

Curt G. JOA, Inc.

2016 Prospectus



BIKOMA

A JOA COMPANY

Mission:

Deliver on our promise to provide knowledgeable and smart results, enhancing our reputation in the industries we serve.

Vision:

To provide solutions with industry-leading design, performance and technical support, allowing partners to be successful in the competitive, web-based market.

Company Overview

Since 1932, Curt G. Joa, Inc. has been the world leader in engineering and building specialty machines for the disposable market. With our JOA and BIKOMA brands, we work to improve our equipment and processes to manufacture new products. Our designs also allow us to incorporate advancements into existing machines, extending the value of the initial capital investment.

LEADERSHIP THROUGH INNOVATIVE THINKING



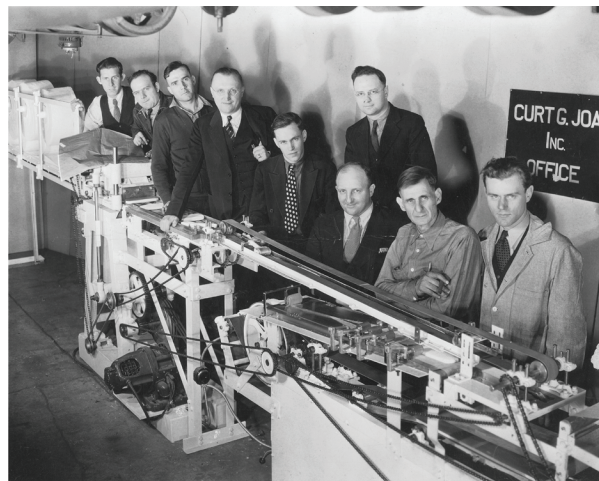
Brief History

In 1931, our founder Curt Joa created an automated process to replace the manual operations used to produce sanitary napkins. That same year, he was commissioned to build an entire sanitary napkin machine that incorporated his new ideas, and more orders followed quickly. The following year Mr. Joa established an engineering consulting company bearing his name. That same year, Mr. Joa applied for his first patent, for an end-fold mechanism for sanitary napkins.

Also in 1932, partners Mr. Drehsen and Mr. Dresbach founded their company in Germany as a manufacturer of specialty machinery for the hygiene and paper industries. The company evolved over time and officially became BIKOMA in 1961.

In 2011, Curt G. Joa, Inc. and BIKOMA became strategic partners, which led to Curt G. Joa, Inc. purchasing BIKOMA in 2015, officially making it "a JOA company."

What began as an opportunity to design an automated process to produce sanitary napkins grew through innovation and expertise to become the standard in quality equipment throughout the world. In nearly 85 years, the company has grown and expanded both brand and product portfolios. Today, in our third generation of family ownership, Curt G. Joa, Inc. still represents engineering excellence and superior quality for a broad range of customers.





Brands

JOA

Launched in the USA in 1932 with a machine to fold sanitary napkins, the brand has grown to a full product line of machinery for the disposable and hygiene industry. JOA remains the leader in innovative machinery, sold around the world to corporations of all sizes. In the marketplace, JOA represents the high-end of technology and production capacity. Consulting services are focused on solving complex production concerns.



BIKOMA

With German roots dating back to 1932, the BIKOMA brand specializes in production machinery for feminine hygiene and medical nonwovens. With over 1,800 machines supplied around the world, the brand continues to expand. In the marketplace, the BIKOMA brand represents established technology with the quality of German engineering and manufacturing. Consulting services are focused on early entrants in the market.

BIKOMA

A JOA COMPANY

Customers We Serve

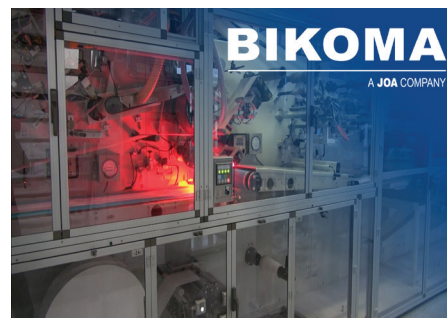
JOA Brand Customers

Global, multi-national corporations with worldwide brands in mature markets that demand large volumes of products and therefore high production capacity.



BIKOMA Brand Customers

Regional, multi-national or privately-owned companies operating in countries where labor costs may be lower and the need for high volume machinery is less due to the development of retail markets.



Shared Customers

The JOA brand serves a multi-national corporation in mature markets, while BIKOMA could serve the same corporation where it has factories in developing and emerging markets of the world.



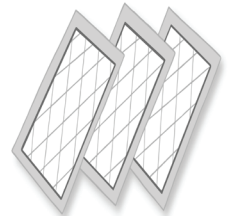
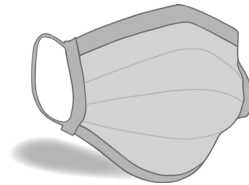
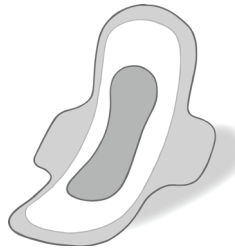
Confidentiality

Our industry remains heavily regulated and controlled by patents. We not only hold over 400 patents on our machines, but we also honor and protect the patents that our customers have on their products.

Product Portfolio

Customers utilize our technology to convert nonwovens, plastics, paper, films, tape and elastics to produce products that include:

- Baby diapers and pants
- Adult incontinence briefs and pants
- Feminine hygiene products (panty liners, sanitary napkins, light incontinence pads and pants)
- Medical nonwovens
- Specialty products



Locations

North America

From our global headquarters in Sheboygan Falls, USA, we employ nearly 400 people at our 31,000 m² facility. The location supports the engineering, manufacturing, assemble, and testing of our machines in addition to consulting, and research and development services.

Europe

Our European regional location in Mayen, Germany also serves as BIKOMA's global headquarters. Our employees, nearly 100 in total, utilize the 18000m² facility built in 2013 to manufacture and deliver parts directly from Europe, reducing our global response times. The location also provides engineering, manufacturing, assemble, and testing of our machines in addition to consulting services.



Asia

Based out of Chennai, India, our Asian regional location allows Curt G. Joa, Inc. to provide engineering and technical resources for customers with operations in this region.



Leadership Team

Gene Kiela II

President

Gene joined Curt G. Joa, Inc. in 1979. Prior to joining the company, Gene received a BS degree in Mechanical Engineering from the University of Wisconsin. Gene is a grandson of the founder, Curt G. Joa and as such has grown up in this closely held family business for most of his life. Gene began his career at Joa working in the engineering department. In 1985, Gene was appointed to the board of directors and currently serves as Company President.



Michael Brookins

Corporate Executive Vice President and CFO

Mike joined Curt G. Joa, Inc. in 2002. Prior to joining the company, Mike was employed by Pemco, Inc., a member of the Koerber Group, in various financial and leadership positions for 25 years. Mike attended the University of North Dakota and graduated from Lakeland College with a BA in Accounting. Mike is a licensed CPA and serves on the Company's Board of Directors.



Rob Andrews

Corporate Vice President of Engineering and Research and Development

Rob joined the Curt G. Joa, Inc. company in 1992. Rob is a licensed Professional Engineer and has held various positions with increasing responsibilities in engineering, sales and research and development prior to serving as the Corporate Director of Engineering and Research and Development. Rob holds a BS degree in Mechanical Engineering from the University of Maine and an MBA from the University of Wisconsin-Milwaukee.



Paula Inda

Corporate Director of Sales and Marketing

Paula joined Curt G. Joa, Inc. in 2016. Prior to joining the company, Paula was employed by CNH Industrial for over 17 years in various positions with increasing responsibilities in marketing, finance and IT for the construction and agriculture industries. Paula holds a BBA degree in Finance from University of Wisconsin – Milwaukee and an MBA from Keller Graduate School.





Leadership Team

Greg Middlesworth,

Corporate Director of Operations

Greg joined the Curt G. Joa, Inc. company in 1983. Prior to joining the company, Greg received a BS degree in Industrial Engineering from the University of Wisconsin-Platteville. Greg began his career working in various manufacturing positions from machinist, assembler, production scheduler, and buyer. In 1995 Greg was appointed to the position of Manufacturing Manager and in 2010 Greg was named Corporate Director of Operations.



Dr. Ralf Holz

BIKOMA Managing Director

Ralf joined Curt G. Joa, Inc. as Managing Director of BIKOMA in 2015. Prior to joining BIKOMA, Ralf led several companies in the transportation, logistics and automotive industries as Managing Director or Chief Financial Officer. Ralf holds a doctorate in economics, graduating cum laude, and a degree in business administration from Cologne, Germany, where he graduated with honors.



Dan Van Dyke

Sales Manager

Dan joined Curt G. Joa, Inc.'s engineering group in 1989 and has since held strategic positions in mechanical engineering, project management and sales engineering. As Sales Manager, Dan has responsibility for Sales Engineering, Technical Service and Customer Service organizations. With his extensive technical knowledge of machines and industries, Dan manages the specification, sale and customer service requirements for Curt G. Joa, Inc.'s product and service offerings.



SINCE 1932, LEADERSHIP THROUGH INNOVATIVE THINKING



Job Description

Job Title: Member, Board of Directors

Position:

The Board (a Board member) will support the work of Curt G. Joa, Inc. through consultation with, advice to, and strategic governance of Company Leadership while day-to-day operations are led by the Company's President and Leadership Team. That relationship of Board and Leadership Team is both critical and expected.

Responsibilities:

- Represents the interest of the shareholders
- Approves the corporate strategy
- Oversight of and monitor the business model including key performance measures.
- Identifies risk areas and oversees risk management
- Plans for and selects new executives (company officers)
- Designs and approves executive compensation packages and officer compensation
- Ensures integrity of published financial statements
- Approves capital spending
- Protects company assets and reputation
- Ensures the company complies with laws and regulations
- Participates in Board committees
- Oversight of company governance and approval of governance changes (bylaws)

Description of Essential Duties:

- Regularly attends board meetings and important related meetings.
- Makes serious commitment to participate actively in committee work.
- Volunteers for and willingly accepts assignments and completes them thoroughly and on time.
- Stays informed about committee (and Company) matters, prepares themselves well for meetings, and reviews and comments on minutes and reports.

Director commitment is approximately 5 to 10 hours per month depending on committee assignments, reports and data review, and ad hoc meetings, etc. Formal board meetings to take place quarterly with expectations that the meeting will last between 4 and 6 hours.

Qualification Requirements:

To perform successfully, an individual should be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required.

- Senior Leadership experience (mid-size to large corporate environment). A plus would be that they have had this experience within a family-held company.
- Maintains active membership in professional organizations and has professional certifications in their field of expertise.
- Significant business experience (some, not all) in organizational development, international OEM sales, global supply chain, engineer to order environment, marketing, finance, in a mature business with product life cycles, or private equity.

Competencies/skills required include:

Integrity and honesty; business acumen; courage of convictions; influencing and persuading; interpersonal communication; in-depth problem solving and analysis; and the ability to align with the organization's goals and objectives;