

United Grinding North America Selects JR Bechtle & Co. As Company's President and CEO Succession Plan Business Partner

United Grinding North America, headquartered in Miamisburg, Ohio, is a member of the international United Grinding Group based in Bern, Switzerland. United Grinding North America is the industry's leading provider of a wide variety of total grinding solutions for various sized manufacturing companies located in Canada, Mexico, and the United States.

In the Spring of 2013, Mr. Rodger Pinney, President and CEO of United Grinding North America for more than sixteen successful years, advised the company's Board of Directors of his intent to retire by April 2014. Without any doubt, the careful execution of a comprehensive President and CEO succession plan would be critically important to continuing United Grinding North America's growth and profitability. Consequently Mr. Pinney elected to use the services of a highly qualified executive recruiter to assist the Board of Directors and him in selecting the best possible person to be United Grinding North America's next President and CEO.

United Grinding North America had at its disposal a vast selection of United States and European based executive recruiters from which to choose. However, Mr. Pinney determined that in reality there was only one organization possessing the executive recruiting experience, expertise, and competencies United Grinding North America required: JR Bechtle & Co. For example, Mr. Pinney knew that JR Bechtle has an extensive understanding of global business related cultural differences, sensitivities, and demands which definitely come into play when recruiting top level executives for United States subsidiaries of European based parent organizations. Mr. Pinney was also impressed with JR Bechtle's strong ties to North America's manufacturing and machine tool industries from which in his opinion the best possible President and CEO candidates would be found. And most importantly, Mr. Pinney needed an executive recruiter business partner with whom he could communicate openly, clearly, and concisely whenever and wherever needed. Mr. Herb Haessig of JR Bechtle would prove to be exactly this kind of business partner.

The recruiting process, which officially began in July 2013, progressed smoothly from the initial vetting of potential internal and external candidates, completed in September, through final interviews of the top five, well qualified President and CEO prospects in November at JR Bechtle's office in Oak Brook, Illinois. In the end, two of these top five prospects were presented to United Grinding North America's Board of Directors in January 2014 from whom one was offered and accepted the job as President and CEO. During the entire recruiting process, verbal and written communication from JR Bechtle to United Grinding North America was frequent and

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always excellent, promised schedules and deadlines were met, and all business interactions were consistently professional and courteous. Ultimately Mr. Pinney was able to realize his target retirement date of April 2014 after which he would become Vice Chairman of United Grinding North America's Board of Directors.

In conclusion, United Grinding North America is highly satisfied with the overall performance of JR Bechtle & Co. and its Mr. Herb Haessig with respect to the recruiting of Mr. Pinney's successor. JR Bechtle & Co. certainly demonstrated that they were the perfect President and CEO succession plan business partner for United Grinding North America.

Rodger W. Pinney
Vice Chairman, Board of Directors
United Grinding North America