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Welcome to the new and improved Coastal-FMC Currents! I hope you enjoy the new look and same updates and info from across the company.

- Katie Montgomery, Editor

FROM THE PRESIDENT

Erik Montgomery erik@coastal-fmc.com

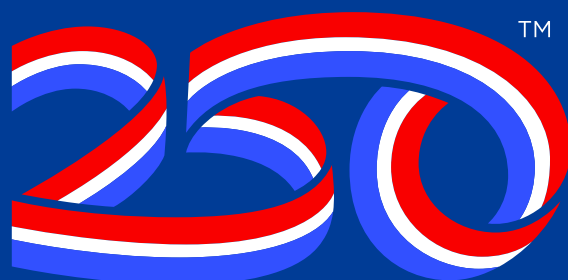
Summer has arrived and so has the rain, it seems. Although this isn't great for asphalt season, we sure do need the rain. I'm happy to see my grass growing and everyone's yards looking green! It seems like every night is filled with mowing weed-eating, and spraying for weeds around the flower beds and fences. But once I sit down and look around, there isn't anything better on a warm breezy evening.

Even with the wetter weather, we are still getting busy and have plenty to keep everyone moving.

We are excited to announce yet another round of construction at the Miller asphalt plant. This will continue through the end of the year and into 2027. We will be adding equipment plus moving/removing/adding tankage in the upcoming months. Many of you have already seen concrete being poured as the project is well under way. This is a larger project for us, and we know it will take sometime to complete, but believe the teams have it all planned out.

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AMERICA



Willow and Clinton are rocking along as well, and sales forecasts look really impressive after the July 4th holiday. So GET READY.

I also want to let everyone know that we have added several team members over the last few months. Change can be tough, but please make sure and welcome all of our new team members to the family. We're glad they're here and are looking forward to them getting to know everyone.

We are gearing up as well for the annual company dinner that will be at Bass Pro at the White River Conference Center in Springfield, MO this year. It's hard to believe it is right around the corner. We have a full evening planned and truly look forward to this event each year as it is the one time we all can get together. Remember, this year we will be doing all the awards,

including the driver safety awards, at the dinner. You will start to see more about this event and RSVP reminders in the very near future!

Also something I am excited to announce is a brand new venture for the company. We have been working on this for some time, and jumping what seems like head first. We are starting a propane delivery service for home, business, and agricultural accounts in Willow Springs and the surrounding area. This new venture will be called Homegrown Propane, LLC. My daughters came up with the name and logo, and we are very excited. We will hopefully be open in July 2026.

We are working diligently on this project, but still have lots to do! I'm pleased to announce that Tony Sigman will be the manager of this venture. John Salter will join

Homegrown Propane as a bobtail driver as well. If you have any questions on this new company, please just let myself, Joe, Tony, or John know and we will work to fill you in. I would also be remiss if I didn't mention all marketing, design, social media, and webpage will be completed by my wife and daughter. We couldn't even begin to handle any of this without them.

I hope everyone has a great July 4th holiday as we all celebrate our country's 250th birthday. I hope everyone can take time to celebrate this occasion and enjoy time with family and friends.



Construction continues at Miller Asphalt Facility



Construction project at Miller, MO, asphalt facility - new concrete pad (left) and dust control (below) in-house product applied with the help of Blevins Asphalt.



SAVE THE DATE

for the annual company dinner & safety awards



DIRECT FROM NBC'S *THE VOICE*: DEK OF HEARTS

Nashville-based country-pop trio DEK of Hearts will be performing at this year's company dinner in Springfield, Mo! They recently appeared on Season 28 of *The Voice*, competing for Team Niall and ultimately advancing to the Top 3. Their signature sound is a blend of country, pop, and bluegrass influences with their powerful three-part harmonies.

The trio is comprised of Dylan John, Emily Clapp, and Kollin Bailey. Kollin grew up in Marshfield, Mo., and is a good friend of Fleet Manager Joe Blankenship, who was invaluable in helping us book this special performance.

Since their appearance on *The Voice*, DEK of Hearts has enjoyed touring with Carly Pearce and other artists. The group made their Grand Ole Opry debut in May of this year.

You won't want to miss this exclusive concert, just for you and your family!



FROM THE OPERATIONS MANAGER

Shane Lee  shane@coastal-fmc.com

“The essence of leadership is essentially taking the responsibility of trying to interpret the future to the present.” - Paul Keating

Hello again Coastal – FMC team. It’s been a while since I last wrote in the newsletter, but I guess it’s my turn this month so here goes. Please bear with me as I ramble through my thoughts.

June is here already and spring is closing out fast with the hustle and bustle of summer right on its heels. The year seems like it just got started, and we are already almost halfway through it. I remember growing up how long it always took to get to summer but how fast it flew by once it arrived. Now that I am older, (and gray and balding, as so many like to point out) time certainly seems to move much faster. I think it’s funny how one day you wake up and have a realization that more time is behind you than what is left in front of you, and it begins to change your perspective on life, family, work, etc. To that end I hope you are all well and making the most of your life every day. I am doing my best to make the most of mine daily. I just got back from vacation with my family, and I can tell you that the time in the Smokey Mountains was well spent enjoying nature and fun times with my wife and daughter. It was a bit different, though, as this was the first year in 19 years that my son was not with us. It is just another realization of passing time and the changes that it brings.

This year has been very different for me. As most of you know already, I stepped away from our transportation team at the end of December to allow me to focus my attention more on the asphalt and fuel sides of the business. This change was one that came after a lot of reflection on my part and the realization that you can be spread too thin way too easily. We are not all wired the same, but for those that think they can do it all, like I have felt for years, you can likely relate to the “spread too thin” statement. I have spent the last 32 years of my professional career in three roles that were intensely challenging and carried a weight with them that cumulatively added up and took a

toll over the years. Surprisingly, turning 50 was not the catalyst for me to make changes. Rather it was someone I have an immense amount of respect for asking me what I did not like about what I do, and that hit me hard. First, I had to think about the question and why I was asked. I could not answer the question when it was asked of me because I truly did not know, and that’s not normal for me. After taking some time to think about it and reflect, I realized that it was not that I did not like something, it was that I did not like being unable to perform at a level which I could be satisfied with personally. Once I realized that, things became clearer to me and thus the step back. Since making this change, I still find myself busier than ever juggling all the things now that I did not seem to have enough time for previously, but they string together better and allow me to keep a better focused output. Although I am certain there are some that may not appreciate that extra, newly-found focus with most being the recipient of said focus at times.

All that said, the summer project season is here. I have had my hands full, with much input from other team members, putting together the list of things that need done to keep us operational and striving to continually improve production and operational capacities. Miller is yet again preparing to go under construction for what feels like the never-ending project there. We are working to improve the piping system to allow better and faster product movement within the plant, which will enhance production capacities as well over the course of the next four months. Then, later this fall two new tanks will be going up to fully realize the potential of the new piping. Significant improvements are being made to the heating



**Additional equipment
storage is complete
at the Willow Springs
Rail Facility**

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systems there to keep us functional with less down time in the future, while planning for additional updates in the years to come. Lastly, there are some older sections of the plant that have lived their life and are slated for decommissioning later this year after the piping, tank, and heating projects are completed. This will allow us to better maintain the plant's production capabilities. We are working hard to systematically update the facility there to avoid any more disruption than necessary for production and for truck traffic. That means we will see construction activity starting in early July through likely late winter and into early 2027. Know that we will work hard to ensure we remain 100% operational through this all if possible.

Willow Springs just got their new 210,000-gallon tank and piping completed a couple months ago, and we have the new polymer milling system ready to install. We are hoping to do this later this summer, but the priority is keeping production running so there is no disruption to customers or trucks. That means its not set in stone yet on when we will do it, but somewhere between August and the end of the year, we will get the old system out and the new one in. Once that's complete, Willow will be operating the same as our newest facility in Clinton, OK, does which will further streamline our operations here.

We are continuously looking at technology and other options to improve workflow, reduce stress/strain, and ultimately risk in all areas of operations to provide a better work environment for everyone. Through collaborative efforts and teamwork, I believe we can be a cutting-edge company that will continue long into the future. I invite all of you if you have suggestions on how we can improve something to let us know so we can review it as a team. The one thing that I am certain of is that the work will never be done, and success will only continue through continuous process improvement and collaboration. We live in a fast-paced world where you are either leading, closely following, or falling further behind.

I want to thank all of you for what you do for this company. It takes a team to do what we do, and everyone has a role and contributes. There is not a single contribution greater than another by any member because it's the sum of the whole that adds up to our success. I will close with the quote from Paul Keating, former Prime Minister of Australia, "The essence of leadership is essentially taking the responsibility of trying to interpret the future to the present." That's what we are all trying to do here. To be at the forefront of success in business is to be the future idea today before the competition gets there and makes it old news for us to follow tomorrow.

PREFERRED FUELING LOCATIONS

Each month, we will feature a list of preferred fueling location as we work to negotiate better fuel savings with various fuel stops.

We are working on additional fuel stops that can better suit some of the drivers in KS and AR. We will continue to have updates throughout 2026.

- Sapp Brothers - Harrisonville, MO
- Loves Travel Center - Willow Springs
- Loves Travel Centers - all other locations



The old Ford service truck is back in service with a brand new engine.

- FMC Transport fuel island - Miller, MO. This location has DEF and winter treatment. If you have questions, call Joe or Allen.
- Lamar Travel Center
- Casey's locations - this is not our best option but we do have some discounts offered.

- FMC Transport fuel island - Willow Springs, MO. Please only use if you are unable to use the Love's location across the street.



New faces at Coastal-FMC and Bear Crossing

Join us in welcoming our newest team members!



Tyler Osborn, Willow Springs office



Tony Sigman rejoins the company as the manager for Homegrown Propane



Dylan Goschy, Miller, MO asphalt facility

AROUND THE COMPANY

Send your photos to katie@coastal-fmc.com to be featured in the next issue of the newsletter!

Right - Joe Blankenship's daughter Haley and husband Sidney recently celebrated their wedding

Below - Owner-operator Charlie Hicks looks great after visiting Bear Crossing Truck Wash & Tire Center



Trenton Musick, Clinton, OK asphalt facility



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Growing old is mandatory,
but growing up is optional!

- Walt Disney

July

5 - Bobby Lee
14 - Sarah Roughton
12 - Andrey Protsenko
13 - Richard Southern
16 - Chad Odle
16 - Katie Montgomery
19 - James Carter
21 - Rodney Wade
23 - Jenna Cook
24 - Cary Kinder
26 - Ty Brook
26 - Damon Whitmill
27 - David Walker
31 - Bryan Holycross

August

3 - Jamie Tipton
4 - Allen Eggert
9 - David Hedgepeth
11 - Alex Garcia
11 - John Nunneley
12 - Dylan Goschy
12 - Immanuel Ward
16 - Wayne Johnson
18 - Shannon McDaniel
20 - Troni Latiker
22 - David Kinsall
24 - Austen Rost
25 - David Swindle
30 - Kenny Crafton

September

1 - Bruce Batesel
3 - Victoria Bledsoe
6 - Landy Letterman
11 - Kristos Baffour
15 - Gary Sanders
15 - Ethan Smith
24 - Brenda Montgomery
26 - Anthony Craig
29 - John Patton

