



# Western Pneumatics, Inc.

Pneumatic Conveying & Material Handling  
Machinery Group & Finger Jointing  
Industrial Installation

Custom Fabrication  
Dampers  
Agricultural Products

Tanks & Pressure Vessels  
Biomass  
Parts & Service

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## LETTER FROM THE WESTERN PNEUMATICS OWNERS

Western Pneumatics and LDX have completed contract negotiations for LDX to purchase the current stock interest in WPI thus transferring the ownership from Bob and Bruce to LDX. We are excited about the possibilities of the newly aligned companies, and the opportunity to provide our customers with a single source for all product lines of WPI and LDX.

Many opportunities and changes have occurred since WPI's beginning in 1982. The merger of LDX and WPI will be one of the largest changes but will have the least impact on employee's daily jobs. Western Pneumatics will be owned by LDX, but the owners will remain as employees of WPI with some necessary changes to their job duties and responsibilities. We are prepared to answer questions our employees have.

Allow us to explain what the driving force was to start the process of LDX and WPI combining companies. Over the past 10 years, we have seen Rick Sanders retire and Rick Nicol pass unexpectedly. In each event, we did not have or think to have a succession plan in place for a smooth transition. Bob and Bruce are in good health and look forward to years of service. But, as we are all aware, nobody lasts forever. Our goal is to help implement and see through a smooth transition.

We have many Lessons-Learned from our past, including the need to have a succession plan and preparedness for any person to leave the organization. High standards and excellence have been achieved through many years of experience. We need to do everything in our power to maintain those standards. 2020 was evidence that significant changes can occur and change things instantaneously. This experience will help navigate our future. We have been working with our Leadership team for years with the goal of taking on all business functions successfully.

What criteria did we consider when looking to merge the two organizations to create a good marriage? Most importantly, we wanted to preserve WPI and allow it to last for decades to come. All different kinds of people make up the WPI family. As a family, we have had to learn to work together, adapt and overcome as changes occur, learn from our mistakes and come out the other side better and stronger than we were. New family members join us. We are a very tight family and each member is an important cog in WPI's success.

WPI did not start from a seed. It started with some talented people who had previous experience and could make business happen. Knowledge and genuine relationships build the foundation and groundwork to being successful in all aspects of life. Experience is a key teacher. It does not happen overnight. Time must be allocated and intentional. By starting this process years ago, it has allowed WPI to grow on its past successes and failures and transform those experiences into learning opportunities for continued growth and business longevity for generations to come.



LDX shares a similar type of family culture. We have the advantage of knowing many of the team members from working with them over the years. Because WPI is familiar with the LDX product line, we already have a head start on the integration process. They will also benefit by learning our products. LDX and WPI have good system designers. Both have excellent product lines, and that takes care of half the battle. Synergies will naturally develop as our knowledge and experience as good fabricators and installers is shared with LDX engineers to help improve the overall process. WPI will better survive by adding to our product line and having the financial where-with-all to do so. Compatibility, a larger family of professionals, focus, and the financial capability to make dreams happen are all important pieces of the new puzzle.

LDX will provide WPI with new market opportunities. Combining experience and knowledge from lessons learned will only enhance future success. Had WPI looked to merge with a company with similar products or talents, it may not have been as successful and could have had redundant jobs. Working alongside and in tandem with a company with similar talents but dissimilar capabilities will create greater opportunities for all.

Bob and Bruce will work hard to make the marriage and transition a success for LDX and WPI. We still have the energy and desire to improve WPI. Our primary goal is to focus on leading, teaching and training new people within the organization. Change is inevitable and part of the normal business process. We will help navigate change and keep our new business heading down a successful path. Applying and combining knowledge is exciting. Experiences from the past will enhance the future for both companies.

With Our Best Regards,

Bob and Bruce