



IN THE KNOW WITH INCO

Remembering Our Colleague and Friend Lisa Lender



The Inco Beverage family gathered on March 11 in both the Greensburg and Johnstown locations for a celebration of **Lisa Lender's** life and achievements during her tenure at Inco. "Pink Out" for Lisa was the theme, as pink was her favorite color. Lisa's favorite foods, buffalo wings and pizza, were served, and employees wore pink clothing or pink ribbons distributed by our



Customer Service department. Pink balloons were on display at a remembrance table filled with Lisa's pictures and candles.



In addition, there was a collection box where employees could make



donations to Lisa's favorite charity, the Humane Society.

A memorial tribute is being planned at the Greensburg location in the future to include a bench or tree planted in her honor.

This special day was our way of paying tribute to a beloved co-worker, and an irreplaceable part of the Inco Beverage family. Thanks to all those who helped in planning this event.



Inco Honors Bob Swesky at Retirement Party



Many members of the Inco family were on hand March 27 to honor sales rep **Bob Swesky** for his retirement after nearly 13 years with the former Greensburg Beverage and Inco Beverage, and a total of **49 years** in the beer wholesaling business.

“Bob will be sorely missed,” said Inco Vice President **Joe Incardona**. “He’ll not only be missed by his co-workers, but also by his customers in the Washington County market, with whom he developed outstanding relationships during his years of service.”

Bob promised that in the future he’ll be back to visit us, but he’s looking forward to being able to spend more time now with his wife Joyce and their family.

Thanks again to Bob for always going the extra mile for Inco Beverage and for his customers!

Celebrating Work Anniversaries & Milestones

We are proud to recognize and celebrate the dedication of our team members who have reached significant milestones in their careers with Inco Beverage!

-  **Brian Younkin** – 36 years in Sales/Order Planning
-  **Greg Gawlas** – 31 years in Warehouse/Delivery
-  **Sandy Horner** – 30 years in Customer Service/Administration
-  **George Rings** – 24 years in Warehouse/Delivery
-  **Alan Homan** – 13 years in Sales/Sales Management
-  **Joe DeMarco** – 10 years as CEO
-  **Rod Kundrod** – 9 years as CFO
-  **Brandon Coy** – 8 years in Sales/Sales Management
-  **Kawan Butcher** – 6 years in Delivery
-  **Dylan Perez** – 4 years in Delivery
-  **Don Sotosky** – 4 years in Delivery
-  **Julie Hassan** – 3 years in Human Resources
-  **Cory Bowen** – 2 years in Sales/Sales Management

 **Welcome to Our New Team Members!** 



Brady Sturtz

Class A CDL Delivery Driver
Brady is from Hooversville, and brings a strong work ethic and mechanical know-how to our delivery team.



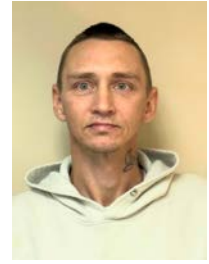
Kim Mabon

Sales Execution Coordinator/Data Analyst
When she's not diving into data, Kim loves being outdoors, or curling up with a good book. She's also a talented clarinet player!



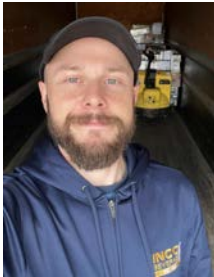
Ben Fisher

CDL Class A Driver
Ben enjoys playing games with friends and has a passion for skateboarding. When it comes to snacks, he's all about cheese, and his go-to restaurant is Siam Thai Kitchen.



John Titus

Order Selector
On his days off, he loves spending time with this wife and kids. He also enjoys fishing and camping in his free time. On his bucket list: visiting Egypt!



Ben Winfield

Class A CDL Driver
Ben enjoys catching up on projects and spending quality time with friends when he's not behind the wheel. His interests include audio gear, technology, dogs, and gardening.



Joe Proctor

CDL Class A Driver
When he's not working, Joe enjoys going to the gym and fixing things. His favorite restaurant is Olives & Peppers, and skydiving is on his bucket list!

 **Promotion Announcement!** 

We're excited to announce **Dylan Perez** has been promoted to be the new Warehouse Lead in Greensburg.

Dylan has been a valuable part of the Delivery Team and has consistently demonstrated leadership, reliability, and a strong work ethic.

Please join us in congratulating Dylan on this well-deserved step forward in his career!

Inco Owners Attend NBWA Legislative Conference in D.C.



Inco Beverage owners **Ryan Rizzo** and **Joe Incardona** recently attended the National Beer Wholesalers Association Legislative Conference in Washington, DC. This important conference is an opportunity for NBWA wholesaler members to visit with their Congressional representatives and their staffs to make them aware of important issues to the beer wholesaling industry.

Incardona/Rizzo fourth generation family member **Courtney Rizzo** also participated in our meetings on Capitol Hill. Courtney has been active with the NBWA **NextGen** group, as well as the new NBWA **BREW (Building Relationships and Empowering Women)** initiative.

During the three-day conference, Inco's owners met with Congressional leaders and Congressional staff representing our entire 15-county territory: Senators John Fetterman and Dave McCormick; and Representatives John Joyce, Guy Reschenthaler, Glenn Thompson, and Summer Lee.

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!

★ Stephanie Szolek

Nominated by **Tom Long** for her initiative in adding photos of the product within the pre-sales system. Great attention to detail that helps keep things running smoothly!

★ Don Sotosky

Nominated by **Tammy Zelanko** for catching multiple extra fuel charges on invoices and ensuring they were credited back to customers. Thank you, Don, for going the extra mile to protect our customers and the company.

★ Aaron Hautz

Nominated by **Tom Long** for stepping up his graphic arts production with newer graphics, creative signage, tagify, and an overall stellar delivery system. Cheers to Aaron!

★ Liam Stroup

Nominated by **Joe Incardona** for doing such an outstanding job on the Inco Beverage Facebook page. Liam has been posting some great content on the page, and is doing a terrific job of staying on top of new brand announcements that we want to promote to our Facebook page audience.

APRIL IS STRESS REDUCTION MONTH AT INCO! →

Our fantastic Wellness Committee declared April is Stress Reduction Month at Inco Beverage. The first event held in conjunction with that was "Hydration Day," April 1. Thanks to the Wellness Committee for coming up with this creative way to help reduce stress and promote good health!



Save the date! Be sure to mark your calendar for Saturday, Sept. 6, for the **Inco Employee Appreciation Picnic. Employees and spouses or significant others, and your children are invited! Further details will come as we get closer to the date.**

Good News from the Sales Department

Molson Coors Awards Brand Rights to Inco for Fever-Tree



Molson Coors recently awarded Inco Beverage the distribution rights for **Fever Tree**, a line of premium carbonated mixers designed to complement alcoholic spirits. Founded in the U.K. in 2004, the company is driven by a desire to create high-quality tonic water free from artificial ingredients.

Fever-Tree offers a diverse range of mixers, including various tonic waters, ginger beer,

ginger ale, club soda, Sicilian lemonade, and flavored sodas. All products are crafted with naturally-sourched ingredients, without artificial sweeteners, and are designed to enhance both cocktails and non-alcoholic beverages.

Molson Coors, which owns an 8.5% stake in Fever-Tree, has granted Inco the rights to deliver Fever-Tree across our entire Miller-Coors footprint, with the exception of the small section of eastern Allegheny County where we deliver the Miller family of brands.

Here's some more exciting brand news: Inco Beverage has been given the distribution rights for **Little Kings Cream Ale**. It's a distinctive American beer with a rich history rooted in Cincinnati, OH. Introduced in 1958, it was initially crafted as a celebratory drink for patrons of Cincinnati's Montgomery Inn. Its unique 7-oz. green bottle and smooth, slightly sweet flavor quickly garnered a dedicated following. Inco will be delivering this great new addition to our portfolio in Westmoreland, Fayette, Washington, Indiana, Cambria, Somerset, Blair, Bedford, Clearfield, Centre, Greene, and Huntington counties.



"Inco de Mayo" Modelo/Corona kickoff meeting a big success!

Special thanks to Chain/Modelo brand manager **Linda Moore** for organizing a fun and productive event to kick off the high season for the important Modelo/Corona brand family! Held at 814 Lanes and Games in Johnstown, our sales reps learned about the business plan for the Modelo brands this year, and also participated in a fun team-building game of laser tag. Here's to a successful Cinco de Mayo for the Inco team!



Safety & Wellness Reminder

Need to update your emergency contact info? Log in to Paycor or reach out to HR.

Referral Program Reminder

We're always looking for great people. If you refer someone who joins the team and stays for six months, you'll earn a **\$250 referral bonus!**