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## Steffes Announces Executive Promotions and Celebrates the Retirement of Paul Eidenschink

**[Dickinson, N.D.] - [January 19, 2026]** – Steffes, a leading U.S. manufacturer of engineered and energy solutions, is proud to announce two executive promotions and to celebrate the upcoming retirement of Co-President and Chief Operating Officer Paul Eidenschink at the end of January 2026.

Samantha Erhardt has been promoted to Chief Manufacturing Officer (CMO) and Kim Heidt has been promoted to Chief People Officer (CPO). These appointments reflect Steffes' long-standing commitment to developing strong leaders from within and investing in the people and performance that powers its continued growth.

“These leadership promotions reflect Steffes’ continued commitment to strong execution, investing in our people, and delivering value for customers.” said Michael Winn, Chief Executive Officer of Steffes. “Samantha and Kim have earned these roles through proven leadership and results. Their expanded responsibilities strengthen clear ownership across the business and support agility and accountability as Steffes continues to grow.” Winn continued, “Samantha and Kim exemplify the leadership, expertise, and innovation that drive our success, while Paul leaves behind a lasting legacy of excellence and mentorship that has shaped our culture and operations.”

As Chief Manufacturing Officer, Samantha Erhardt will lead Steffes’ manufacturing operations, including production strategy, safety, quality, reliability, and operational excellence. Since joining Steffes in 2014, she has led key initiatives spanning supply chain integration, process improvement, and team development, and played a key senior leadership role during the Shelby, NC facility startup. She holds a Master of Science in Engineering and Industrial Management from South Dakota Mines and a Master’s Certificate in Supply Chain Management from Michigan State University.

As Chief People Officer, Kim Heidt will lead Steffes’ people strategy to ensure the organization has the talent, leadership capability, and culture required to perform, adapt, and grow. Since joining Steffes in 2017, she has been instrumental in shaping Steffes’ culture and people practices through advancing talent management, strengthening leadership development, organizational effectiveness, and employee engagement. She holds a Bachelor’s in Business Management from the University of Mary.

Steffes will also honor the retirement of Paul Eidenschink, who joined Steffes in 2012 and has served as a cornerstone of Steffes’ growth and culture. During his tenure, Eidenschink helped guide company expansion, support key ISO/API certifications, earn multiple Best Place to Work honors, and contributed to the culture and leadership development that strengthened the organization for long-term success.

“My time with Steffes has been the highlight of my career,” said Eidenschink. “What I’m most proud of is helping team members grow and reach their potential.”

“These announcements reflect continuity, momentum, and our confidence in the future,” added Winn. “We’re grateful for Paul’s leadership and the lasting impact he has made, and we’re excited to see Samantha and Kim continue building on the foundation as we move forward. Our leadership structure empowers teams, strengthens decision-making, and ensures Steffes continues to deliver innovation and value for our customers.”

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### **About Steffes**

Steffes is a family-owned, diversified U.S.-based OEM specializing in engineered products, steel fabrication, electric thermal storage, and oil & gas equipment. With lean operations and deep product development expertise, Steffes delivers reliable, high-performance solutions for energy and industrial markets.

Headquartered in Dickinson, North Dakota, Steffes operates manufacturing facilities in North Dakota and Shelby, North Carolina, with business locations in Fargo; Midland; Casper; and Oklahoma City.