

# TIGER TALES

CAN DO 🐾 EVERYTHING SPEAKS 🐾 GIVE 'EM THE PICKLE  
FIRE IN THE BELLY 🐾 GOLDEN RULE

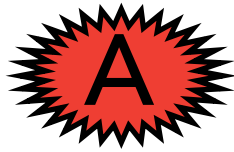
## QUARTER ONE | 2026

### Celebrating the Tiger's EAR (Employee Approval Rating)

We aim to achieve the highest standards for our employees.

Our goal is an **A** for 2026

Our current rating is....



#### Resolutions from Q4 2025 Tiger's EAR survey!

- We heard concerns about **Fuel** vehicle maintenance and are working on improvements.
- We heard that the current **Wash** winter jackets are not a favorite, and we have added another option.
- We heard that some **Markets** need additional staffing. We are heavily focused on recruiting.
- **Solar** warehouse organization improvements are underway.
- All teams are interested to learn more about marketing initiatives. Bi-weekly communications are forthcoming.

A more detailed announcement will be posted in Paylocity each quarter so you know what is happening in response to your feedback. We hear you!



### Community Focus - Tiger Has Been Busy!

- TigerWash Appreciation Day was 3/28, and we took the opportunity to show our Wash teams all the love!
- Tiger Solar partner with Habitat for Humanity of Staunton-Augusta-Waynesboro to install a 6.4 kw system for a deserving new home owner.
- The Market partnered with Hoos baseball to give away free sandwiches in the 3 up 3 down promotion.
- Tiger Fuel joined fellow Virginia Propane Gas Association members to serve delicious food to hundreds of state govt. workers at the General Assembly Building in Richmond.
- TigerWash gave fun scratchers to lucky customers on St. Patrick's Day.
- Tiger Solar helped to plant over 75 trees on a customers farm.
- The Market partnered with UVA player Chance Mallory to provide giveaways during March Madness.
- Our recent TigerWash event generated a donation to Albemarle High School Athletics.
- Tiger Solar attended the recent Project GROWS Gala, celebrating their incredible work connecting our community to fresh, nutritious food.
- Tiger Fuel sponsored a monthly SHRM meeting, something near and dear to our HR team's heart.
- The Bellair market hosted a Valentine's Day tasting event featuring local wineries and delicious fudge.
- Speaking of Valentine's day, the Wash handed out free wash coupons and yummy cookies!
- Tiger Solar spent time with the Solar Car Team at UVA, seeing renewable innovation happening right here in our community.
- Tiger Fuel sponsored and attended a Child Health Partnership event in March who's mission is to provide at-home support to children and parents in our community.

**TIGER** | THE MARKET | **TIGERWASH** |  **TIGERSOLAR**



## MEET THE NEW Q1



### TIGER CUBS

- Cara D. - Shared Services
- Kelsey S.—Executive Team
- Mike C. - Solar
- Amy L. - Solar
- Hunter M. - Solar
- Rashaad B. - Fuel
- Ben B. - Market
- Julio C. - Solar
- Mattie T. - Market
- Ciara H. - Market
- Nicole D. - Market
- Shawn F. - Fuel
- Hamza H. - Fuel
- Chane H. - Market
- Braelyn H. - Market
- Luke B. - Shared Services
- Jerem A. - Fuel
- Zachary H. - Market
- Tasha S. - Market
- Dale D. - Fuel
- Bobby M. - Market
- Randolph C. - Shared Services
- Brian R. - Wash
- Jason S. - Fuel
- Wilma R. - Market
- Adam N. - Wash
- Nevaeh B. - Market
- Marcus T. - Fuel
- Tabitha E. - Market



## LOOK WHO EARNED

### TIGER STRIPES

#### Milestone Tigerversaries for Q1 - Congratulations!

##### 25 Years

- Dave N. - Fuel
- Lisa R. - Fuel

##### 5 Years

- Alec H. - Shared Services

##### 1 Year

- Robert W. - Fuel
- Ron H. - Solar
- Aaron P. - Fuel
- Marcela S. - Fuel
- Doug R. - Fuel
- Makayla H. - Market
- Brenda D. - Market
- Daniel S. - Wash
- TJ Staton. - Fuel
- Sharon C. - Shared Services
- Victoria A. - Market
- Pubudu K. - Fuel
- Emma B. - Shared Services
- Teresa C. - Market
- Cami B. - Market

#### First Quarter Promotions - Congratulations!

- Jeffrey J. - Solar - O&M Service Tech
- David C. - Wash - Senior Site Manager
- Casey W. - Solar - Design & Engineering Director
- Tristen K. - Market - Assistant Store Manager
- Travis M. - Solar - Lead Solar Technician
- Sergio R. - Solar - Lead Service Technician



# WITH TIGER WE PUT

## HEALTH, SAFETY & WELLNESS *FIRST!*

### Spring Safety Reminder - Small Hazards Matter

As we move into spring, things pick up; different jobs, more movement, and changing conditions. It's the perfect time to refocus on the small things that keep us safe every day. You may have heard of the Safety Triangle. It shows that for every serious injury, there are many more minor incidents and hundreds of near misses that happen first. Those near misses are our biggest opportunity to prevent someone from getting hurt.

This season, let's focus on catching the small stuff early:

- Slips or almost-slips on wet or muddy surfaces
- Tools or equipment that aren't working quite right
- Close calls while driving or working around others
- Situations that just "don't feel right"

Near miss reporting isn't about getting anyone in trouble. It's about fixing issues before they turn into injuries. You can easily report near misses through the Paylocity Suggestion Box, using the QR code shown here.

A quick reminder for spring conditions:

- Be mindful of wet surfaces and changing ground conditions
- Watch for sudden weather changes
- Take a moment to inspect your equipment before use
- Stay alert! Things get busy this time of year

The bottom line: The small things matter. Reporting near misses today can prevent serious injuries tomorrow.



### Tiger Life Care - Highlighting the Importance of Mental Health

**May is Mental Health Awareness Month**, a time to recognize mental health is just as important as physical health. It impacts how we think, feel, and perform both at work and at home. We encourage managers and teams to create space for empathy, kindness, and understanding, not just this month but year-round! We want to take a moment to highlight the importance of mental well-being and share updates to several valuable Tiger Life Care resources available to you and your family.

**Guardian has transitioned its Employee Assistance Program (EAP) provider to ComPsych Guidance Resources.** EAP services are a trusted resource, designed to support everyday life, not just in a time of crisis. Employees and household members may use the EAP for stress management, work-life balance, parenting and relationship support. EAP programs also offer support for legal questions, financial planning, elder care, child care, and even pet care resources. With this transition, Assist America has been introduced to provide **medical emergency assistance and travel emergency assistance**. This coverage applies if you experience an emergency while traveling more than 100 miles from home or outside the country!

In conjunction with using EAP, you can also access mental health services through CareTeam. Last May, Sheila Ahmadi, MSW, LCSW, ACSW, joined CareTeam as a behavioral health resource. Her focus includes cognitive behavioral therapy (CBT), Motivational Interviewing (MI), and Mindfulness-Based Stress Reduction (MSBR), using creative interventions and resource materials tailored to clients' needs.

CareTeam can be designated as your primary care provider and offers convenient, no-cost access to high-quality care for you and your immediate household (spouse and dependents age 2+).

Services include sports physicals, primary & preventive care, chronic disease management, tobacco cessation, weight management, on-site lab work, prescription medication, acute & sick visits, adult vaccinations, and behavioral health counseling! **And now CareTeam can also be utilized for workplace injuries!**

CareTeam makes it easy to prioritize your health, all in one place.

Two easy ways to schedule an appointment:

Call 434-980-6412 or visit [www.careatc.com/charlottesville](http://www.careatc.com/charlottesville)

#### Important Benefit Contact Numbers

CareTeam: (434) 980-6412

EAP: (855)239-0743

Anthem: (800) 899-8174

Fidelity:(800) 343-3548

Guardian: (866) 569-9900



#### Your Tiger HR team is here to help.

We love to hear from you and we are committed to supporting you on your career journey here at Tiger. Our contact information is provided here for your convenience.

[Shaleena Arreguin](#), HR Director; all divisions: (434) 293-6157 Ext. 1345

[Dawn Smith](#), Sr. HR Manager; Shared Services, Solar & Fuel: (434) 293-6157 Ext. 1319

[Cara Dinnella](#), HR Manager; Market & Wash: (434) 962-7982 (direct)

[Bryanna Shifflett](#), Health & Safety Specialist; all divisions: (434) 282-3058 (direct)

[Sharon Campbell](#), Payroll & Benefits Specialist; all divisions: (434) 293-6157



# CONGRATULATIONS 2025 CYCLE OF SUCCESS WINNERS!

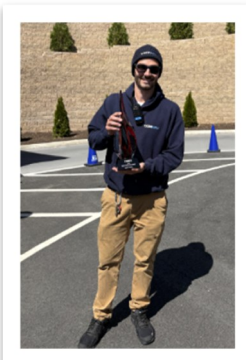
We are proud to introduce **Tiger's 2025 Cycle of Success Winners**. This honor is made even more special with the knowledge that the votes came from all across the company from coworkers and employees. This year we updated our awards to include one winner from each of Tiger's major divisions; The Markets, TigerWash, Tiger Solar, Tiger Fuel and Shared Services. Congratulations to all five winners who epitomize the Tiger Cycle of Success in the areas of **Employee Commitment, Customer Satisfaction and Company Success**.



**Bryanna Shifflett**  
Shared Services



**Allison Hoffman**  
Tiger Solar



**David Cooke**  
TigerWash



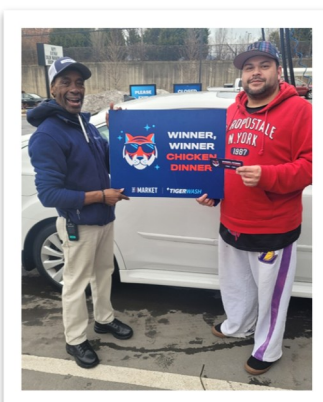
**Christine Johnson**  
The Market



**Kyle Tatton**  
Tiger Fuel



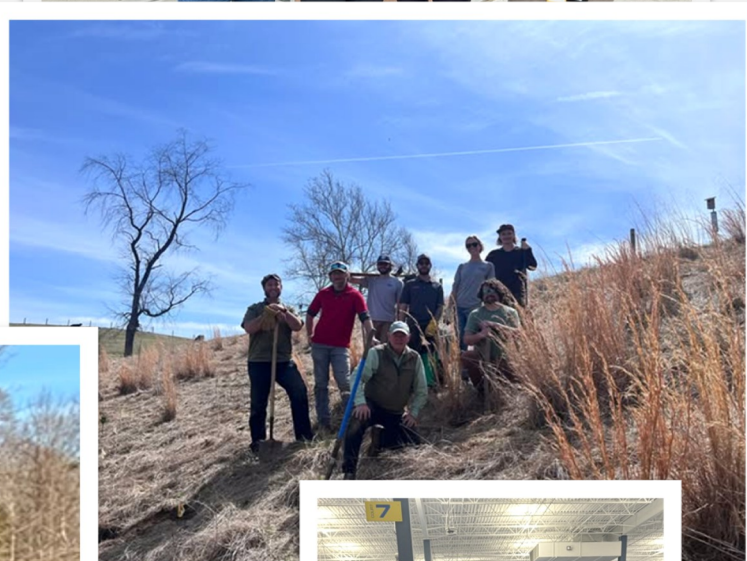
**Tiger's Annual Supervisor Meeting**



### Tiger Celebrations—Congratulations!

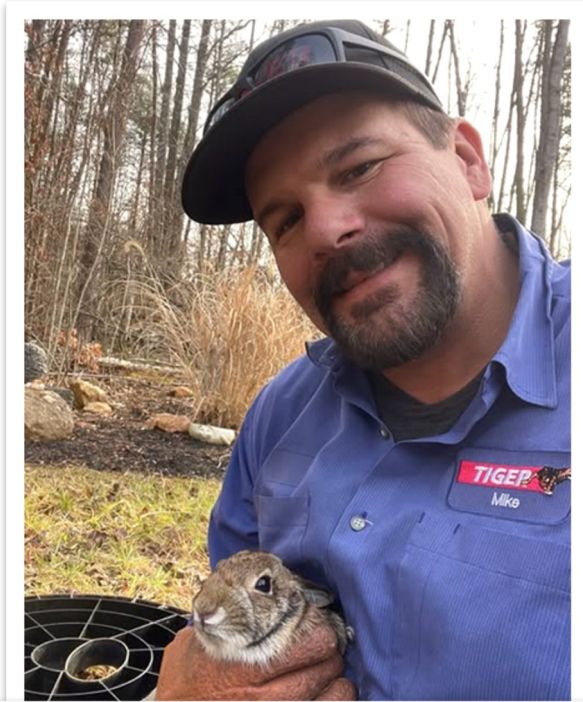
- Brandon C. welcomed a baby!
- Tom K. tied the knot!
- Phillip D. welcomed a baby!
- Paul S. earned his electrical license!
- Aaron P. welcomed a baby!
- Brian S. welcomed a baby!





**TIGER** | THE MARKET | **TIGERWASH** |  **TIGERSOLAR**





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