

**John Kussman, President** Mr. Kussman has over 40 years of manufacturing experience and a 30 year tenure in the plastic injection molding industry. He began his career in 1967 with Control Data Corporation, a computer manufacturer based in Minneapolis, Minnesota. In 1979, Mr. Kussman joined Schaper Toys, a division of Kusan, Inc., located in Minneapolis. Mr. Kussman held several positions in manufacturing from Plant Manager to Vice President of Operations. As the company's focus shifted toward custom injection molding in 1981, Mr. Kussman moved to the company's headquarters in Nashville, Tennessee, where he was responsible for nine facilities in the Southern and Southeastern U.S. As Vice President of Operations, Mr. Kussman was responsible for Manufacturing, Engineering, Materials, Quality Assurance and Tooling. From 1988 to 1990, Mr. Kussman was President of Kent Plastics Corp. in Evansville, Indiana, a company with annual sales of \$24 million and 400 employees. Today, Mr. Kussman is responsible for overseeing Decatur's day-to-day operations and provides the Company with strategic vision. Mr. Kussman attended the University of Wisconsin and University of Minnesota. He completed the Senior Executive program at the University of Tennessee in 1984.

**Andy Cesarski, Vice President** Mr. Cesarski holds a Bachelor of Science Degree in Engineering from Princeton University and a Masters in Business Administration from Indiana University. His 20 year career includes positions in Purchasing and Materials, as well as being a General Manager and Plant Manager for Cummins, Inc. Mr. Cesarski has extensive knowledge of lean manufacturing, and he is a certified Six Sigma Green Belt. He joined the team at Decatur Plastic Products in April 2011.

**Jamie Messer, General Manager of Manufacturing Operations** Mr. Messer has been with Decatur since November 1994. He began his career at the Company in the molding division's Quality department before being promoted to Quality Assurance Manager in February 1995. After a very successful period in this role, in March 1998, Mr. Messer was promoted to Molding Manufacturing Manager. In 2001, he became the molding division's Operations Manager. When Decatur decided to make flocking a specialty niche, Mr. Messer was instrumental in developing the Company's flocking processes and building flocking sales. In 2004, when flocking grew enough to require an Operations manager, he transferred from Decatur's molding operation to its flocking division. When Decatur added its flocking facility in Gadsden, Alabama, Mr. Messer was put in charge of setting up the new operation. In 2005, Mr. Messer became the General Manager of both flocking divisions. By 2007, Mr. Messer had been promoted to the General Manager overseeing manufacturing at all locations, including molding and flocking operations.

**Becky Gillenwater, Finance and Administration Manager/CFO** Ms. Gillenwater graduated Cum Laude from Marian College with a Bachelor of Science Degree in Accounting and a minor in Business. During college, Ms. Gillenwater interned in the Accounting department of a local hospital and immediately following graduation, obtained a manufacturing Accounting position at Blasdel Enterprises. Ms. Gillenwater joined Decatur's Accounting department in May 1994. In January 1995, she was promoted to Accounting Manager and also took on the responsibility for the Company's computer systems. In 1998, she and Mr. Messer led the team to obtain Decatur's QS certification. In January 2001, she took on the additional responsibilities of the Human Resource department, and in 2006 she added the Materials department to her responsibilities.

**Chris Vance, Sales Manager** Mr. Vance received his Bachelor of Arts Degree in Business Administration from Franklin College. He joined Decatur Plastic Products in July 2010, and has over 13 years of experience in manufacturing sales, supplying some of the largest automotive OEM's in the world, as well as their Tiers. His well-rounded background includes sales of castings, cold-forged parts, powdered metal parts, as well as plastic parts. He is responsible for current and new customer development, as well as current and new market development.

**Sid Berger, Sales Engineering Manager** Mr. Berger possesses over 45 years of experience in the plastic injection molding industry. Mr. Berger has also attended several Engineering courses at University of Dayton and the University of Cincinnati. His extensive industry experience includes approximately 30 years of plastics engineering, tooling, plastic manufacturing and operations management at a number of plastics companies and four years as Sales Manager at Tasus Corporation and Harmony Systems. Mr. Berger joined Decatur in November 2004 as the Company's Quality and Sales Manager. In June 2006, Decatur hired a Quality Manager so that Mr. Berger could concentrate solely on the Company's Sales efforts.

**Neil Wesseler, Engineering Manager** Mr. Wesseler received a Bachelor of Science Degree in Mechanical Engineering from Rose-Hulman Institute of Technology, and has been working in the plastics industry for over 15 years. Mr. Wesseler has a great deal of experience working with various resins and processes, for both the automotive and consumer goods markets. He joined the team at Decatur Plastic Products in February 2010 as the Engineering Manager, and he is responsible for both Engineering and Tooling development.

**Beverly Maggard, Materials Manager** Ms. Maggard has over 24 years of Materials experience in a manufacturing environment. Ms. Maggard graduated from Purdue University, and holds an APICS Certification in Inventory Management. She has a great deal of experience in scheduling, organization and implementation of system improvements, and efficiency and productivity analysis and reporting. Ms. Maggard joined the team at Decatur Plastic Products in April 2011, and is responsible for the Materials, Customer Service, Scheduling and Purchasing departments.

**George Griffith, Quality Manager** Mr. Griffith has over 24 years of experience in manufacturing and Quality Systems Management and implementation. His background includes implementation of ISO systems, and he is experienced in the automotive, medical, construction and aerospace fields. Mr. Griffith has taken courses in SPC, Leadership, Problem Solving, GD&T, Internal Auditing and ISO-9000. He joined the team at Decatur Plastic Products in June 2010.

**John Justice, Alabama Flocking Plant Manager** Mr. Justice has over 23 years of experience in a leadership position, specializing in P & L improvements, cost conservation measures, production and scheduling management, and continuous improvement activities. He has a demonstrated track record of accomplishments in manufacturing operations, plant management and process improvements. Mr. Justice joined the Decatur Plastic Products team in July 2011 as the Plant Manger at our Alabama Flocking facility.

**Nat Weisenstein, Alabama Flocking Quality Manager** Mr. Weisenstein attended Parsons College in Fairfield, Iowa where he majored in Psychology. He has over 30 years of experience in automotive part manufacturing. Mr. Weisenstein worked as a press operator, assembler and welder for a fireplace manufacturer for four years before moving on to the position of Quality Manager for two metal stamping companies over the next 19 years. He then took a position as Program Manager/Process Engineer for 12 years. Mr. Weisenstein has taken courses in SPC, Customer Service, Problem Solving, GD&T, Internal Auditing and ISO-9000. He was also elected to the Board of Directors of the Iowa Quality Coalition. Mr. Weisenstein joined Decatur Plastic Products Alabama Flocking Division as the Quality Manager in August 2010.