITIC BEUIC • WHITE WHEATS & OATS

Inco Expands Its Craft Offerings from New Trail Brewing

It's been a great year so far for our launch of new craft beers from Pennsylvania brewer **New Trail**, located in Williamsport, PA. This month, four new brews from New Trail will be launched by our sales department: **No Worries**, a Hazy IPA with the flavor of fresh peaches and juicy citrus; **Pennsylvania Nights**, a Hazy Double IPA with notes of deep citrus, nectarine, and white grape; **Elk Tracks**, an ice cream inspired milk stout, with the flavors of vanilla cream, peanut butter cups, and fudge; and **Ugly Sweater**, a Hazy Triple IPA with the flavor of dank green and fleshy grapes.

The New Trail brands have already become a hot seller, with sales of more than 3000 cases achieved by mid-summer of this year.

Wait, There's More: Newcastle



Newcastle® Brown Ale
Brewed in England

Brewed from three different types of malts, ale yeast, fewer hops and unique local water + our top fermentation process creates our consistently balanced, full-flavored, yet smooth, Newcastle Brown Ale taste.

IBU 16.5 ABV 4.7% 130 Cals

Tasting Notes

Sight	Mahogany, deep brown color. Clear and warm inviting appearance.
Swirl	Gently swirl to release aromas.
Smell	Hints of caramel malt, warm nutty like aroma.
Sip	Distinctive caramel and fruit character.
Swallow	Full bodied ale with a pleasantly sweet aftertaste.

• Soft transition back to original liquid brewed in England.

• Beginning November 2024

• New UPCs for 4/6pk bottles and 2/12pk bottles

POS
✓ Poster
✓ Table Tent
✓ Cooler Decal

Pack Types
4/6pk bottles, 2/12pk bottles

Pricing & Notes

Pennsylvania Becomes Leading State for Non-alcoholic Beverage Sales

Here's a fun fact: did you know that Pennsylvania is one of the leading states in the nation for sales of non-alcoholic malt beverages? Year to date this year, **PA is #3 of all US states for sales growth in N/As**, with a sales increase of 27% over the same period last year. Nationwide, the non-alcoholic segment has posted a 22% volume gain, moving the market share of N/As from .05% to 1.2%.

"Here at Inco, we're also focused on owning the Non-Alcohol display area at our distributors' stores, as we've noted that at least 30% of legal age consumers are looking for a non-alcoholic beverage option," says Inco General Sales Manager **Tom Long**.