PRESS RELEASE

Victaulic Earns Friendly Forces 5 STAR Rating for Support of National Guard and Reserve Employees

Easton, PA, November 11 - Victaulic, the world's leading manufacturer of mechanical pipe joining, fire protection, and flow control solutions, has been named a 5 STAR Reservist Friendly Employer by Friendly Forces, the highest rating the nonprofit awards for employer support of National Guard and Reserve members.

The recognition began with two Victaulic employees who serve in uniform: Luke Radlowski, Sourcing Manager, and Commander, USN, Retired, and John Matusek, Global Quality Manager, and Commander, USN. Drawing on their own experience balancing civilian careers with military duty, they approached company leadership with a proposal to strengthen Victaulic's support for Reservists and to partner with Friendly Forces to do it. Leadership embraced the effort, and Victaulic sought out Friendly Forces' independent review of its policies and practices.

Friendly Forces rates employers on one to five stars based on the concrete support they provide Guard and Reserve employees, especially pay and benefits when service members are called to duty. To earn the top rating, Victaulic now provides employees on military leave 12 months of full base-pay continuation, followed by 12 months of differential pay, so that Reservists and their families are protected from lost income while they serve.

The commitment reflects Victaulic's origins. The company was founded in 1919 after British Army Lieutenant Ernest Tribe developed the grooved mechanical coupling to deliver water and fuel to troops in World War I. Originally named The Victory Pipe Joint Company, Victaulic has supported military and marine applications ever since.

"Victaulic was founded through an effort to bring support to troops in the field, and we're proud to build on that legacy today. The 5 STAR rating took root with two of our own, Luke and John, who saw a chance to carry that mission forward. No one at Victaulic should ever have to choose between their career and their service to our country. We strongly support out military veterans and Reservists, just as our company was built to support those who serve," said Rick Bucher, President and CEO of Victaulic.

The National Guard and Reserve make up nearly 40 percent of the U.S. military, but less than one percent of the US workforce. Friendly Forces, founded and led by serving Reservists, works with employers to build the support these service members and their families need.

"This Veterans Day, we honor those who have served and those serving now while building civilian careers," said Eric Evans, executive director of Friendly Forces. "Victaulic's 5 STAR rating is especially meaningful because it started with two of its own Reservists, and leadership chose to act. That is the standard we hope every employer will follow."

ABOUT VICTAULIC

PRESS RELEASE

Since 1919, Victaulic's innovative solutions and design services continue to increase construction productivity and reduce risk, ensuring projects are completed safely, on time and within budget. With more than 7,000 employees and 50 facilities worldwide, Victaulic helps customers in 140+ countries succeed in the global construction industry. Learn more about how our solutions engineer confidence into every build at www.victaulic.com.

About Friendly Forces

For Reservists. By Reservists. Friendly Forces is a grassroots 501(c)(3) nonprofit founded and led by actively serving Reservists and combat veterans. It works directly with employers to build practical, durable support for National Guard and Reserve members and their families, a community of more than 800,000 service members that makes up nearly 40 percent of the U.S. military. Through its Reservist Friendly Employer ratings, employer partnerships and talent connections, Friendly Forces links the Reserve Component's strongest talent with employers prepared to support their service. For more information, visit friendlyforces.org.

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MEDIA CONTACT

Megan Longenderfer
Director, Corporate Communications
Megan.longenderfer@victaulic.com
610.559.3441

Friendly Forces
Eric Evans
Executive Director
Eric.evans@friendlyforces.org