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**To: All Employees**  
**From: Human Resources**  
**Re: Leadership Update**  
**Date: February 16, 2026**

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Hello Team,

We have an important leadership update that we would like to share with you.

Julie Hoover has accepted another professional opportunity and will be stepping away from her role as Vice President of Human Resources.

Julie has been a valued part of our leadership team for over 11 years, and we're incredibly thankful for everything she's contributed to Miller Industries.

During her time here, Julie helped strengthen our people practices, elevate engagement and communication, and support leaders and employees across the organization. She has brought professionalism, dedication, and genuine care to her work, and that impact will be felt for a long time.

Julie will remain with the company through February 27, 2026, to help ensure a smooth transition. Stay tuned—we'll share more updates as plans are finalized.

Please join me in thanking Julie for her service to Miller Industries and wishing her all the best in her next chapter.