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Darrell S. Freeman, Sr. Leaves Lasting Legacy at Middle Tennessee Electronics Recycling Firm
S3 Recycling Solutions Names Freeman Past Chairman In Memoriam, Hires His Youngest Child

SPRINGFIELD, Tenn. – The legacy of Darrell S. Freeman, Sr. lives on at S3 Recycling Solutions with the hiring of his youngest child, Nathan Freeman, as a sales executive. The past Chairman of the Board passed away in June, and his son joined the firm full time shortly after.

Nathan graduated in May from the University of Tennessee Knoxville, where he studied business management with a collateral in entrepreneurship at the Haslam College of Business. He began his tenure in the electronics recycling industry when he joined S3 as a warehouse worker in the summer of 2018, and he spent subsequent summers interning with the firm. Now, as a full-time team member, he is responsible for creating new business development opportunities for S3 throughout the U.S and Canada, and then handing those accounts off to an internal client services team.

“My dad was really excited about S3, probably the most excited he’s been about a company since Zycron, so I’m really happy to be here,” Nathan said. “My goal is to help the organization grow and learn what it takes to be a great CEO and leader.”

CEO Rod McDaniel credits a lot of S3’s success to the mentorship he received from Darrell and acknowledges the influence Darrell had on S3’s exponential growth. He said he hopes to pass along the same entrepreneurial wisdom to Nathan.

“Without Darrell’s willingness to be patient with me as I matured as an entrepreneur and open doors for me, S3 could not have experienced the success that it has,” McDaniel said. “Now it is my opportunity to pay it forward to his son.”

With Darrell’s influence, S3’s annual revenue grew 650 percent from 2016 – when he was named S3 Chairman of the Board of Directors – to 2020 – when he became the majority owner of the company and S3 received R2 certification, the highest credential for e-recycling firms. S3 is expected to have another year of record revenue in 2022, with 237 clients across the nation and a second consecutive year of being named one of Inc. 5000’s fastest-growing private companies in America.

To formerly commemorate his legacy, S3 has named Darrell S. Freeman, Sr. Past Chairman of the Board In Memoriam, a title he will hold indefinitely.

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On October 26, 2022, S3 CEO Rod McDaniel released the following statement reflecting on his opportunity to honor Darrell S. Freeman, Sr.’s legacy by mentoring his son.

From the Desk of S3 CEO Rod McDaniel - Honoring the Legacy of Darrell S. Freeman, Sr.

In February 2016, when I didn’t have the money or the business experience to buy a company like S3, I turned to Darrell S. Freeman, Sr., and a small group of investors who took a chance on me. For the last six years, it has been the most incredible journey, and I owe much of it to him. Without his willingness to

be patient with me as I matured as an entrepreneur and open doors for me, S3 could not have experienced the success that it has.

From Day 1, Darrell made it a point to be my mentor and business partner. We talked daily, and he taught me how to strategically put the right people and processes in place to operate a first-class facility with a powerhouse team.

He ushered in a new way of doing business, thinking bigger, leveraging relationships and heavily emphasizing mentorship. With Darrell's influence, S3's annual revenue grew 650 percent from 2016 – when he was named S3 Chairman of the Board of Directors – to 2020 – when he became the majority owner of the company and S3 received R2 certification, the highest credential for e-recycling firms. S3 is expected to have another year of record revenue in 2022, with 237 clients across the nation and a second consecutive year of being named one of Inc. 5000's fastest-growing private companies in America.

Since losing our dear friend in June, the team at S3 has taken time to heal and strengthen our resolve to honor him the best way we know how. To follow the model that he showed us: to treat people right, have fun, make money, and give back to the community, all while establishing ourselves as a leader in the electronics and information technology recycling industry.

Darrell's business success has been well documented in the media and his lengthy bio. But the legacy of Darrell S. Freeman, Sr. extends far beyond business acumen, countless accolades or philanthropic endeavors. He touched countless lives with his generosity and leadership. When asked in a 2020 interview (<https://bgsf.com/04/00/bgsf/how-to-invest-in-people-for-better-outcomes-with-darrell-freeman/>) how he wanted to be remembered, he responded: As a giver to the community, and a good husband and father to his wife and kids. It's a value system that is very closely aligned with mine, which I believe made it so easy for us to work together.

While there is hardly any way to offer a sufficient tribute to Darrell, we are compelled to try. He will be indefinitely recognized as Past Chairman of the Board In Memoriam.

Additionally, we are continuing the legacy of his family name and his passion for mentorship at S3. Darrell's youngest son, Nathaniel Freeman, has joined the S3 team as a sales executive who helps find clients throughout the U.S and Canada. Darrell was a serial entrepreneur and was fiercely committed to supporting those who dreamed of following a similar path. He mentored me, and now it's my turn to pay it forward to his son.

A recent graduate of the University of Tennessee in Knoxville with a degree in Business Administration, Nathan has hit the ground running. He has injected a jolt of energy into the team, and I am excited to have the opportunity to witness his career develop.

Going forward, my personal goal will be to lead our team at S3 in a manner that inspires each team member to strive for excellence, and open doors of opportunity for them the same way that Darrell did for me. In the coming days, we will be naming a new chairman of the S3 board of advisors, as well as new board members. Stay tuned for the upcoming announcements, and as always, thank you for your continued support of me and S3.