

## Organizing for Global Impact, Building on American Manufacturing Excellence

### Strategic Investments, Realigned Leadership, and Supply Chain Upgrades Create Unique Competitive Advantage

**A**T OUR RECENT TOWN HALL MEETINGS, I reflected on both the challenges we're facing and the strengths that will carry us through. Like many companies, Colson Group has felt the impact of global instability and rising tariffs - slowing demand and introducing uncertainty across several of our key markets.

These are difficult conditions, and we've been preparing for them. Over the past several years, we've invested heavily in strengthening our U.S. manufacturing and distribution network. Our new Albion facility, Jonesboro stamping operation, and fully operational Atlanta distribution center are all part of a broader strategy to give us speed, flexibility, and control in an unpredictable world.

And those investments are timely. As more customers shift toward U.S.-made products for reliability and resilience, Colson is well-positioned to lead. Our teams are actively engaging the market with this message—and we're seeing it resonate.



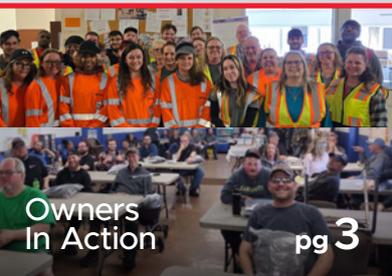
Still, we must be honest about where we are in this moment. Improving our

customer experience—how we sell, how we communicate, how we deliver—is an urgent priority. We make great products, but that's not enough. We must become easier, faster, and more dependable across every customer touchpoint. To lead this effort and build stronger alignment across sales, operations, and engineering, Dennis Jones is stepping into the role of Chief Commercial Officer. A seasoned product expert with deep industry experience, Dennis brings the energy, focus, and customer-first mindset we need to drive growth and capitalize on shifting market dynamics.

Even in a tough quarter, we had wins worth noting. Safety remains a core value, and two of our sites achieved 1,000 days injury-free. Our National Sales Meeting emphasized clarity and focus—principles we need right now. And our teams showed up strong at key trade shows, reinforcing our position in the market.

There is work ahead. Together, we face a tough environment, but we are not standing still. We are moving forward—deliberately, decisively, and with confidence. ■

## CEO Corner Rich Kobor, Colson Group CEO



Owners In Action pg 3



Less Noise, More Signal pg 4



3 Shows in 2 Months pg 6



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# New Made-in-America Product Catalog Now Available

## Fulfilling Increased Demand for American Manufacturing

With the ever-evolving international economic environment, interest in American manufactured materials is increasing.

To be positioned to meet that need, and to empower our customers to easily source our Made-in-the-USA products, we have developed a catalog of our products manufactured at our five production facilities in Arkansas, Michigan, and Pennsylvania.



## More Made-in-the-USA Products Coming Soon

As our Product Management and Production teams continue to leverage our American manufacturing capabilities and on-shore the production of more of our products, this already impressive catalog of Made-in-the-USA products will only continue to grow. ■



 Download the Made-in-the-USA Product Catalog PDF Today at:



[ColsonGroupUSA.com/Made-in-the-USA-Casters-Catalog](http://ColsonGroupUSA.com/Made-in-the-USA-Casters-Catalog)

### Two USA Teams Reach 1,000 Days Injury Free Milestones



SHEPHERD HARDWARE, THREE OAKS, MICHIGAN



ALBION MANUFACTURING, ALBION, MICHIGAN

**T**wo Colson Group facilities in Michigan have achieved an incredible safety milestone: 1,000 days without a recordable injury. This accomplishment reflects the power of teamwork, leadership, and a strong, consistent commitment to safety.

Shepherd Hardware in Three Oaks reached its 1,000th day in October 2023 and celebrated the achievement on February 6, 2025. Their journey began after a 2022 safety audit, when the team, with strong leadership support, took action to build a safer workplace. Toolbox Talks, monthly safety meetings, and 5S practices created a culture of engagement and continuous improvement.

Albion reached its 1,000th day on February 24, 2025. This milestone was made possible by a team that values learning, accountability, and proactive safety efforts. Their focus on closing safety gaps and staying committed every day has created a safe, dependable environment.

Congratulations to both teams! Your dedication sets a powerful example across the Colson Group. ■

### Strengthening Supply Chain with Two New Facilities

Colson Group continues to invest in facilities across the world to better serve our partners and our customers. Two new locations in North America will expand our supply chain and distribution capabilities in central Canada and the American Southeast.

#### New Atlanta Distribution Center Already Improving Lead Times

The newly opened Atlanta Distribution Center began operations throughout February and March and is already improving fulfillment and delivery across the Southeast U.S., reinforcing our commitment to responsive, reliable service, and U.S.-based manufacturing.

#### Upcoming Calgary Service Center Showcases Casters in Canada

Colson Group Canada is in the final stages of building out a new service center in Calgary, Canada. This location will include a dedicated caster showroom, expanded service capabilities, and additional distribution capacity to serve Canadian customers better.





# National Sales Meeting 2025: Kicking Off the Year Building Momentum Together

**Bringing the Team Together to Shape Strategy, Provide Training, and Share a Vision for Growth**

**T**AKING UP ALMOST AN ENTIRE HOTEL, our USA Commercial team kicked off the 2025 year in St. Joseph, MI with an energizing three-day event for our annual National Sales Meeting. With 60 team members from across the United States, the meeting was a great chance to connect in person, share ideas, and rev up for a successful 2025. The event theme, “Driving New Revenue”, set the tone for active collaboration and big ideas.

The meeting featured presentations from our executive, sales, product, and engineering teams. Each group shared insights on the opportunities before us and how they planned to execute them by opening channels of communication and working together. From new product plans to updates on market trends, every session sparked discussion on ideas and strategies to push our business forward.

On the third day, the sales team was trained face-to-face by renowned sales expert Mike Weinberg — a powerful

kickoff to an ongoing mentorship focused on elevating performance, sharpening customer focus, and driving growth. This investment reinforces our commitment to a high-performance sales culture that supports success across the entire organization.

One of the biggest wins of the meeting was how it brought different teams together. “Having the opportunity to meet our colleagues in person and exchange ideas and strategies was invaluable” said one attendee. These cross-team conversations helped uncover new ways we can grow revenue, improve how we work together in 2025, and foster a sense of community and purpose across the company.

By the end of the three days, attendees returned home, some grateful to leave the cold Michigan winter weather behind, but all with a clear sense on where we are headed in the new year. The event reminded us of the power of coming together with a shared goal. ■

**LESS NOISE**

New ideas.  
Stronger Connections.  
A focus on driving revenue.

**MORE SIGNAL**



# Leadership Spotlight: Colson Group Americas, Colson Group Europe, & Colson Group Asia Pacific

**C**olson Group is taking bold steps to strengthen our global organization and better serve customers across every region we operate. As part of our ongoing commitment to operational excellence, we're pleased to announce key leadership promotions across the Americas, Asia Pacific, and Europe. These moves reflect our strategy to unify regional efforts, accelerate growth, and enhance our ability to deliver consistent value worldwide.

## Americas: Unified Focus Under Bryan Spaulding



### **T**o strengthen our customer responsiveness and operational alignment

Bryan Spaulding has been promoted to President - Colson Americas. He will lead all commercial and operational functions across the United States, Mexico, Canada, and Colombia. Bryan's promotion marks a major step forward in our efforts to integrate Sales and Operations and deliver a more seamless experience for our customers in the Americas. Bryan has been with Colson Group since 2016 where he started as the USA Director of Strategic Sourcing. Since then, he has held many positions of increasing responsibility, including VP of Global Sourcing and Chief Operations Officer.

As a proud dad of six, Bryan is an expert in managing busy schedules and group dynamics. When he's not leading the pack at work, you'll find him outdoors, rooting for his favorite NFL team, the Detroit Lions, while enjoying a smash burger and a craft IPA.

## Europe: Accelerating Momentum with Bertrand Gueguen

**B**ertrand Gueguen has been elevated to General Manager – Europe, where he will lead the integration of our Industrial operations and Select Hardware UK's commercial strengths. With a talented team across the continent, Bertrand is focused on driving sustained growth, operational efficiency, and strategic alignment across Europe's diverse markets. His leadership sets the stage for Colson's continued expansion and success in the region.

Before joining Colson, Bertrand spent 21 years at United Technologies Corp. where he held senior leadership roles including General Manager Asia/Pacific, President of Transport Refrigeration, and President of Carrier Commercial Refrigeration and worked across Asia, Europe, and the U.S. Having previously served as a platoon leader in the French Army, Bertrand's firm and strategic leadership continue to make him a steady force in our global success. ■



## Asia Pacific: Unlocking Growth with Nick Katris



### **W**ith a 20+ year career at Colson and proven success across

Industrial and Retail channels, Nick Katris has been promoted to President - APAC. Nick will spearhead efforts to unify our businesses in China and Australia, expand regional sales, and drive the growth of Colson-branded products throughout the Asia Pacific market. His leadership will bring sharper focus and stronger coordination to one of our fastest-growing regions.

Based in Western Australia, Nick enjoys life by the water with his wife, Natalie, and their two energetic border collies. An avid windsurfer and kayaker, he brings the same competitive focus and drive to his hobbies that he does to his leadership.

# Colson Group USA Increases Trade Show Presence

## Leading by Example on the Show Floor at 3 Events in 2 Months

**W**ith a boldly designed booth, an interactive engineered testing display, and a strong presence at three major trade shows in just two months, Colson Group made a statement this spring: we're invested, visible, and leading the way in caster and mobility solutions.

We've amped up our physical presence in the U.S. with plans to exhibit at seven different shows across the country this year, putting us in front of nearly 204,000 attendees. Here's what we've accomplished so far this spring.



## National Food Equipment Manufacturing – February, Atlanta

**C**olson debuted its new trade show booth in late February at the National Food Equipment Manufacturing (NAFEM) Show, held at the World Congress Center in Atlanta, Georgia. With over 20,000 attendees across three days, the event was a prime opportunity to connect with Food Equipment industry leaders and showcase our latest innovations in mobility solutions.

Colson Group connected with leaders by showcasing how our casters support every step of the culinary journey; from the chef plating a dish, to the prep tables and bakery carts behind the scenes. With our theme 'Quality from the Ground Up,' we highlighted the vital role wheels play in kitchen performance.



## Applied Ergonomics & ProMat – March, Orlando & Chicago

**J**ust two weeks later, Colson Group made a strong showing at two major industry events, each highlighting our innovative spirit and growing presence.

At the Applied Ergonomics Conference (AEC) in Orlando, Florida, we unveiled our new interactive testing display designed by Kerth facility engineer Vincent Leman. Despite a competitive field, our team stood out, drawing attention and engagement with a hands-on experience that showcased the performance and precision of our products.

At the same time, our largest event of the year, with over 50,000 attendees, was in full swing at ProMat in Chicago, Illinois. Colson Group showcased our broad range of caster and wheel solutions designed to move the future of material handling forward.

From heavy duty rigs to innovative customized wheels, along with our impressive 1,000 pound cart, we demonstrated how our products enhance automation, drive ergonomic efficiency, and improve workplace safety. ■

**2** **Series**  
 LIGHT DUTY Swivel & Rigid  
 Capacity up to 350 lbs each



## Colson 2 Light Duty Series: Exceptional Performance, Increased Flexibility

### The 2 Series Family Has Grown with Additional Brakes, New Wheel Options, & Enhanced Efficiency and Performance

#### New, Larger Size: 6" Diameter Wheels Arrive

The 2 Series was already available for 2 1/2", 3", 3 1/2", 4", and 5" diameter wheels, but we've taken it further and added the 6" diameter option.

#### More Wheel Options Added to 2 Series

We heard you. You wanted more flexibility in the type of wheel you can pair with the 2 series. That's why we've added nine more wheel families as options for you.



#### Posi-Lock Now Available on All Sizes

We've expanded the availability of the Posi Lock to all 2 Series.



#### Bolt-On Total Lock Added to 3" & 6"

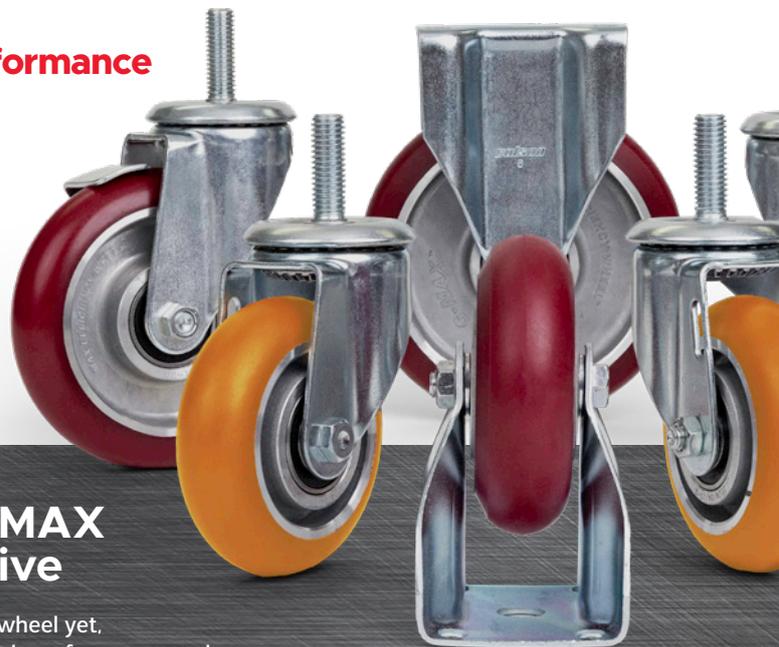
We've included the bolt-on total lock as an option with the new 6" diameter 2 Series and added it to the 3" size as well.

## Experience Unmatched Efficiency & Performance with CG-MAX Wheels in Colson 2 Rigs

We're excited to announce that the Colson 2 Series casters are now available with the advanced 1 1/4" CG-MAX wheels. This integration brings together the trusted durability of the 2 Series with the superior performance of CG-MAX wheels.

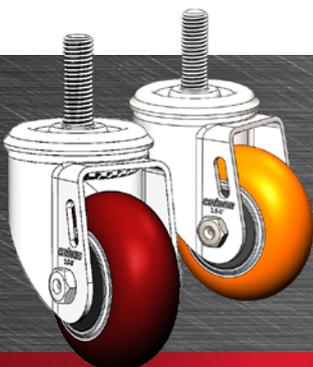
#### Extended Operational Life

#### Enhanced Ergonomics



### 3" Diameter CG-MAX Wheels Also Arrive

Introducing the smallest CG-MAX wheel yet, which means you can now have high performance and improved ergonomics even for your lightest applications.



# Farewell to a Legend: Celebrating Linda Hasse's 47 Years of Dedication at Colson Group



**A**fter an incredible 47 years with Colson Linda Hasse is retiring from her role in Accounting. Linda's commitment to excellence, attention to detail, and unwavering dedication have made her an invaluable part of our team.

Since joining Colson in 1977, Linda's work has been instrumental in the success of many departments across the company. Her knowledge earned her the respect and admiration of her colleagues, and her friendly and approachable nature made her a beloved team member. As many know, stopping by Linda's desk was always a gamble—you might leave 30 minutes later, but you'd leave smiling.

To honor this remarkable milestone, the office in St. Joseph, MI hosted a special celebration. Everyone came together to show their appreciation, and CEO Rich Kobar joined in to thank Linda personally for her decades of service. Linda was presented with a commemorative plaque recognizing her dedication and the legacy she leaves behind. It was a heartfelt event, filled with gratitude, stories, and well wishes.

As Linda embarks on this well-deserved retirement, we want to express our deepest gratitude for the impact she has had on Colson and the lasting relationships she has built. While we will certainly miss her presence in the office, we are excited for the new adventures that await her. ■

## Shelter in Strength: A Real-World Test of Readiness

On April 2, 2025 this spring, a tornado struck Monette, Arkansas, following a path similar to the storm that damaged our facility there three years ago.

After that event in 2022, we invested \$45,000 in a steel storm shelter built inside the facility. It holds 40 people, is handicap accessible, and meets FEMA 361 and ICC 500 standards. It's wind tested for 250 MPH and built with strong, formed panels. Ten second shift employees safely used the shelter during the recent storm, which destroyed buildings just a quarter mile away.

After seeing the value from Monette, we have added the same shelter at our Jonesboro facility as well, reinforcing our commitment to employee safety. ■

## HR-UPDATE

