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To: All Employees
From: Will Miller, CEO
Re: Organizational Reporting Structure Update
Date: January 23, 2025

Hello Team,

We wanted to share some important changes to the organizational reporting structure that have been put in place.

Effective immediately, the following positions will report to **Torsten Schultz**:

- Ooltewah: Large Wrecker & Small Wrecker Business Unit Managers
- Hermitage: General Manager
- Greeneville: General Manager

Torsten has been at Miller Industries for over three years and brings with him extensive knowledge of manufacturing best practices and a solid understanding of our company-wide strategic goals. We believe that consolidating production leadership under Torsten will foster better communication, collaboration, and alignment across all business units.

Jill Seymour will continue to oversee Manufacturing Support Services. The Logistics Manager will also report to her.

This new structure was designed strategically to ensure sustained oversight and support strong leadership at each location. This will allow us to uphold our commitment to operational excellence, while still being responsive to the needs of each team.

If you have any questions or concerns, please do not hesitate to reach out to your HR team for assistance.

Thank you for your continued hard work and dedication as we move forward together.