![New Castle Stainless Plate, LLC logo]

January 25, 2023

Dear Colleagues & Friends of NCSP:

In the wake of my elevation to President & CEO on March 31st, I am pleased to announce the following additional executive level and management promotions effective concurrently:

Lori Lucas – Vice President of Finance & Human Resources
Lori joined the finance team in 2001 and has taken on increasing responsibilities with our financial partners and employee benefit plans. She is a graduate of Anderson University and a Certified Public Accountant (CPA).

Brian Chew – Vice President of Operations
Brian has been part of the operations team since 1998 and has been in a senior leadership role since June of 2021. He is a graduate of Purdue University.

Fred Centner – Vice President of Supply Chain & Customer Service
Fred has been part of the planning and customer service team since joining the company in 1995. He is a graduate of SUNY Fredonia, NY and additionally Chairs our Information Technology Committee.

Brent Crabtree – Director Operations Control
Brent is starting his 32nd year in New Castle having started in production after his honorary discharge from the United States Air Force. He received a degree in Computer Science from Ivy Tech in 2004. Brent will report to Brian Chew to ensure the integrity of the logistics critical to our delivery performance and customer service.

Mike Leyes – Director of Engineering & Maintenance
Mike joined the New Castle business upon graduation from Valparaiso University in 1986 and has led the Engineering team since 2009. He will report to Brian Chew.

Continuing to report to me are Tony Palermo – Vice President Commercial and Andy Personett – Vice President Technical.

Please join me in congratulating and supporting those newly appointed that will continue to strengthen the New Castle organization as we move forward.

Regards,

Kevin Keeley

Kevin Keeley
Chief Operating Officer

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