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ELGIN
VACTOR
GUZZLER
JETSTREAM
FS Solutions
FS Depot

I am pleased to announce that Mike Higgins, previously the Vice President of ESG Sales and Marketing, has accepted the position of Vice President and General Manager of Elgin Sweeper Company. Mike has served in a variety of leadership roles during his 24 years with ESG and will bring significant depth and breadth of expertise to this new assignment. Mike will also retain responsibility for the Elgin and Vactor dealer channel sales organization in this new role with Dan Federico, who joined ESG today, leading the dealer sales effort and reporting to Mike. Dave Panizzi, Director ESG Inside Sales will also continue to report to Mike.

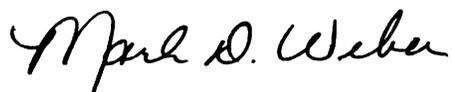
We are also taking this opportunity to simplify the ESG Group structure and improve the alignment of various functions across ESG to strengthen our ability to execute on critical strategic initiatives with the following changes;

- The direct sales channel under the leadership of Tony Fuller, Director of ESG Industrial Sales will now report to Bill Krupowicz, Vice President and General Manager of Jetstream.
- ESG Marketing and ESG International Sales will remain as group functions; therefore, Kevin O'Brien, Director ESG Marketing and Craig Dow, Director ESG International Sales will report to me under this new structure.
- The Managers of Inside Service will report to the respective General Managers with Greg Davis reporting to Bill Krupowicz, Tracy Krebsbach reporting to Sam Miceli and Mario Martinez reporting to Mike Higgins.
- Andy Urbanec, ESG Parts Sales Manager, will become responsible for the Elgin and Vactor Customer Service Representatives who are focused on supporting FS Depot parts sales.
- The current position of Vice President of ESG Sales and Marketing will be eliminated as a result of these new assignments.

I realize this announcement contains several organizational changes and the ESG leadership team will be meeting with their respective employees to assist the communication process. These changes should enable the following once in place;

- Improved alignment and communication throughout each division allowing us to provide the highest levels of customer satisfaction in every facet of our business.
- Increased focus on specific growth opportunities in several key markets.
- Improved responsiveness in all areas.
- New leadership and development opportunities for our ESG team members.

These changes will be effective on January 16, but we will continue to work together as a team and adjust the transition process as necessary to ensure we meet customer requirements. ESG is well positioned coming into 2012 to have our third consecutive year of improved performance and I look forward to working with each of you to exceed both customer and shareholder expectations. My congratulations to those with new assignments and I would ask everyone across ESG to assist with this important organizational transition.

A handwritten signature in black ink that reads "Mark D. Weber". The signature is written in a cursive, flowing style.

Mark D. Weber

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