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HHH Tempering Resources Announces Leadership Transition

Vancouver, Wash., (13 February 2014) — [HHH Tempering Resources, Inc. \(HHH\)](#) is pleased to announce the appointment of Mike Synon as the company's new president. The current employee shareholders and new owners of HHH appointed Synon as president; after he led considerable organizational change and growth during the past two years as the vice president of sales & marketing.

Previous majority owners, Leon and Rick Silverstein, have been transitioning ownership to an employee group of glass industry veterans and outside investors. The group of principal employees includes: Mike Synon, Terry Hessom and HHH founders, John Haws and Keith Hunt. As part of this planned organizational evolution, the Silverstein's have stepped down. The process of transitioning stock to the new team will conclude in the first quarter of 2015. The HHH team appreciates and celebrates the Silverstein's 20 years of leadership. The Silverstein's are now planning to focus on their interests in the broader glass industry.

"It's the right time for HHH to be employee-led, and Synon is the ideal candidate to take them to the next level. Synon's leadership will provide a platform for product line growth and overall diversification," Leon Silverstein said regarding the transition.

HHH is now majority employee-owned, and the team is poised for continued growth through product line diversification and further development of its consultation and maintenance services. In addition to designing and manufacturing high quality tempering furnaces, HHH Tempering Resources is the premier service-provider and consultant for all tempered glass systems.

About HHH Tempering Resources, Inc.

Founded by John Haws and Keith Hunt in 1994, HHH Tempering Resources is one of the leading manufacturers of [glass tempering furnaces](#) in the nation, and has been providing high quality products and services to its customers for over 20 years. With operations in Vancouver, Wash., and New Kensington, Pa. HHH Tempering has experienced continuous growth and plans for future expansion.

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