

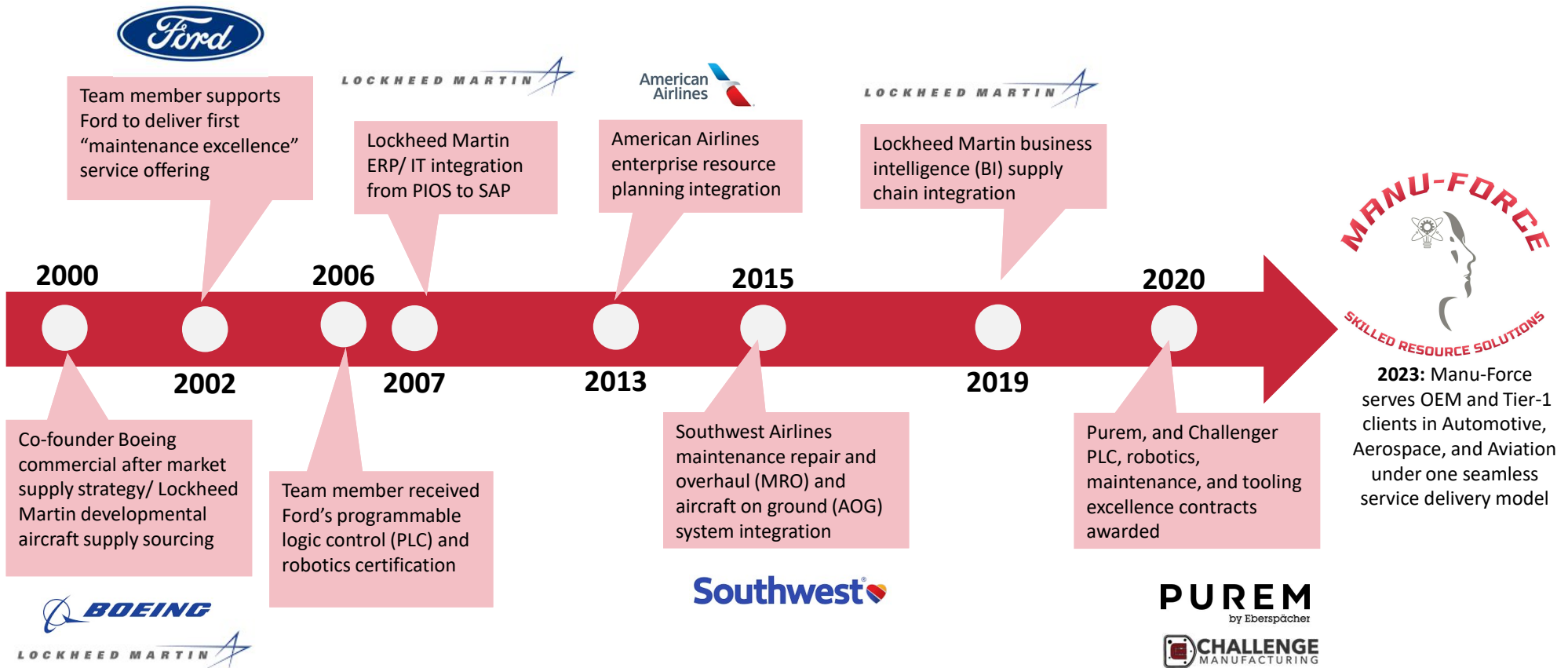


Manu-Force Overview

June 2025

Manu-Force history and clients

Manu-Force is a Woman Owned Small Business with a legacy going back to 2000



Key leaders

J.J. Kearney



J.J. Kearney
Founder and CEO
President OEM Support,
Aerospace & Aviation

jj@manu-force.com

+1 817-767-9061

Experience:

J.J. leads the Aerospace & Aviation practice and has 20+ years of experience, having worked at The Boeing Company, Lockheed Martin and consulting with Oliver Wyman, RGP before forming Klista Solutions, specializing in supply chain strategy. From Strategic Sourcing, Supplier Collaboration, Data Analysis and Market Intelligence, to ERP integrations and IT blueprinting. As the founder and CEO of Klista, J.J. was responsible for all business development and client delivery, ultimately growing Klista by 300% in <5 years.

Education:

- B.S. Science, Technology & Globalization, Embry Riddle University
- M.S. Technical Management, Embry Riddle University

J.D. Kearney



J.D. Kearney
COO, President Advisory,
Automotive, and
Industrials

j.d.kearney@manu-force.com

+1 817-879-7719

Experience:

J.D. Kearney has 20+ years of experience improving the performance and profitability of manufacturing businesses, having led improvement projects in 250+ facilities globally. He is a certified Lean/ Six-Sigma black belt and has led 100+ kaizen projects, deploying the scientific method to business and manufacturing problems.

- For a PE-owned automotive manufacturer, acted as the interim COO, successfully turning EBITDA from -25% to 5% in <6 months

Education:

- B.S. Electrical Engineering, Yale University
- M.B.A., Duke University (Fuqua)

Tommie Watts



Tommie Watts
VP Automation Services

tommie.watts@manu-force.com

+1 586-489-7326

Experience:

Tommie is an accomplished executive with extensive experience driving operational excellence and technological innovation in industrial automation. Proven ability to scale operations and lead high-performing teams within Fortune 500 manufacturing environments. Expertise in advanced robotics and automation systems, with a track record of implementing solutions that optimize efficiency and profitability.

Education:

- B.S. Electronics Engineering, ITT Technical Institute
- Robotics certifications: ABB (S4C, S4C+, IRC5) | KUKA (KRC2, KRC4) | Fanuc (RJ3, RJ3ib, RJ3ia) | Comau | Nachi AX | Kawasaki D | Universal Robot (all series)
- Programming & software certifications: RAPID | KAREL | SLIM | PLC Ladder Logic | Robot Studio | TrueView | RS Logix | Siemens | VRSI

Jim Ashby



Jim Ashby
VP, Advisory, Automotive,
and Industrials

jim.ashby@manu-force.com

+1 586-604-1098

Experience:

With over 30 years of experience in automotive engineering and manufacturing, Jim is a leader in the industry. He has assessed and improved hundreds of manufacturing operations globally, developing cost-effective strategies for operating in low- and high-cost countries. He is an expert in lean manufacturing, TOC, TPS, and throughput simulation (digital twin).




Before joining Manu-Force, Jim was a partner at EY-Parthenon, Strategy&, PwC, and PRTM, and spend 15 years with GM in numerous management roles. Jim specializes in rapid performance improvement, I4.0 transformations, and setting up digital and advanced manufacturing practices for his clients and consulting firms, including "digital twin" centers of excellence.

Education

B.S., Industrial Engineering, Purdue University
M.S., Industrial Engineering, Purdue University
M.B.A. Economics & Finance, U. Chicago (Booth)

Manu-Force's three service offerings




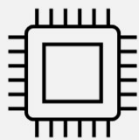


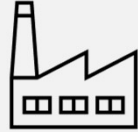


Advisory Support	OEM Support	Automation Services
		
17 team members	150 team members → 800+ by 2027	25 team members → 300+ by 2027
Industries: <ul style="list-style-type: none"> ▪ Aerospace & Defense ▪ Automotive ▪ Industrials ▪ Private Equity 	<ul style="list-style-type: none"> ▪ Aerospace & Defense ▪ Automotive 	<ul style="list-style-type: none"> ▪ All – industry agnostic
Provide mergers & acquisitions, strategy, operational turnaround, and transformation services to and through top-tier professional services firms, private equity firms, and best in class original equipment manufacturers.	Provide industry experts across the functions and business life-cycle, including Engineering, Supply Chain, Manufacturing, Quality, Finance, ERP/ IT, capture, launch, low-rate-initial-production (LRIP), full-rate-production (FRP), sustainment, and end-of-life	Provide Mechanical/Electrical technicians, maintenance technicians, robotics technicians, and PLC technicians, tool and die, quality engineers and floor operators across industries from A&D and Automotive to Food & Beverage, Oil & Gas, Warehouse, and Logistics – where cutting edge solutions requiring automation are required

OEM Support



Manu-Force delivers shop floor and supply chain solutions across various manufacturing platforms with particular emphasis on serving OEMs and Tier-1s

Engineering/ Prog. Mgmt.	Supply Chain Solutions	Quality	Programmable logic control	Robotics	Maintenance	Tooling
						
Provide industry experts across the business life-cycle, including 4-walls/ supplier capacity assessments, new business capture, launch, low-rate-initial-production (LRIP), full-rate-production (FRP), sustainment, and end-of-life	Experienced planners/ buyers/ schedulers; dedicated skilled experts in supply chain strategy for ERP/ MRP/ IT implementation and data migration; business requirements, agile epics, UAT, and launch	Design, audit, and execute quality management systems, tools, and procedures across APQP, PPAP, IATF 16949, and industry specific ISO standards, including quality leadership, engineering, inspection, and sort	Program, repair, and optimize PLC across major OEEs - Allen Bradley(Rockwell), Siemens TIA/Step 7 ABB, Mitsubishi and more	Design, build, and optimize manufacturing robotics to achieve improved throughput and first pass quality – Fanuc, ABB, Kuka, Yaskawa, Motoman, Kawasaki, Engel, and more	Establish and implement corrective maintenance, preventive maintenance, total productive maintenance (TPMs), and maintenance work order systems, policies, procedures, and support	Provide Electrical/Mechanical installation services. Establish and implement tool design, build, launch, maintenance, and optimization programs to achieve manufacturing targets and support

Safety and Quality

Manu-Force requires strict certification and requires all clients to have or be obtaining their certifications within the first 6 months

Technician Certifications	Manu-Force Onboarding	Client Safety and Certifications	Personal Protective Equipment (PPE)
<ul style="list-style-type: none">▪ Technicians must provide all education and certifications prior to consideration▪ Certifications are entered into Manu-Force's tracking database to ensure re-certification prior to expiration▪ Technicians with expired certifications are at-risk of losing their current project	<ul style="list-style-type: none">▪ Manu-force validates all certificates on day-1 of onboarding▪ Safety-first mentality is embedded from the start – nothing is priority to our team member safety – Nothing▪ All team members are required to carry and validate insurance in compliance with our Ts & Cs	<ul style="list-style-type: none">▪ Manu-Force requires clients to have certification or be pursuing best in class Automotive, Aerospace, and Aviation safety standards – ISO45001 or IATF 16949▪ All clients must have a PPE program and be insured in compliance with ISO and/ or IATF standards	<ul style="list-style-type: none">▪ All team members are required to wear PPE at all time in required areas and follow all lock-out- tagout/ safety/ health/ and environmental requirements▪ PPE is regularly checked throughout the day▪ A single violation or lock-out-tagout or serial issues with wearing PPE result in loss of project

Manu-Force Case Studies and Achievements

Since 2023 Manu-Force has been a Ford preferred Solution Expert

- Ford Restart Experience
- Ford SOT Support Improvements
- OEM Operational Turnarounds

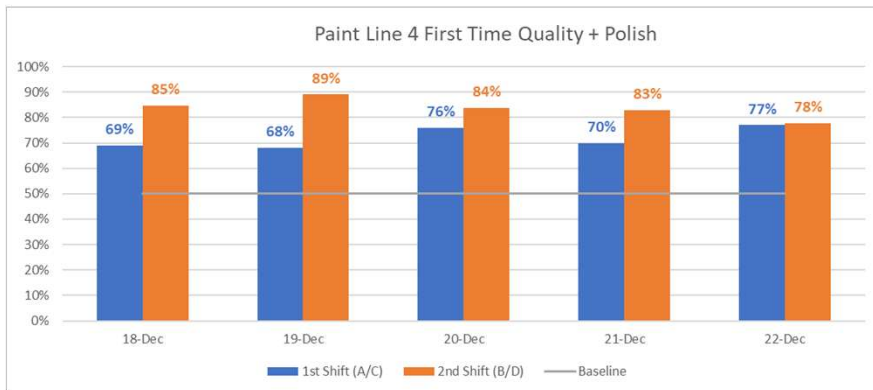
Manu-Force & Ford Restart Experience since 2023

Manu-Force has been a trusted solutions provider of key capabilities to the Ford supply base in 2023 and 2024

What Worked:

- Technical experts were deployed quickly up to 19 in first week
- Overall performance exceeded expectations
- Collaborative effort by Ford, Manu-force and seven troubled suppliers
- Delivered up to 48% improvement
- 100% approval rate for all team members

Example: Manu-Force delivered a step change improvement in first-time-quality for a Ford tier-1, actively moving from a baseline of ~50% to 75%+ in <2 weeks



Project Facts (to date):

- Actual working positions range is 3-10 (Avg = 8)

Actions Taken:

- Acting Shop Floor Supervision
- Mentored existing supervisors
- Implemented hourly production tracking board
- Created/cascaded standard documents
- Shift start up meeting agenda
- Versatility matrix
- Break planner
- Leader standardized work
- PDCA worksheet

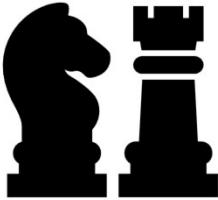
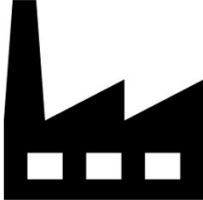
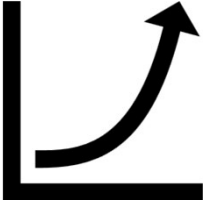
Results:

- Realized 25% improvement in one week
- Realized 48% improvement in three weeks
- Ford received 1,500+ modules since mid-December

Ford 2025 SOT Support – 0 Lost Units

We have demonstrated and understand the 3 pillars of Ford's 2025 support strategy, aligned with "0 lost units"

Why we exist? 0 lost units

1	Strategy support	2	Subject matter expert deployment	3	3 rd party turnaround
					
How Manu-Force has and will continue to support: <ul style="list-style-type: none">▪ Deployed op excellence experts to review capacity analysis across 12+ Ford suppliers - Going forward: <ul style="list-style-type: none">▪ Strategic-capacity analysis and plant floor review to confirm ability to deliver consistent volumes to releases and APW/MPW▪ Proactively help plants develop and execute action plans, review existing plans, to resolve problems, and prevent other issues from re-occurring.		How Manu-Force has and will continue to support: <ul style="list-style-type: none">▪ Deployed tooling and high pressure die casting experts to 6+ Ford suppliers over 14 months▪ Deployed maintenance, PLC, and robotics experts to 10+ Ford suppliers Going forward: <ul style="list-style-type: none">▪ Leverage our past experience across paint/ coatings, injection molding, castings, and maintenance to pro-actively mitigate risks before they are an issue for Ford		How Manu-Force has and will continue to support: <ul style="list-style-type: none">▪ Deployed to 5 Ford Tier 1 locations to rapidly diagnose issues, identify, and implement corrective action Going forward <ul style="list-style-type: none">▪ Manu-Force as an outward-facing Ford representative to solve problems▪ Leverage our past turnaround and restructuring services for Honda, Subaru, Nissan, VW, and BMW to bring the full-scale of our technical, engineering, management, and interim-COO capability to Ford	

Select case studies: Manu-Force's success in past turnaround and transformation projects rapidly achieved a step-change in EBITDA

\$75M automotive fascia and spoiler manufacturer

Operational and financial turnaround

-\$50M EBITDA to 9% EBITDA in < 6 months

Situation:

- Client went through 2 transactions in <2 years
- Injection, paint, and bonding ops had not had proper preventive maintenance in 1+ year and required \$25M in capex
- Customers were at their wits end and were 30-days from re-sourcing – quality (red), delivery (red), cost (red) – 5 major IATF violations

Approach and solutions:

- Established a turnaround team – chief restructuring officer, interim-COO, plant management, quality, and maintenance
- Developed a 120-day operational and financial restructuring plan identifying people, process, technology, and cap-ex needs
- Implemented daily management cadence, gemba walks, war room, and customer communication rituals and routines
- Negotiated price increases, relentlessly pursued safety, absenteeism, quality, delivery, and cost initiatives

Results

- Returned to profitability in 90 days and achieved 9% EBITDA in 180-days
- In <120 days – absenteeism from 25%+ to 5%; delivery from <90% to 100% and 3+ DOH; quality escapes reduced by 95%+; COPQ reduced by 80%+; 0 recordable safety incidents

\$100M automotive exhaust manufacturer

Operational turnaround

300% capacity improvement in < 3 months

Situation:

- Client had leadership turnover (President & Plant Manager) while launching new product at a greenfield site in a tight labor market
- Welding, assembly, and sequencing multiple part numbers while debugging new equipment due to late engineering changes
- Frustrated OEM client was experiencing daily shutdown conditions

Approach and solutions:

- Turn around team implemented – 15 total resources: interim Plant Manager, skilled trades, production supervision, controls technicians, welding process experts, human resources
- Developed and executed detailed action plans based on actual production data from the shop floor
- Implemented daily management cadence, gemba walks, war room, and customer communication rituals and routines
- Stabilized hiring and training plans to remove temporary labor force

Results

- Prevented OEM shutdown from day 3 onward and expedited freight within two weeks
- In <90 days – temp labor from 85% to 15%, delivery from 30% to 100% and 2+ DOH; quality escapes reduced by 95%+;
- Contract extended additional 90 days to achieve profitability targets

Manu-Force Expansion and Unique Offerings

Since 2023 Manu-Force has expanded its solutions to include Automation and Advisory

- Manu-Force's expansion has already partnered with 5 Automation clients in the last 6 months for PLC, Robotics, Maintenance and Tooling support services
 - Kuka, ZF Transmissions, VDL Steelweld, Schnitzer
- In it's first year, Manu-Force's Advisory Experts have already successfully partnered with a private equity firm on an OEM Operational Turnaround initiative completing Phase 1 of the project.

Automation Services overview



Site Works :

- Mechanical installation
- Electrical services installation
- PLC online – Siemens TIA / Step 7, Allen Bradley RS Logix, Mitsubishi and more
- Robot online - / Offline – Kuka, ABB, Fanuc, Yaskawa
- Site management
- Build support through and after SOP

BIW capabilities:

- PLC Control Engineers
- Robot Programmers
- Automation Maintenance Technicians
- Electrical Labor
- Mechanical Labor
- Millwrights
- Site Management

Pre-Engineering :

- 2D/3D Design – Catia V5 / Delmia
- Simulation – Process Simulate
- Virtual Commissioning – Process Simulate
- Electrical Design – Eplan
- PLC Offline – Siemens TIA / Step 7, Allen Bradley RS Logix, Mitsubishi
- Robot Offline - / Offline – Kuka, ABB, Fanuc, Yaskawa
- Electrical Panel Building including HIP/RIP
- Project Management

BIW processes:

- Spot Welding
- Arc Welding
- Hemming
- Handling
- Laser Welding
- Sealing
- Flaming
- Stud Welding
- LCA and Special Purpose Machinery
- MultiDot Gluing Systems



We have a strong reputation for supporting not only turnkey work, but also in assisting our customer base with the supply of highly skilled artisans in the above fields of expertise

Automation Services: Robotics and Mechatronics

- Complex execution of robot cells and production lines
- Concept, design for mechanical and electrical part, pneumatics and safety systems, robot, and automation system programming
- Simulation, offline commissioning
- Execution, assembly, testing, delivery, installation, and commissioning



Advisory & Operations Support

Manu-Force's Advisory Support provides M&A, strategy, turnaround, and transformation services to and through top-tier consulting and PE firms

Automotive



Aerospace/Defense



Industrials



Additional Sector Experience

