

## Organizational Announcement

August 25, 2015

Effective August 24, 2015, Philip Kolter is the new Plant Manager for Kalyn Siebert, Heil Trailer International, Co.'s Gatesville, TX facility. Phil joined Heil Trailer International, Co. on May 20, 2013 as Manufacturing Manager over Oil and Gas for Kalyn Siebert and has continued in that role until accepting this latest appointment. He has over 30 years of experience in manufacturing and has served in a variety of leadership roles.

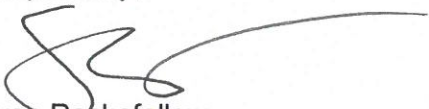
Phil's experience also includes 15 years in product development. Before coming to Kalyn Siebert, he handled product startups for Fleetwood RV/ASV in Decatur, Indiana and Capacity of Texas/ASV in Longview, TX. While at Capacity, Phil, as Supervisor over Oil and Gas Equipment, played a critical role in the development of designs for several types of equipment for the oil and gas market along with his other manufacturing responsibilities. AIP eventually decided to move this oil and gas equipment manufacturing to Gatesville.

Phil made the move to Gatesville to take charge of all manufacturing of new as well as refurbishing of old oilfield equipment. Working with materials, engineering, suppliers, sales and customers, he successfully led the development of this new value stream for Kalyn Siebert. Phil's experience with scheduling, supply chain, customer change requests, health and safety issues, quality performance and warranty have been critical in the implementation and growth of this new product line in Gatesville.

Phil's new role will include but not be limited to coaching and developing leaders/managers to establish a lean culture of quality performance, continuous improvement, and excellence in Gatesville while ensuring safe and profitable plant operations in compliance with labor, environmental and other laws/regulations. He will also oversee and integrate all essential functions including manufacturing, environmental, health & safety, quality & reliability, supply chain, human resources, controllership, engineering and plant maintenance.

Congratulations to Phil on his new responsibilities and let's give him our full support going forward.

Respectfully,



Ryan Rockafellow  
Kalyn Siebert Executive Director