

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549**

**FORM 8-K**

**CURRENT REPORT**

**PURSUANT TO SECTION 13 OR 15(d) OF THE  
SECURITIES EXCHANGE ACT OF 1934**

**Date of Report (date of earliest event reported): April 29, 2024**

**ALICO, INC.**

(Exact name of registrant as specified in its charter)

**Florida**

**0-261**

**59-0906081**

(State or other jurisdiction of incorporation)

(Commission File Number)

(I.R.S. Employer Identification No.)

**10070 Daniels Interstate Court, Suite 200, Fort Myers, FL 33913**

(Address of principal executive offices)(Zip Code)

**239-226-2000**

(Registrant's telephone number, including area code)

**Not Applicable**

(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 C.F.R. 230.425)
- Soliciting Material pursuant to Rule 14a-12 under the Exchange Act (17 C.F.R. 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14D-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 C.F.R. 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock	ALCO	Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

- Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

## Item 2.02. Results of Operations and Financial Condition.

Alico, Inc. (the “Company”) will participate in the Planet MicroCap Showcase (the “Showcase”) in Las Vegas, Nevada on May 1, 2024. At the Showcase, the Company will provide an update on long-term debt and capital returned as of March 31, 2024. The Company expects to present at the Showcase on Wednesday, May 1, 2024 at 9:00 am PDT (12:00 pm EDT). The full text of the presentation is furnished as Exhibit 99.1 hereto and incorporated herein by reference, and will be posted on the investor relations page of the Company’s website (ir.alicoinc.com).

This information shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as expressly set forth by specific reference in any such filing.

## Item 7.01 Regulation FD Disclosure.

The foregoing disclosure in Item 2.02 hereof is incorporated by reference into this Item 7.01.

## Cautionary Note Regarding Forward-Looking Statements

This Current Report on Form 8-K contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact contained herein are forward-looking statements. These statements include, but are not limited to, statements about our expected financial performance and upcoming events and presentations. Accordingly, we caution you that any such forward-looking statements are not guarantees of future performance and are subject to risks, assumptions, and uncertainties that are difficult to predict and generally beyond our control. Although management believes that the expectations reflected in these forward-looking statements are reasonable as of the date made, there are or will be important factors that could cause our actual results to differ materially from those indicated in these forward-looking statements, including, but not limited to, the factors set forth under the caption “Risk Factors” in our Annual Report on Form 10-K for the fiscal year ended September 30, 2023, filed with the Securities and Exchange Commission (“SEC”), and our other filings with the SEC. You are cautioned not to place undue reliance on any forward-looking statements made herein. Any forward-looking statement speaks only as of the date as of which it is made, and, except as otherwise required by law, we do not undertake any obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments or otherwise. New factors emerge from time to time, and it is not possible for us to predict which will arise.

## Financial Disclosure Advisory

The preliminary financial results for the quarter ended March 31, 2024 that the Company intends to discuss at the Showcase are estimates and represent the most current information available to the Company’s management, as financial closing procedures for the second quarter ended March 31, 2024 are not yet complete. The Company expects that its actual results to be reported in its Quarterly Report on Form 10-Q for the quarter ended March 31, 2024 will not differ materially from the preliminary results, however, these results are subject to change following the completion of year-end accounting procedures and adjustments.

## Item 9.01. Financial Statements and Exhibits.

(d) Exhibits.

Exhibit No.	Description
99.1	<a href="#">Investor Presentation of the Company, dated April 29, 2024</a>
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Date: April 29, 2024

ALICO, INC.

By:

\_\_\_\_\_  
/s/ Bradley Heine

Bradley Heine  
*Chief Financial Officer*



**NASDAQ: ALCO**

[www.alcoinc.com](http://www.alcoinc.com)

# Investor Presentation

May 2024



## Cautionary Note Regarding Forward-Looking Statements

This presentation contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements include, but are not limited to, statements regarding our expectations related to box production and citrus pricing, the potential value of our land holdings, our long term debt targets, our ESG initiatives, for future operations or any other statements relating to our future activities or other future events or conditions. These statements are based on our current expectations, estimates and projections about our business and assets based, in part, on assumptions made by our management and can be identified by terms such as "will," "should," "expects," "plans," "hopes," "anticipates," "could," "intends," "targets," "projects," "contemplates," "believes," "estimates," "forecasts," "predicts," "potential" or "continue" or the negative of these terms or other similar expressions.

These forward-looking statements are not guarantees of future performance and involve risks, uncertainties and assumptions that are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed or forecasted in the forward-looking statements due to numerous factors, including, but not limited to: adverse weather conditions, natural disasters and other natural conditions, including the effects of climate change and hurricanes and tropical storms, particularly because our citrus groves are geographically concentrated in Florida; damage and loss from disease including, but not limited to, citrus greening and citrus canker; any adverse event affecting our citrus business; our ability to effectively perform grove management services, or to effectively manage an expanded portfolio of groves; our dependency on our relationship with Tropicana and Tropicana's relationship with certain third parties for a significant portion of our business; our ability to execute our strategic growth initiatives and whether they adequately address the challenges or opportunities we face; product contamination and product liability claims; water use regulations restricting our access to water; changes in immigration laws; harm to our reputation; tax risks associated a Section 1031 Exchange; risks associated with the undertaking of one or more significant corporate transactions; the seasonality of our citrus business; fluctuations in our earnings due to market supply and prices and demand for our products; climate change, or legal, regulatory, or market measures to address climate change; ESG issues, including those related to climate change and sustainability; increases in labor, personnel and benefits costs; increases in commodity or raw product costs, such as fuel and chemical costs; transportation risks; any change or the classification or valuation methods employed by county property appraisers related to our real estate taxes; liability for the use of fertilizers, pesticides, herbicides and other potentially hazardous substances; compliance with applicable environmental laws; loss of key employees; material weaknesses and other control deficiencies relating to our internal control over financial reporting ; macroeconomic conditions, such as rising inflation, the deadly conflicts in Ukraine and Israel, and the COVID-19 pandemic; system security risks, data protection breaches, cyber-attacks and systems integration issues; our indebtedness and ability to generate sufficient cash flow to service our debt obligations; higher interest expenses as a result of variable rates of interest for our debt; our ability to continue to pay cash dividends; and the other factors described under the sections "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in our Annual Report on Form 10-K for the fiscal year ended September 30, 2023 filed with the Securities and Exchange Commission (the "SEC") on December 6, 2023, and in our Quarterly Reports on Form 10-Q, to be filed with the SEC. Past performance is not necessarily indicative of future results. Except as required by law, we do not undertake an obligation to publicly update or revise any forward-looking statement in this presentation, whether as a result of new information, future developments, or otherwise.

This presentation also contains financial projections that are necessarily based upon a variety of estimates and assumptions which may not be realized and are inherently subject, in addition to the risks identified in the forward-looking statement disclaimer, to business, economic, competitive, industry, regulatory, market and financial uncertainties, many of which are beyond the Company's control. There can be no assurance that the assumptions made in preparing the financial projections will prove accurate. Accordingly, actual results may differ materially from the financial projections.

**Non-GAAP Financial Measures:** In addition to the GAAP financial measures, Alico utilizes EBITDA which is a non-GAAP financial measures within the meaning of Regulation G and Item 10(e) of Regulation S-K, to evaluate the performance of its business. Due to significant depreciable assets associated with the nature of our operations and, to a lesser extent, interest costs associated with our capital structure, management believes that EBITDA is an important measures to evaluate our results of operations between periods on a more comparable basis and to help investors analyze underlying trends in our business, evaluate the performance of our business both on an absolute basis and relative to our peers and the broader market, provide useful information to both management and investors by excluding certain items that may not be indicative of our core operating results and operational strength of our business. Such measurement is not prepared in accordance with accounting principles generally accepted in the United States ("U.S. GAAP") and should not be construed as an alternative to reported results determined in accordance with U.S. GAAP. The non-GAAP information provided is unique to Alico and may not be consistent with methodologies used by other companies. EBITDA is defined as net income before interest expense, provision for income taxes, depreciation, depletion and amortization. See the Appendix to the presentation for a reconciliation of EBITDA to loss for the period, the most directly comparable financial measure calculated and presented in accordance with GAAP, for the periods presented.

# Our History

Alico Inc. is a Florida-based agribusiness and land management company with 125 years of experience.

Alico owns approximately 54,500 acres of land and approximately 49,500 acres of oil, gas, & mineral rights in whole or part throughout Florida.

Our main operations are citrus production and land management, including citrus cultivation, management of citrus groves for third parties, and leases for grazing, farming, and mining.

**Alico seeks to provide investors with the benefits and stability of a conventional agriculture investment with the optionality that comes with active land management.**



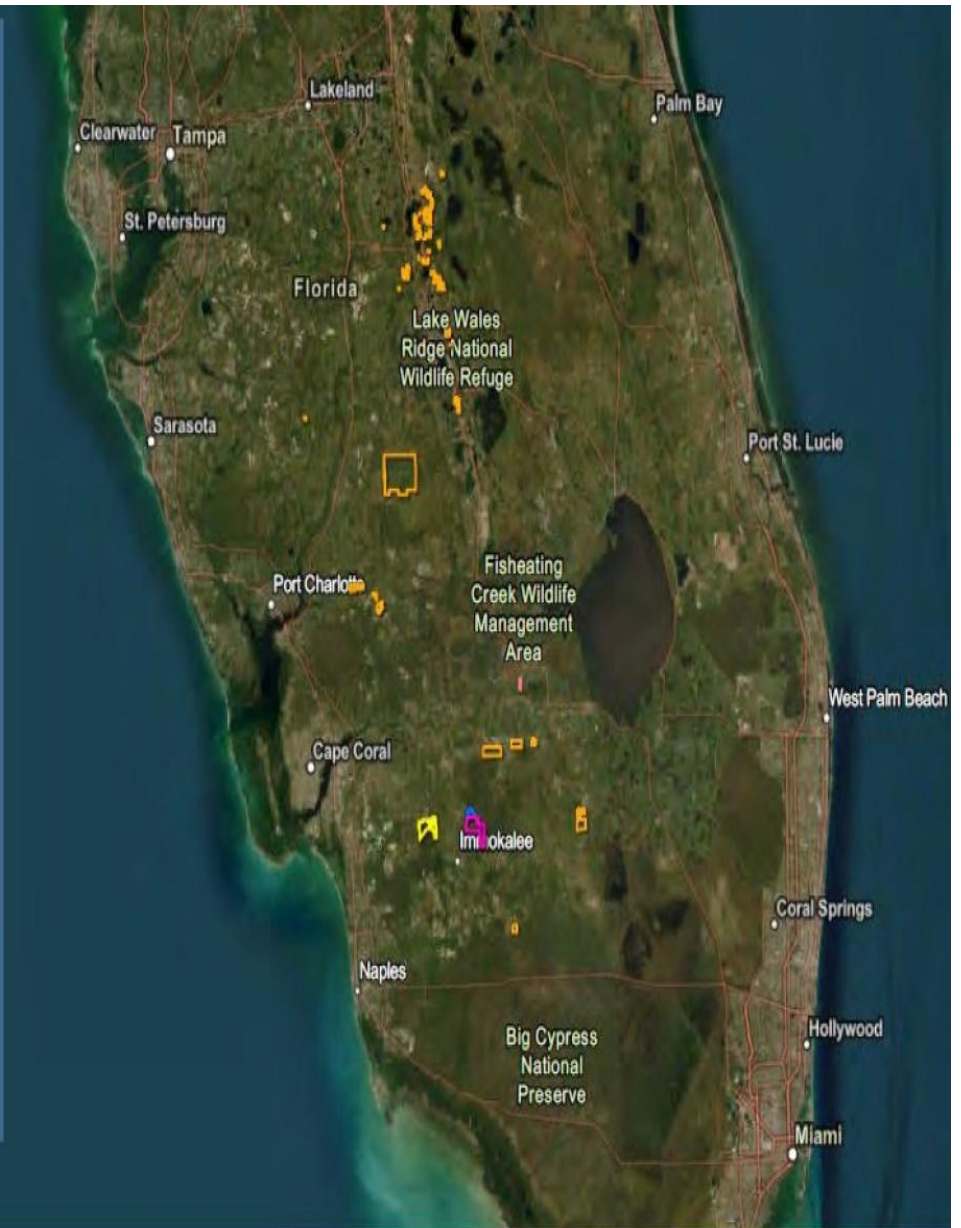
## Alico's Largest Asset: Our Land

Alico currently manages approximately 49,000 acres of citrus groves in 31 locations across 7 counties.

Alico is a major landowner; its primary asset is 54,500 acres of land.

Top citrus grower in the US and primary supplier to Tropicana, a leading orange juice brand in the US.

Recognized within the citrus industry for exceptional caretaking practices, one result being a new partnership with a large citrus grower to manage another 3,300 acres of citrus groves, with expenses reimbursed and a management fee paid per acre for its services.



Source: Alico earnings press release years-end September 30, 2023, 2022, 2021, 2020, 2019, 2018 and 2017.

# Valuable Florida Land Holdings



## Approximately \$300M Enterprise Value as of 3/31/2024

Estimate of Potential Value of Land Holdings and Enterprise Value

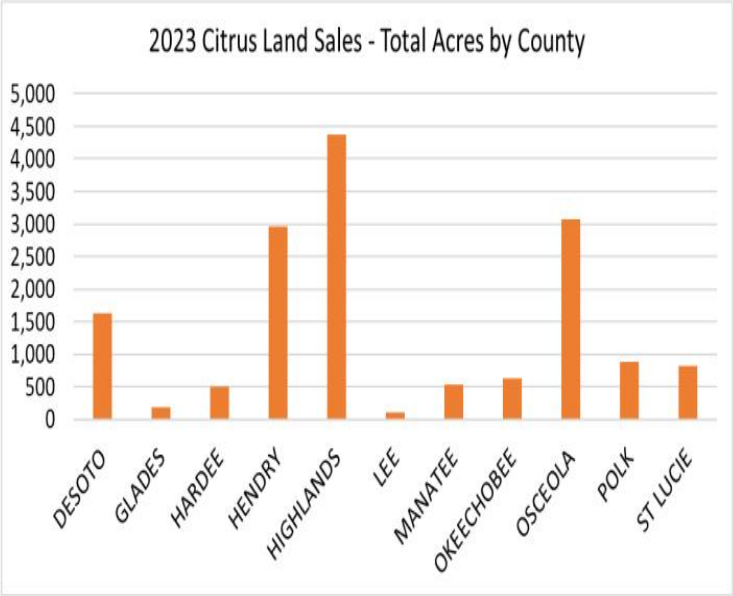
Land	Acres	Average Estimated Unrealized Value per Acre	Range (\$M)
Non-Citrus <sup>1</sup>	5,625	\$4,500 - \$5,500	\$25 - \$31
Citrus	<u>48,949</u>	\$8,000 - \$10,000	<u>\$392 - \$490</u>
Implied Enterprise Value (EV)	54,574		\$417 - \$521

(1): Excludes 17,229 of Ranch acreage representing the sale to the State of Florida, for \$77.6M, which closed on December 21, 2023  
Note: Values indicated are illustrative only based upon management estimates. Actual transaction values could differ significantly  
Source: Acreage per Alico's FY2023 form 10K, adjusted per note 1; 7,620,130 shares outstanding as of 3/31/2024

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# 2023 Citrus Land Sales



**YEAR TO YEAR COMPARISON 2022 TO 2023**

SIZE/PRICE	2022	2023	INCREASE OR DECREASE
Gross Acres Sold	17,311 Acres	15,699 Acres	9% Decrease
Average Transaction Size	162 Acres	392 Acres	142% Increase
Mid-Pt Transaction Size	51 Acres	186 Acres	265% Increase
Average Price/Gross Acre	\$8,645	\$9,284	7% Increase
Average Price/Net Tree Acres	\$10,807	\$11,141	3% Increase
Mid-Pt Price/Gross Acre	\$11,000	\$10,983	4% Decrease

Source: Saunders Ralston Dantzler Real Estate, LayOfTheLandReport.com

# 2023 Population Movement



Top 10 Counties in Annual Numeric Growth: July 1, to July 1, 2023						
Rank	State	County	April 1, 2020 (Estimates Base)	July 1, 2022	July 1, 2023	Numeric Growth
1	Texas	Harris County	4,731,122	4,781,337	4,835,125	53,788
2	Texas	Collin County	1,066,467	1,158,995	1,195,359	36,364
3	Texas	Montgomery County	620,460	679,554	711,354	31,800
4	Arizona	Maricopa County	4,425,102	4,555,833	4,585,871	30,038
5	Florida	Polk County	725,048	788,382	818,330	29,948
6	Texas	Denton County	906,419	977,760	1,007,703	29,943
7	Texas	Fort Bend County	822,797	888,919	916,778	27,859
8	Texas	Bexar County	2,009,316	2,060,191	2,087,679	27,488
9	Texas	Tarrant County	2,110,623	2,155,646	2,182,947	27,301
10	Texas	Williamson County	609,006	672,273	697,191	24,918

Source: U.S. Census Bureau, *Vintage 2023 Population Estimates*

# Recent Transactions



On December 21, 2023, Alico sold to the State of Florida its remaining 17,229 acres of the Alico Ranch for approximately \$77.6 million in gross proceeds.

Approximately 69,000 acres of the Alico Ranch were sold for \$226 million to more than 25 buyers since 2018.

# Returning Substantial Capital



**Approximately \$196M of capital returned since beginning of FY2015, including \$94 million of capital returned since beginning of FY2021.**

## Dividends

Since beginning of FY2015, Alico has made aggregate dividend payments of over \$40M. Alico has paid dividends, with one exception, since 1974.

## Principal Payments

Alico has made aggregate net principal payments on its indebtedness of approximately \$121M since the beginning of FY2016.

## Buybacks

Since the beginning of FY2015, excluding Alico's tender, Alico has bought back over \$9.9M of its common stock.

## Tender Offers

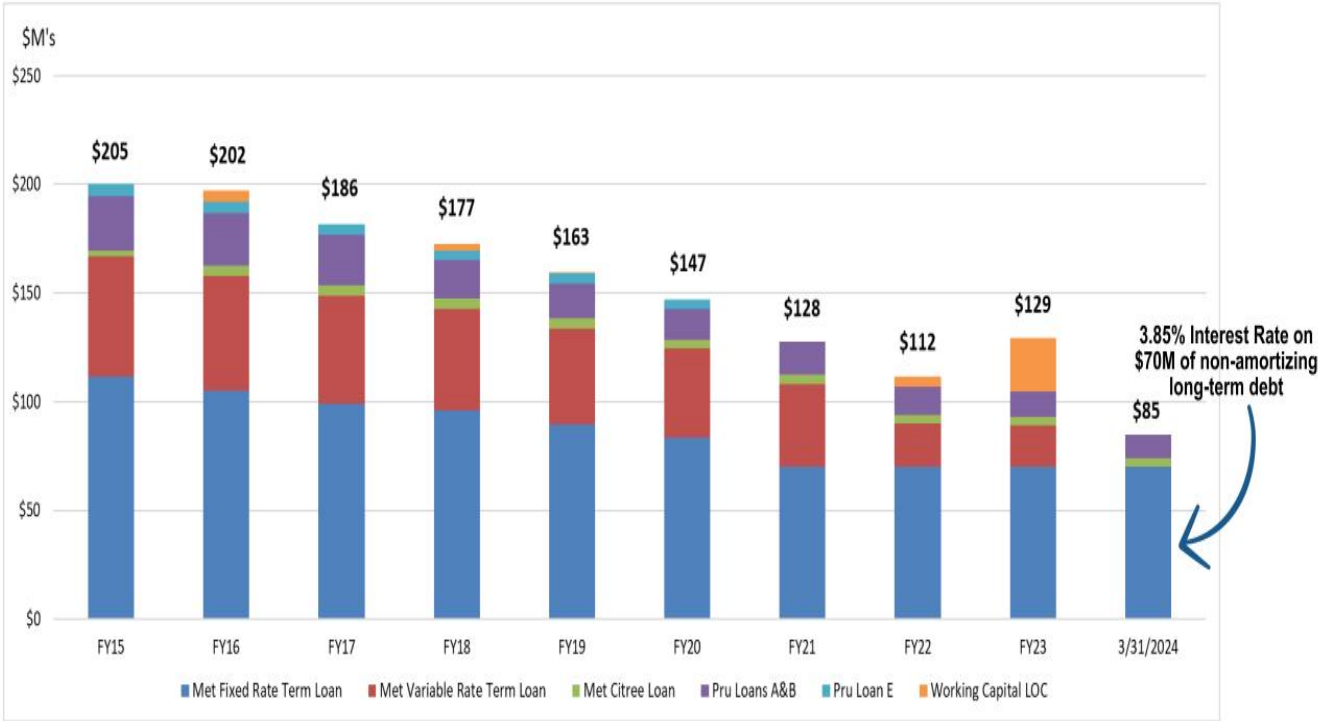
In 2018, Alico executed a tender offer that bought back approximately \$25.6M of its common stock.

Note: Values as of 3/31/2024

# Alico De-Leveraging



Targeting a 60% reduction in long term debt since FY2014



Source: Alico 2015-2023 10-K's and FY2024 through 3/31/2024  
 Note: Reflects long term debt and current portion of long-term debt at year-end

# Orange Juice Supply Chain & Pricing



**With demand for not-from-concentrate orange juice remaining strong and processor inventories for juice at lower-than-normal levels, market prices are above prior season levels.**

Current processing inventory levels are unusually low.

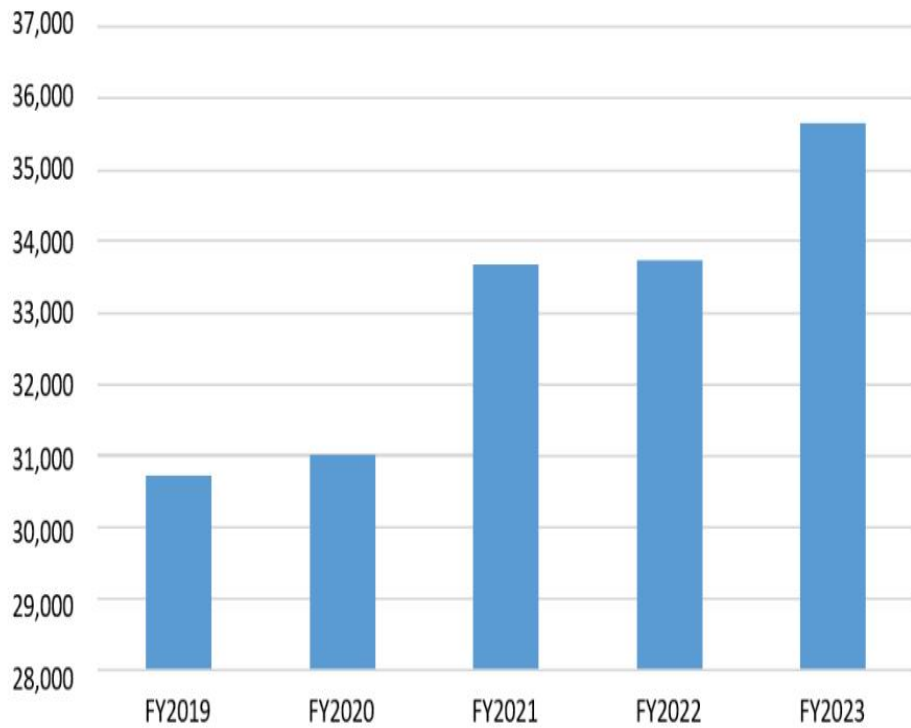
Decrease in citrus inventory carryover levels are due to the following:

- Increase in global demand for not-from concentrate (NFC) orange juice during the COVID-19 pandemic, which started in March 2020, has continued to remain higher than pre-Covid levels.
- Crops from Florida and Brazil have been lower for the last two years.

# Commitment to Citrus



Producing Acres by Year



# Citrus Leadership



Increased tree plantings expected to result in improved production – potential for significant increased box production on existing acres as the 2.2 million trees planted reach full maturity.

In fall of 2023, Alico added a new partnership with a large citrus grower to manage another 3,300 acres of citrus groves, with expenses reimbursed and a management fee paid per acre for its services.

Alico will continue to pursue caretaking management services which provides for risk-free financial improvements.

We expect to maintain cash growing costs at consistent levels over the next several years after factoring in minimum wage increases.

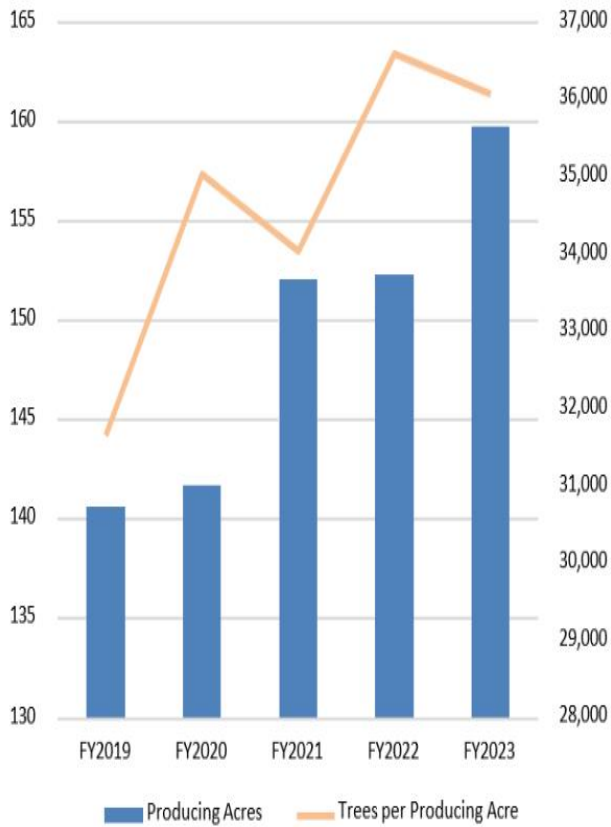




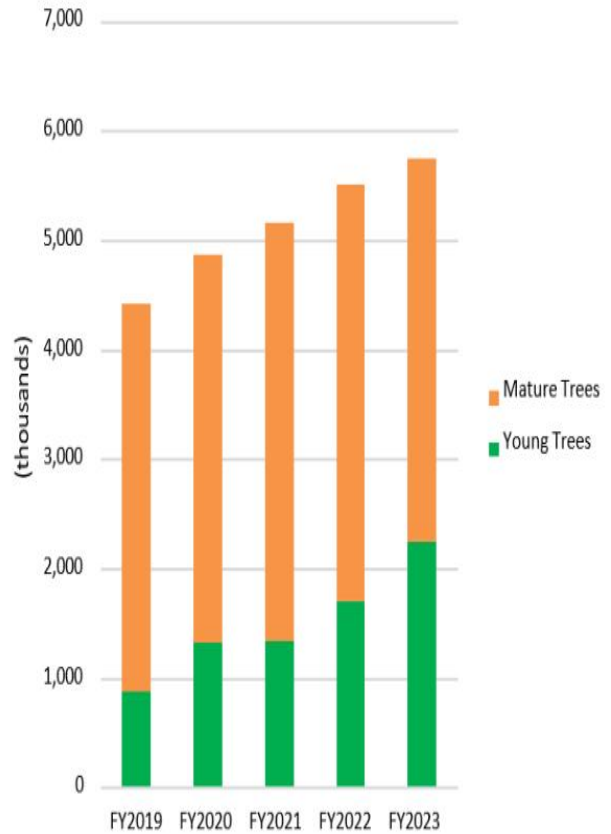
# Investments Bearing Fruit



Trees per Acre by Year



Tree Count by Year



Source: Management's estimates

# Alico's Efforts to Mitigate Citrus Greening



Over 35% of our trees have been treated with an oxytetracycline or 'OTC' injection since January 2023 to combat the impacts of citrus greening, decrease the rate of fruit drop and improve fruit quality. Alico trees that received the initial OTC application therapy did show measurable improvement in quality. However, improved fruit size and volume and reduced fruit drop were not noticeably observed this season.

The financial incentives in place to offset OTC treatment costs in 2024 has encouraged Alico to double the number of trees it will treat before our next harvest season, and we remain optimistic that production will increase next year.

**What is Greening?** In the United States, citrus greening, also called Huanglongbing (HLB), is a bacterial infection spread by a tiny insect called the Asian citrus psyllid. While the disease poses no health threat to people or animals, it causes less nutrients to be absorbed by the tree and subsequently the fruit it produces.



# Real Estate Portfolio Evaluated



Alico recently concluded its work with land-use planning professionals to evaluate the long-term potential value of our real estate assets. This led to the commencement of the multi-year entitlement process for a 4,500-acre grove near Fort Myers in Collier County named Corkscrew Grove. Alico plans to continue citrus operations while exploring the property's highest and best use.

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**Alico continues to evaluate all of its properties to explore creative solutions to enhance and extract value. Alico seeks to provide investors with the benefits and stability of a conventional agriculture investment with the optionality that comes with active land management.**



Source: Aerial image of Alico's Corkscrew Grove through GIS

# ESG Initiatives

Alico's Environmental, Social, Governance (ESG) Initiatives



Alico has been around for generations, and we are continuing to increase our sustainability value for the many years to come. As a frontrunner in the citrus industry, we are continuing to focus on being a responsible corporate citizen. We operate with integrity, protect our lands, cultivate the safety and skills of our people, and support our communities.

**Consistent with what we communicated in our inaugural Sustainability Report in 2021, over the past year Alico has worked to deliver on our ESG promises. Some of our notable accomplishments include:**

- Continuing trials for slow-release fertilizer, which have potential to significantly reduce our carbon footprint over the long-term.
- Providing human rights training to all employees, reinforcing our commitment to labor and human rights in our operations and across our value chain.
- Continuing the Alico Women's Council and Alico Hispanic Council Committees; business resource groups dedicated to supporting our female and our Hispanic and Latino employees.
- Reinstating (after a two-year COVID-19 delay) the requirement for all harvesting crew leaders to complete a Farm Management Certification Program, which provides an extra layer of assurance on food safety and workplace safety practices.
- Continuing our membership in the United Nations Global Compact (UNGC) and aligning our sustainability efforts with the United Nations Sustainable Development Goals (UNSDGs) for Zero Hunger, Decent Work and Economic Growth, and Life on Land.

Visit our website for more information: [www.alicoinc.com/sustainability](http://www.alicoinc.com/sustainability)

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# Why Invest in Alico?



## Financial Performance

- \$244 million of EBITDA\* past 5-years
- Pricing improving
- Production potential to increase as trees mature
- Expense Base Substantially Fixed
- Ample liquidity

## Capital Markets

- Sell-Side Research through Roth Capital
- Strong institutional ownership
- Trading multiples are lower than selected comparables

## Real Estate Strategy

- Sold approximately 69,000 acres of Alico Ranch to over 25 buyers for approximately \$226 million in gross proceeds.
- Continue to pursue other strategic land purchases or sale opportunities
- Monetize mineral rights
- Evaluate Entitlement

## Maintain Industry Leadership

- Nurture Tropicana relationship for long-term mutual benefits
- Multi-year supply contracts
- Aim to market fruit annually through owned or operated groves
- Maintain strong relationships with all processors

## \$196M of Capital Returned Since Beginning of 2015

Cash flow invested or returned:

- Debt repayments
- Tender offer and share buybacks
- Quarterly dividend payer since 1974.

## Investing for Growth

- Maximize grove density and replant trees at maintenance levels elsewhere
- Pilot alternative crops (hemp, bamboo, pongamia, etc.)
- Expand Third-Party Caretaking Revenues
- Technology enhancements

## 125+ Year Old Leader Committed to Citrus for Generations to Come

Alico is an American legacy...  
built for today's world.

(1) EBITDA is a non-GAAP measure. See Appendix A in this presentation for reconciliation to the nearest GAAP measure.

Note: Values as of 3/31/2024



NASDAQ: ALCO

[www.alicoinc.com](http://www.alicoinc.com)

# Appendix A



# Appendix A: Non-GAAP Financial Measure - Adjusted EBITDA

(in 000's)	2019	2020	2021	2022	2023	5-Year Total
Net (loss) income attributable to common stockholders	\$37,833	\$23,662	\$34,859	\$12,459	\$ 1,835	
Interest expense	7,180	5,981	3,987	3,324	4,911	
Income tax (benefit) provision	12,783	7,663	11,567	1,069	801	
Depreciation, depletion, and amortization	<u>13,924</u>	<u>14,282</u>	<u>15,122</u>	<u>15,229</u>	<u>15,487</u>	
EBITDA	\$71,720	\$51,588	\$65,535	\$32,081	\$ 23,034	\$ 243,958
Non-GAAP Adjustments:						
Inventory casualty loss - Hurricane Ian	-	-	-	14,900	-	
Inventory net realizable value adjustment - Hurricane Ian	-	-	-	6,676	1,616	
Property Casualty Loss - Hurricane Ian	-	-	-	1,400	-	
Net realizable inventory value adjustment	808	-	-	-	-	
Impairment on right-of-use asset	-	87	-	-	-	
Impairment long-lived assets	396	598	-	-	-	
Stock compensation expense <sup>1</sup>	778	573	386	574	347	
Federal Relief - Hurricane Irma	-	-	-	(1,123)	(1,315)	
Separation and consulting agreement expense	800	104	-	-	-	
Corporate advisory fees	-	-	201	-	-	
Tender offer expense	32	-	-	-	-	
Professional fees related to corporate matters	2,283	-	-	-	-	
Insurance proceeds - Hurricane Ian	-	-	-	-	(28,228)	
Insurance reimbursement - corporate matters	-	-	(658)	-	-	
Change in fair value of derivatives	989	-	-	-	-	
Pension plan termination - payout tax gross-up	720	-	-	-	-	
Forfeiture of stock options	(823)	-	-	-	-	
Transaction/Structure costs	-	-	-	-	-	
Insurance and federal relief proceeds - Hurricane Irma	(16,083)	(4,629)	(4,299)	-	-	
Gains on sale of real estate, property and equipment, and assets held for sale	<u>(13,166)</u>	<u>(30,424)</u>	<u>(35,898)</u>	<u>(41,102)</u>	<u>(11,509)</u>	
Adjusted EBITDA	\$48,454	\$17,897	\$25,267	\$13,406	\$ (16,055)	\$ 88,969

(1) Includes stock compensation expense for current executives, senior management, and other employees

Source: Alico FY2019-FY2023 earnings press releases

# 2024 Conference Schedule



**January**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**February**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

**March**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**April**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**May**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**June**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**July**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**August**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**September**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

**October**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**November**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

**December**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**Planet MicroCap Showcase - Las Vegas, NV**

April 30 - May 2

**Sidoti MicroCap Conference - Virtual**

May 8 - 9

**East Coast IDEAS CON - New York, NY**

June 13

**Midwest IDEAS CON - Chicago, IL**

August 28 & 29

**Southwest IDEAS CON - Dallas, TX**

November 20 & 21



# Key Company Leadership



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