

## THE WORD

As 2019 draws to a close, I reflect on how proud I am of my colleagues, the Essex team. We experienced a very successful year, with 30% growth over 2018 and we continue to challenge ourselves to find ways to improve as individuals and collectively as a company.

I have personally learned a lot in my first year leading the company as CEO, but no lesson was more resounding than this: our people are everything. I had the pleasure of working alongside a team that earned Essex a long-term cockpit panel contract for the Air Force's T-7A trainer jet; sustained a full year of high monthly production volumes for our 500 Gallon LOX/LIN Trailer; persevered through a challenging US Army product verification test for the Abrams tank hand controller; and are currently working on a development pipeline of proprietary engineered aerospace and defense products.

As we prepare for another year of growth in 2020, we felt it was crucial to collect feedback from our employees to ensure we are delivering on the commitments we have made to our customers, our stakeholders and each other. I was blown away to learn that the employee participation rate in our survey was 100%. That's right. Every single Essex employee was willing to share their thoughts about being on the Essex team. This, in turn, has strengthened my commitment to actively engage our employees in order to keep Essex a great place to work.

Thank you for supporting Essex by following us in The Excerpts. I wish everyone a holiday season filled with family and friends, giving and time for reflection. We are energized for 2020 and look forward to sharing our progress with you.

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Evan Waldman  
Chief Executive Officer

# NEW ADVANCED JET TRAINER

Essex Industries is proud to be a supplier to Taiwan's Aerospace Industrial Development Corporation (AIDC) for the Advanced Jet Trainer (AJT) program. The AJT is being developed to replace the Republic of China Air Force's (ROCAF) current fleet, with an estimated requirement of 66 new trainers.

At the recent rollout ceremony on September 24 in Taiwan, the aircraft was officially re-named as the Yung-ying, or Brave Eagle.

The AJT is on schedule to make its first flight in June 2020, with initial production beginning late 2021.

Essex will be providing Stick and Throttle Controls, Anti-Gravity Valves, 5 Liter LOX Converters and LOX Pressure Relief Valves to the program over the next five years.



## ESSEX ENGINEERING LABS

### Environmental Test Chamber

Essex tests the performance of prototypes and production samples in a custom 27 cubic foot Environmental Test Chamber. This chamber simulates extreme conditions of temperature from  $-90^{\circ}$  to  $350^{\circ}\text{F}$ , humidity to 95% and altitude from 19 miles above to 1500 feet below sea level.



### Automated Breathing and Metabolic Simulator

The Automated Breathing and Metabolic Simulator (ABMS) replicates human respiration and metabolism. The system simulates a wide variety of respiratory characteristics such as lung volume, ventilation rate, oxygen consumption and carbon dioxide production. This valuable research tool provides instant feedback on designs, allowing Essex to develop and test emergency breathing devices more efficiently.

### 3D Printers

Essex engineers utilize a range of 3D printers to produce rapid prototypes for proof of concept on engineering designs, customer evaluation, production use or tooling and fixture development. One machine provides same day in-house capability to form injection molds as well as small parts from 28 different materials. Flight ready production parts and large machine fixtures are printed on a different machine with the capability of more than twelve Fused Deposition Modeling (FDM) materials. A smaller capacity machine is also available when ABS-FDM material is specified.



## M1 ABRAMS GRIPS

Essex is providing Tank, Commander and Gunner grips for the M1 Abrams for a modification program through the Defense Logistics Agency (DLA). The M1 currently serves as the main battle tank of the United States Army and the Marine Corps.



## NEW INTEGRATED REGULATORS



Essex has improved their line of integrated regulators. These UL-listed devices combine a cylinder, post valve, regulator and smaller carrying handle into a single unit.

A variety of configurations are available to meet specific respiratory care requirements for patients in hospitals, clinics, medical transportation and emergency situations.

All Essex integrated regulators are MRI Conditional 3 Tesla rated and are FDA 510(k) Cleared.

## VICE PRESIDENT OF HUMAN RESOURCES

Essex is pleased to announce that Lisa Asbach has joined the company as VP of Human Resources. In this role, Lisa will take the lead on several key initiatives, including employee engagement, performance management, compensation strategy, leadership development, succession planning and recruiting strategies.

Lisa has stated, "I believe human resources is a service-based function and my team is highly committed to serving our customers. We are working with leaders in the organization to create an environment for employees that emphasizes collaboration, innovation and the inspiration to reach their potential."

Towards this goal, Lisa and her team will conduct employee focus groups with an emphasis on "Your Voice...Our Future". Information from these sessions, along with guidance from the executive leadership team, will assist human resources to strategically link employee development needs with long-term organizational growth.

Lisa brings over 15 years of experience in human resources to Essex from companies including Monsanto and LMI Aerospace, Inc., where she most recently served as Director, Human Resources—Corporate, Assembly & Talent Management. She holds a bachelor's degree from the University of Wisconsin and two master's degrees from the University of Maryland University College.



## NOTEWORTHY

### FAMILY BUSINESS AWARD

Essex Industries was honored to be one of twelve companies selected to receive a 2019 St. Louis Business Journal Family Business award. Essex represents companies that have successfully transitioned into the third generation and were featured in the October 25 issue of the Business Journal.



### HURRICANE RELIEF

The US Air Force Air Mobility Command deployed 10 Essex NPTLOX to the Bahamas in the wake of Hurricane Dorian for a humanitarian relief mission. The NPTLOX is a portable 20 liter LOX system, capable of supplying oxygen for up to six patients simultaneously. Essex assisted the Air Force in filling their NPTLOX prior to deployment.



### CAPS PROGRAM

Essex is proud to once again partner with the St. Louis Centers for Advanced Professional Studies (STL CAPS) Engineering & Advanced Manufacturing students. This program provides professional experiences to high school students, allowing them to explore areas for future studies and careers in engineering.



### PEDAL THE CAUSE

A seven-man team from Essex rode together for Pedal the Cause on September 29th. All donations in the St. Louis area went to cancer research at Siteman Cancer Center and St. Louis Children's Hospital.



# UPCOMING TRADE SHOWS

Jan.

20 - 22

**International Armored Vehicles**

London, UK

Booth #C6

28 - 30

**HAI Heli-Expo**

Anaheim, CA

Booth #2720

Apr.

6 - 8

**Aerospace & Defense Supplier Summit Seattle**

Seattle, WA

Booth #TBA

## RECENT TRADE SHOWS



A/TA



AUSA



MHSRS



SAFE



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