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Team,

As we wrap up the year, we're excited to share the final edition of the AE Communicator before the Christmas break. Below you'll find important updates submitted by teams across the company — from product launches to HR reminders and engineering progress.

**HUMAN RESOURCES
NEW HIRES**

Starting January 7, 2026

- Kino Lumpkin – Install Technician – GA
- Anthony Cerezo – Install Technician – GA
- Gina Ciuffetelli – Training Content Designer – FL
- Dillon Hall – Network & Systems Administrator II – UT
- Nathan Walling – Project Manager Retrofit – MO
- Jermaine Hale – Technical Support Supervisor – FL

Starting January 12, 2026

- Ava Kopp – Customer Experience Specialist – MO
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Christmas Break – Time Off

All PTO and holiday pay for full-time team members have now been updated in Paylocity. Please review your timecard to ensure everything is correct.

Company Holidays

- December 24
- December 25
- December 30
- December 31
- January 1

PTO Days

- December 26

- December 29
- January 2

To change any PTO day to Non-PTO, contact **Cassie Salinas** (cassie.salinas@audioenhancement.com).

If you have not used your **2025 Floating Holiday**, you may apply it to one of the PTO days above. You may also use your **2026 Floating Holiday** for January 2. Cassie can help update either of these requests.

Employee Resources

Benefits Resources Page

We understand that navigating benefits information can sometimes feel overwhelming. To make it easier, HR would like to remind you that you can access all benefits-related documents and helpful information on our **SharePoint Benefits Resources page**:

[Benefit Resources - Home](#)

Employee Resources Page

We also want to remind you that our **SharePoint Employee Resources page** hosts a variety of helpful materials, including company policies, the employee handbook, and other important documents. We hope this makes it easier for you to quickly find the information you need.

[Employee Resources Page - Home](#)

If you have any questions or need assistance, please feel free to reach out to **Juana Pinto**.

Annual Reviews

Annual Reviews for 2026 will begin in January. All reviews should be delivered by January 26th, 2026.

PRODUCT TEAM

SAFE+ – Now in Soft Launch

SAFE+, Audio Enhancement's next-generation safety and communication solution, has officially entered soft launch.

This cloud-based platform provides a simple mobile and desktop app that lets staff initiate alerts, notify administrators and first responders, activate EPIC announcements, and update live room status from dynamic campus maps.

Soft Launch Highlights:

- Mobile app for all district staff and emergency responders
- Cloud-hosted for anytime, anywhere access
- Drill management tools
- Dynamic Campus Mapping
- Native PSAP integration
- Can be cold stand alone

- **Can be sold standalone**

Hard Launch is expected in Q2, with internal training provided closer to that date. For questions, reach out to **Jimmer Roy**.

Kiosk 2.0 – Now Launched!

We're excited to introduce Kiosk 2.0, the latest version of our campus communication hub, delivering faster performance, improved clarity, and more reliable operation.

What's New:

- Increased processor power
- Additional memory for advanced features
- Powered speaker with easy volume control

Kiosk 2.0 reinforces our commitment to seamless, effective school communication.

INNOVATIONS

Engineering Updates: Progress on Products and Processes

ECO 196 – Portal update to support project quoting for CAT6A cables and accessories.

ECO 186 – Release of EPIC 3.2.0 for Beta testing. Version 3.2.1 in work with improved out-of-box experience.

Integration with SAFE+

Enhanced real-time SAFE alerting, improving situational awareness and response.

Updated Images, Audio, and ITC Screens

- New event icons and InfoView signage from the "I Love U Guys" Foundation
- Re-recorded audio files with consistent volume + Spanish versions
- Refreshed ITC background and button set, preconfigured for immediate functionality
- Multiple bug fixes included

ECO 187 – District View 2.0.1 Release (Beta):

- Updated to Ubuntu 24.04 for enhanced security, efficiency, and long-term support
- Includes additional bug fixes

ECO 191 – Material improvement to XD Clear Bridge plastics for better durability.

ECO 189 – Removal of obsolete ITC programming part number.

DESIGN

Drafting now includes only **one style: Shop Drawings**. This change is intended to clarify procedures and help the team feel confident in a unified approach, whether working on **Construction, Retrofit, or Basic Design** projects.

TECH SUPPORT

RMA Process Reminder

In 2025, **42% of the 3,000+ RMAs** processed have been unjustified — equipment returned with no issues found. This creates a significant financial impact.

To help reduce unnecessary RMAs, two requirements must be met before Tech Support can process an RMA:

1. Tech Support must have troubleshot the device.
2. Complete RMA information is required (contact name, full ship-to address, device serial number).

Thank you for helping support this process.

Thank you for everything you've contributed this year. We wish you a wonderful Christmas break and look forward to an incredible start to 2026 together.