



**To: Distribution**

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

**Date: September 6<sup>th</sup>, 2017**

**Subject: Organizational Announcement**

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I am pleased to announce Trey Bajat has joined Metal Works Mfg. Co. as our Director of Supply Chain. He will be based at our Shelby, NC. operations.

Trey comes directly from Franks International where he held the role of Tubular Supply Chain Manager. In that role, Trey reduced inventory levels over \$95M. He also supported the largest year of Tubular Revenues for 2015. Additionally, he managed international tubular procurement that produced \$16M in savings. Trey also brings prior experience as Director of Operations/Supply Chain with Cherokee Consultants International and Supply Chain Manager of Kodiak Pipe. Amongst Trey's accomplishments, he also successfully implemented procedures that forced a culture change in scheduling fabrication for facilities, and developed a team with skill sets advancing a high-performance culture.

Trey holds a Bachelor of Science in Business Administration from the University of Louisiana at Lafayette. Additionally, he is a Lean Six Sigma Green Belt.

I am confident that Trey's ability to provide the leadership, direction and oversight for highly complex operational and financial activities will ensure our future growth and success in our Shelby operations.

Please join me in welcoming Trey to the Metal Works Mfg. and Shelby, NC Leadership teams!

Tom Hance