



To: Distribution

From: Tom Hance, President & CEO, Universal Mfg. Co.

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Subject: Organizational Announcement



I am pleased to announce Mr. James W. Cluck, Jr. has accepted the critical role of President of Metal Works Mfg. Co. and Ultra Armoring & Defense. Jim will be based in Shelby, NC.

Jim has over 41 years of combined military and civilian Federal service including over 29 years experience in Department of Defense (DoD) acquisition.

A member of the Senior Executive Service, Jim served as the Acquisition Executive (AE) and the Chief Information Officer (CIO) for the United States Special Operations Command (USSOCOM), MacDill Air Force Base, FL. As the AE from 2009-2013, he had responsibility for all Special Operations Forces (SOF) research, development, acquisition, procurement, and logistics programs as well as management of the SOF Acquisition Workforce Enterprise. As the CIO from 2005-2009, he was responsible for the business planning, fielding, operations and performance of all SOF garrison and tactical information technology systems as well as standards, interoperability and network migration of systems comprising the world-wide SOF Information Environment.

Prior assignments within the SOF Acquisition and Logistics Center include Director of Management; a Program Manager for Intelligence Systems; and Program Manager, C4I Automation Systems.

Jim's military experience includes U.S. Marine Corps service as an aviation photographic-electronics technician, air defense officer, signals intelligence systems engineering officer, and intelligence/communications acquisition officer. Following his retirement from the Marine Corps, and prior to joining USSOCOM, Mr. Cluck was employed in the private sector managing the development of Defense-related telecommunications systems.

Jim is a graduate of The Citadel, Charleston, SC; has a Master's Degree in Telecommunications Systems Management from the Naval Postgraduate School, Monterey, CA; is a graduate of the Defense Systems Management College, Ft. Belvoir, VA and National Security Studies, Syracuse University. Jim is a recipient of the David Packard Award, the USCINCSOC Quality Award and the 2013 R. Lynn Rylander Award.

Jim's extensive military and defense experience, as well as his outstanding leadership ability, will most certainly ensure our Metal Works and Ultra Armoring divisions success and future growth.

Please join me in welcoming Jim to the Shelby, NC leadership team!

Tom Hance