# THE CLOTHES LINE



## November 2026

### NEWSLETTER HIGHLIGHTS


MONTHLY MESSAGE ..... PAGE 2
PEOPLE OF CLS ..... PAGE 3
COMMUNITY ENGAGEMENT ..... PAGE 4
CLS EVENTS..... PAGE 6
SAFETY SPOTLIGHT ..... PAGE 9






# Hello, Sweater Weather!

Greetings CLS Team Members,

November in Michigan is a clear transition period into winter, marked by a steady cool-down and shifting daylight. We will notice a steady drop in temps as the month progresses. That combined with darker mornings and earlier sunsets, our days are rapidly getting shorter. We have been blessed with beautiful days as of late, however, grayer skies are on the way as cloud cover tends to increase throughout the month. It's time to get your warm layers ready as wind, rain, and humidity often feels chillier than the thermometer suggests.

The large roofing project is well underway at our Manchester location. Thank you to all for using extra caution as you make your way to your cars, across the parking lot, or around the plant to ensure your safety and that of others. A big thank you to our Teams who work at our Manchester location for your understanding and patience during construction.

Thanksgiving is right around the corner so we are planning for our work schedules to change. We always try to set our work schedules to allow our Team Members to enjoy the holidays while still meeting the needs of our valuable customers. This is not an easy task! Thank you all in advance for being flexible to help the business run smoothly through the holidays.

For 16 years CLS Ownership has been holding year end Annual Meetings. As a Family-Owned company, we know how important each of our Team Members are and it was great to gather everyone together to share information about the company's performance and celebrate our Teams. You are appreciated!

We're in the home stretch of 2026! Let's push hard these last two months and finish the year strong. If we keep supporting each other and focusing on our core values, we'll hit our goals. Let's make the most of these next few weeks together!

**Thank you for your support.**

***We are CLS!!*** - Sarah, Kurt, Ron

## 2027 GOALS

The Executive Team is currently setting goals for 2027. Goals help us define what we want and why we want it. Instead of drifting from task to task, they give us targets — which makes our decisions and priorities much clearer. Setting specific goals helps us see how far we've come. Progress tracking — even small wins — triggers a sense of accomplishment that keeps our company going.

The Service Team is in the middle of a sales promotion called the "Football Frenzy". Our customers count on CLS to recommend products and services to keep their workplaces safe and clean. We are hopeful this promotion will be a success and boost our revenues heading into the last quarter of 2026. Good luck everyone!!

# NOVEMBER ANNIVERSARIES

| | |
|---|---|
| Joyce Burnett | 29 Years |
| Maria Gutierrez Martinez | 22 Years |
| Steven Royal | 17 Years |
| Sonja Hughes | 9 Years |
| Maria Rodriguez | 9 Years |
| Ramon Gomez | 7 Years |
| Ramon Rosario Rosado | 6 Years |
| Joseph Anderson | 5 Years |
| Cody Rickerson | 5 Years |
| Vidiana Rodas Mendez | 5 Years |
| Maria Santiago Garcia | 4 Years |
| Carmela Perez Rodriguez | 2 Years |
| Will Johnson | 2 Years |
| Joseph Bolton | 2 Years |
| Joe Fitzwater | 1 Year |
| Steve Yowell | 1 Year |





## WELCOME NEW HIRES!

- Brysen Beals
- Mariel Gomez
- Kyle Kensa
- Adrian Santos Santiago

# NOVEMBER BIRTHDAYS

| | |
|---|---|
| Marcia Carlota Aguirre | November 2nd |
| Jonathan Hemandez | November 2nd |
| Saul Macuixtle de Jesus | November 2nd |
| Gracie Garcia | November 4th |
| Gregory Place | November 11th |
| Steven Sherburn | November 11th |
| Sarah Wrubel | November 11th |
| Ramon Rosario Rosado | November 14th |
| Anthony Smith | November 17th |
| Steven Royal | November 18th |
| Alicia Nonato Garcia | November 19th |
| Marcus Dohm | November 21st |
| Sonja Hughes | November 25th |
| Melanie McDermott | November 27th |
| Douglas Klatt | November 29th |

# COMMUNITY ENGAGEMENT

## Dale Hubbard Halloween Extravaganza

CLS team members supported Dale Hubbard's Halloween event with a Trunk or Treat booth, candy, and prizes!






## K & R Trucking Expo

CLS Sales reps supported K & R Trucking's open houses with giveaways, product info, and friendly service!

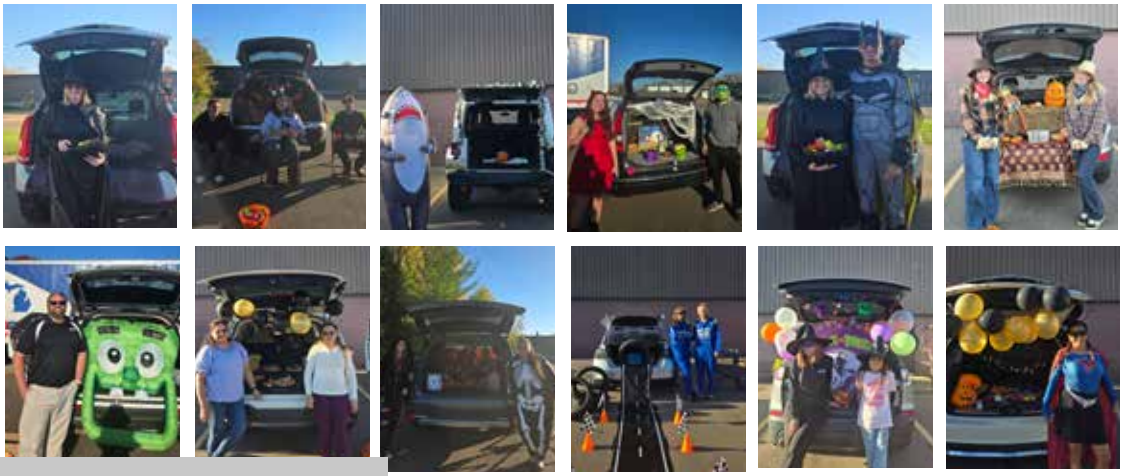






## CLS Trunk or Treat

We hosted the 1st Annual CLS Trunk or Treat Event! Thank you to all who particpated!



# DRESS UP DAY!


LAUNDRY
SUPER HEROS
TEAM ROLLER
STAIN FIGHTER
CLEAN QUEEN
CAPTAIN CLEAN
SPIN CYCLE
RANGER HERO
BUBBLE GIRL

# NOVEMBER

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|---|---|---|---|---|---|---|
| Daylight Saving Time End 1 | Day of the Dead 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | OFFICE ANNUAL MEETING 10 | Veterans Day 11 | 12 | PRODUCTION ANNUAL MEETING 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | Pull Ahead Work Day 21 |
| 22 | 23 | 24 | 25 | Thanksgiving 26 | CLS CLOSED- NO WORK! 27 | 28 |
| 29 | 30 | 31 | Keep an eye out for fun fall crafts in the breakrooms! | | | |

**CLS Office Annual Meeting**

Kalamazoo

**November 10th- Office Annual Meeting**

The meeting will be a 60-minute lunch meeting. CLS will provide food!

**12:00pm- Covington**

**CLS Production Annual Meeting**

Kalamazoo

**November 13th- Production Annual Meeting**

The meeting will be a 60-minute lunch meeting. CLS will provide a main course, sides and desserts will be potluck style!

**11:00am- Covington**



All Branches!

**November 26-27th- Thanksgiving Break**

Happy Thanksgiving! CLS will be closed, enjoy your days off!

# Sales and Service Annual Meeting

On October 12th, we welcomed our Sales and Service teams to our Kalamazoo headquarters for our 3rd Annual Sales & Service Meeting! A big thank you to everyone who traveled from near and far to visit us! We truly appreciate you taking the time to make the journey. We had a great time showing everyone around, connecting as a team, and celebrating our company's success and years of service awards. It was so great to see everyone!







# CULTURE CORNER

Brought to you by CLS Human Resources

## All CLS Team Members must successfully login to Paycor between now and 12/31/2026

Paycor is upgrading its system, so please log in **before December 31, 2026** to keep your account active and avoid re-creating it in 2027.

Look for an email from Paycor titled **"Quick Reminder to Keep Your Account Active"** with the link and instructions to complete the update.

Paycor




## SUBMIT A NOMINATION HERE:

**Great work doesn't go unnoticed at CLS. Nominate a coworker who's living our Core Values**

- Weekly winner gets $25.
- Submit by Sunday at 11:59 PM.

https://forms.gle/QwSFqFnMVojB5QAt8




## SAFETY FIRST: HAZARD COMMUNICATION

**Chemicals are used every day in our laundry operation, including detergents, bleach, and cleaning products. These chemicals help us do our jobs, but they can cause burns, eye injuries, or breathing problems if handled incorrectly.**

### Follow These Safety Rules

- Read chemical labels and understand the warnings before use.
- Know where to find Safety Data Sheets (SDS) for information about chemical hazards, PPE, and first aid.
- Wear the required PPE, such as chemical-resistant gloves, goggles, or face shields.
- Never mix chemicals. Dangerous reactions or fumes can occur.
- Never use chemicals from unlabeled containers.
- Report chemical spills, leaks, or damaged containers to your supervisor immediately.
- Only trained and authorized Team Members should handle chemical connections or change chemical containers.

### If a Chemical Exposure Happens

Immediately follow the chemical's SDS and emergency procedures. Use the emergency eyewash or shower when needed, notify your supervisor, and seek medical attention as appropriate.

**REMEMBER:**

**KNOW THE HAZARDS. WEAR YOUR PPE. WORK SAFELY.**

### Know Your Right-to-Know

Under MIOSHA's Hazard Communication Standard, you have the right to know about the chemicals you work with and how to protect yourself.

## Roof Safety Fun!

**Thank you for your patience!**








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