

PERSONNEL BULLETIN



Schwank North America

From: Oliver Schwank
To: Schwank employees
Date: March 18, 2006
Subject: Personnel Announcement

Marc Grandbois - It is my pleasure to announce Marc Grandbois as President North America taking responsibility of the US and Canadian divisions.

Marc spent over 30 years in senior leadership positions in most functional areas of large and medium-sized industrial businesses. He gained direct business experience in energy, construction materials, oil and gas, petrochemicals, biotechnology, manufacturing and chemicals.

His recent experience includes President/CEO of a manufacturing company, as a senior executive in sales, marketing, and manufacturing, and as a senior manager in engineering, finance, and R&D. Marc has also held various director positions on supervisory boards of small companies.



Marc has successfully led turnarounds and market penetrations, launched new ventures, developed strategic alliances, implemented product improvements and led internal team building programs. He received a B.Sc. from the University of Guelph, a M.Sc.A Engineering from Sherbrooke University and an MBA from McGill University, and is perfectly bi-lingual.

Marc's leadership and profound experience will be fundamental in sustaining and extending our leading edge positioning as well as exploiting our substantial growth opportunities.

Marc will start effective April 4, 2006. Please join me in extending a warm welcome to Marc.


Oliver Schwank
Chairman & CEO
Schwank N. America