

To: All Employees
From: Torsten Schultz, Interim Director of Production
Re: Spencer Adams Promoted to GM Ooltewah Operations
Date: July 14, 2025

Hello Team,



Help us congratulate Spencer Adams on his promotion to
General Manager of Ooltewah Operations!

During his career here at Miller Industries, Spencer has continuously demonstrated his ability to grow as a leader and take on more challenging roles in the organization. We have no doubt that he will continue to have a positive impact on the organization in this new role.

Spencer will report directly to Torsten Schultz, Director of Production, and oversee all aspects of production for the Ooltewah location.

This change provides a more clearly defined leadership structure for Ooltewah operations that we feel will make us more strategically agile and better equipped to meet our long-term and short-term goals for the organization.

Josh Couch, SBU Production Manager, and the LBU Production Manager (TBD) will report directly to Spencer moving forward.

We are excited to see his continued contributions in this new role!

Congratulations, Spencer!

If you have questions regarding this change, you can contact Torsten Schultz via email at tschultz@millerind.com.