

EVOLUTION



FUSION



REVOLUTION



THE FIRST YEAR

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Message from the President

Our first year has made history. Extraordinary opportunities made it possible to join market leaders into a single fighting force. Together, we hold the largest market share. We have the most developed selling network with the most extensive coverage in the North American market – over 180 distributors in Canada, the U.S., and Mexico.

In addition, this new team has:

The most extensive product line – From the Redi-Pak™ product for industrial finishing to single skin semidowndraft and downdraft to the finest insulated downdraft product available in the world.

Extraordinary manufacturing capacity – Our three facilities add up to over 300,000 square feet, giving us a manufacturing presence in North America that is unequalled.

The Tech Center, a strategic weapon – DeVilbiss' significant inroads in working with paint manufacturers at the Tech Center in Atlanta will enrich our team's contacts at the highest levels of the marketplace. The Tech Center will continue to anchor the research work with the paint manufacturers. It will also serve as the research and development center for new products introduced to the North American market. It will be the training center for technicians and sales personnel and will offer the end-user seminars that have been so successful at Blowtherm USA, Inc.

As Team Blowtherm, we are members of a global team, recognized as a world leader in our niche market. We have the approvals of auto manufacturing companies with a worldwide presence. We have contacts with paint manufacturers that also have an international presence. We have the ability to recognize trends in technology and identify new equipment developments around the world.

As Team Blowtherm we also have improved resources for research and development. We have access to the highest quality components from different world markets. We are also able to address a world market with facilities that are manageable in size. We are not a big conglomerate. We are not a bureaucracy. We are a team of highly focused individuals striving for the same goal: To lead the industry with the quality and reputation that our customers deserve into the millennium.



President and CEO

“a gradual development

A rich heritage

Blowtherm Spa is a family-owned company with headquarters in

Padova, Italy. Mr. Giovanni Peghin founded the company in 1956

for the manufacturing of burners for domestic and industrial heating. Since the mid-70s, Blowtherm Spa has fabricated and marketed down draft spray booth ovens to countries around the world.



Blowtherm Spa is recognized worldwide for the quality of its product, approved by Mercedes Benz and most of the major manufacturers in Europe. The company has been ISO 9000 certified since 1994.

Blowtherm Spa has a 160,000 square foot state-of-the-art manufacturing facility with 150 employees in Camposampiero, just 20 Km from Venice.

Today, Mrs. Anna Agosto Peghin, wife of the founder, and Mr. Francesco Peghin, her son, own the company. The family has diversified holdings in manufacturing, real estate and the hotel industry. Managing director for Blowtherm Spa is Mr. Flavio Targa.



Blowtherm



FRANCESCO
PEGHIN
PADOVA, ITALY



ORIANO PETRICCI

VICE-PRESIDENT, FINANCE, BLOWTHERM SPA, DALLAS, TEXAS

BORN, RAISED AND EDUCATED IN ITALY, ORIANO HAS NEARLY THREE DECADES OF EXPERIENCE IN THE BANKING AND FINANCIAL SECTOR, WITH AN EMPHASIS ON MANAGEMENT AND THE INTERNATIONAL MARKETS. IN SEPTEMBER, 1996, HE JOINED BLOWTHERM SPA - ITALY AS THEIR CONSULTANT AND TRUSTEE FOR THEIR NORTH AMERICAN SHARED COMPANIES, AND WAS RELOCATED TO DALLAS, TEXAS.

Blowtherm USA

In 1984, Mr. Carlos Pippa founded Thermal Downdraft

Systems, a U.S. corporation, with the purpose of importing and marketing the Blowtherm spray booths in the U.S. In 1993, Thermal Downdraft Systems sold 50% of its shares to Blowtherm Spa of Italy, creating Blowtherm USA, Inc., a Texas corporation. Mr. Carlos Pippa owns the other 50% of Blowtherm USA.



Blowtherm USA obtained the rights to manufacture the product in Texas and market it in North America.



Blowtherm USA's facility occupies a 55,000 square foot facility in Irving, Texas and employs 50 people.

In the last few years, this partnership allowed Blowtherm USA to become the leader in the highest quality downdraft spray booth market. Together with its Italian sister company, Blowtherm Spa and Blowtherm USA sold \$35 million in high quality spray booth systems. In this market niche, the Blowtherm group occupied the world's leadership position.

to the present state ...”



DeVilbiss' own history goes back to the last century and the development of the atomizer by Dr. DeVilbiss. The patent of that device started a proud history. During most of this century, DeVilbiss furnished booths to the American finishing and refinishing markets.

DeVilbiss Spray Booth Products and DeVilbiss Compressor Products, both leaders in the industrial and automotive refinishing markets, were acquired by Blowtherm USA from Illinois Tool Works (NYSE: ITW) in April, 1998. Products marketed by these two companies were manufactured at its facility in Barrie, Canada.



Of unique interest is DeVilbiss' state-of-the-art Tech Center in Atlanta, widely recognized for its spray booth research and development, and the establishment of refinish standards. Training for technicians and sales personnel, along with customer demonstrations for refinish applications continue to be conducted at the Tech Center.



The DeVilbiss and Blowtherm relationship is a long-standing one. From 1984 to 1993, DeVilbiss purchased spray booth cabins from Blowtherm, Italy, marketed under the name, "Concept Cure".

Our new Team Blowtherm logo reflects our diversity and our synergy. The world in the center is our market. As a team, we bring together people, resources, and ideas from the US, Canada and Italy. The new Team Blowtherm logo has been developed to identify all our products – and bring us together.



Leadership with vision



CARLOS PIPPA
PRESIDENT AND CEO, TEAM BLOWTHERM, DALLAS, TEXAS

CARLOS PIPPA FOUNDED THERMAL DOWNDRAFT SYSTEMS IN 1984 TO EXCLUSIVELY IMPORT BLOWTHERM PRODUCTS INTO NORTH AMERICA. IN 1993, MR. PIPPA AND BLOWTHERM, ITALY FORMED BLOWTHERM USA, INC. BLOWTHERM USA HAS INSTALLED THOUSANDS OF CUSTOM DOWNDRAFT SPRAY BOOTHS AND RELATED REFINISHING EQUIPMENT FOR THE AUTOMOTIVE AND TRANSPORTATION INDUSTRIES AND IS WIDELY RECOGNIZED AS ONE OF THE LEADERS IN ITS MARKET NICHE. THE COMPANY WITH ITS HEADQUARTERS AND MANUFACTURING FACILITIES IN IRVING, TEXAS IS EQUALLY OWNED BY MR. PIPPA AND BLOWTHERM, ITALY.



JOHN A. PETTINATO
VICE PRESIDENT, COMMUNICATIONS AND PRODUCT DEVELOPMENT, TEAM BLOWTHERM; PRESIDENT AND CEO, DEVAIR COMPRESSORS, DALLAS, TEXAS

JOHN PETTINATO HAS BEEN IN THE AUTOMOTIVE-RELATED BUSINESS SINCE 1965. A NATIVE OF PITTSBURGH, PENNSYLVANIA, MR. PETTINATO SPENT 12 YEARS IN THE AUTO PARTS BUSINESS IN MIAMI THEN RELOCATED TO DENVER. IN DENVER, MR. PETTINATO OWNED AN EQUIPMENT COMPANY, AND, IN 1987, HELPED START THE GARMAT SPRAY BOOTH MANUFACTURING COMPANY IN AMERICA, OF WHICH HE WAS CO-OWNER UNTIL 1991. MR. PETTINATO JOINED BLOWTHERM USA IN 1991 AND HAS SERVED AS THE COMPANY'S VICE PRESIDENT OF MARKETING.



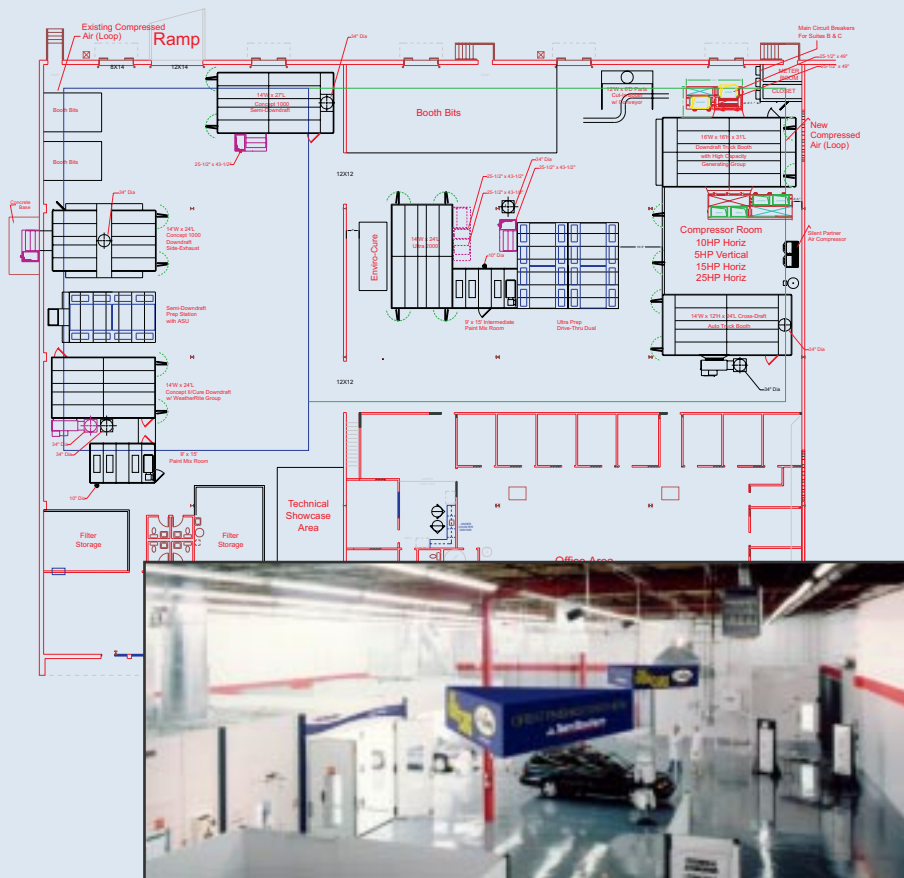
THOMAS F. GAGE, CPA
CHIEF FINANCIAL OFFICER, TEAM BLOWTHERM AND DEVAIR, INC., DALLAS, TEXAS

THOMAS (TOM) GAGE BEGAN HIS ACCOUNTING CAREER IN 1969 AND WORKED WITH DELOITTE TOUCHE IN NEW YORK AND NEW JERSEY UNTIL MOVING TO TEXAS IN 1976. TOM WAS A MANAGER WITH A LARGE LOCAL CPA FIRM UNTIL 1981, WHEN HE OPENED HIS OWN ACCOUNTING PRACTICE AND SELLING IT IN 1991. HE THEN VENTURED INTO AN AUTO REPAIR BUSINESS UNTIL 1993. TOM JOINED BLOWTHERM USA IN 1994 AS THE COMPANY'S CHIEF FINANCIAL OFFICER.



BARRY THOMAS
VICE-PRESIDENT, SALES AND MARKETING, TEAM BLOWTHERM, ATLANTA, GEORGIA

BARRY THOMAS BEGAN HIS CAREER IN THE SPRAY BOOTH INDUSTRY AS DIRECTOR OF ENGINEERING AND OPERATIONS FOR DEVILBISS SPRAY BOOTH PRODUCTS. HIS CONTRIBUTIONS HAVE BEEN MANY BOTH FOR DEVILBISS AND THE INDUSTRY IN GENERAL. AS A MEMBER OF THE NFPA-33 COMMITTEE AND CONTRIBUTOR TO THE I-CAR STANDARDS, MR. THOMAS WAS RESPONSIBLE FOR BUILDING THE NATIONAL TECHNICAL CENTER IN ATLANTA AND INITIATED TESTING WITH THE MAJOR PAINT MANUFACTURERS TO ENABLE DEVILBISS TO LEAD THE INDUSTRY INTO THE NEXT CENTURY.



No other place like it - Atlanta's Tech Center

Team Blowtherm's state-of-the-art Technical Center, the ultimate environment for testing today's equipment and finishes, is a unique facility, which is widely recognized for its spray booth research and development, and the establishment of refinish standards. Training for technicians and sales personnel, along with customer demonstrations for both finishing and refinishing applications are conducted at the Tech Center.



The Tech Center is being expanded from 10,000 square feet to more than 18,000 square feet to accommodate additional equipment of the expanded product line including ten spray booth, prep station, and compressor showcase installations, as well as extended services for end-user seminars, technical and sales training, research and development, and paint manufacturers' product testing.



DeVilbiss' significant inroads in working with paint manufacturers at the Tech Center enriches Team Blowtherm's contacts at the highest levels of the marketplace. The Tech Center continues to anchor the research work with the paint manufacturers.

Alliances

Team Blowtherm representatives serve on panels and boards of many significant industry organizations. On occasion this has given the organization the opportunity to participate in the establishment of standards and codes for the industry at large, and contribute to industry projects which ultimately enhance the painters' experience. Team Blowtherm representatives also work closely with national account vendors and consolidator clients to provide equipment and services for their needs.



Equipment Solutions.
Division Of Blaupunkt

"a gradual development

Patents and processes



IN DECEMBER 1998, ENVIROCURE LLC WAS ESTABLISHED AS THE EXCLUSIVE, WORLDWIDE LICENSEE OF THE PATENTED ENVIROCURE™ VOC ABATEMENT AND HAPTITE ADSORPTION TECHNOLOGIES.

TEAM BLOWTHERM HOLDS 51% OWNERSHIP OF THIS JOINT VENTURE AS WELL AS EXCLUSIVE RIGHTS TO THESE ADVANCED TECHNOLOGIES IN AUTO REFINISH SPRAY BOOTH MARKETS. ENVIROCURE™ IS THE PREFERRED TECHNOLOGY FOR ECONOMICAL ABATEMENT OF SOLVENT VAPORS AND ODORS FROM SPRAY BOOTH EXHAUSTS.



TOM GRIME
PRESIDENT
ENVIROCURE
TEMPERENCE,
MICHIGAN

HAPTITE ADSORPTION ALLOWS, FOR THE FIRST TIME, THE ECONOMICAL APPLICATION OF AIR CONDITIONING TO SPRAY BOOTHS. WITH AIR CONDITIONING, THE HIGHEST DEGREE OF FINISHING PROCESS CONTROL AND CONSISTENCY IN ALL WEATHER CONDITIONS IS ACCOMPLISHED.



**ADVANCE
CURE™**

THE ADVANCE CURE™ ACCELERATOR CUTS DRYING OF WATERBORNE MATERIAL DOWN TO APPROXIMATELY TEN MINUTES, EVEN IN DEEP, RECESSED AREAS ON THE OBJECT. COMPLETE OBJECT OR SPOT DRYING CAN BE ACCOMPLISHED BY ACTIVATING ALL OR EACH SEPARATE TOWER FROM A REMOTE CONTROL PANEL. ITS EXCLUSIVE PATENTED DESIGN OFFERS SIMPLE, QUICK DIRECTIONAL CONTROL OF AIR FLOW WITH VOLUME ADJUSTMENT AT EACH NOZZLE AND PINPOINT TARGETING WITH A LASER LIGHT WHICH COMES WITH THE EQUIPMENT.

Expanded industrial capability

On January 11, 1999 Team Blowtherm purchased the Binks spray booth manufacturing facility in Toronto, Ontario. The Toronto facility will become Team Blowtherm's focused manufacturing plant for the industrial spray booth business. Products developed for industrial applications will be market-

BINKS

ed by *Team Blowtherm Industrial* (TBI), our industrial product development and marketing group. The purchase secured for Team Blowtherm unparalleled capacity in industrial spray booth product manufacturing and marketing.



JOHN SCHAEFER
OUTSIDE SALES
MANAGER
DALLAS, TEXAS



DAVE KRUPP
BUSINESS
DEVELOPMENT
MANAGER
ATLANTA,
GEORGIA



CHARLES MAKAD
INDUSTRIAL
SALES
BARRIE, CANADA

The merged strength of the three companies means increased manufacturing capacity with facilities in Irving, Texas, Toronto, Ontario, and Barrie, Ontario. The three North American manufacturing facilities represent approximately 300,000 square feet under roof, making Team Blowtherm's capacity unequaled in the industry.

EVOLUTION

to the present state ..."

“forging unity from dive

Mission synthesis



Blowtherm USA and DeVilbiss had always been market leaders – and competitors. Our fierce competitiveness – our dedication to our customers, our distributors, our products and services – had been unwavering. We both had our eyes on "the prize," which is market leadership.

However, if you were to have looked at our mission statements side by side, you would have discovered many similarities. We were and are fiercely dedicated to our customers. We had identified the best distributors who

have the capacity to sell, install and service those customers. And we shared the common goal of constantly seeking the highest quality in products and services for those customers. We were excited that our philosophies of doing business matched so well.

The marriage of our proud heritages promises to take Team

Blowtherm to new heights. For our customers, associates and suppliers, we will continue to dedicate ourselves to the highest standards of quality and service.



Technical assimilation

A LONG AND VARIED TRADITION IN THE APPLICATION OF SPRAY BOOTH TECHNOLOGY TO THE MARKETPLACE IS DEMONSTRATED THROUGH THIS GALLERY OF INSTALLATIONS. EQUIPMENT FROM THE TOTAL HISTORICAL EXPERIENCE IS INCLUDED IN THIS RETROSPECT, REPRESENTING MORE THAN SIX DECADES OF SPRAY BOOTH ENGINEERING.

FUSION

rsity ...”

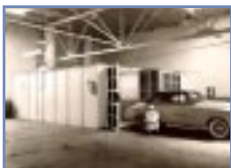
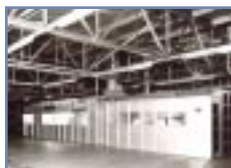


WITH THE EQUIPMENT THE CUSTOMER GETS A COMMITMENT TO SERVICE EXCELLENCE FROM THE LARGEST DEDICATED DISTRIBUTOR NETWORK IN THE INDUSTRY, BACKED BY THE DEDICATED TEAM BLOWTHERM FAMILY WHO STANDS READY TO ASSIST EVERY STEP OF THE WAY - FROM PLANNING TO INSTALLATION, FROM TRAINING TO TROUBLESHOOTING. IT'S WHAT'S EXPECTED FROM A COMPANY THAT'S THE LEADER IN FINISHING AND REFINISHING TECHNOLOGY.

People and places of action



THE DALLAS LOCATION IS THE CORPORATE CENTER. THE TRUCK DIVISION HEADQUARTERS HERE, TOO. IN ADDITION, THE DALLAS PLANT MANUFACTURED BOOTHS FOR BLOWTHERM USA. THE PLANT COVERS 55,000 SQUARE FEET, AND EMPLOYS FIFTY PEOPLE IN TWO SHIFTS. IN THE FUTURE, DALLAS WILL MANUFACTURE SPECIALTY BOOTHS AND SERVE AS THE MANUFACTURING R & D SITE. THE PF&A AND TRUCK DIVISIONS WILL SERVE THEIR CUSTOMERS THROUGH THE DALLAS FACILITY.



THE BARRIE, CANADA FACILITY HAD BEEN DEVILBISS' SPRAY BOOTH AND COMPRESSOR MANUFACTURING FACILITY FOR MANY YEARS. ONE HUNDRED SEVENTEEN PEOPLE WORK AT THIS PLANT. IN THE FUTURE, BARRIE WILL BECOME THE MAIN MANUFACTURING SITE FOR TEAM BLOWTHERM REFINISH SPRAY BOOTHS.



THE ATLANTA LOCATION IS HOME TO SALES SUPPORT AND MARKETING, CUSTOMER CARE AND SERVICE, IN ADDITION TO HOUSING THE TECH CENTER. TWENTY-ONE PEOPLE WORK HERE.

THE NEWLY-ACQUIRED BINKS SPRAY BOOTH MANUFACTURING PLANT IN TORONTO WILL BECOME THE SOLE MANUFACTURING SITE FOR INDUSTRIAL SPRAY BOOTH PRODUCTS. A GROUP OF FIFTEEN PEOPLE WORK IN THE FACILITY.



Talking technically

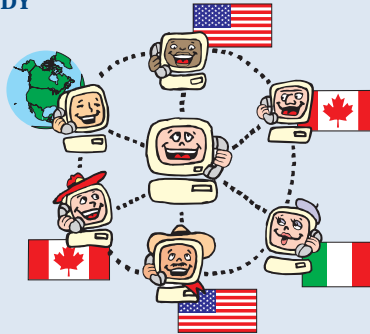
THE CHALLENGE TO COMMUNICATE DESPITE THE GEOGRAPHIC DISTANCES AND CULTURAL HERITAGE BETWEEN LOCATIONS WAS AMONG THE EARLIEST IDENTIFIED CHALLENGES TO THE NEW ORGANIZATION. IN SHAPING A NEW COMPANY, IDENTIFYING WAYS TO COMMUNICATE OPENLY AND ACROSS THESE MANY MILES IS PARAMOUNT IN ORDER TO DEVELOP A STRONG, DEDICATED CULTURE THAT BLENDS THE BEST OF WHAT WE'RE ALL BRINGING TO TEAM BLOWTHERM.



SERVERS POWER THE TEAM BLOWTHERM INFORMATION SYSTEM. EACH LOCATION IS A SERVER ON THE INTERNAL NETWORK, FREEING INFORMATION FLOW FROM TRADITIONAL BOUNDARIES. THE COMPANY WEBSITE, E-MAIL AND FTP FUNCTIONS ARE RESIDENT ON THE "GLOBAL SERVER" AT THE BARRIE LOCATION. DALLAS' "SUPER SERVER" REPOSITS COM-

PANY DATA. LOCAL SERVERS ACT AS GATEWAYS TO THE WHOLE BODY OF INFORMATION, BOTH INTERNAL AND EXTERNAL.

T1 TECHNOLOGY CHARGES E-MAIL AND INTERNET COMMUNICATIONS WITH ULTRA-HIGH SPEED. A T1 LINE'S 24-CHANNEL WIDTH AND 156,000K PER SECOND MAKE EVEN THE SPEEDY 56K MODEMS SLUGGISH BY COMPARISON. LOCATIONS HAVE TWO T1 LINES, ONE DEDICATED EXCLUSIVELY TO DATA TRANSMISSION VIA E-MAIL AND INTERNET, THE OTHER TO TELEPHONE BY VOICE AND FAX. THE FIRST COMMUNICATION LINK IS ALREADY OPERATING BETWEEN ATLANTA AND DALLAS, WHILE BARRIE IS TO BE ADDED BY THE END OF MARCH, THUS COMPLETING A NETWORK BETWEEN THREE OF FOUR LOCATIONS.



MAS 90 IS A FAMILIAR INSIDE TERM. IT BRINGS TO MIND ORDERS, BILLS OF MATERIAL, PICK AND PACKING LISTS, INVOICES, INVENTORY CONTROL, FINANCIAL ANALYSIS. **MAS 90** IS INVENTORY AND ACCOUNTING SOFTWARE THAT RESIDES ON THE DALLAS SYSTEM ALONG WITH THE COMPANY DATABASE, AND ALL LOCATIONS ACCESS THE SYSTEM THROUGH THEIR LOCAL T1 CONNECTION USING THE COMMON TCP/IP PROTOCOL. IT'S A "SMART" SYSTEM. EVEN THOUGH ORDERS MAY BE ENTERED AT ALL LOCATIONS, THE PAPERWORK REQUIRED TO PROCESS ANY ORDER PRINTS OUT AT THE FACILITY THAT WILL ULTIMATELY SHIP THE EQUIPMENT, ELIMINATING THE NEED TO FAX CRITICAL PAPERWORK BETWEEN LOCATIONS AND THE RESULTING FOLLOW-UP DUE TO POOR FAX QUALITY.



PAPERLESS TECHNOLOGY IS ANOTHER WAY OF ELIMINATING BOUNDARIES. SOFTWARE TECHNOLOGIES SUCH AS PORTABLE DOCUMENT FORMAT (PDF) MAKE IT POSSIBLE TO CAPTURE AND DISSEMINATE SALES AND ENGINEERING DATA IN A WHOLE NEW WAY. ONE STANDARD CD CAN HOLD HIGH-QUALITY REPRESENTATIONS OF EVERY LITERATURE PIECE, EVERY ENGINEERING DRAWING, EVERY REFERENCE. THE USER IN THE FIELD OR THE OFFICE CAN EASILY VIEW OR PRINT

MATERIAL DIRECTLY FROM THE CD WHICH WAS FORMERLY AVAILABLE ONLY AS A HARD COPY. TEAM BLOWTHERM'S FIRST CD WAS CREATED AND RELEASED LATE 1998. UPDATES ARE ANTICIPATED ABOUT EVERY SIX MONTHS.

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“forging unity fr

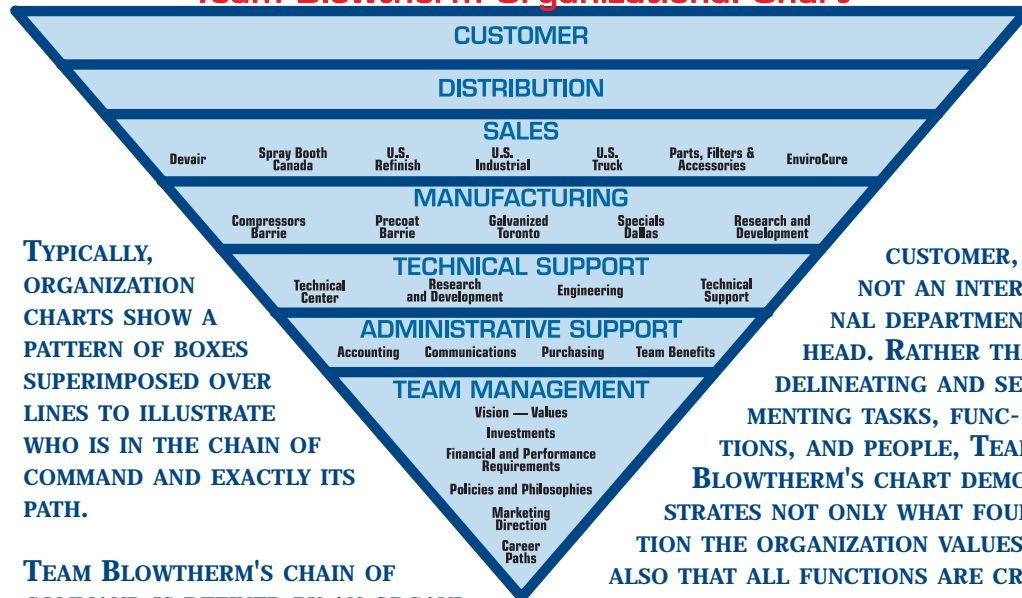
THE GREAT GAME OF BUSINESS turns the fun of a game into gold. When a company plays the Great Game of Business, all the employees – from the shop worker to the CEO – know exactly what they contribute, what they cost the company, and how they depend on one another to be successful. That is because they are all working from a common scorecard – the income statement, the cash flow statement, and the balance sheet. Everyone starts thinking and acting as owners, not as traditional employees who are just "doing the job".

In October 1998 Team Blowtherm, along with the assistance of Bill Fotsch of Great Game Coaching, launched the business philosophy known as The Great Game of Business.

This concept has not only provided a tool for all employees to begin to learn the ins and outs of business, but has also provided a weekly forum for employees to come together and share ideas, concerns and provide general information on the daily activities of the company. These weekly "huddles" have begun to nurture a team environment by the sharing of ideas and concerns across departmental boundaries.

THE GREAT GAME OF BUSINESS

Team Blowtherm Organizational Chart



TYPICALLY, ORGANIZATION CHARTS SHOW A PATTERN OF BOXES SUPERIMPOSED OVER LINES TO ILLUSTRATE WHO IS IN THE CHAIN OF COMMAND AND EXACTLY ITS PATH.

TEAM BLOWTHERM'S CHAIN OF COMMAND IS DEFINED BY AN ORGANIZATION CHART, TOO, BUT WITH SOME DIFFERENCES. NO INDIVIDUAL NAMES APPEAR, ONLY BROAD FUNCTIONS. THE FOCUS OF THE CHART IS THE

CUSTOMER, NOT AN INTERNAL DEPARTMENT HEAD. RATHER THAN DELINEATING AND SEGMENTING TASKS, FUNCTIONS, AND PEOPLE, TEAM BLOWTHERM'S CHART DEMONSTRATES NOT ONLY WHAT FOUNDATION THE ORGANIZATION VALUES, BUT ALSO THAT ALL FUNCTIONS ARE CRITICAL TO THE OVERALL SUCCESS OF THE ORGANIZATION. IN OTHER WORDS, EVERYONE IS WORKING FOR THE CUSTOMER AND PROVIDING SUPPORT FOR EACH OTHER.

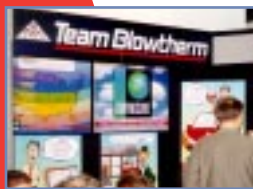
om diversity ...”

“a complete and radical

GREAT FINISHES

Great finishes indeed do start here. The story up to this point has been all about the great finish begun at Team Blowtherm through this first year. This is the future.

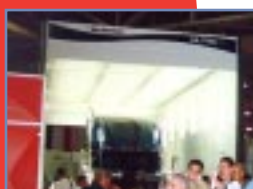
REVOLUTION



Using a huge exhibit space at their primary trade show as the venue, the

Refinish group introduced an integrated product line of cabins to be sold by the newly-unified distributor network. Prominent displays of the new Ultra 2000™ dual skin booth, UltraPrep™ workstation and other equipment, including the EnviroCure™ information center, impressed visitors. Team Blowtherm has also developed its own burner systems, left center, to replace those supplied by outside vendors.

TIM FONDY
GENERAL
MANAGER
REFINISH SEGMENT
TEAM BLOWTHERM
ATLANTA, GEORGIA



The UltraXL™ and ConceptXL™, super-size insulated and single-skin booths, gather crowds anywhere, and are the premium products of the new **Auto/Truck and Truck Booth** segment.

The new group's market exceeds \$5 million annually, and includes truck dealers, fleets, independent truck and trailer refinishers, heavy equipment dealers, OEM fleet leasing companies, coach, bus and recreational vehicle manufacturers. The new group's first priority was to create an image of customer responsiveness, achieved by developing a team capable and flexible enough to support this image. The product line is a mix of downdraft, crossdraft and cure oven models.

MARK MILLER
GENERAL MANAGER
TRUCK SEGMENT
TEAM BLOWTHERM
DALLAS, TEXAS



MANUEL DIAZ-MARTA
MARKETING MANAGER
TRUCK SEGMENT
TEAM BLOWTHERM
DALLAS, TEXAS



Located at the Dallas facility, the newly-created **Parts, Filters and Accessories** group supplies the repair parts, consumables and filtration product needs of owners of already installed equipment. Their goal is centralizing this operation to better service customers.

DOUG COURTNEY
GENERAL MANAGER, PF&A SEGMENT
TEAM BLOWTHERM, DALLAS, TEXAS

PF&A



alteration ...”

START HERE

The **Technical Services** group provides ongoing customer service, maintenance and warranty support for booth owners. Technical



training, including start-up certification for SIS distributors, is conducted several

times a year at the Tech Center. They participate in the testing and evaluation of products. Service updates for technicians in the field are published in the "Tech Tips" bulletin.

DEVAIR Highly respected for building quality air compressors and related products, **DEVAIR** serves a variety of markets including industrial and automotive service as well as the automotive refinish market. A leader in Canada and growing rapidly in the US, Devair possesses an uncompromising respect for the quality of the product and service to the customer. This commitment has been the deciding factor in making Devair the choice of some of the leading compressor distributors in North America. Continuous improvement built on a foundation of quality and



service are proving to be a winning strategy.

GARTH B. GREENOUGH
GENERAL MANAGER,
DEVAIR COMPRESSORS
BARRIE, CANADA



TEAM BLOWTHERM'S SMARTCURE IS THE ONLY ACCELERATED CURE SYSTEM DESIGNED, ENGINEERED AND TESTED ESPECIALLY FOR THE USER'S SPECIFIC REFINISH PAINT SYSTEM.

FACTORY PROGRAMMED TO THAT SYSTEM'S SPECIFICATIONS,



SmartCure
PATENT PENDING

SMARTCURE DRIES THAT CLEAR COAT MATERIAL PRECISELY AS IT SHOULD BE, IN THE LEAST AMOUNT OF TIME, AND ALL WITH THE TOUCH OF A SINGLE BUTTON. FOR THE USER, THIS TRANSLATES TO RELIABILITY, HIGHER THROUGHPUT AND MORE PROFIT. FOR THE CAR OWNER, THIS PROVIDES AN OEM SPECIFICATION FINISH EVERY TIME.

The shape of the future

TEAM BLOWTHERM INDUSTRIAL IS MODELING ITS NEW LINE USING THE SOPHISTICATED SOFTWARE "SOLID EDGE" BY UNIGRAPHIX, THE SAME SOFTWARE McDONNELL-DOUGLAS USES IN THEIR DESIGN PROCESS. THE SOFTWARE PERMITS THE CREATION OF A PRODUCT PIECE BY PIECE IN THE COMPUTER, THEN ASSEMBLES THOSE PARTS, CHECKS FOR CLEARANCES, KEEPS TRACK OF THE MATERIAL USED, CREATES A BILL OF MATERIAL, EVEN CREATES PATTERNS THAT CAN BE TAKEN STRAIGHT TO THE PRODUCTION LINE. TRULY, THE SHAPE OF THE FUTURE.



IN THE HIGH CAPACITY, HIGH PRODUCTION ENVIRONMENT, FILTER REPLACEMENT IS NEARLY CONTINUOUS, MAKING THIS SYSTEM FROM CSI A GOOD PARTNER. LONG DISTANCE MONITORING OF THE USER'S USE OF THIS CONSUMABLE IS POSSIBLE THROUGH THE UNIQUE INTERFACE REPRESENTED AT THE LEFT.

AFTER A SIMPLE DIAL-UP THROUGH THE SYSTEM'S MODEM, OUR SOFTWARE, THROUGH VARIOUS SENSORS ON THE USER'S BOOTH, DETECTS AND LOGS NOT ONLY PRESSURE RISE CAUSED BY THE LOAD UP OF FILTERS, BUT THE RESULTING DROP WHEN THE FILTERS ARE CHANGED. NO NEED FOR THE USER TO CALL FOR MORE FILTERS: WE ALREADY KNOW AND A NEW SET IS ALREADY ON THE WAY!

Images and icons so quickly convey ideas. That was the basis for this plaque which expresses the Refinish segment's primary philosophy and goal. The icon is appearing in current advertising and is the centerpiece for distinguished sales / service presentation awards.



Marketplace messages



Irresistible images dominate the new approach in Refinish segment print advertising.

With humor as the vehicle, the message of premiere product and customer care is clear in these ads appearing in 1999 publications.



Team Blowtherm Industrial's initial advertising will focus on identity. The theme "You Already Know Us" assures customers they will continue to receive the finest spray booths and technical support anywhere.



REVOLUTION

“a complete and radical alteration ...”

OUR VISION

Team Blowtherm will always be the leading provider of finishing environments worldwide.

OUR PURPOSE

Protect the environment.
Improve working conditions.
Enrich lives.

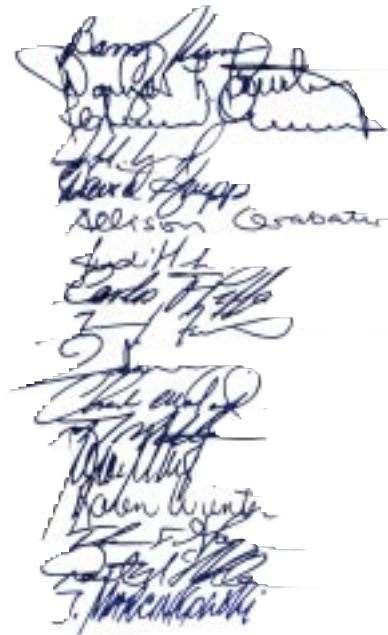
OUR BUSINESS CONCEPT

We will provide our customers exceptional value in finishing environments and services by:

- Continuously improving quality and efficiency.
- Applying leading edge innovation and technology.
- Forming strong partnerships with customers, distributors, suppliers and coating manufacturers.
- Learning from our distributors, customers and suppliers.
- Providing a technical facility that allows Team Blowtherm to display its products, train customers and distributors, and perform research and development.
- Providing a reliable network for technical support, replacement parts and services.

OUR VALUES

- We believe that people are our most important source of competitive advantage.
- We believe in providing a stable, fun and positive work environment that encourages growth and fosters creativity and energy.
- We believe in education and training as the avenues for improving organizational efficiency and attaining personal growth.
- We believe in teamwork, yet we celebrate diversity and respect individuality because the dignity of a person transcends race, religion, sex, or sexual preference.
- We believe in treating our stakeholders ethically with integrity and respect, and will actively seek their suggestions to continuously improve our organization, products, and services.
- We believe in delivering the leading customer service and quality in all facets of our business.
- We believe profits are a measure of our success and they should provide a reasonable return on investment assuring stable, fun and meaningful employment.



All who have a relationship with Team Blowtherm should be enriched from our success.

