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## **Organizational Announcement**

George Kopser has announced his intention to retire this summer following a transition period with his successor. George has been an integral part of Hotwork for almost 50 years and he is widely recognized as the face of Hotwork across the entire glass industry. George has been instrumental in many of the developments that Hotwork brought to market during his career and his detailed knowledge of people, process and equipment will be missed. I'd like to personally wish George all the best in his retirement and I hope that he will continue to assist Hotwork in a consulting role from time to time.

Ryan Nelson has been appointed as Industry Manager for the Glass Industry. He will assume the role on June 1 and will work with George for a period to insure a successful transition. Ryan has been associated with Hotwork for approximately 25 years and has held roles both as a Field Technician and in Regional Sales. He is a familiar face to many of the clients in the glass industry.

Donna Esson has been promoted to Manager Marketing and Customer Service. In addition to her current role, she will assume duties promoting and standardizing the Hotwork brand. She will work collaboratively with Managers across the company to identify and install best practices. Donna will retain her responsibilities in support of the Glass Industry in order to assist with the transition between George and Ryan.

Demetrius Rankin has been promoted to Industry Manager for the Steel Industry. Demetrius has been performing this role for some time while retaining the Technical Sales title. He also has experience with Hotwork both in the field and in sales. This announcement formalizes what has already been apparent to many.

Please join me in congratulating George on an amazing career and in supporting Ryan, Donna and Demetrius as they embark on these new challenges.

Tom Graham  
May 20, 2014