



To: FNA Group Employees and Retail Partners
From: Dan Harris, Marketing Manager
Re: Chuck Chism, Director of Operations.

Everyone:

Please join me in welcoming Chuck Chism to the FNA Group. Chuck will be the Director of Operations for the manufacturing facility in Siloam Springs and Decatur, Arkansas. Chuck comes to us from Black and Decker (Decatur Pressure Washer Manufacturing facility), and has sixteen years of experience in the Consumer & Contractor Pressure Washer business.

Chuck's background is significant to the future of The FNA Group, Simpson, & Delco. He has been trained (and implemented) Lean Manufacturing principles at the Decatur Facility during 2000-2004. These principles are essential to reducing turn-around time for products, improving quality and consistency in the manufacturing process, and developing a close working relationship with suppliers and channel partners.

Chuck has combined his Lean Manufacturing experience with 6-Sigma Quality techniques, and has used these successfully at the Decatur facility in the past. These two techniques allowed him to guide the Decatur facility to avoid any "lost-time accidents" since 2001. His experience includes converting long assembly lines into efficient work cells, reducing scrap and quality rejects, and improving manufacturing flow with all of the employees in the facility.

Chuck has implemented both Kaizan (Rapid Improvement) and Ongoing Quality Improvement initiatives at a variety of manufacturing facilities when he worked for The Danaher group, and is ready to review our manufacturing processes with an eye towards improvement, and an involvement with the manufacturing crew to achieve these goals.

Chuck is going to be a critical member of our management team, and has a lot of experience in our industries. Please take a moment to welcome him to the team when he starts on Monday January 5th, 2009 in the Siloam Springs Facility. Next week additional information concerning his office phone numbers will be provided, but in the meantime feel free to email him at Cchism@fna-group.com.