

Clearfield Signs ESGR Statement of Support; Supervisor Todd Bade Receives Patriot Award for Exceptional Military Support

Event highlights Clearfield's ongoing dedication to service members and the supervisors who support them

MINNEAPOLIS--(BUSINESS WIRE)-- [Clearfield, Inc.](#) (NASDAQ:CLFD), the leader in community broadband fiber connectivity, today announced that the company formally signed the Employer Support of the Guard and Reserve (ESGR) Statement of Support, reaffirming its commitment to employees who serve in the National Guard and Reserve. At the same event, ESGR presented its Patriot Award to Clearfield supervisor Todd Bade in recognition of his outstanding support for Continuation Engineer Robin Kuenzler, a member of the Air National Guard. Together, the signing and the award highlight Clearfield's ongoing commitment to supporting employees who serve.

The Patriot Award honors direct supervisors nominated by Guard and Reserve members who demonstrate extraordinary support, flexibility, and encouragement for military service. This recognition highlights leaders who go above and beyond to ensure service members can fulfill their military duties while maintaining successful civilian careers.

"The ESGR Patriot Award reflects the efforts made to support citizen warriors through a wide range of measures, including flexible schedules, time off prior to and after deployment, caring for families, and granting leaves of absence if needed," said Chad Sackett, Minnesota's ESGR State Chair.

Kuenzler, an Airman First Class in the 133rd Airlift Wing based in Minnesota, added, "For nearly half a year during my active duty service, Todd willingly took on my responsibilities and worked many additional hours to keep our projects on track. His dedication, flexibility, and genuine commitment to supporting my military service made a significant difference to both me and our team. His actions truly embody the spirit of the ESGR Patriot Award."

"At Clearfield, we believe great companies are defined by how they treat their people," said Cheri Beranek, President & CEO of Clearfield. "Supporting our employees who serve isn't just the right thing to do—it's who we are. We are not only incredibly proud of Todd's Patriot Award but also Robin's service in the Air National Guard. They both embody our team's dedication, service, and excellence."

Employers who sign the ESGR Statement of Support commit to comply with the Uniformed Services Employment and Reemployment Rights Act (USERRA), equip managers to support Guard and Reserve employees, and value the unique skills service members bring to the workforce. They also pledge to actively hire, recognize, and support Guardsmen,

Reservists, Veterans, and their families.

“The Statement of Support Program is the cornerstone of ESGR’s effort to gain and maintain employer support for the Guard and Reserve,” Sackett said. “The intent of the program is to increase employer support by encouraging employers to act as advocates for employee participation in the military.”

For more information on Clearfield and its innovative fiber solutions, visit www.SeeClearfield.com.

About Clearfield, Inc.

Clearfield, Inc. (NASDAQ: CLFD) designs, manufactures, and distributes fiber optic management, protection, and delivery solutions that play a critical role in enabling broadband operators to close the digital divide. Our labor lite, craft-friendly platform is leveraged by community broadband, MSOs, incumbent service providers, ISPs, data centers, military, municipalities, and coops - from homes passed to homes connected faster and more efficiently. Headquartered in Minneapolis, MN, Clearfield deploys more than a million fiber ports each year. For more information, visit www.SeeClearfield.com.

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