



'Twas the night before Christmas and all through the house,
There have been some **big changes**; "Oh My!" said the mouse.

We have come a **long way**, since **1987**,
And it is time to hand off to **Mike, Craig and Kevin**.

Ice storms in Texas and Hurricanes at the Coast,
Their **accomplishments** in leadership, is something to **toast**.

Barry is Canada! He knew where to begin,
James and Derrick were appointed, after all it's "**growth from within**."

8 locations in Canada, from the **East Coast to West**,
His talented **staff**, are **unquestionably** the **best**.

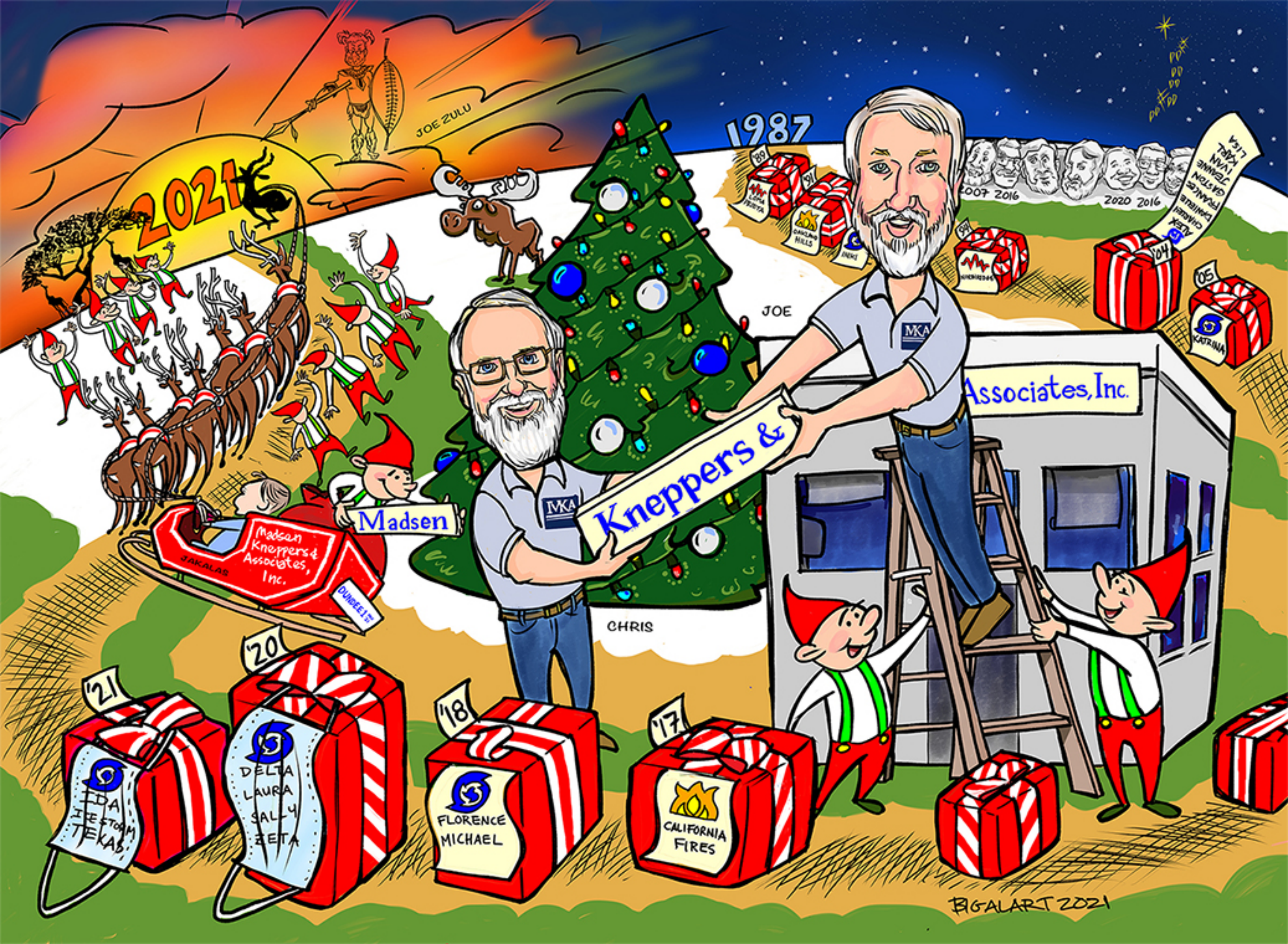
Chris and I will stay on, and still have a **voice**,
To provide access to **mentoring**, should that be a choice.

Our **Clients** should take comfort, our **employees** remain the same,
Now an **Employee Owned Company**; and they're still "**on their game**."

And so, from Chris, (John) and I ... "**Folks, your future looks bright**,"
Merry Christmas to All! and to All a good night.

Jozef H. Kneppers, CPE, FCIOB, CCM
Chairman of the Board





2021

JOE ZULU

1987

2007 2016 2020 2016

COOL MOOSE

JOE

Madsen

Kneppers & Associates, Inc.

Associates, Inc.

CHRIS

20

21

18

17

IDA
IESTOM
TEKAS

DELTA
LAURA
SALLY
ZETA

FLORENCE
MICHAEL

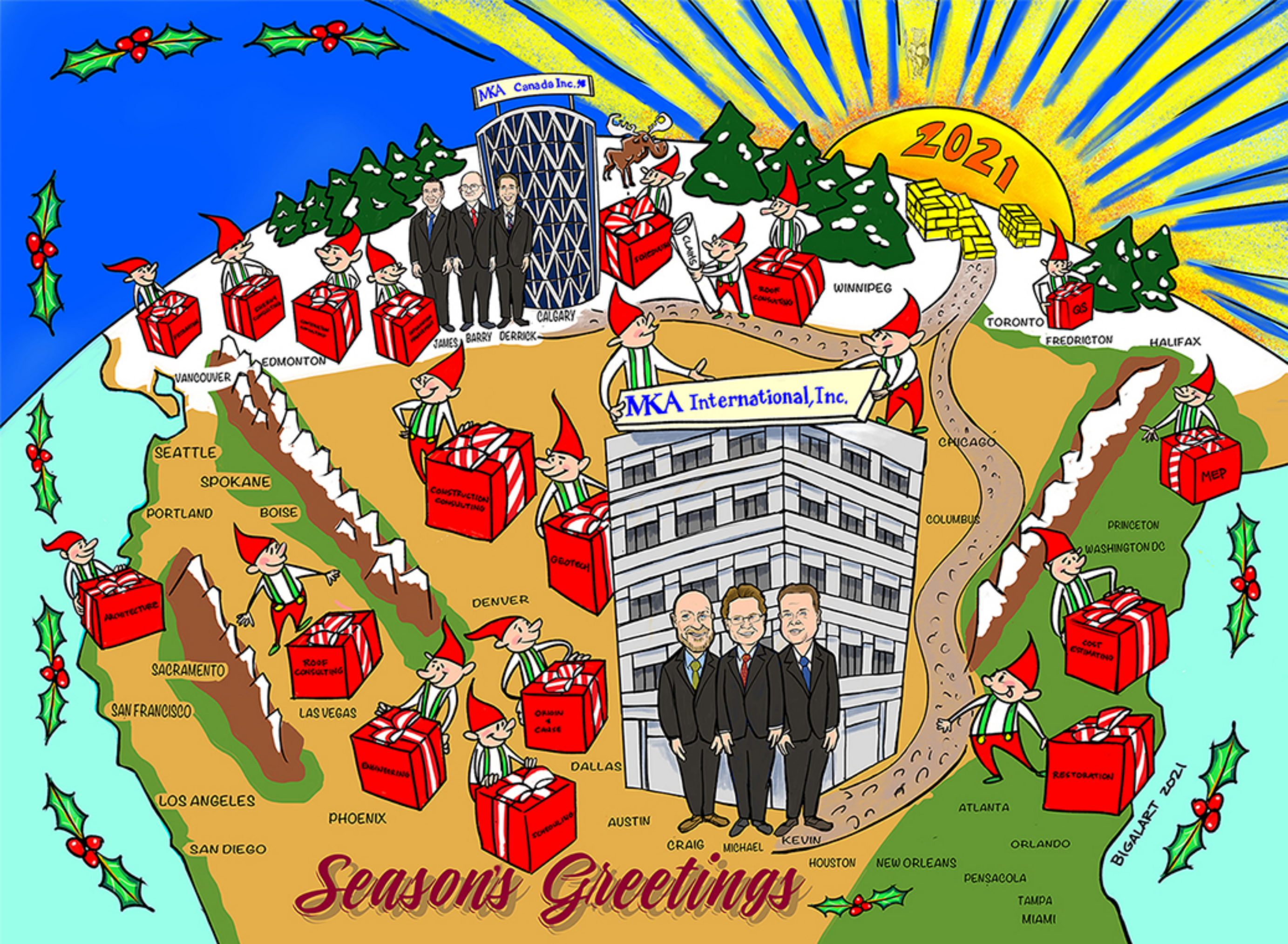
CALIFORNIA
FIRES

05

KATRINA

2007 2016 2020 2016

BIGALART 2021



MKA Canada Inc.



CALGARY

JAMES BARRY DERRICK

2021

MKA International, Inc.



CRAIG MICHAEL KEVIN

Season's Greetings

VANCOUVER

EDMONTON

SEATTLE

SPOKANE

PORTLAND

BOISE

SACRAMENTO

SAN FRANCISCO

LOS ANGELES

SAN DIEGO

PHOENIX

DENVER

DALLAS

AUSTIN

HOUSTON

NEW ORLEANS

ATLANTA

ORLANDO

PENSACOLA

TAMPA

MIAMI

CHICAGO

COLUMBUS

PRINCETON

WASHINGTON DC

WINNIPEG

TORONTO

FREDRICTON

HALIFAX

BIGALART 2021

