



February 29, 2024

Dear Valued Customer,

We are excited to inform you of positive developments here at N. J. Sullivan Company, Inc. After spending the past 30 years in various leadership positions, most recently as CEO, I have recently accepted a more strategically oriented role with our Board of Directors. This change has created the opportunity to organize a leadership team that will continue to develop and enhance N. J. Sullivan's ability to provide exceptional quality products with short lead times and superior service.

Chris Denis, who has been with N. J. Sullivan Company since 2010 accepted and assumed responsibility as Vice President of Engineering. Since graduating from Virginia Tech, Chris has been employed by N. J. Sullivan in a variety of roles related to engineering, project management, and sales. His work has positively impacted the organization's responsiveness and continues to increase the quality of products and service that we strive to provide.

At the end of 2022, Thomas Hultgren and Kevin Corbett joined the organization as the Vice Presidents of Finance and Operations, respectively. Thomas has 20 years of experience in accounting and finance, having worked as an auditor, controller, and manager with several accounting firms and international manufacturing organizations. Kevin has worked as a manufacturing leader since leaving the United States Marine Corps in 2014, with a specific focus on operations and general management.

As I transition into a new chapter, stepping back from daily management, we are excited to announce Steve Mason as our new Chief Executive Officer, effective February 19th. Steve is now at the helm, leading the talented team at N.J. Sullivan Company, Inc. Throughout his career journey Steve has played pivotal roles—from Electrician's Apprentice to Chief Executive of Bender Inc, the US subsidiary of Bender GmbH & Co KG. Notably, he has successfully led and grown companies in the United Kingdom and the USA. In his most recent role Steve as Vice President for North, Central, and South America for Bender GmbH & Co KG, Steve showcased a customer-centric approach, fostering cultures synonymous with his core values of integrity and innovation. We look forward to an exciting future under Steve's leadership.

For N. J. Sullivan Company, Inc. these are exciting developments that we wanted to share with you. Our intent is to introduce these new leaders and reinforce our commitment to providing the best possible quality and service. Know that your orders are and will continue to be in good hands. We are excited about the future and look forward to our continued relationship.

Kind Regards,

A handwritten signature in black ink, appearing to read 'Jim Sullivan'.

Jim Sullivan
Vice Chairman of the Board of Directors
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