



R&M Materials Handling, Inc.  
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## ORGANIZATIONAL NOTICE

April 3, 2005

Dear Valued Customer,

R&M Materials Handling, Inc. is pleased to announce the appointment of Mr. Steve Graham to the newly created position of Sales Manager – Entertainment. Mr. Graham's responsibilities will include all sales and business development activities for all of R&M's Entertainment channel business within the United States and Canada. Mr. Graham will also be responsible for managing all activities associated with the Manufacturers' Representative sales network within R&M's Entertainment Channel. This appointment is effective Monday, April 3, 2006. The Sales Manager - Entertainment position will report directly to R&M's Vice President – General Manager.

Mr. Steve Graham is a graduate of Northern Kentucky University with a Bachelor of Arts degree in Radio and Television Management and a minor in Marketing. He brings a vast level of experience to this position with past employment in the areas of radio, television, stage management, and touring/road management. Steve has also worked extensively in staging and rigging as a freelance contractor for such notable clients as ESPN and FOX Sports.

Born and raised in the Cincinnati area, Steve and his wife Stephanie currently reside in Florence, KY, a suburb of Cincinnati, Ohio. Steve and Stephanie have three preschool age children: Emily, Adam and Joshua. When not working Steve enjoys camping with his family and bicycling. Steve's sales office address and related coordinates, which are to be functional by April 3<sup>rd</sup>, are as follows:

Mr. Steve Graham  
R&M Materials Handling, Inc.  
17 Mary's Court  
Florence, KY 41042

Office Phone: (859) 282-1974  
Office Fax: (859) 282-1903  
Cell Phone: (859) 486-5249

Steve Graham will be contacting you in the upcoming weeks to schedule an appointment as he begins to travel throughout the U.S. and Canada. In the meantime, do not hesitate to contact Steve if you should have any questions, inquiries or requests.

Please join me in welcoming Mr. Steve Graham to the R&M organization and as your new Sales Manager within R&M's Entertainment channel.

Sincerely,

A handwritten signature in black ink that reads 'James B. Vandegrift'. The signature is stylized with a large, sweeping initial 'J' and a cursive 'B. Vandegrift'.

James B. Vandegrift  
Vice President – General Manager

*Innovation...Performance...Reliability*