



IMPRESSIONS

ABC IMAGING'S BIMONTHLY EMPLOYEE NEWSLETTER

NOVEMBER/DECEMBER 2019



Because of all your hard work and dedication, ABC Imaging is primed to enter its 38th year in business, more successful than ever.

Despite the changes in technology and substantial reduction in printing, we have been able to adapt and change to find new avenues, while taking action to reduce costs and increase efficiencies.

Throughout 2019, we have achieved great success in our core markets including reprographics, offset printing, 3D printing, and managed print services. Our grand format and custom exhibit & display fabrication work has continued to expand, with many of the most exclusive retail clients including Coach and Vans turning to ABC Imaging to create custom experiential retail landscapes in their flagship retail locations.

2019 also marked the addition of modular barricades and enclosures to our list of product offerings. In just a few short months we have taken on numerous barricade clients and have established ourselves as the exclusive national barricade provider for two of the largest retail property developers in the United States.

Finally, in the past few months, we have taken great strides toward establishing ABC Imaging franchises. Going forward, we hope the franchise side of our business will help us proliferate the ABC Imaging brand further across the US and abroad.

We look forward to continued success for the remainder of this year and into the future. I wish you and your friends, family, and loved ones a restful and joy-filled holiday season.

Medi Falsafi, CEO and President.



Human Resources

Thanks to the Human Resources and Payroll team for such a great year of making improvements in communication, engagement, and security. We introduced a virtual suggestion box, rolled out weekly Tips Tuesday and Manager's Corner emails, and reintroduced the employee newsletter. Our Glassdoor rating rose to 3.5, and we welcomed over 140 new employees thanks to the diligence of our Recruiting team. We've moved many of our HR and Payroll processes online, with increased security measures protecting sensitive personal data. We've also implemented a comprehensive, multiyear healthcare benefits strategy, laid the groundwork for improved safety and performance programs, a new applicant tracking system, and automations in timekeeping and payroll processes. Looking forward to an awesome 2020!

*- Simone Vann, Human Resources Manager
& Joshua Laird, Payroll Manager*

Accounting

I'm so appreciative of the corporate administrative staff and their accomplishments this year. They are truly the backbone of ABC Imaging, a fun team whose positive attitude and willingness to help each other is very uplifting to witness. The success of the stores has been a bright spot, working as teams to achieve their monthly goals and taking pride in their locations. The Barricade division has been a challenging, but welcome addition to our product lines, providing new key employees and millions in sales of barricades and related graphics. It took a lot of help from existing ABC Imaging team members, working with the new Barricade team members to get this division up and running so expeditiously. Speaking of teamwork, I can't help but be impressed by the professional growth of the PEEQ NJ location. It's come a long way in the two years since it's moved from New York. The facility runs efficiently and is very well organized. It appears the NJ team can handle any job, no matter how big or small.

- Phil Cockrell, Controller

Headquarters

Throughout the years I have had the opportunity to work with many people. However, this year stands out as one of the best. Our teams here at Headquarters and throughout all locations have exceeded our expectations. I want to thank everyone for their hard work and dedication. I believe we are on the right path to continue excelling and growing our company into the future. I am very happy to be a part of this and to continue the journey.

- Reza Arvin, Vice President

Operations

As we wrap up 2019, I want to take this time and thank you all for your hard work this year. It's been a great year for us. We continue to show growth year over year across the United States and abroad, and we have expanded our services to include barricades, capturing new business across the nation. Our achievements as a company are only possible because of the skill and dedication you all give day after day. In my many years with the company, I'm proud to say that we have the best team in the industry. Thank you all, and best wishes to you and yours.

- Wahib Abdullahi, Vice President

Nicholas Development/Syrus Construction

On behalf of Nicholas Development and Syrus Construction management, I would like to extend our appreciation for the amazing work done by our teams. The endless hours that you spend working on our projects, and the professionalism that you show is impressive. I am proud to be part of a diligent, self-motivated, and dedicated team that has reached some major milestones this year. We have successfully managed over forty properties, our staff has grown, and we've streamlined purchases for materials and tools. On top of that, we now perform all aspects of the construction process and trades internally. From concrete to tile, we have done it all in the past year! With over twenty projects slated for improvement or total redevelopment, I look forward to another productive year in 2020.

- Tim Sachs, Vice President



Operations

One of the things I am most thankful for this past year is the talented group of individuals here at ABC Imaging. One reason for our continued success this past year was because you care deeply about this company and our customers. Your professionalism, dedication and commitment are an inspiration. No words here could do justice to the gratitude and respect I have for all of you. It is truly an honor to be part of an extraordinary team at an extraordinary time, and we are blessed to have you as part of the ABC Imaging family.

- Dean DeSantis, Vice President

Managed Print Services

On behalf of the Managed Print Services Division, I would like to extend my appreciation for the amazing work done by you and your peers daily. The continued support to our enterprise clients and the professionalism that you have shown has impressed the entire executive team immensely. Your diligence, loyalty, self-motivation, and dedication have been a source of inspiration for the rest of the team. Thank you again for all your effort and an excellent performance!

- Nadir Jusufbegovic, Vice President

Sales & Marketing

As most of you know, I moved from North Carolina last July to accept a new position with ABC Imaging in Alexandria. I am happy to have this opportunity to thank the team for their support this past year. Thank you to all who support sales. To all the shop managers and FM/VFM managers: thank you for all your efforts. Thank you to the executive staff for your gracious acceptance and your collaborative processes. Thank you to the sales staff for your support and the marketing team for your endurance! A special shout out to Beth who manages us all! Welcome to the barricade team and thank you for opening markets. I look forward to the upcoming year. There are exciting things ahead.

- Kate DeBiase, Vice President

Peeq

I want to let you all know what a fantastic job you are doing for this company. Our sales are higher than ever, and there is no other greater source of inspiration and motivation than to walk into work every morning and be greeted by smiles of friendly and supportive team members like you. I really appreciate your hard work and dedication. We wouldn't be where we are today if it wasn't for all of you. Thanks, and keep up the great work!

- Michael LaRaia, Vice President

Barricades Divison

The integration of the barricade and graphics division into ABC Imaging earlier this year was a massive undertaking. In just ten months, we have our entire management team in place, a full-blown manufacturing facility, eight ABC Imaging shops throughout the country partnering with barricades, several trucks and trailers, and a host of other infrastructure items for the division. We won three major mall development projects: American Dream, Fashion District Philadelphia, and CenterCal; and renewed the national barricade contracts with Macerich (78 malls) and CBL (90+ malls). We are now pursuing national mall developers, national retailers, multifamily residential developers, and airport retail. This simply could not be achieved without team effort. Thank you all for embracing the barricade division and a special THANK YOU to all the employees that are directly connected to barricades for making our division and the entire company so successful.

- Jim McGrath, Vice President



FIRST IMPRESSIONS

Please join us in welcoming our recent hires!

ABC Imaging Headquarters

Admin Assistant: Malini Soma
Billing Specialist: Diettra Dumas

Dallas, TX

Digital Graphics Specialist:
Alejandro Acevedo-Rivera

Denver, CO

Director of Global Accounts:
Rodger Sheehan

Houston, TX

Virtual Client Relations
Manager: Muhammad Imran

Irvine, CA

Major Account Manager:
Raquel Keena

New York, NY

Customer Service Manager:
Harish Kumar

Shop Manager:
Brian Padilla

Seattle, WA

Digital Production
Specialist:
Angela Lee 🙌

Driver:
William Trebelcock

Purchasing Specialist:
Bonifacio Hufana

Dubai, UAE

Office Coordinator:
Prasanna Venkatesh
Seetharaman

Painter:
Muhammed Shahir
Velikkad Shajahan

Nicholas Development

Architect:
Laura Ydrobo Colmenares

Peeq Imaging

Customer Service Rep:
Nicholas Zier

Fabricator:
Andy Rivera

Shipping Specialist:
Pablo Feliciano



Content edited by: Joshua Laird Brought to you by
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Comments, quotes, and contributions may be edited
for length, grammar, and spelling as needed.

SPOTLIGHT



Angela Lee

Digital Production Specialist
Seattle, WA



Childhood career goal:

I've always wanted to work
on a big budget film and see
my name in the beginning/end
credits on the big screen.

Fun fact: I can beat you in Tetris.

Pets: I adopted my dog Milo about two years ago,
and he is my moon and stars!

What is on your bucket list? Adopting a cat
(I'm allergic and shouldn't, but the internet keeps
showing me cat videos convincing me otherwise),
visiting Asia/Europe, and San Diego Comic Con.

**What do you hope to accomplish at
ABC Imaging in the next year?**

I hope to learn more about print production
as well as further improve my design skills.

HASHTAG CHALLENGE #ABCTHANKFUL

At ABC Imaging, we're thankful for our amazing staff!
What are you thankful for? Tell us on social media by using
#abcthankful. Make sure your post is public so we can
see it, and be sure that all included parties consent to
being posted. One lucky entry will win a prize! As always...
Do you have photos or videos of ABC Imaging events that
you would like to share? If so, tag us on social media
or send them to marketing@abcimaging.com.



LET'S GET SOCIAL

Facebook: @ABCImaging Twitter: @ABCImaging
 Instagram: @abcimaginghq YouTube: ABC Imaging

REFER A FRIEND & EARN A BONUS

Know someone who would be a great fit at ABC Imaging? Refer a friend,
and you can get paid! If your referral is hired and successfully completes
six months of service, you are eligible for a **\$200 bonus***.

How do I get paid?

- 1 Tell your referral to list your name on their application.
- 2 Complete a Candidate Referral Form and email it to Careers@abcimaging.com.
Find the form on the ADP Portal home page.

*See Candidate Referral Form for complete details.

WE'RE HIRING

We are currently looking for highly skilled
team members in the following fields:

- Inside Sales Representative – Headquarters,
Alexandria, VA
- Digital Production Specialist – Boston, MA
- Graphics Installer – Tempe, AZ

\$500
PRIORITY
BONUS

For full listing of open positions, check
our website www.abcimaging.com/careers



ABC Imaging Bethesda, Maryland
 7315 Wisconsin Avenue, East Lobby
 Bethesda, MD 20814



ABC IMAGING BETHESDA, MD



ABC Imaging's Bethesda location specializes in large format digital blueprinting services and custom marketing materials. Their mission is to meet tight deadlines without compromising on the high standards of quality that ABC Imaging clients expect. Supporting major clients and managed print services alike, Bethesda plays a key role in our success throughout the Capital Region.

"We have used ABC Bethesda for over 15 years. The team at ABC Bethesda is great. They are prompt, reliable, honest and very courteous. They always do their best to accommodate our deadlines, even if some are very short!" Rob W., via Yelp

MILESTONES



Join us in congratulating these employees for their milestone anniversaries in November and December!

- 1 Year:**
 Brendan Taylor
 Gwynnd Maestre
 Joseph Wagner
 Judy Castro
 Karthikeyan Seetharaman
 Lauren Roberts
 Matthew Ruiz
 Nicholas Bacolo
 Nicholas Pannell
 Sathishkumar Kanagaraj
 Shibu Varughese

- 5 Years:**
 Benjamin Knoll
 Fabio Roa
 Shaiaz Khan

- 10 Years:**
 Reji Joseph

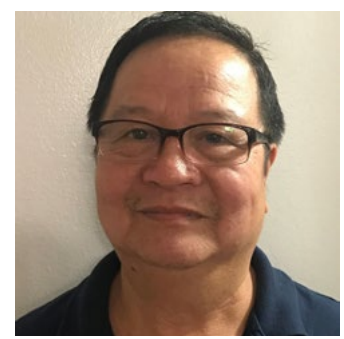
- 15 Years:**
 Lulit Rayemendi
 Rentsennorov Shagdar

- 20 Years:**
 Hung Ho 🙌



SPOTLIGHT

Hung Ho
 Digital Production Specialist
 Alexandria, VA



Proudest moment at ABC Imaging:
 That I have worked here for 20 years.

Favorite food:
 Pho (Vietnamese noodle soup)

Favorite thing about your career:
 That I am challenged and busy with work every day

What are you most thankful for?
 I am thankful for every one of my coworkers.

How do you impress every client, every time?
 I make sure to pay attention to every detail. Whenever a job is assigned to me, I address it right away.

OPEN ENROLLMENT: EASY AS 1,2,3!



1 GET READY!

Open Enrollment tentatively begins on **November 4th**. Get your ADP employee portal username and password ready. Elections or changes can only be made once per year during the November Open Enrollment period, or within 30 days of a Qualified Life Event such as loss of coverage or major changes in household.

2 REVIEW!

Review your options in the Open Enrollment Guide, the detailed benefit information and summaries in the ADP Portal, or an Open Enrollment Webinar on **November 7, 2019**. You may enroll in any combination of plans that best meets your needs.

3 ELECT YOUR BENEFITS!

Log in to the ADP Portal at **workforcenow.adp.com** and select MYSELF > BENEFITS > ENROLLMENTS > OPEN ENROLLMENT > ENROLL NOW to complete your benefit selections before **November 25th**. Elections or changes made during Open Enrollment are effective **December 1, 2019**

Contact HR@abcimaging.com with any questions.

TO-DO LIST



Get Ready for All New Form W-4

The IRS will release a significantly redesigned Form W-4 for federal income tax withholding in 2020. For more information, visit [IRS.gov/formw4](https://www.irs.gov/formw4).

Existing employees are not required to complete the new 2020 form. If you are thinking about making changes in your withholding for next year, one option is to enter the information now, before the new form is introduced.

If you do fill out the new 2020 form, you should expect to see a substantially different form which will not have withholding allowances. It will be more accurate than past forms but will require more input entries than the current form.

Make sure you are on track with your withholdings and avoid surprises at year end. Gather the most recent pay statements for yourself and your spouse, as well as last year's tax return. Then, visit the Tax Withholding Estimator at [IRS.gov/withholding](https://www.irs.gov/withholding).

SAY SOMETHING



Got something nice to say? Want to compliment a co-worker for a job well done? Or congratulate a peer for an impressive accomplishment?

Send your message to HR@abcimaging.com with the subject line **NEWSLETTER**, and you may see your message printed here!

I just want to take a second to thank **Edilberto Yam**, at the Irvine shop, for helping us out last week. We had some huge projects, and we reached out to Eddie for help. He went above and beyond for us and helped with all the overflow work we had. Thanks to him, our big job got completed early, as well as every job that we sent him. He deserves recognition for all his hard work, we appreciate him so much!

-Pati Baumberger, ABC Imaging Managed Print Services, Michael Baker Irvine

Just wanted to take a moment to recognize the **Accounts Payable Department** for all their hard work and dedication. I am so proud to be surrounded by such an excellent group of intelligent and hardworking individuals. These folks really make it a pleasure to come to work each day. I appreciate each one of them and what they bring to the team!

- Monica Adams, Accounts Payable Manager, ABC Imaging HQ



MANAGED PRINT SERVICES SPOTLIGHT

Anthony Twiggs
Perkins & Will,
Minneapolis, Minnesota

Where are you from?
Austin MN, home of Spam

Must-do in Minneapolis:

Attend a Twins baseball game on a nice summer's day in their outdoor stadium, Target Field.

Bucket List:

Monaco Grand Prix, Monte Carlo

How do you impress every client, every time?

Never missing a deadline, anticipating problems before they arise and making sure the job is done correctly the first time.



Impress every client, every time.