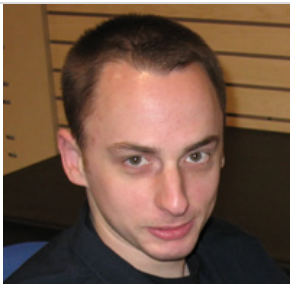




The Newest Associates

Munro & Associates would like to introduce our newest associates who joined the team within the past 5 months. They came from a variety of professional backgrounds, bringing skills and competencies from every corner of the industry. Each of them was meticulously hand-picked by Sandy Munro and the senior associates at Munro & Associates.

A Little About Them



Name: Chris Fox

Job Title: Mechanical Engineer

Professional Experience: Chris has eight years of experience in robotic rapid prototype development and fabrication. Chris spent the past few months studying and servicing class eight diesels on highway engines produced by the Detroit Diesel Corporation. He is familiar with the EPA 2004 - 2010 regulations concerning the exhaust gas recirculation (EGR) systems, diesel oxidizing catalysts (DOC) diesel particulate filters (DPF), and selective catalytic reduction (SCR) systems.

Prior to working at Detroit Diesel Corporation, Chris spent two semesters as a co-op in TRW's hydraulic slip control systems test lab validating the slip control boost (SCB) ABS valves which were installed in all current production GM hybrid trucks and SUV's at the time. In the summer of 2006, Chris helped to reduce the production of aluminum scrap from radiators and heater cores at Automotive Components Holdings LLC's Sheldon Road plant. His solutions resulted in a 40% reduction of aluminum scrap.

Chris holds a Bachelors degree in Mechanical Engineering from the University of Detroit Mercy.

Hobbies / Activities Outside of Work: Kayak, camping, hiking.



Name: John Cantlon

Job Title: Senior Costing Engineer

Professional Experience: John's expertise resides in product pricing, product cost reduction, reverse engineering, and quality enhancement through the use of superior manufacturing intellect. He has twenty years of experience in competitive benchmarking, fuel systems and engine costing expertise, cost analysis and program management experience, burden rate systems development, and organizational process control. He was the director of worldwide training systems for cost estimating for Ford Motor Company and the liaison between engineering, finance and purchasing. John has previously owned a successful tool shop for strategic planning, human resources, finance, quote/cost evaluation and new product development, and purchasing. Last but not least, he was a sales director with 36 direct reports throughout the continental U.S.

John holds a Bachelors degree in Management from Central Michigan University.

Hobbies / Activities Outside of Work: The great outdoors. I love spending time with my family, wife Anna, 5 children, and I am a dog person with 1 dog. I enjoy sports, especially hockey, and still play in a league. I'm still fascinated by technology and watch "How Things Are Made" on TV whenever I can. I like comedies and enjoy a good joke.



Name: Ed Stover

Job Title: Sales Engineer

Professional Experience: Ed served as a Captain in the United States Army from June 1996 to July 2001. During his tenure in the Army, he served as a PATRIOT missile officer stationed in Ansbach, Germany. While in Germany, the Supreme Headquarters Allied Powers Europe selected

1749 Northwood Drive • Troy, Michigan 48084

Tel: 248-362-5110

Fax: 248-362-5117

him to evaluate combat readiness of American PATRIOT forces and deployed him as the Initial Readiness Force Commander to the Kingdom of Kuwait. He also served as a NATO evaluator (PATRIOT Missile Crew) and United States representative administering tactical evaluations in Denmark, Germany, Greece, and the Netherlands. As an evaluator, he was responsible for the training and certification of Air Battle Management Crews for missions in the Middle East and Turkey.

In July 2001, Ed accepted his first sales occupation as a territory manager for pharmaceutical company, Pfizer, Inc. in the Powers Rx division. In this position, he marketed a five-product portfolio emphasizing benefits to Orthopedic Surgeons, Cardiologist, Pulmonologists, and Primary Care Physicians.

In 2006, Ed began selling spinal implants for Zimmer-Spine. He served as the Vice President of Sales and a Senior Sales consultant for Silver Surgical Supply, distributing Zimmer-Spine and a host of other products. While serving as Vice President, his distributorship was recognized nationally as one of the top three distributorships in the country based on sales, quota, and growth. Under his guidance, the distributorship was the second largest based on revenue, exceeding \$17 million annually. As a Senior Sales Consultant, he finished as the Runner-up Representative of the Year in 2008.

Ed holds a Bachelors degree in Operations Research from the United States Military Academy.

Hobbies / Activities Outside of Work: I am a sports-junky. I spend the most money on International Rugby or NHL playoffs, but watch as many college and NFL football games as humanly possible during the season. I keep track of everything that is considered a sport. Outside of work, I enjoy my children, cigars, and wife (no particular order). I also enjoy getting out on the grill or barbeque pit for hours rain, sleet, or snow. As long as I can have a cigar with the activity I am game for the idea.



Name: Mark Fazi

Job Title: Mechanical Engineer

Professional Experience: During his collegiate career, Mark participated in a total of three co-op rotations. The first assignment was with DTE Energy at the River Rouge Power Plant, where he performed performance and testing of the power generation units. He was in charge of writing a test procedure for use during coal fineness testing and instructing others in how to perform this test.

The final two rotations were with Toyota Engineering Manufacturing North America. The first one with Toyota was in the Engineering Design Services Group where he participated in the coordination and training of the CATIA modelers. The most recent of these co-op rotations was with the Instrument Panel & Console Design Group within Toyota. Here he took part in creating 3D parts and drawings in CATIA while taking part in managing the weekly meetings.

Mark holds a Masters degree in Mechanical Engineering from the University of Detroit Mercy.

Hobbies / Activities Outside of Work: Huge baseball fan, with the Detroit Tigers being my favorite team. During the summer and fall, he plays on a softball team with members of his fraternity, Kappa Delta Rho. This past year he finished in first place for the summer league and second place in the fall league.



Name: Chris Ferland

Job Title: Mechanical Engineer

Professional Experience: With more than 23 years of manufacturing engineering and project management, Chris Ferland offers Munro & Associates' clients extensive expertise in Process and Lean Manufacturing.

Prior to joining Munro & Associates, Inc., Chris held a position as Prototype Manager for Recaro North America, leading groups in the development and assembly of product deliverables for test, engineering sign-offs and start of production. Chris implemented cost saving methods and part tracking formats to decrease material waste. He also created

1749 Northwood Drive • Troy, Michigan 48084

Tel: 248-362-5110

Fax: 248-362-5117

work order and acceptance forms, product “Birth Certificates” and benchmarking forms that were added to the company ISO documents. Chris has aided Industrial Engineering groups in developing FMEA’s, build processes, line layouts and manpower utilization. He also assisted in production builds and training during pilot through SOP. Chris was also in charge of Preparing budgets, project timelines, and manpower capacity and forecasting records. Within eight months of taking the position, Chris brought the prototype department from over \$100,000 in annual losses to becoming profitable by over 27%.

Chris holds an Associate’s degree in Business Management from Macomb Community College.

Hobbies / Activities Outside of Work: Working with Kiwanis International and the Salvation Army during charity events. Snowmobiling, camping/hiking, travel (I’ve been to every state in the U.S. other than Hawaii and Alaska, and I’m going to Alaska in August of 2011). Home renovation/remodeling. Building/repairing computer systems. I have a 16 year old son that is extremely talented in music and musical instruments.



Name: Ray Gage

Job Title: Mechanical Engineer

Professional Experience: Prior to joining Munro & Associates, Inc. in June of 2010, Raymond worked for the General Motors Vehicle Safety & Crashworthiness Laboratory in 2008, in Milford Michigan, as a college co-op engineer. In this position, he re-engineered both stationary and moving crash test barriers and fixtures to conform to federal safety standards and regulations. This task required Raymond to read federal vehicle testing procedures and redesign outdated fixtures to meet current performance specifications. He then produced computer generated assembly drawings of his designs to direct fabrication and assembly. His job responsibilities also included leading the fabrication, installation, and re-certification of all the stationary and moving crash test barriers and fixtures which were modified by his redesigns.

Ray holds a Masters degree in Mechanical Engineering from the University of Detroit Mercy.

1749 Northwood Drive • Troy, Michigan 48084

Tel: 248-362-5110

Fax: 248-362-5117

Hobbies / Activities Outside of Work: Fishing, Hockey, and Motorcycles.



Name: James Hadley

Job Title: Mechanical Engineer

Professional Experience: James Hadley brings a wide range of experience and knowledge to Munro & Associates, Inc.'s clients from his engineering and program management experience through positions in research & development (R&D), advanced design, and testing on projects ranging from automotive systems, to composite material research, to medical assistive technologies, to robotic design. His expertise resides in R&D engineering, product engineering, innovative design techniques, and interdisciplinary team management.

Prior to joining Munro & Associates in 2010, James held the position of Project Manager and Technical Advisor for the Composite Materials Research Team at the University of Detroit Mercy (UDM). As Project Manager, he directed a team of graduate and undergraduate engineers at UDM assigned to the research and development of an aluminum foam polymer composite (AFPC) and coordinated development of the AFPC with Ford Advanced Research Lab engineers assisting the project. His responsibilities included the design, testing, and analysis to develop various AFPC materials and their manufacturing processes, design of predictive theoretical models, and publish and present AFPC research at ASME and SAMPE engineering conferences.

Prior to this, James worked for Delphi in 2006, first in the Integrated Closure Systems Test Lab, second in Advanced Seatbelt Design Group, both located in Troy, MI. In his Test Engineer position he was responsible for designing, manufacturing, programming, and operating durability testing robots for testing and analyzing of several product designs, using environmental conditioning. In his Advanced Design Engineer position he was lead engineer on next generation retractor design benchmarking analysis, lead engineer in human factors study on effects of driver movement on the seat belt system, designed and operated testing systems for human factors study, and tested and

1749 Northwood Drive • Troy, Michigan 48084

Tel: 248-362-5110

Fax: 248-362-5117

analyzed the design of several seat belt systems.

James holds a Masters degree in Mechanical Engineering from the University of Detroit Mercy.

Hobbies / Activities Outside of Work: Camping and hiking, reading philosophy and classic literature, watching movies, and the occasional interesting science experiment.

All seven of these bright associates have received training in advanced Lean Design concepts as well as utilization of our award winning Design Profit software package. They have shown great enthusiasm and are ready to take on new challenges every day, and will unquestionably add strength to the pillars of Munro & Associates in years to come.

Welcome aboard gentlemen!

1749 Northwood Drive • Troy, Michigan 48084

Tel: 248-362-5110

Fax: 248-362-5117