

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.

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.

Sid Berger, Sales Manager

Mr. Berger possesses over 25 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 20 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.

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.

Roger Compton, Gadsden Flocking Plant Manager

Mr. Compton holds a BBA in Business Administration from Faulkner University. He held the position of quality assurance manager at several manufacturing companies over a span of 10 years before moving to Balimoy Manufacturing for six years where he started as a project manager before working his way up to the position of general manager. Mr. Compton became Decatur's Gadsden flocking plant manager in June 2005, where he is responsible for overseeing the daily operations of the plant.

Randi Shephard, North Vernon Flocking Plant Manager

Since joining the company nearly a decade ago, Ms. Shephard has continually progressed into positions of greater authority and responsibility. Beginning in the assembly department as an operator, she was quickly promoted to Operations Assistant. Her next assignment was as the Production Control and Logistics Supervisor. Following that, Ms. Shephard was given the position of Quality Assurance Supervisor. She was

then promoted to Quality Manager. The next step up was to her current role of Operations Manager for the Flocking facility in North Vernon.

Dave Ward, Engineering Manager

Mr. Ward has over 30 years of injection molding experience, including a vast knowledge of the finishing aspects of the business. He attended classes at the University of Northeast Missouri and William Penn College before beginning his career as a procurement specialist for the U.S. Air Force and then taking a position as an industrial engineer for a plastics company. After leaving that position, over the next 14 years, Mr. Ward worked in a variety of positions that strengthened his industry knowledge, including plant engineer, new project coordinator, senior manufacturing engineer and manager of manufacturing. He joined Decatur in June 1991 and has established vibration welding and finishing operations at both Decatur and another company.

Jerry Speer, Materials Manager

Mr. Speer received a computer sciences certificate in 1997. Immediately thereafter, he entered the computer field for five years. He first became a foreman at NAC Inc., in their plastic parts assemble department. In the 4 years he was at NAC, he was responsible for production control, productions schedules, purchasing of components, shipping, conducting time studies, creating operation production standards in the computer system, improving assembly process with automation and initiating QS9000. Mr. Speer joined Decatur's team in September 1999. He was hired as a materials supervisor and promoted to materials manager in January 2006. He is responsible for all aspects of the materials department from purchasing, scheduling, inventory control, warehousing through shipping. He has a very strong knowledge of Decatur's computer systems and has the ability to create practically any report desired. He is very involved in helping production remain on schedule and overcoming daily obstacles, and also fills in for the production manager as needed.