

PARTNER SUCCESS STORIES

Living the Spirit of **CINTAS** THE UNIFORM PEOPLE

Dedication, perseverance and accomplishment are seen every day at Cintas. So are the opportunities that accompany those traits. We have thousands of partners (we call each other “partner” at Cintas) who live the spirit of Cintas by continually exceeding expectations. Their great performance deserves great opportunity, and they seize it, time and time again. We are highlighting several dozen of these partners in this report...partners who began their Cintas careers in entry-level jobs and have steadily increased their level of contribution and responsibility. These are just a few of the hundreds of similar stories of human spirit and accomplishment by ordinary people doing extraordinary things at Cintas. We salute these featured partners and all of the partners who have built Cintas into a company that consistently delivers long-term value.

PARTNER SUCCESS STORIES



Michael Riggs

Michael brings spirit and dedication to everything he does. Michael attributes his success at Cintas to the excellent opportunity he has been given and to the fact that he loves his job and is passionate about doing it well. As an example, a few years ago, while Michael was servicing a customer, panic broke out as an employee experienced sudden cardiac arrest. Michael rushed to the scene, performed CPR on the victim, and saved her life!

6 years of service. First position/Service Sales Representative. Current position/National Account Manager.



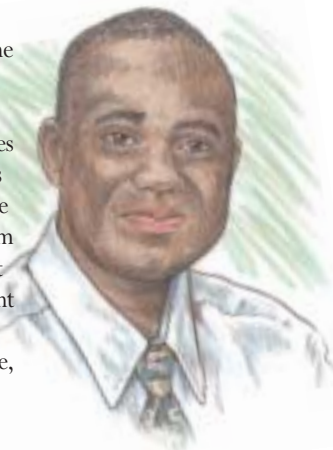
Shannon Thompson

As a service sales representative, Shannon leaves no stone unturned when serving her customers. She will always find a way to exceed their expectations. Shannon truly cares about her customers and it shows. She says, "I love my customers and my fellow Cintas partners. I have worked very hard to be able to take advantage of the many opportunities for personal and professional growth at Cintas."

2 years of service. First position/New Accounts Coordinator. Current position/Service Sales Representative.

Mor Ba

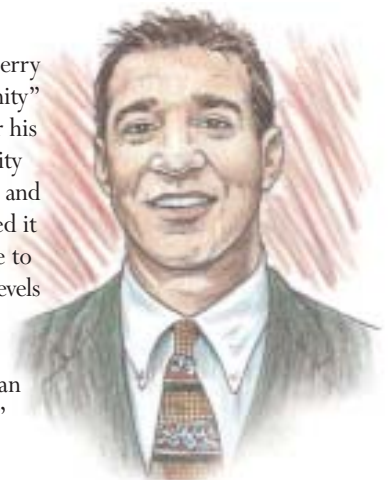
Mor's partners appreciate that he has walked in their shoes. He started as a fabric spreader too, and they know he has what it takes to help them succeed. Mor feels that he has always been given the opportunity to learn and perform as many functions as he could at Cintas. He also says, "Management has always demonstrated how important I am by listening to me, challenging me, and showing appreciation of my efforts."



5 years of service. First position/Cutting Center Fabric Spreader. Current position/Production Manager.

Jerry Matherne

Looking back over 21 years, Jerry says that the word "opportunity" sums up the main reason for his success at Cintas. Opportunity has served as both a challenge and a reward, and Jerry has seized it every time. He says, "I strive to perform consistently at high levels and in return, all Cintas has ever done is give me more opportunities. What more can anyone ask of his company?"



21 years of service. First position/Service Sales Representative. Current position/Assistant General Manager.



Kevin Scheib

Kevin has the ability to focus on getting work done while still building relationships with partners and helping them to see how much their contributions matter. Kevin says, "I work in a team environment. My partners support me in my responsibilities as much as I support each one of them in theirs. We are unified in spirit. I have been honored to be part of a great group of people."

2 years of service. First position/Service Sales Representative. Current position/Plant Manager.



Randy Galvin

Randy is the living definition of competitive urgency. If something needs to be done right, people get Randy involved. Randy credits his success to all of his managers and mentors who have helped in his development and took an interest in seeing him be successful.

6 years of service. First position/Service Sales Representative. Current position/Service Manager.

PARTNER SUCCESS STORIES



Jason Schulz

From his first position as a truck loader, Jason credits his success to the great leaders and mentors who have worked with him and taught him. He says, "I think Cintas is a truly special place to work. We have so many great partners at our company. They all bring something unique to the table and I try to learn something from every partner I meet."

7 years of service. First position/Truck Loader/Unloader.
Current position/General Manager.



Della LeMasurier

Della does not know the meaning of the word "quit" and she is always striving to help others succeed. Della feels that she could not ask for a better team of partners than those she works with at her operation. She says, "If it were not for their support and guidance I would not have made it this far."

8 years of service. First position/Garment Sorter.
Current position/Stockroom Supervisor.

Randy Verboon

Randy believes he has been successful because he has had the opportunity to work with some of the finest people he ever met, all working toward the same goal. Randy says, "Cintas has and does provide opportunity to every partner. I simply capitalized on those opportunities. I took the best practices from all over our company and learned from them. How could I go wrong learning from one of the best managed companies in the world?"



13 years of service. First position/Service Sales Representative.
Current position/General Manager.

Hasan Momin

Hasan is a great Cintas partner - dedicated to working hard, learning new things, and teaching others. In his current role as production supervisor, Hasan tries to pass along to his partners the same respect and guidance that he received from his managers. He finds that "Every day at Cintas brings new challenges and rewards."



5 years of service. First position/Console Operator/Autosort.
Current position/Production Supervisor.



Kathy Hunter

Early in her career as a shirt hanger, Kathy expressed an interest in learning and doing more but never dreamed she would be a production supervisor 18 years later. She says, "The opportunities to advance and the great people I've worked with have kept me around and consistently challenged."

18 years of service. First position/Shirt Hanger.
Current position/Production Supervisor.



Steve Kanarek

Steve has a passion for Cintas that is evident to everyone he meets. Steve has had 15 successful years at Cintas because every time he reaches a goal, he sets a higher one. That feeling of positive discontent and a will to consistently improve are the embodiment of the Cintas culture.

15 years of service. First position/Service Sales Representative.
Current position/Facility Services Sales Manager (Winner's Circle).

PARTNER SUCCESS STORIES



Nick Pickens

Nick went from a service sales representative to a general manager of a Cintas operation in seven years. He says, "My career path is living proof of the opportunity at Cintas. If you are committed, work hard, and get results within the boundaries of our culture, there is no limit to what you can achieve."

8 years of service. First position/Service Sales Representative. Current position/General Manager.



Jeff Alsip

Jeff's parents instilled in him a tremendous work ethic. He attributes his success to his dedication along with the support and guidance he received from some outstanding Cintas partners over his 23 years of service. Jeff says, "I have been mentored by the best, which makes Cintas a great place to work."

23 years of service. First position/Stockroom Partner. Current position/Branch Manager.

Rena Anglin

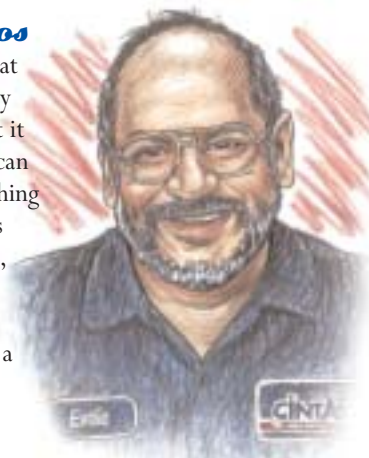
There are many people who perform their job but Rena lives her job each day. She believes that she has been successful at Cintas because of the help and support she has received from partners at all levels. She says, "I am thankful and feel blessed to have had the opportunity to be a part of Cintas."



21 years of service. First position/Manufacturing-Pattern Maker. Current position/Assistant Plant Manager.

Evelio Villalobos

If you want to ensure that something will absolutely get done, tell Evelio that it cannot be done. Evelio can build, fix or retrofit anything in the plant. Now on his fourth decade of service, Evelio has never met an impossible challenge he didn't like. He even has a sticker on his truck that says, 'I told you so!'



34 years of service. First position/Parking Lot Sweeper. Current position/Senior Maintenance Engineer.



John Meirose

From cutter operator to traffic manager, John's rise through the ranks at Cintas speaks of his hard work and desire to excel. John credits his success to determination and going the extra mile for his customers. John also points out, "I am thankful to work for a company that promotes internal partners to management levels."

26 8 years of service. First position/Gerber Cutter Operator. Current position/Traffic Manager.



Brenda Allen

Brenda is a loyal and dedicated Cintas partner with a strong work ethic that she exhibits each and every day. After 19 years of service, Brenda feels that the honesty and truthfulness that are intrinsic to the culture at Cintas set the framework for her success. Specifically she says, "I strongly agree with Cintas' culture."

19 years of service. First position/Administrative Assistant. Current position/Human Resources Manager.

PARTNER SUCCESS STORIES



Kelly Carpenter

Kelly has a fantastic work ethic and is a great asset to Cintas. Kelly says her success is not as much about herself as it is about the outstanding partners surrounding her. She would like to thank all of the partners who make her job more rewarding and her days more enjoyable.

15 years of service. First position/Stockroom Partner.
Current position/National Account Coordinator.



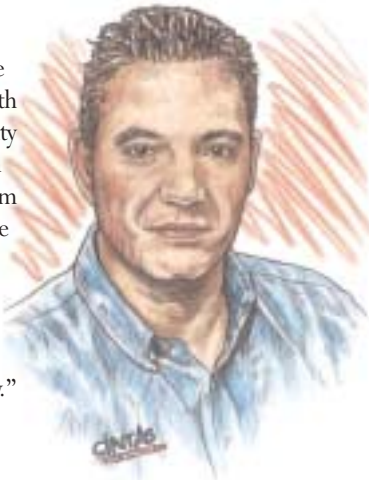
Terry Boudreaux

Throughout his 29 years of service, Terry has always done the right thing versus the easy thing. He also displays a passion for both his internal and external customers. Terry credits his success to the good supervisors for whom he has worked over the years. He says they have allowed him to try different things and to learn from his mistakes.

29 years of service. First position/Service Sales Representative.
Current position/Plant Manager.

Dan Manzo

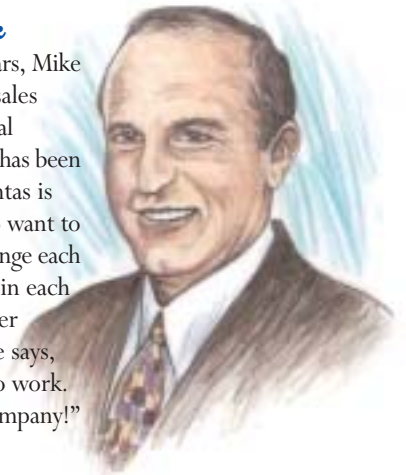
Dan treats his partners as he would want to be treated, with fairness, consistency, and plenty of opportunity to grow. Dan says, "I work with a great team of partners who motivate me each day to give my best. Every day with Cintas is an opportunity to learn, which allows me to grow both personally and professionally."



22 years of service. First position/Stockroom Partner.
Current position/Production Supervisor.

Mike Dudczyk

Over the course of 16 years, Mike has gone from a service sales representative to a general manager. He feels that he has been so successful because Cintas is made up of partners who want to succeed, constantly challenge each other, bring out the best in each other, and are always eager to help when needed. He says, "Cintas is a great place to work. It is a family not just a company!"



16 years of service. First position/Service Sales Representative.
Current position/General Manager.



Brad Feldtz

Brad believes that, at Cintas, hard work and dedication are the main ingredients in success. He says that the best part about working for Cintas is the partners. From the beginning of his career 17 years ago, he remembers being impressed with the dedication and professionalism of Cintas partners and knew then that this was the place for him.

17 years of service. First position/Service Sales Representative.
Current position/Assistant General Manager.



Ivano Favretto

Ivano exemplifies the Cintas culture and the spirit we all share. Ivano credits his rise from shuttle driver to production supervisor to hard work and dedication. Ivano is committed and passionate about Cintas, his work, and the partners around him. People really do make the difference.

7 years of service. First position/Shuttle Driver.
Current position/Production Supervisor.

PARTNER SUCCESS STORIES



Elmer Iraheta

When Elmer emigrated from El Salvador to the United States, he wanted to develop himself and help others. He says, “The Cintas culture and our partners have provided an ideal setting to accomplish my goals.” Elmer is an exceptional coach and motivates his team, allowing them to see the vision, follow him, and have fun while they are at it!

4 years of service. First position/Service Sales Representative.
Current position/Service Training Coordinator.



Bobbie Guercio

From her first role as a shop towel folder, and throughout her career, Bobbie has always been the kind of partner every manager wants. Everyone in her operation sees Bobbie as the “go-to” person. Bobbie believes that she has always been given the opportunity to prove herself and has always received the support and confidence of her managers and fellow partners at Cintas.

13 years of service. First position/Shop Towel Folder.
Current position/Office Manager.

Tim Dooley

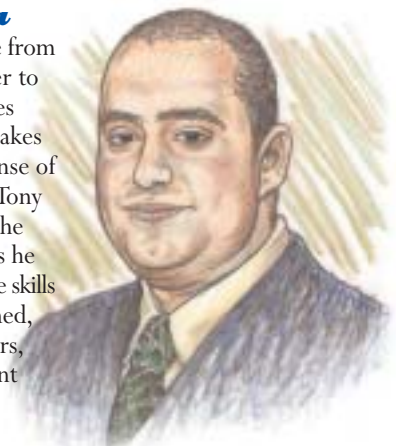
Tim’s brother Chris read about Cintas’ exciting growth and advised him to get his resume to the company quickly. Tim followed a Cintas truck back to the plant and the rest is history! Through his years with the company, Tim has surrounded himself with great mentors and learned all he can from them.



9 years of service. First position/Service Sales Representative.
Current position/General Manager.

Tony DaSilva

As evidenced by his rise from a truck loader/unloader to one of Cintas’ best sales representatives, Tony takes on every task with a sense of ownership and pride. Tony believes in Cintas and the principles and products he represents. He says, “The skills and training I have gained, along with great partners, make Cintas an excellent place to work.”



6 years of service. First position/Truck Loader/Unloader.
Current position/Facility Services Sales Representative (Winner’s Circle).



Bob Ferraro

When Bob came to Cintas in 1984, he was simply looking for a job that would give him full time work with the flexibility to finish his undergraduate degree. Within months, he realized that he had discovered an unbelievable career opportunity in what he calls a “fast-paced, growth-oriented company that rewards its employees for performance.” Bob claims at that point he knew he was onto something great!

18 years of service. First position/Service Sales Representative.
Current position/General Manager.



John Kooyman

Through each of his 11 years of service, John has given 110 percent. He treats all partners with equal respect. John, in turn, credits his success to his partners’ hard work and dedication. John says of his experience at Cintas, “Those that start at the bottom can work their way to the top. Opportunity is always knocking at Cintas.”

11 years of service. First position/Order Auditor-Packing Department.
Current position/Production Manager.

PARTNER SUCCESS STORIES



Danny Kelly

Danny started with a company Cintas acquired and progressed through the ranks of production. When Cintas bought Danny's company, his leadership ability was quickly recognized and he was promoted several more times. Danny credits his success to the great partners surrounding him. He says, "When you are as fortunate as I am to work with great partners, it is not hard to achieve your goals."

22 years of service. First position/Shop Towel Counter.
Current position/Plant Manager.



Stephanie Hafl

Stephanie has determination and drive and consistently leads by example. She fosters excellence in her partners. As a successful plant manager, Stephanie feels that work is a definite team endeavor and wants everyone on her team to succeed. She does what it takes to help partners reach their goals.

5 years of service. First position/Quality Facilitator.
Current position/Plant Manager.

Stephen Walker

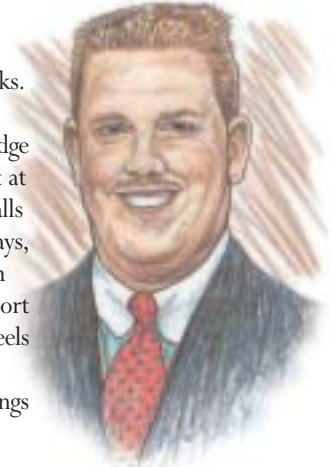
Stephen is a tremendous asset to Cintas. Over his 13 years with the company, he has always been a partner that could be counted on to get the job done. Stephen says, "There is no way for me to have come this far without the support of my front-line partners and Cintas management. This support has been invaluable and I greatly appreciate it. My family and I have been very blessed with the opportunity to grow with a great company like Cintas."



13 years of service. First position/Service Sales Representative.
Current position/Plant Manager.

Ken Greenfield

Ken started with Cintas as a 16-year-old kid washing trucks. In his years of service, he has absorbed the skills and knowledge necessary to become the best at each position he held. Ken calls Cintas a great company and says, "Cintas has provided me with exceptional training and support in every job I have held." He feels he works with exceptional partners who achieve great things every day.



16 years of service. First position/Truck Washer.
Current position/Plant Manager/Assistant General Manager.



Scott Bryk

Scott is the consummate team player and a loyal and dedicated partner. When he walked in the door 11 years ago as a wash room partner, Scott wanted to start a career with a solid company. "Cintas has been that company," he says. "I have enjoyed working here in all of the positions that I have held."

11 years of service. First position/Wash Room Partner.
Current position/Service Manager.



Cheryn Swallow

Cheryn attributes her success at Cintas to her willingness to work hard in an environment that has continually provided her with opportunities for more responsibility, greater challenges, growth, and learning. She has eagerly seized those opportunities and has earned the trust and respect of her partners.

21 years of service. First position/Secretary.
Current position/Director of Contracts and Pricing.



Tim Stoviak
Over the course of 15 years, Tim's understanding of and ability to exceed what is expected of him have resulted in his rise to service manager. He has developed a team of long-term, loyal service sales representatives who enjoy their positions and the challenges that come with continuous success.

15 years of service. First position/Truck Loader/Unloader.
Current position/Service Manager.



Charlotte Wolff
As stockroom manager, Charlotte feels that without her partners, she could not have been successful. They work as a team and everyone's input is important and contributes to the success of the department. Speaking of her 35 years of service, Charlotte says, "I have always had the support and encouragement of my managers."

35 years of service. First position/Shop Towel Folder.
Current position/Stockroom Manager (Beacon Award Winner).

Jeff Lindholm

Jeff began his career at Cintas 14 years ago working part time while attending college. Jeff believes that the number of different positions he has held over the years at Cintas has played a role in his success. He says, "Each job that I have had has allowed me to see more clearly how the various departments relate to and rely on each other."



14 years of service. First position/Waste Water Operator.
Current position/Regional Service Director.

Stan Robaszek

Stan has always had a positive perspective and a "can-do" attitude that is contagious. Stan says, "I have been privileged to work with great mentors over the years who have shared their knowledge and given me the tools to expand my skills. Now, I am honored to be in a position where I can share that information with other partners and help bring out the best in them."



9 years of service. First position/Stockroom Partner.
Current position/Service Manager.



Kathy Blazina
Kathy began her career as a shirt presser in 1967 and today runs a plant with over 200 partners, whom she credits for her success. Kathy feels that learning with her partners helps her grow as a manager. Also key is her willingness to embrace change. Specifically Kathy says, "When the day comes that I can no longer see things around me that I can improve and change for the better, then it is time to step down."

36 years of service. First position/Shirt Presser.
Current position/Plant Manager.

Thanks to *all* our partners for the contributions they have made to Cintas.