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**Hello Team,**

Welcome to the latest edition of **AE Communicator**. Here's what's happening across the company this week:

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## **Procurement**

### **MS-500 Update**

We were able to secure additional MS-500 units from our vendor partner, allowing us to continue supporting customers with RMAs and any needed additions. Availability updates will be shared here in the Communicator as they come.

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## **HR / Culture**

### **Leadership Update**

Ryan Taylor will be transitioning from Vice President of Customer Experience & Quality to **Vice President of Strategic Initiatives, Process & Quality**.

This new title better reflects Ryan's work improving company-wide processes, supporting cross-department initiatives, and strengthening the systems that help all teams operate more effectively. His commitment to quality remains, now with an expanded focus on organizational alignment, strategic initiatives, and continuous improvement.

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### **Annual Reviews 2026**

The Annual Review period begins on December 8, and both the employee and manager portions must be completed no later than January 9. Managers are encouraged to begin the process early and may complete reviews prior to the deadline.

### **Insurance Reminder**

For employees who enrolled in **Medical, Dental, Vision, and FSA benefits**, please note that **deductions will begin on the 12/05/2025 paycheck**, and all elected benefits will **take effect on January 1, 2026**.

## **Welcome New Team Members**

### **Started November 24, 2025**

Pedro Fajardo Ponce Systems Configurator — Utah  
Joshua Cragg Systems Configurator — Utah

### **Started on December 1, 2025**

Ryley Heaps Systems Configurator — Utah  
Tristan Rogers HR Assistant — Utah  
Lance Austin Regional Sales Director — Georgia

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## **Product**

SAFE+ has officially entered the **soft launch** phase. Our first round of beta customers is now using the platform to improve communication on campus and help keep staff and students safe.

**Please see the attached document for more details**

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## Innovations

### EPIC Kiosk Update

The new version of the EPIC Kiosk is in **final Beta testing**, validating the boom-style microphone integration, which provides the best combination of performance and sound quality. Minor tweaks from field feedback are in progress, keeping us on track for a **December release and shipping**. Focus remains on intuitive UX and peak performance.

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### Customer Success / Training

#### Internal Training - January 27-30 (Utah Office)

An Internal Training is scheduled in the Utah office from **January 27–30**. This three-day session is designed to give employees a deeper understanding of our solutions—how they're installed, programmed, and used in schools to support culture and instruction.

- Day 1: Product concepts and solution overviews
- Day 2: Device installation
- Day 3: Programming and commissioning

Team members may attend the full training or select only the days relevant to their role.

If you're interested in attending, please contact your manager.

#### Thank you!

We're excited for what's ahead — thanks for staying informed and for all the ways you contribute to AE's success.



**JoBeth Anderson**

Director of Culture and Administration

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SAFE+ Internal Sales Brief DC-  
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