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**To: All Employees**  
**From: Torsten Schultz, Interim Director of Production**  
**Re: Organizational Reporting Structure Update**  
**Date: February 26, 2025**

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Hello Team,

We wanted to share some important changes to the organizational reporting structure that will go into effect on March 3, 2025.

In an effort to more evenly divide responsibilities and allow each manager to work on improving production efficiency and other strategic goals, the responsibilities for Large and Small Wrecker are being divided between Spencer Adams and Josh Couch.

Effective March 3, the departmental responsibilities will be divided as follows:

Spencer Adams will be responsible for:

- Large Wrecker Weld
- Large Wrecker Main Line Paint
- Large Wrecker Assembly (including Military & M100 Assembly)
- Finish Paint

Josh Couch will be responsible for:

- Small Wrecker (All Departments)
- Large Wrecker Install
- Large Wrecker Dress Out
- Large Wrecker Wiring
- Plant 2 Box Paint

During this transition, Josh and Spencer will be working closely together to share information and ensure that partnering departments receive the information that they need in an accurate and timely manner.

If you have questions regarding this change, you can contact Torsten Schultz via email at [tschultz@millerind.com](mailto:tschultz@millerind.com).

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