



**To: Distribution**

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

**Date: December 13<sup>th</sup>, 2017**

**Subject: Organizational Announcement**

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I am pleased to announce Mr. Ken Kraus has been named President of UMC ReTech.

Ken joined the ReTech team in January 2016 as Director of Sales. In this role, Ken improved the quality of ReTech's distribution network, developed a professional sales culture, and built a foundation for future revenue growth. His extensive sales experience, business knowledge and passion for people has been evident from the day he joined our team.

Prior to joining us, Ken spent 13 years in many strategic leadership roles for two Iowa based equipment manufacturers that were primarily engaged in supporting the utility construction and transportation industries. Before venturing into manufacturing, Ken worked as the General Manager for a Ford dealership that was, ironically, a customer of Universal Mfg. Co.'s FAR program.

Ken studied Communications at Waldorf College (now University) in Forest City, IA and holds many training certificates from industry-specific and professional development courses.

Ken has been an instrumental part of UMC ReTech's team for almost two years and I could not be more excited that he has accepted the critical role of President. I am confident that Ken's knowledge of our business and passion for our people is the leadership formula needed for future growth and success of our ReTech brand.

Please join me in congratulating Ken on his promotion to President!

Tom Hance