**5 April 2012**

**ANNOUNCEMENT**

I am pleased to announce the appointment of Tom Garcia to the position of Industrial Market & Portfolio Manager reporting to me. In his role, Tom will assist in developing key market segments for the Industrial Business, supporting efforts for both OEM and Distribution channels. Additionally, Tom will be directly responsible for managing the Industrial product portfolio.

Prior to joining Scapa, Tom worked at BioSafe Systems, LLC as the National Account & Sanitation Segment Manager. In addition, Tom has held positions in Brand and Product Management as well as in market research.

Tom earned his Bachelors Degree in Sociology from The University of Connecticut.

Please join me in welcoming Tom to the Scapa team and wish him success in his new role.

Mike Muchin

**Group Industrial BU Manager**