



To: All Amware Affiliates
cc: Jim Smith, COO
From: John Sweeney
Date: November 14th, 2005
Re: APS Organizational Announcement

I am pleased to make the following announcements concerning the organizational structure for Amware Pallet Services:

Dave Robinson, currently Plant Manager of the Pompano Site, has been promoted to Regional Manager, Pompano, Lakeland and Jacksonville. Dave has exhibited his skills and capabilities in improving the Pompano performance since his arrival, and will be of great assistance in helping lead our other Florida facilities.

Dean Steele, currently Group Manager of Salem, has been promoted to Regional Manager of Salem, Petersburg, and Benson. Dean's grass-roots approach to building the fundamentals into his team has proven invaluable. In addition, his assistance in other focus facilities has yielded consistent performance improvement.

Randall Dixon, currently Group Manager of Mauldin, has been promoted to Regional Manager of Mauldin, Charlotte, and Ellore. Randall's proven track-record in achieving results makes him an excellent choice in leading our Carolina facilities.

Sherman Loney, currently Group Manager of Birmingham, has been promoted to Regional Manager of Birmingham, Indianola, Hammond and Henderson. Sherman's performance in developing his team and setting the benchmark for his peers make him an excellent choice in this increase in accountability.

The Houston and McDonough facilities will report directly into me.

Please join me in congratulating our new Regional Managers.

John Sweeney
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