



Integrity. Innovation. Investment.

**2018 Sustainability &
Corporate Responsibility Report**

Welcome to the 2018 Melink Sustainability Report!

For 30 years, our mission has been to help customers save energy and become more sustainable. Melink has strategically invested in the talent and technologies to provide energy solutions that few other companies can. And we believe this is important since climate change ranks among the most serious problems facing our planet and future generations.

To ensure our continued growth and success, we plan to double-down on what has worked best for us: Our values of integrity, service excellence, and innovation. Our hiring and development of great people with a passion for leadership. And our pioneering of new energy-saving products and services.

Moreover, we want to continue investing in our Best Place to Work culture where high-performance and results can mutually thrive with health and happiness. Sustainability, after all, is about more than the environment – it is also about work-life balance, self-actualization, and financial security.

With this partly in mind, Melink recently became employee-owned through an Employee Stock Ownership Plan (ESOP). This means every permanent employee here can and should act like an owner when working with our customers, vendors, and one another.

This will help promote stronger personal accountability and efficiency. It will draw us closer together as a working family with a common goal that is worthy of our best efforts and intentions. Because of this, we will become more sustainable.

Ultimately, though, I believe our greatest legacy will not be our size in sales dollars or the amount of energy we save. Instead, I think it will be the example and inspiration of our unique workplace and culture to companies much larger than us. Because of this, they will become more sustainable.

Thank you for being part of my innovation, growth, and leadership journey ... and story. I trust the next 30 years will be as challenging and rewarding as the past 30 plus years. As someone famously once said: You haven't seen anything yet!

A handwritten signature in blue ink that reads "Stephen K. Melink". The signature is written in a cursive, flowing style.



We are a global provider of energy efficiency and renewable energy solutions for the commercial building industry.

With four business units and a singular energy mission, we help companies save energy, increase profits and make the world a more sustainable place.

MELINK T&B



Melink T&B is a certified national provider of commercial HVAC testing, adjusting, balancing and commissioning services. We verify that HVAC systems were properly installed and are working as expected to ensure comfortable, healthy and efficient buildings.

MELINK SOLAR



Melink Solar partners with organizations and institutions to implement commercial or utility-scale solar photovoltaic energy projects. Our services include financing, development, design, installation, maintenance and monitoring.

INTELLI-HOOD



Intelli-Hood is the first ever Demand Control Kitchen Ventilation (DCKV) technology for the commercial kitchen hood. Intelli-Hood is installed into kitchen hoods to make them energy intelligent and reduce the cost of operations.

MELINK GEO



Melink Geo is a national developer of geothermal HVAC systems and manufacturer of the patented Manifest™ pre-engineered pump station. We provide turnkey management of geothermal projects for architects, engineers, ESCOs and building owners.

1987

Steve Melink founds Melink Corp and its first business unit – Melink T&B – which provides HVAC test and balance services to restaurant chains.

1997

The Melink team moves into its first office building – a little white house in a residential neighborhood of Cincinnati. Melink T&B goes national to deliver consistency and coverage for customers, making it the first national TAB provider.

2006

Melink moves into its new LEED Gold headquarters in Cincinnati, with a dedication service attended by the United States Green Building Council president and the Ohio governor.

2011

The Melink office becomes Net-Zero Energy, Energy Star 99 rated and LEED Platinum certified. Its progressive integration of conservation, efficiency and renewable technologies makes it one of the greenest buildings in the world.

2014 - 2018

Melink certified as a Great Place To Work.

2017

Manifest, plug + play mechanical room on a skid for geothermal, hits the market at the annual AHR show.

Melink celebrates its' 30th anniversary!

1990

Steve discovers the need for a controls system to save energy in kitchen hoods. The Melink team invents the first demand control kitchen ventilation system – Intelli-Hood – and fights for a code change to make the technology legal. They succeed! The second business unit, Intelli-Hood, is established.

2004

A green building conference sparks Steve's inspiration to lead the sustainable buildings movement. He starts by issuing hybrid cars for traveling employees.

2008

Prompted by fascination from our tour groups, Melink ventures into the solar PV world and establishes a third business unit -- Melink Solar.

2015

After experiencing the benefit of its own geothermal HVAC system, Melink starts a fourth business unit – Melink Geo – to mainstream the technology.

Steve Melink is honored with the 2015 Ernst & Young Entrepreneur of the Year Ohio Valley award in the manufacturing solutions category.

2018

Melink becomes an ESOP! Employees are now owners of the company!

New product launch coming early 2019!

**A BRIGHTER
TOMORROW**

HQ2 ground breaking to take place in Q4 of 2018 with completion in 2020.



Another major step on our sustainability journey will be the design and construction of a second headquarters in 2018 and 2019. As Melink continues to grow, we will need more office and warehouse space than our first building can provide.

Fortunately, we have the land next to our current HQ1 in which to build HQ2. It will be of a similar size and layout – with the courtyard facing our current building. And like our first building, it will be super-green. Except our second building will take green to a whole new level!

In addition to it serving our future workplace needs, it will serve as a model Zero-Energy Building (ZEB) for architects, engineers, and contractors to learn ZEB best practices. The goal will be to show a cost-benefit analysis that will make other building owners want to emulate and mainstream ZEB.

A growing segment of the building industry is calling for all new buildings to be Zero-Energy Building by the year 2030. We want to show that this can be easily achieved, 10 years ahead of schedule, with a relatively simple design strategy.

Since the largest energy loads in most commercial buildings are lighting, HVAC, and hot water, we will focus on showing how these can be minimized – and offset by a slightly greater amount of solar PV electric generation. Nothing new, except HQ2 will do this better than HQ1.

But the main innovation will be around our super-hybrid geothermal HVAC system. Don't worry, we'll figure out a cool brand name for it. The point is, this new system will help advance the energy savings of geothermal without the high cost normally associated with it.

If you think we have received lots of regional and national attention with HQ1, wait until you see what happens with HQ2. Through countless tours and presentations, we will influence thousands of additional building professionals and continue building a green brand unlike any company.

By the way, if any of you would like to work in this new super, high-tech, and beautiful workplace, you better get an electric car first. Because only EVs will be permitted to drive and park on its new green parking lot of the future.

The Melink Energy Revolution is just beginning...

A handwritten signature in blue ink that reads "Stephen K. Melink". The signature is written in a cursive, flowing style.

“We’re in the energy efficiency business. So it only makes sense for our building to be super-energy efficient.”

- Steve Melink, CEO

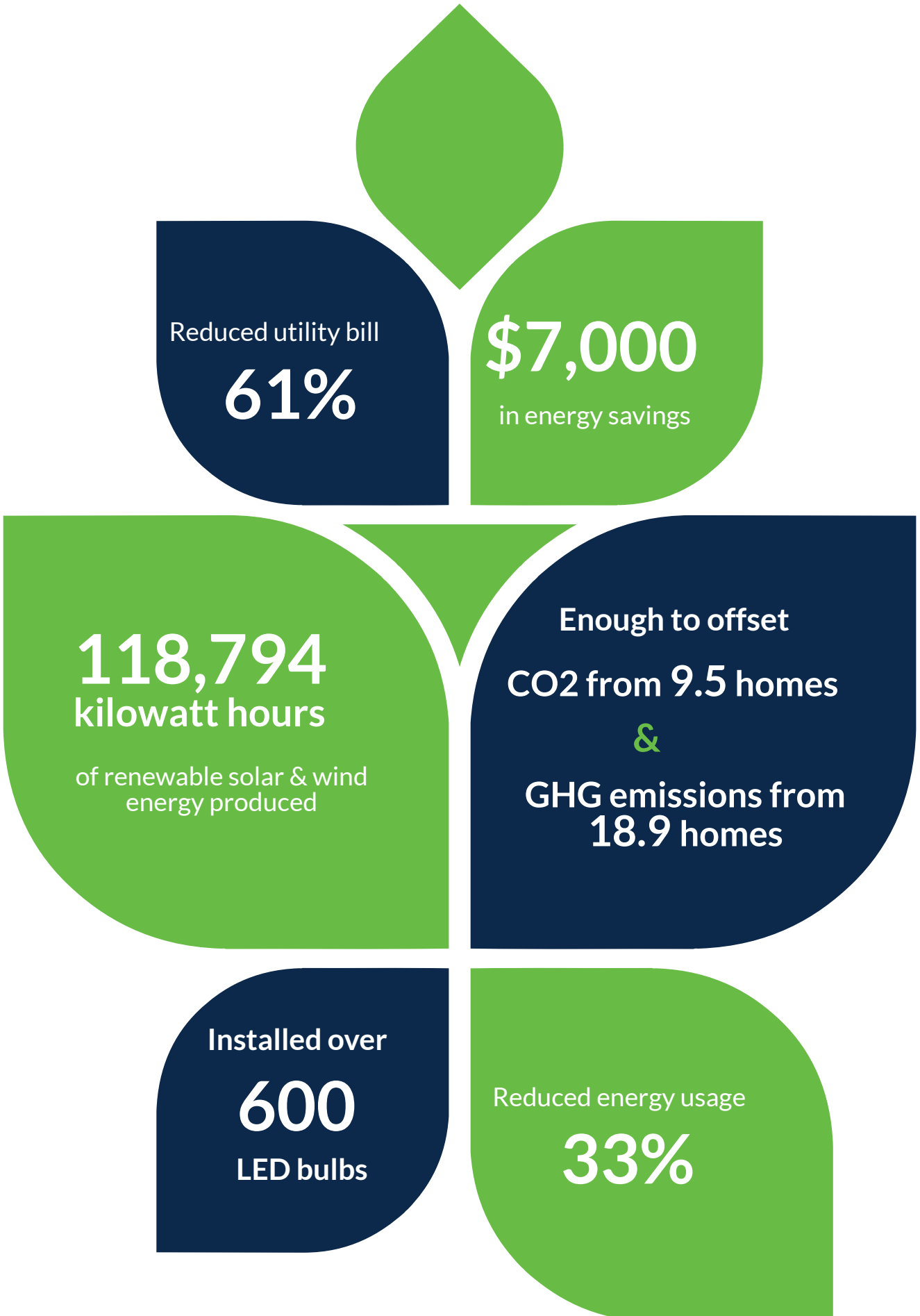


Melink Corporation’s headquarters near Cincinnati is noteworthy, and we like to think rather visually striking. We’re located in a serene pastoral area with a creek and wildlife nearby. We also have a 60 foot wind turbine, 107 kilowatts of solar arrays, and 24 electric car charging stations in our front yard. Definitely not what you see at most businesses.

We operate differently, and it shows in many ways. Not only do we have the renewable and energy efficiency mechanisms outside, but we strive to make our building Net-Zero Energy inside. Plus our team is constantly working hard researching new ways to help clients and developing new products and processes.

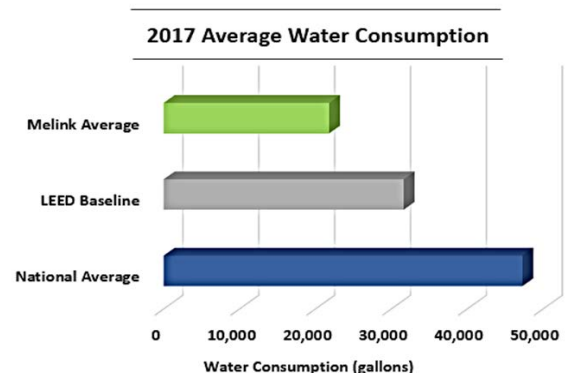
Our work space continues to be referred to as a clean energy innovation center; a test facility for all of our ideas to validate the products and services are effective and easy for businesses to implement.

A monumental part of leading others in this area is setting a goal of achieving Net-Zero Energy. Achieving Net-Zero Energy is a balancing act that depends upon a number of variables. We’ve been able to achieve Net-Zero Energy in several years. In others, we’ve come close. During those times, we purchase power from the local utility to make up for the shortfall. Budgeting energy is similar to budgeting for your business; it’s not an exact science with a certain formula.





- Produced 118,794 kilowatt hours of renewable solar and wind energy. The electricity generated by these renewable technologies is either used, stored, or credited back to the grid. This helps us reduce wasted energy and meet demand during peak hours.
- Used solar thermal to reduce energy and operating costs. This system eliminates Melink's need for an electric water heater and instead uses heat from the sun to supply our minimal hot water needs.
- We are proud to be Energy Star 99 rated! We use Energy Star rated technologies every place we can. Energy Star appliances help consumers save money and the environment by using certified energy-efficient products.
- Incentivized employees to drive hybrid or electric vehicles (EV) by contributing a sizable amount towards their purchase. Today, our parking lot is filled to near capacity with EVs and hybrids, along with a line of charging station soldiers to fuel the force. Our fleet consists of 16 electric and 37 hybrid vehicles. 61% of our employees drive either hybrid or electric vehicles.
- Our green fleet has substantially reduced our environmental impact and transportation costs. Our conservative estimate of gas savings for company-owned EV's is 1,683 gallons, which equals more than \$4,500 saved in fuel costs and is equivalent to offsetting GHG emissions from 9 passenger vehicles and CO2 emissions from more than 4 homes.
- Reduced water consumption by using automated faucets, dual flush toilets, and waterless urinals. We also take extra measures to save energy by not heating the water in our bathroom faucets and kitchen sinks. Melink uses less than half of the national average.



At Melink, we're invested. We are invested in our customers, our employees, and our community. We envision clean energy and sustainable solutions transforming the world by improving our global economy, security, and environment. Sustainability is at the root of our cause and it involves a deep respect for others and future generations. For us, working at Melink is a way to create a brighter tomorrow for our loved ones and the people in our communities.



- Great Place to Work certified for the fourth year in a row.
- Melink Corporation President Craig Davis, and Intelli-Hood VP Randy Miles worked to help launch the Green Cincinnati Plan and 2030 District.
- To provide the best customer service possible, we added new positions, restructured our team and promoted several hardworking employees to help us meet our growing business demand. New positions added include a Director of Field Services for our National Network and Operations Managers for multiple business units.
- Director of HR, Angela Bradley participated in a panel addressing Best Places To Work Culture For Cincinnati Companies.
- Launched a 'Volunteering Time Off' policy where employees are able to use work days to volunteer for a charity or cause that is important to them.
- Seth Parker, Director of Melink Solar & Geo was nominated as a Rising Leader by the University of Cincinnati's Goering Center for Private & Family Business in July 2017. Seth was recognized for advancing the best practice of Dynamic Business Strategy at Melink.

For over five years, Melink Corporation has been serving as a founding member of the Greater Cincinnati Green Business alongside other organizations such as: Cintas, Fifth Third Bank, Macy's, Kroger, Procter & Gamble, Miller Coors, Duke Energy, and Jones Lang Lasalle, among others. Currently, both President, Craig Davis and VP/GM, Randy Miles have been representing Melink on the Council as well as its Executive Committee.

The Council's mission to inspire the business community to deliver a better social and economic future is well aligned with that of Melink's.

Every other month the Council comes together to share best practices, lead by example, and consider the role of both culture and technology in sustainability. Through this collaboration, the members have driven and accelerated sustainable development in the Greater Cincinnati region.



DARREN WITTER, PE, NEBB, LEED AP
Vice President and General Manager
Melink T&B

Darren is the Vice President and General Manager of Melink T&B, where he has worked for over 20 years serving national restaurant and retail chains with HVAC testing, balancing, and commissioning services. He was instrumental in the development of Melink's Intelli-Hood demand control kitchen ventilation (DCKV) system and in the construction of Melink's LEED Platinum certified headquarters. Darren earned a Bachelor of Science Degree in Mechanical Engineering from the University of Cincinnati and is licensed in the State of Ohio as a Professional Engineer. Additionally, he is a certified LEED Accredited Professional by the U.S. Green Building Council and a Certified Professional by the National Environmental Balancing Bureau.

HOW T&B SERVES OUR CORPORATE MISSION

Darren Witter

Integrity.

At Melink Corporation, we value ethics and integrity on every level. Whether we are working in the office or conducting on-site testing, balancing, or commissioning services, Melink T&B is committed to serving customers with respect and fairness.

Innovation.

To support our mission of changing the world one building at a time, we believe we are ethically responsible to do our part in sharing our collective knowledge and experiences with the world. Though Melink has been conducting T&B services for the past 30 years, we know to be good environment stewards and ethically responsible citizens, we must never cease innovating and seeking new learning opportunities.

Service Excellence.

Maintaining a positive attitude and fostering a team dynamic based on trust and collaboration, our T&B technicians execute their work safely and with the highest degree of quality. We ensure ethical and responsible business practices through our work and for our customers by communicating openly, honestly, and constructively every step of the way. Serving customers with our best effort and most sincere intentions is a value that Melink holds to the highest standards.



Melink Corporation's T&B services help provide a healthy and comfortable indoor environment for building occupants, all while reducing the business owner's energy and maintenance costs! By ensuring building energy solutions are implemented correctly and according to owner's specification, our services extend the life of buildings and building systems. We hire skilled, experienced, and dedicated technicians to provide our customers with the highest quality of service available.

In 2017, Melink T&B...

Grew By
40%

Addressed
Over
33,750
Store Issues

Melink technicians discovered the most common factors causing building's issues were:



- Negative building pressure
- A system not heating or cooling the building appropriately
- Maintenance issues such as dirty air filters, dirty blower wheels, dirty evaporator & condenser coils, fan belts in poor condition, dirty ductwork
- Outside air dampers not set or not operating properly
- Controls not operating correctly; such as thermostats, remote sensors, energy management systems
- Ductwork not properly connected or sealed

"Our mission is to change the world one building at a time by helping decision-makers implement energy efficiency and renewable energy solutions into their commercial facilities."



RANDY MILES, PMP, LEED AP
Vice President and General Manager
Intelli-Hood

Randy Miles is the Vice President and General Manager of the Intelli-Hood® division at Melink Corporation. Randy is responsible for the business operations and leading the global growth strategy for demand control kitchen ventilation (DCKV). He began his career with Melink Corporation in 2012 as Project Manager for the West Region followed by leading business development efforts before becoming the Director of Sales for the Intelli-Hood business unit. In addition to his General Manager responsibilities, Randy leads international sales development efforts by developing distributors in key high growth international markets.

HOW INTELLI-HOOD SERVES OUR CORPORATE MISSION

Randy Miles

Intelli-Hood serves Melink's overall business mission by saving customers with commercial cooking operations **significant electrical and gas savings** via demand control kitchen ventilation. Intelli-Hood actively manages kitchen exhaust and supply fan speeds based on cooking demand and automates the kitchen ventilation system, one of the most energy intensive spaces in all commercial buildings. This serves the mission of striving to change the world one building at a time with **over 11,000 systems installed** spanning over 25 countries and counting.



Melink's patented Intelli-Hood kitchen ventilation controls package visually monitors the level of cooking activity and automatically instructs the exhaust fan to operate only as fast as necessary. Intelli-Hood can be installed into new or existing commercial hood systems and transforms a basic stainless steel box into an intelligent energy-saving machine.



With the invention of Intelli-Hood, Melink created the product category that is now recognized by ASHRAE as Demand Control Kitchen Ventilation (DCKV). Without DCKV, kitchen hood exhaust fans operate at 100% capacity even when there is no cooking taking place, wasting expensive energy and conditioned air. With Intelli-Hood's demand control kitchen ventilation technology, typical fan energy is reduced by 70-97%, while typical make-up air heating and cooling load reductions range from 20-30%.

In 2017, Intelli-Hood...

U.S. Patent No. 9.810.437

Intelli-Hood received an optimal energy savings patent for kitchen hood systems. By optimizing controls that are incorporated into kitchen design elements and reducing the demand for energy, Intelli-Hood saves customers money in utility costs.

International Market Expansion

Melink's Intelli-Hood business unit expanded into several international markets. One of the new expansions was into India, which was achieved by hiring a Business Development Manager out of Bangalore, in addition to our Director of Melink Europe, out of Barcelona.

Awarded GSA Contract

Melink Corporation was awarded a General Services Administration (GSA) Multiple Award Services 056 Contract. This 5-year contract will enable Melink Corporation to partner directly with U.S. government agencies to deliver Intelli-Hood® for increased energy efficiency in cooking operations.



SETH PARKER, CEM, M.S.
Director of Melink Solar & Geo

Seth Parker joined the Melink family in 2015 to help fulfill the Melink mission of changing the world, one building at a time. Seth's primary responsibilities at Melink involve helping customers implement Solar PV and Geothermal HVAC systems at their commercial facilities. Committed to leading with integrity and excellence, Seth goes above and beyond to assist Melink's growing number of clients who are joining the clean energy revolution.

Before joining Melink, Seth worked for CLEAResult, where he specialized in conducting energy audits and implementing energy efficiency programs for large commercial facilities. Seth holds a M.S. in Renewable and Clean Energy from the University of Dayton and a B.A. in Economics from Wittenberg University. Furthermore, Seth is an IGSHPA Accredited Installer and has also completed the Certified Geo Designer (CGD), and Certified Energy Manager (CEM) training courses.

HOW SOLAR & GEO SERVES OUR CORPORATE MISSION

Seth Parker

Melink Solar & Geo has a mission to change the world - one building at a time, by creating innovative energy solutions for the commercial building industry. As leaders in the clean energy revolution, we strive to help clients reduce their energy consumption and produce clean, renewable energy, in order to achieve net-zero energy status. Most commercial building owners already know the benefits of other energy-efficient technology such as LED lighting, but they can do more for their bottom line. By installing energy efficient and renewable technologies such as a geothermal HVAC system and solar PV panels at their facility, building owners can reduce operating costs associated with outdated energy intensive technologies, and discover the HR and PR benefits of going green.



We partner with organizations and institutions to implement commercial solar energy projects. We start by helping you determine the right ownership structures and incentives to meet your long-term economic needs. Then we design a customized system, procure all materials, install and monitor the performance throughout your array's lifetime.

In 2017, Melink Solar...

Installed Over	Generates More Than	Offsets
6.1	= 8,000,000	= 6,025
MegaWatts Of Solar PV Modules	Kilowatts Of Energy Every Year	Metric Tons Of CO2 Every Year

Developed projects that helped clients produce enough solar energy to:

Power More Than
650
Homes Annually

Offset CO2
1,289
Cars

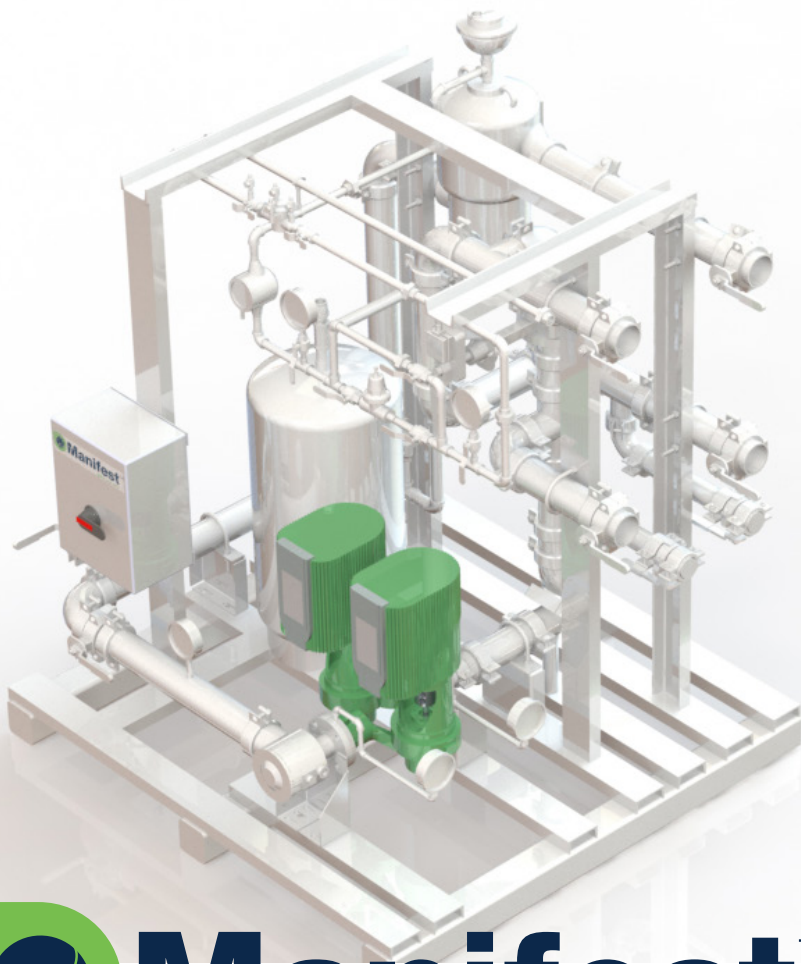




Our Geothermal team offers turnkey management of geothermal projects for architects, engineers, ESCOs, and building owners. We can also serve as a consulting engineer for architects and engineering firms across the nation. Specializing in project development, design, installation, maintenance, monitoring, and commissioning, our goal is to provide a customized partnership to better your journey to going green with geothermal.

In 2017, Melink Geo...

- Was awarded a Phase 1 Small Business Innovation Research (SBIR) grant. With the funding received from the SBIR grant, Melink was able to build a prototype ground loop model that will dramatically reduce the cost of a geothermal HVAC system. Melink Geo is mainstreaming geothermal technology, enabling it to be more widely accessible and more cost effective for our customers. Upon successful completion of Phase 1, the team was awarded Phase 2 funding, which will allow us to commercialize this technology.
- Launched Manifest, the first pre-engineered pump station for commercial geothermal HVAC systems that includes all of your necessary hydronic components. This system is designed to be a plug-n-play mechanical room on a skid, easy for anyone to specify for a project, even with little to no geothermal knowledge! Manifest was designed to make selection and installation quick and easy, reduce the time and labor costs associated, and give the building owner greater savings and performance. The pump station will be a game changer in the geothermal industry and accelerate the adoption of geothermal for commercial buildings.



Dedicated to innovating and creating new energy solutions, in 2017 Melink Geo launched the world's first ever pre-engineered geothermal pump station, Manifest. The system's patented Ground Loop Bypass system for ground source heating and cooling reduces system pressure drop and ensures optimal system efficiency. With bypass technology, Manifest reduces pump energy by 50-75% while the bypass is engaged and reclaims heat from different building zones, saving you significant costs associated with pumping energy .

CASE STUDY

BETTER WITH BYPASS

What: 70 ton office building
Size: 35,000 square feet
Where: Midwest United States

% Of Time Bypass Was Active	8.1%	40.6%	55.3%
Average Bypass Duration (hours)	1.06	1.72	2.04
Bypass Activations A Day	1.88	5.12	6.50



BRYAN MILLER
Director of IT & Product Development

Bryan currently serves as the Director of Product Development and IT with Melink. Bryan has taken on many different roles during his tenure with Melink since starting as an Application Engineer in 2001. An integral player to the success of the company, Bryan has conducted work in Application Engineering, inside and outside sales support, leading the development of the second and third generations of the Intelli-Hood controls, supporting the Solar division, and leading the development of MPower. He has been involved with multiple U.S. Patents at Melink including U.S. Patent #7,048,199, U.S. Patent #9,810,437, Application # 62/725,746, and Application #14/619356. Prior to Melink, Bryan worked as a Design Engineer with Cummins Engine Company and earned his Bachelor of Science degree in Mechanical Engineering at the University of Cincinnati.

HOW TECH DEVELOPMENT SERVES OUR CORPORATE MISSION

Bryan Miller

While integrating all the key tenets of Melink – **Integrity, Innovation, and Service Excellence** – in the scope of our work, the Technology & Development department tends to focus more on the Innovation piece of the puzzle. We are a small, but dynamic team that packs a big punch. Starting in late 2015, the Product Development and IT departments were merged as the company saw an increasing “blurring of the line” between the two. On the Technology side, the department is committed to serving the needs of the full company by providing top-notch software and hardware support, while continuing to raise the bar for further innovations that will increase the productivity of departments and individual employees. On the Development side, the team focuses on providing full support for Intelli-Hood controls, while conducting work and support for the full company. Currently, IT & Development is in the process of helping develop two new products for Melink, Manifest and PositiV



ANGELA BRADLEY
Director of Human Resources

Angela Bradley has been the Director of Human Resources for Melink Corporation since 2010. Bringing with her 20 years of training and HR experience, Angela meets company-wide employment needs by providing the necessary support and guidance for Melink, its employees, and its potential recruits. Her daily activities include supporting day-to-day HR functions with the strategic focus to recruit and retain world-class employees. Angela conducts her role with character and integrity. A valuable leader at Melink Corporation, Angela works continuously to empower our workforce and seek new opportunities for growth. Angela holds a Bachelor of Science degree in Management from Northern Kentucky University.

HOW HR SERVES OUR CORPORATE MISSION

Angela Bradley

To support Melink's mission, vision, and values, it is Human Resources responsibility to support the total operation in meeting its goals through its most valuable resource – its Employees. Melink's HR Department provides effective human resource management by developing and implementing policies, programs and services that contribute to the attainment of corporate and employee goals by:

- Balancing the needs of employees and the needs of the company.
- Ensuring a diverse workforce in a discrimination and harassment free environment by developing policies and procedures that foster a safe and welcoming place to work.
- Hiring the most qualified employees by ensuring an effective internal interview process and identifying the best and most cost-effective recruitment sources.
- Assuring effective leadership qualities in our managers.
- Providing competitive wages and benefits, and comprehensive training and development.
- Enhancing two-way communication between employees and management.

Melink has a rich history of being a place of excellence. Our employees are able to make the most of their expertise, have abundant opportunities to learn and advance their careers, all while having fun! In short, we're a family that supports each other in our quest to make a measurable difference in the world.

One significant achievement we have made together the past four years is being certified as a Great Place to Work. According to the Great Place to Work Institute:

● 91% of Melink employees reported that our workplace is considered great

● 93% of employees believe what they do makes a difference

We know how to have fun too – at work and off-site. At work we host friendly business unit competitions (high stakes with milkshake bets!), team building activities, internal lunch and learns that cover a wide variety of topics, and theme days. For fun outside the office we organize annual golf outings, team scavenger hunts, a company party and a few happy hour get-togethers throughout the year. We also sponsor all employees to participate in the Cincinnati Flying Pig events, offer memberships to the Cincinnati Nature Center, and have an on-site gym!



"When I am asked why I love Melink, my response is always the same, the employees! I am grateful for the "Good Mornings" as employees pass my office, the conversations at the coffee pot, and sharing thoughts and ideas with my teams. If you know Melink, you know that we are a leader in energy-efficiency and sustainability practices, but our biggest asset and greatest advantage is our employees."

- Angela Bradley, Director of HR

Melink employees are the most valuable assets to our business. They are empowered to be decision-makers, leaders, and now—owners. In early 2018, Melink Corporation transitioned to an Employee Stock Ownership Plan, known as an ESOP, that will allow employees to become more invested in the mission, vision, and values of Melink through a distribution of direct stake in the company. Our employees drive our business and our brand. With positive attitudes and strong work ethics, Melink employees create a vibrant culture and a welcoming workplace community. To give back to our dedicated staff, Melink offers a range of benefits:

Energy Efficiency Benefit: After completing one year of service with Melink, employees are eligible for up to a \$5,000 contribution toward the purchase of a qualified hybrid vehicle, electric vehicle or solar photovoltaic system for their personal residence.

Tuition Reimbursement: Melink supports employees who wish to continue their education to secure increased responsibility and growth within their professional careers.

Versatile Workspace: Promoting a healthy environment by extending employees the option to use a standing desk in their workspace. Standing desks are known to boost productivity, improve mood, and reduce back pain.

Servant Leadership: Each year, Melink employees are encouraged to get out of the office and give back to their community through various forms of activism and volunteering services. Sustainability means more than creating energy solutions, it involves being active and helpful members of our community!





ALLISON STERNAD & ERIC TANNER

Meet the dynamic brother & sister duo championing Sustainably within Melink! You read that right, the current Chair and Co-Chair of our Sustainability Committees are siblings! Allison and Eric, natives to Cincinnati, both started at Melink within a couple months of each other. Not only do they work together towards driving business and exposure to Melink's products and services, but they have spent the last 6 months dedicating additional time towards community outreach, community involvement, and education.

Eric Tanner is a member of the Intelli-Hood Sales Engineer team. Eric is responsible for all New Construction opportunities and projects across all US Intelli-Hood® markets. His goals focus on building relationships with Mechanical Engineers, Food Service Consultants, contractors and dealers while focusing on ongoing education and awareness of Demand Control Kitchen Ventilation (DCKV) and Melink's pioneering DCKV technology, Intelli-Hood®.

Allison Sternad is the Marketing Manager at Melink Corporation. She is responsible for developing and implementing strategic marketing plans for all of Melink's business units, sharing the Melink story with the world, and educating others on how to lead a greener life (bonus if they use Melink in their journey!).

HOW S.C. SERVES OUR CORPORATE MISSION

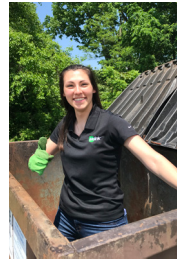
Allison Sternad & Eric Tanner

In accordance with the Melink Corporate mission, "...to provide clean energy solutions that help our customers become strategically competitive, and to inspire them by our example", the Melink Sustainability Committee was established with the purpose to perpetuate and enhance Melink's environmental sustainability program and vitalize our fellow community members to be socially and environmentally conscious organizations.

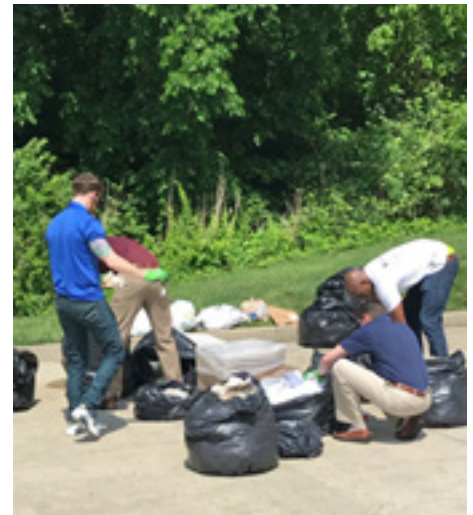
This year marked a year of change with our committee in that we are really trying to push more outward into our communities and promote topics such as waste & energy reduction, educating on the current food waste and plastic waste crisis, and providing education on global warming and LEED building design best practices. We are very committed to supporting local organizations like the Green Umbrella, the Ohio River Foundation, and local park districts where we sponsor and volunteer time at various events. Our employees also engage with local universities such as the University of Cincinnati, Xavier University, and the University of Dayton to give talks about our mission as a business.

Internally, our team focuses on initiatives like ensuring fellow “Melinkers” are educated on recycling and composting best practices, as well as education regarding the sustainability of our earth’s ecosystems via Lunch & Learns (sometimes bringing in outside speakers). For instance, we recently had a gentleman install Mason Bee Houses on our property to foster the growth of pollinating bees! Additionally, we have initiatives to recycle items that our current recycling provider can’t recycle like toothpaste tubes, foil lined wrappers, and any Plastic #5 items!

A bee expert installed Mason Bee Houses on our property to foster the growth of pollinating bees. The bee house is made out of wood and paper tubes that provide a place for mason bees to reproduce and gather pollen and nectar for their young. He also lead a lunch and learn for our staff to educate on the difference in bee species and the benefits of having them in our environment.

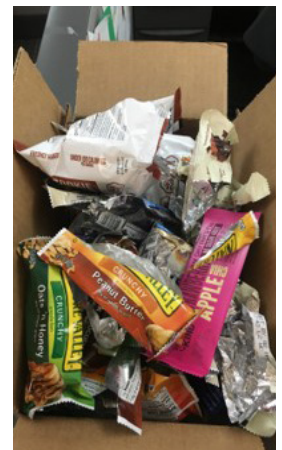


With Eric’s leadership, we implemented a TerraCycle program where we can recycle materials that are normally tough to recycle through traditional means. Our TerraCycle program allows Melinker’s to recycle energy bar wrappers, deodorant sticks, pill bottles, empty toothpaste containers, and more!



Two members from our Sustainability Committee volunteered their time at the Hamilton County Parks Kids Expo in the Green Living section. Here, Allison and Alli played a jeopardy game with kids and parents to teach them about topics involving water, plastic, energy use, and food waste.

Hosted a River Valley Road cleanup day. The road is home to 4 businesses and beautiful green area. The crew collected more than four bags of garbage and a car alternator!



Conducted a waste audit where we sorted and weighed over 400 lbs of waste. Results of the audit showed Melink employees diverted 79% of their waste from the landfill, directing it to compost or recycling instead.

Sponsored and presented a table at the Ohio River Foundation’s Wild & Scenic Film Festival. This film festival is the largest of its kind and is a place where environmental concerns are explored and activism is inspired!

Melink and the Sustainability Committee invites you to visit our offices in beautiful Milford, Ohio, off Round Bottom Road. We love to promote and educate by giving tours of our LEED Platinum Facility. Stop on by!





A large, stylized green foliage graphic on the right side of the page, resembling a dense cluster of leaves or a tree canopy, with a soft, painterly texture.

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