



To: Distribution

From: Ken Kraus, President

Date: November 30, 2017

Subject: Organizational Announcement



I am pleased to announce Jeremy Boatman has joined UMC ReTech as our Director of Operations. He will be based in Algona, IA.

Jeremy comes to us with more than 20 years of management experience. Most recently as a Multi Plant Manager for Harsco in Kansas and Missouri. Jeremy's experience working with both natural resources (materials) as well as human resources allowed him to move key metrics (financials and SPMs) significantly to the positive over a two year period. Jeremy focuses on Lean techniques, such as decreasing shrinkage and increasing efficiencies. He values mentorship, leadership classes and education as means to invest in people.

Jeremy holds a Bachelor of Science in Engineering Construction Tech. He also studied Engineering in California at Rice University, Orange Coast College and Golden West College. Finally, he studied Educational Leadership Management at JCCC in Kansas.

Jeremy's proficiency in Lean techniques, broad knowledge of how various functions work together to impact overall business and financials beyond operations and passion to motivate and educate people will make a positive impact on our UMC ReTech business and help us achieve our future growth.

Please join me in welcoming Jeremy to the UMC ReTech team!

Ken Kraus