

## Memorandum

TO: All Greenheck Reps

FROM: Aaron Gotham & Rich Totzke, Office of the CEO

SUBJECT: Greenheck Group Executive Changes

DATE: March 11, 2024

### **Tim Kilgore and Dave Kallstrom Retirement**

After many years of outstanding leadership, Tim Kilgore and Dave Kallstrom have shared their intentions to retire effective July 2024. Over the next few months, we will transition executive team responsibilities while celebrating their careers and achievements.

**Tim Kilgore** joined Greenheck in 2005 as general manager of our damper and louver business after a successful 24-year career in the electrical equipment industry. He led the expansions of our damper business in Mosinee and our louver business in Schofield. In 2010, Tim was named division president overseeing Dampers, Louvers, and CVI business units. In that role, he led the opening of our Shelby CVI operation. In 2013, he accepted the role of president of sales and marketing upon Pat Cotter's retirement. Tim also served an 8-year role with AMCA as president in 2015 and BOD chairman in 2016.

**Dave Kallstrom** began his career with Greenheck Group in 1986 and has held various leadership positions in sales, marketing, product management, business development, and operations. Early in his tenure, Dave led product management for two new product lines - dampers and louvers. In 1997 he transitioned to the fans business as a product manager, and later advanced to general management. He joined the executive team in 2012 and held multiple roles that included international operations, divisional leadership, and chief marketing officer. Dave also played a key leadership role in the establishment of a new strategic motor partnership.

Both **Dave** and **Tim** were instrumental in bringing Metal Industries into Greenheck Group and helping form business development plans for GRD & ATU products.

### **Matt Spink to Succeed Tim Kilgore**

Matt Spink has been promoted to Chief Sales Officer with responsibilities of managing the Greenheck brand, including strategic partnerships and OEM sales. Tim Kilgore will remain in his current role between now and July 2024 to ensure a smooth and orderly transition.

Matt joined Greenheck Group in 2007 and has served as a product manager, sales manager, and general manager. He became a member of the executive team in 2021 as Sr. VP of the

Greenheck Mechanical Rep Channel. Matt's broad experience in a variety of roles and his direct oversight of the Greenheck rep channel in the past 2+ years provide the runway for him to hit the ground running in his new role.

### **Jackson Smith to Succeed Dave Kallstrom**

Jackson Smith has been promoted to Chief Marketing Officer and will assume the Greenheck Group marketing responsibilities in addition to retaining responsibilities for leading Accurex. Dave Kallstrom will remain in his current role between now and July 2024 to ensure a smooth and orderly transition.

Jackson began his career with Greenheck Group in 2006 as an application engineer within the energy recovery business unit. Over the last 17+ years he has served in a variety of roles, including product manager, sales manager, and general manager. His strong background, proven leadership, and highly collaborative management style are ideally suited for coordinating marketing initiatives across the company that help communicate and drive improved customer value.

### **Closing Comments**

Intentional succession planning is a critical aspect to successfully managing any organization across the span of time. Over the years, Greenheck Group has demonstrated an excellent track record in this regard because we have a strong team of players at every level of our company. As a result, highly talented and experienced team members who have contributed immensely to our success can retire (such as Tim and Dave) – and yet we don't need to skip a beat when they do.

Please join us in expressing our appreciation to Dave and Tim for their many contributions to Greenheck's success. Also, please feel free to congratulate and support Matt Spink and Jackson Smith as they take on new leadership responsibilities. Together we can continue to take care of our customers and continue to take all of us to new levels of success.