

Mr. Greg Stohr  
Sales Director  
3M AAD  
In the Winner's Circle  
Opening Address

<i>Opening Video with Greg Bissell who introduces Greg Stohr.</i>	
	<p><b><u>Greg:</u></b></p> <p>Good morning, everybody! I'm proud to stand in the Winner's Circle with you. As Greg Bissell just said, "You have had an outstanding year selling the best automotive aftermarket products in the world." Let's hear it for you and let's hear it for winning!</p> <p><i>(applause)</i></p> <p>I want to start this meeting off right with a recap of your racing performance in 2006. This year we came off the starting line burning rubber and we never looked in the rear view mirror. It was straightaway all the way...and what a ride.</p> <p>First quarter...we're just racing ourselves here...the black line is '06 compared with '03 in pink, '04 in yellow and '05 in blue.</p> <p>Look at you go. By March I was thinkin' about a whole lot of us livin' it up on our</p>

incentive trip.

Around the track and into the 2<sup>nd</sup> quarter it is pedal to the metal all the way. I'm maybe the proudest sales leader in all of 3M. And what do you do?

Just keep on accelerating through the curves. In Q3 you really left the pack in the smoke. Take a look at September when you pulled so far in front there was never a question.

When the checkered flag was waved in the 4<sup>th</sup> quarter, I knew we were headed for the Winner's Circle. Look at December as we fly past the finish line in a blurry streak.

What a year! All I can say is "you are winners and you rock!"

As exciting as this year has been...I can say with full confidence...it's just gonna get better in '07! Our growth plan for this year is innovative. It's exciting. It's smart. And...it's do-able. More on that in a few minutes.

Now, speaking of innovative, exciting and smart...as you know, we are lucky to have a dynamic new General Manager in our midst,

	<p>Mr. Ian Hardgrove.</p> <p>Ian comes to us with such an impressive breadth of 3M experience that we can only feel inspired by what he brings to our division.</p> <p>He joined 3M as a sales rep in Australia...so he's one of us at heart. He worked in the industrial group for a number of years, then moved to office products in both sales and sales management.</p> <p>He managed the Post-it business in Australia and eventually took on global responsibility for printed Post-Its as the Business Director.</p> <p>Ian was then named the Managing Director for 3M South Africa where he served for 3 years, then the President and General Manger of 3M Canada where he worked for 4 years...and now he is the General Manager of AAD.</p> <p>He's had 26 years of 3M experience in sales, in management, in leadership, in industrial and retail markets, and he has a proven record in managing global businesses.</p>
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	<p>As you learn more about where we're headed, you'll see why Ian is the ideal man for our General Manager job.</p> <p>It's great to have him lead our performance racing team---please welcome, Ian Hardgrove!</p>
	<p>Ian Hardgrove Speaks Mark Gates Speaks</p>
	<p><b><u>Greg:</u></b></p> <p>Thank you, Mark. Exciting stuff and I know we're all anxious to get into the breakout sessions and get the details.</p> <p>We've had a great year---that's what our Winner's Circle theme is all about. And I want to start by thanking a key group of AAD sales reps whose energy and input was invaluable---our 2006 Sales Advisory Council. Please stand and be recognized:</p> <p>Brian Bischoff Rob Blue Steve Burton Barbara Campbell Louis Federico Perry Ferris Dan Flynn Joe Garceau Jim Garripoli and</p>