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**To: Hermitage Employees**  
**From: Julie Hoover, VP of Human Resources**  
**Re: Leadership Changes and Interim Organizational Structure**  
**Date: December 4, 2024**

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Hello Team,

As many of you may know, John Rea and Brian Barnhart are no longer employed with Miller Industries. We wish them the best in their future endeavors and thank them for their contributions to the company.

As we move forward through this transition period, if you have any operational issues that require escalation, please reach out to Torsten Schulz, Ed Burns, or Dan Sebastian for support.

We appreciate your patience and cooperation as we navigate through these leadership changes.

Thank you for your continued dedication and hard work.

If you have any questions or concerns, please reach out to Human Resources.