

### ***Company Spotlight: Founder's Tribute***

The holidays are upon us! In a way the holiday season always seems to bridge the current year with the next. And, the realization that today's action creates tomorrow's success is really something to ponder this time of year. What kind of tomorrow do we want for the business and for ourselves? What kind of bridges to the future are we building now? In the case of Kimes Technologies, perseverance has been a key factor in constructing our bridge to the future. And it was in that vein that on October 12th at Wally's American Grille in Scottsdale, Arizona, our company founder, Norm Kimes, was honored during a tribute dinner that was attended by the company's Board of Directors and some very special guests. A wonderful evening was had by all. Norm Kimes founded the business in 1996 with a vision for marketing synthetic sulfonates on a global basis. His zest for the dreams he held dear enabled him to persevere and endure some very difficult times. Our intention is to present the Norm Kimes



Founder's Award periodically to those associates who exemplify the strong characteristics of vision and perseverance which are essential for bridging our company's future success. Every employee and associate of our company will be eligible for recognition in years to come. This is an especially important acknowledgment of the most important side of our business...the human side. Kimes Technologies is a very unique company and we all acknowledge Norm for modeling our bridge to the future.

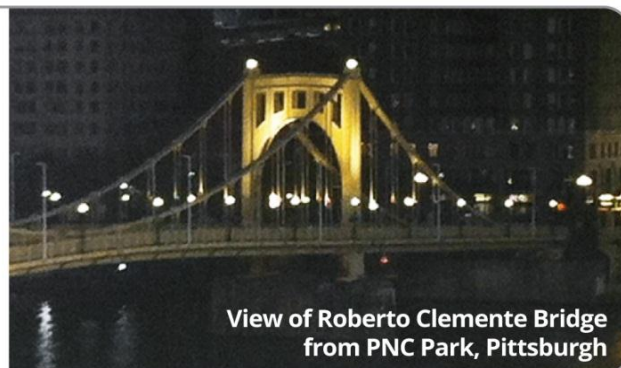
### ***Company News: Shalan McIntosh Joined the Kimes Team on September 24<sup>th</sup>***

We are very pleased to welcome Shalan McIntosh to our company in a Laboratory Assistant position. At present, Shalan is preparing samples and refining our sampling procedure. She is also learning many of the procedures and test methods used to analyze and qualify our sulfonate products. Shalan is scheduled to complete her degree in Chemistry in early May and will be one of our delegates to the 2013 STLE annual conference. We welcome Shalan and look forward to her contributions. We know that she will play a critical role in bridging our company with the future.



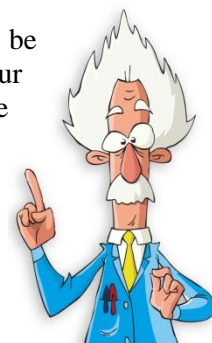
### ***Product News: Samples Available for new Zinate™ ZDDP Components Portfolio***

In our efforts to provide complementary componentry offerings, we are pleased to launch our new line of ZDDP's which will be sold under the trade name of Zinate™. Presently, there are four products in the Zinate™ portfolio, all of which offer the formulator cost efficient quality and performance. We also have the capability to customize this ZDDP line of products for special requirements. So, if something other than these grades is needed, let us know. We will do our best to create your advantage by offering exactly what you need.



**Website Update:** [www.kimestech.com](http://www.kimestech.com) has a new look

The [www.kimestech.com](http://www.kimestech.com) website was recently freshened to include "The Professor" (who is not to be confused with our Director of Technology, George Kirk, he-he). The Professor debuted by delivering our **(Q + 2R)I = S** message in an ILMA Compoundings magazine advertisement that was distributed at the annual industry meeting in Scottsdale, AZ. We hope to have loads of fun with future promotions using this cool and ever-so-wise guy to declare our company's messages and themes. A new "Contact Us" page was also added to the website in hopes that it will be an easy tool for friends and customers to use to request samples or communicate with us for any reason. Please check it out! The Kimes website is a work in progress, we will continue to construct, improve, and renew this site so that it presents relative information to those taking the time to look at it.



**Quick Clips:**

**Holiday Hours:**

Our offices will be closed on December 24th and December 25th for the Christmas holiday and on December 31st and January 1st for the New Year's holiday. Should any emergencies arise, Julie, Harry, and Jeff are available by cell phone.

**March Madness:**

In no time at all, March Madness is sure to sweep through the industry. We are going to try to have a little fun with it this year so please check [kimestech.com](http://kimestech.com) for college basketball tournament contest updates when the time comes.

**Looking Ahead: Building Bridges**

Surely the latest news from Kimes Technologies can be deemed bridge-building events. We have enjoyed great growth and satisfaction this past year. We will continue to evaluate our company in terms of a vision for the future and then, piece-by-piece, and with steadfast perseverance, we will carefully bridge the present to the future. We thank you for your trust, your support, and for being part of the handiwork of our bridge. Happy Holidays!

