Change Management
Poly Hi Solidur Inc. 1970-2005

• Subsidiary of Menasha Corporation
• World’s leading manufacturer of UHMW-PE semi-finished products for machining and fabrication; Brands included TIVAR, QuickSilver
• Headquartered in Ft. Wayne.
• US Operations in Fort Wayne, Scranton and Delmont PA and Portland OR
• International Operations in Germany, France, UK, Japan and South Africa
• +1000 employees world-wide
• 2004 Posted total sales of $169 million
• Purchased in August 2005 by Quadrant Engineering Plastics Products
Key Components

Clear Vision

Well defined purpose

Metrics

Right people united and inspired by a common goal

Consistency

Respect
Leadership Team attended Visionary Leadership training at Menasha

Decision made to adopt new Vision and define Metrics

Sales People and Plant Supervision

Inside Sales People, Sales Partners and Hourly Lead People

Clerical and all Hourly employees
We are a **COURAGEOUS** organization.

We are the **LEADER** in all our markets, focusing on polymeric solutions.

We are **OBSESSED** with meeting our **COMMITMENTS**.

We respect and **CHALLENGE** each other and confront issues with a sense of **URGENCY**.

Our Menasha heritage, **VALUES**, creative passion and respect for our world are the **HEART** of our organization.

We create compelling value for our **WORLD-WIDE CUSTOMERS**, employees, and shareholders.
Metrics

- Revenue per person
- Inventory Levels
- Safety Incidents
- Scrap
- Die and Screw Cleanings
- Productivity
- Cost per ton

Improve Quality of Process through People
Transition Curve
Leadership Behaviors

- Communicate
- Reward & Recognize
- Listen
- Feedback & Coach

Commitment
Cooperation
Compliance
Successful Change Management

Strong, committed leadership team

Clear Vision guided us

Facilitated by skilled business partners and cross trained employees

Completed ahead of crisis vs. in face of a crisis

Set of Metrics that formed and measured progress
<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Least profitable to most profitable for 2 straight years</td>
<td>Improved Quality</td>
</tr>
<tr>
<td>Improved Productivity</td>
<td>Reduced Safety Incidents</td>
</tr>
<tr>
<td>Reduced Scrap</td>
<td>Lean Manufacturing</td>
</tr>
<tr>
<td>Consolidation and Redefined Job Duties</td>
<td>ISO Certified</td>
</tr>
<tr>
<td>Successful SAP ERP Implementation</td>
<td>Customer Satisfaction</td>
</tr>
</tbody>
</table>
Culture Critical To Success

Strive to meet commitments in everything

Challenge each other and confront issues with sense of urgency

Values, creative passion and respect were the heart of the organization

Sense of responsibility by all employees

Focus on the internal and external customer

Create compelling value for our customers, employees and shareholders
Questions?