



NEW YEAR MESSAGE AND LEADERSHIP UPDATES

Happy New Year! I hope this email finds you well and in good spirits. As you are likely already aware, Kevin Minissian tragically passed away on November 23, 2021. On behalf of the Minissian and Norchem families, we extend our gratitude for the support and prayers, it means a lot.

For over four decades, we have developed an incredible team of experts who are more motivated than ever to take Norchem to the next level. We are proud of what we have accomplished together and look forward to continuing a tradition of excellence. Norchem is committed to building upon the strong foundation laid by our Founder Kevin Minissian.

As we welcome 2022, we would like to share the following leadership updates:

- Our Customer Care Team will be led by the Senior Director, **Jaime Gastelum**, who has been part of the organization for 45+ years, alongside **Leonardo Gastelum** as the lead customer solutions expert and Customer Care Director for all accounts.
- **Chad Folkerts** will lead as VP of Design Engineering and Field Operations while overseeing implementation of Norchem Process Water Systems, Chemical Systems, and other Engineered Systems.
- **Martin Mora** will lead the design, production, and installation of all engineered systems as the Systems Design and Project Manager.
- **Karineh Minissian** will take on a broader set of responsibilities moving from Director of Business and Employee Relations to Vice President and Managing Director.
- **Vaughn Minissian** who has been Vice President of Operations for over 10 years will expand the scope of his leadership role to oversee the organization holistically as company President.

While 2021 had its challenges, we welcome 2022, and beyond, with reassurance. As a purpose driven company, we are able to deliver market confidence, consistency, and trust. Thank you to all our employees, customers, partners, supporters, and the incredible industry we are fortunate enough to serve. It is because of you that we are able to transition into the future with gratitude, enthusiasm, and passion that will propel us forward and upward. I am incredibly appreciative of the commitment and energy our employees, customers, and the industry has for our future. I am very proud to see contributions be recognized and more importantly to see our continued investment in each other, our company, and our industry serve our mission to create a more sustainable future.

Sincerely,

Vaughn Minissian
President

*To carry forward our Founder's ongoing passion, Norchem Corporation and families have established the **Kevin Minissian Memorial Fund** at the California Institute of Technology (Caltech). Contributions will celebrate his legacy by supporting students in the Hoffmann group who are conducting research in the area of water treatment and recycling technologies. To contribute to the fund, please donate [here](#).*