

To: All Employees
From: Torsten Schultz, Interim Director of Production
Re: Raj Patel Promoted to LBU Production Manager
Date: September 17, 2025

Hello Team,



Congratulations to Raj Patel on His Promotion to LBU Production Manager!

Please join us in congratulating **Raj Patel** on his well-deserved promotion to **LBU Production Manager**.

Raj has been a valued member of the Miller Industries team for the past four years. Throughout his tenure, he has consistently demonstrated strong leadership capabilities, drawing on his prior experience in operations management and his commitment to professional growth. His ability to lead teams effectively has made a lasting impact, and we are confident he will continue to drive positive results in this new role.

In his new position, Raj will report directly to **Spencer Adams, General Manager of Production – Ooltewah**, and will oversee the following areas:

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

This organizational change provides a more clearly defined framework that enhances our strategic agility and strengthens our ability to meet both short-term and long-term goals.

We look forward to Raj's continued contributions and leadership in this expanded role.

Congratulations, Raj!

For any questions regarding this change, please contact **Torsten Schultz** at tschultz@millerind.com.