

## A letter from Robert Renner

Dear Friends and Associates,

It has been nearly thirty years since I strung a phone line out to my garage and took the first order for Truth hardware. Much has changed since those first days; new facilities, new faces, new products, but the goals and philosophy have not changed. From the beginning we have focused on innovative products, friendly expert service, quality that sets industry standards and a dedication to continuous improvement in all areas. We are proud to be recognized, through your support and patronage, for these efforts. I can thank a very talented team for bringing us this far.



They say all things must change, and change is good. I am pleased to announce changes to our corporate structure: I have appointed Jim Roberts as President and Chief Operating Officer, and my new titles are Chairman and Chief Executive Officer. Those of you who know Jim will recognize what he brings to this position, both as a person and as an industry professional with over 27 years of experience in domestic and European hardware. He is a delight to work with and his leadership will benefit all of us.

The impact to our customers will be minimal. I am turning all administrative duties over to my team, who can execute them more efficiently than I. My focus will be Product Development and continuing my relationships with established customers and vendors. To put it simply, I am looking forward to 30 to 40 hour work weeks rather than 50 to 60 hours, and confident the company will take care of your needs.

Sincerely,

Robert Renner  
Chairman / CEO  
Functional Fenestration Inc