

TM

ZEUS

ELECTRIC CHASSIS



BUILT WITH PURPOSE
DESIGNED FOR FLEETS
ENGINEERED TO LAST

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Executive Summary

Zeus Electric Chassis™ (Zeus) is a Delaware corporation that develops engineered electric work truck solutions that leverage a combination of industry relationships, a rugged technology platform, and services specifically targeted to improve vocational fleet's economic and environmental results.

Our mission:

“To be the holistic integrated solutions leader for electrified specialty/vocational fleets”



Zeus intends to become the “go-to” company with respect to specialty/vocational fleets’ EV solutions. Our products, services and solutions address three principal business pain points:

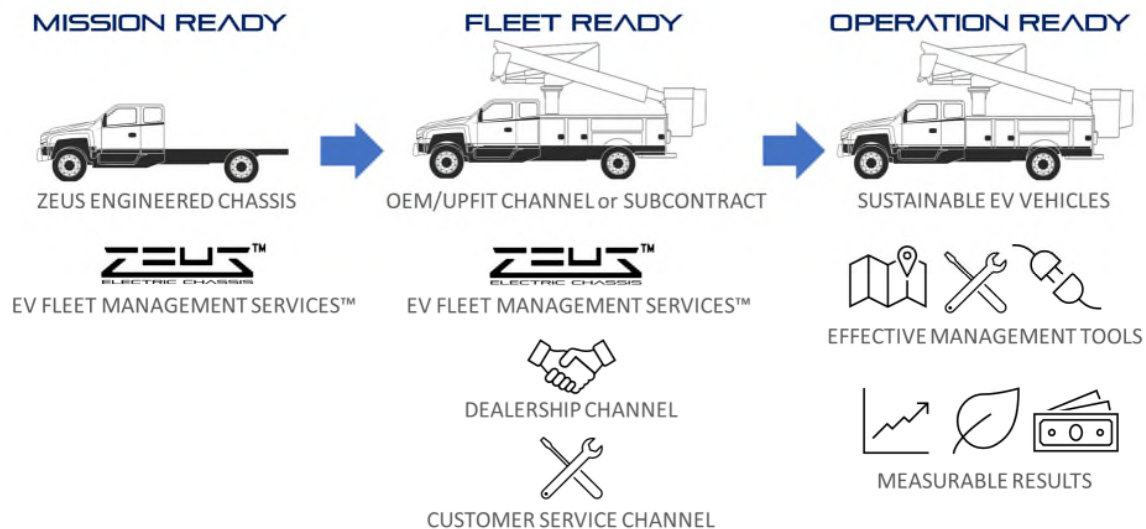
1. Total Cost of Ownership - The economic and environmental costs of acquiring and operating internal combustion-based specialty/vocational vehicles;
2. Customer Satisfaction - The frustrating process of acquiring specialty/vocational vehicles and the shortcomings of integrating aftermarket components; and
3. Time - time to market and the useable longevity of specialty/vocational vehicles.

As the global economy accelerates efforts to reduce emissions and adopt electrification, companies are faced with an unclear road to the future. Zeus is uniquely positioned to address specialty/vocational vehicle business problems and help companies reimagine their future. With Zeus products, services and solutions, companies can meet the economic and environmental results they desire.

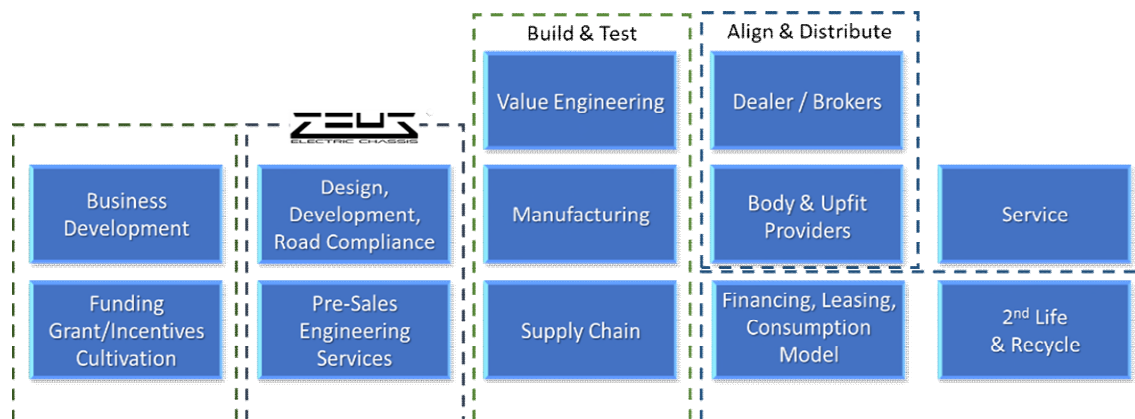
The Business

Zeus delivers solutions that are specifically targeted to address pain points plaguing specialty/vocational fleets.

Specialty/vocational fleet owners are often frustrated by the cost and complexity of acquiring, maintaining and operating their service vehicles. Our solution dramatically simplifies the process while reducing total economic and environmental costs. Zeus has discovered a way to streamline the process and solve specialty/vocational problems while enabling fleet owners to reimagine their future in a way our competition has not.



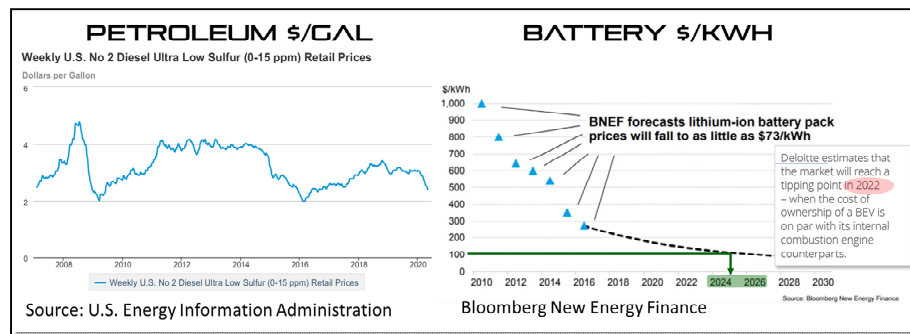
The Zeus value-chain leverages partners such as sustainability, business developers, dealers, body builders, up-fitters, contract manufacturers and service providers.



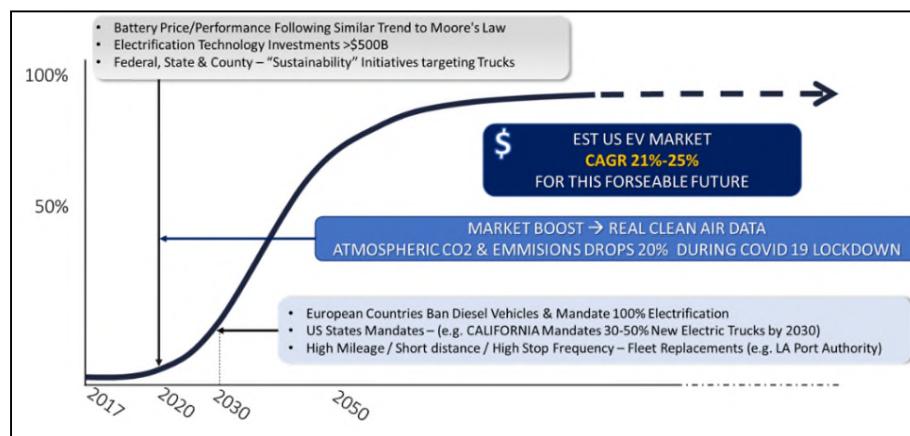
The Market

Over-all Electric Vehicle Market

The EV marketplace is one of the hottest and fastest growing industries in the world. New and existing brands are announcing plans, models and concepts at an amazing pace. By end of 2022, we expect every brand to have an EV, a line of EVs or a zero emissions equivalent (such as hydrogen) on the market. There are three significant forces behind the growth of electrification:



1) battery technology is tracking on a Moore's Law curve where price performance is doubling every 18 months and rapidly closing in on price parity with combustion-based fuels,



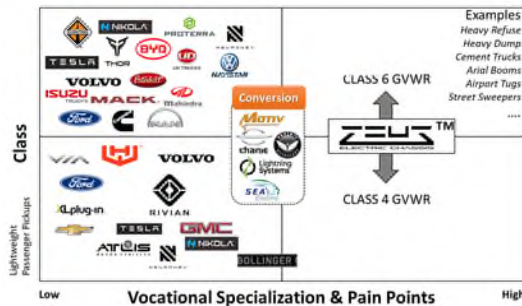
2) dramatic increases in international, federal, state and local environmental policies targeted at electric vehicles and decarbonization.

3) 100s of Billions of dollars have gone into firms developing electrification technology such as

charging, telemetry, AI, sensors, high efficiency motors electrification, and many related technologies with no sign of slowing. Given the industry level momentum, the EV market is on a trajectory that results in millions of electric vehicles on the streets and highways in the near future.

Consumers' mindset toward electric technology is changing rapidly from one of fear, uncertainty and doubt to one of desire and excitement. As an example, in the year of Covid-19, EV's were the only vehicle type that had year to year greater demand. At the pace the global market is moving, traditional combustion engine-based vehicles will likely become obsolete within the next ten years.

Addressable Market



The majority of new and existing EV brands are focused on mass production vehicles to capitalize on the global EV demand estimations in passenger vehicles and drayage / heavy truck transportation. Few, if any pure BEV are manufactured for the vocational truck industries, however, there are several hybrid and converter combustion engine (to Battery Electric Vehicles [BEV]) trucks exist within the vocational vehicle industries.

Unlike many of our competitors, Zeus products and services are specifically designed to address business pain points in niches that entail specialized customizations to deliver holistic solutions that address total cost of ownership, the acquisition complexity and time-to-market issues of today as well as electrification issues/opportunities companies will face in the near future.

Our business approach benefits and differentiates Zeus in three ways:

- 1) Zeus listens to customers up front, providing holistic solutions that are specifically designed to address pain points, EV adoption issues, and differentiated capabilities they desire in the future.
- 2) There is limited competition within the niches that Zeus will pursue, which allows Zeus to pursue sustainable margins and
- 3) The cost of entering these niche markets may not generate sufficient ROI to attract mass market competitors. We expect to see a 3 to 5-year advantage before more competitors enter the Zeus market niches.



Vehicles in the market Zeus plans to address are purpose built to meet the mission needs of vocations such as municipalities, utilities, construction, refuse and emergency vehicles. Vehicles in this niche require upfitting kits such as telescopic aerial buckets, cherry pickers, specialty food service, heavy duty service units, ambulance, rescue, and snow removal. In addition, these vehicles require the potential integration of a myriad of aftermarket tools such as welders, hydraulics, air compressors, generators, etc.

Projections

Zeus is a “pre-revenue” startup. Projections are subject to change. The high-level business case scenarios are based on our business experience, current sales activity, knowledge of the marketplace, input from industry experts and customer feedback. This sensitivity analysis, starting in year three, is to provide an outlook of a potential sales scenarios.



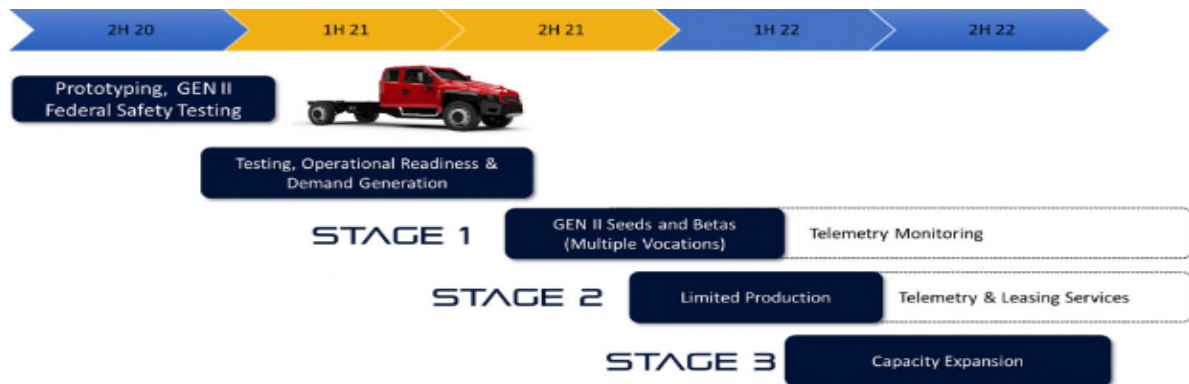
Business Case - Scenarios

Confidential

	FACTORY START		RAMP		PRODUCTION		YEAR 3 - Sensitivity Analysis %INCREASE		
	YEAR 1	%	YEAR 2	%	YEAR 3	%	PAR	THRESHOLD	EXCEED
	30		350		650		100%	650%	1500%
VEHICLES	30		350		650		1,300	4,875	10,400
Income									
SALES	\$7,050,000		\$82,250,000		\$152,750,000		\$305,500,000	\$1,145,625,000	\$2,444,000,000
Cost of Sales									
COST OF GOODS	\$6,838,500	97%	\$69,912,500	85%	\$106,838,314	70%	\$213,676,629	\$801,287,358	\$1,709,413,030
Gross Margin	\$211,500	3%	\$12,337,500	15%	\$45,911,686	30%	\$91,823,371	\$344,337,642	\$734,586,970
Salary and Wages	\$669,750	10%	\$5,757,500	7%	\$8,401,250	6%	\$16,802,500	\$63,009,375	\$134,420,000
Fixed Operating Expenses	\$662,700	9%	\$4,935,000	6%	\$6,110,000	4%	\$12,220,000	\$45,825,000	\$97,760,000
Operating Income	(\$451,200)	-6%	1,645,000	2%	31,400,436	21%	\$62,800,871	\$235,503,267	\$502,406,970
EBITDA									
Other Operating Expenses & Taxes	\$493,500	7%	\$4,112,500	5%	\$6,110,000	4%	\$12,220,000	\$45,825,000	\$97,760,000
Net Income	(\$944,700)		(\$2,467,500)		\$25,290,436		\$50,580,871	\$189,678,267	\$404,646,970

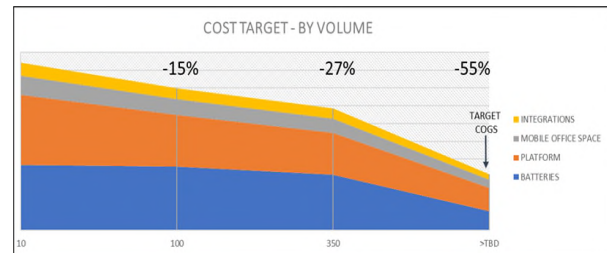
Production Planning

Zeus is in the final stages of pre-production, low and high voltage electrical testing and vehicle integration. When those stages are complete the chassis will be shipped to the WABCO brake testing facility for its final FMVSS test prior to receiving its manufacturer plates for road, user function, telemetry and proving ground testing.



Zeus will start purchasing critical production components, hiring key employees, and moving to a production facility in Minnesota of approximately 20K sq. ft. as it moves to stage 1 - durability test, market seed vehicles and beta test vehicles and stage 2 - limited production. Zeus will fulfill orders through its Minnesota facility until stage 3 - volume production capabilities are on-line.

For price competitiveness over time, Zeus is focusing a path to leverage economic order quantities, design for manufacturability, and the latest price/performance improvements with our suppliers. In support of Zeus, Suppliers have already extended Zeus savings at low volumes. The cost trajectory Zeus is targeting is represented by the accompanying graph.



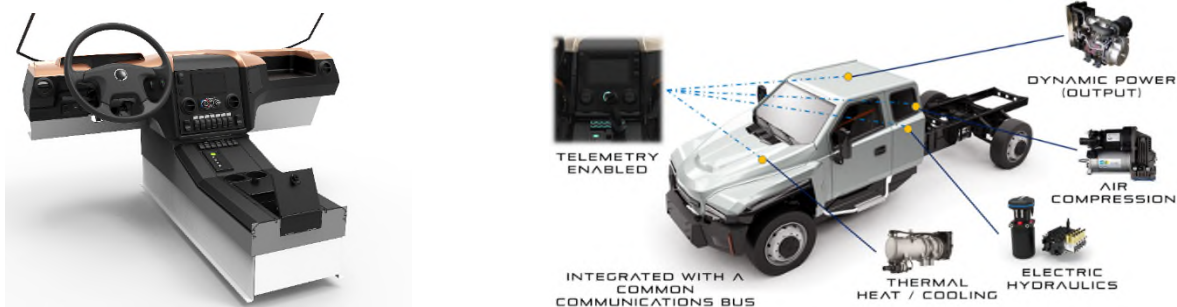
Zeus is working with its supply chain to firm up supply and demand for scaled production. Initial production pre-planning is underway with some of our suppliers. For example, Webasto, Marion Body Works, Meritor and Molded Plastics Inc are taking steps to prepare for meeting initial orders from Zeus as well as. Zeus is seeking companies that are interested in partnering with Zeus are capable of large-scale EV manufacturing.



Zeus Products and Technology

Zeus Office Space™

The Zeus Office Space™ (or cabin) is the central command for the operators; they spend a significant amount of their time in what is comparable to a home office. The interior must be industrial, comfortable, yet highly functional, while providing features that are unique to the vocational demands of the vehicle.



Zeus Powered Platform™

Central to the Zeus Electric Chassis is our platform which features the industry's highest level of flexibility without compromising quality or performance.



- Gross Vehicle Weight Rating of 19,500 lbs.
- Drivetrain
 - Dual Motor, liquid cooled electric motors
 - >3,000 lbf·ft torque
- Independent Suspension front and rear suspension
- Industry standard rear chassis dimensions, with configurable body mount features.
- Battery Configurations, 105kWh – 420kWh
- An open vehicle network, telemetry and device/systems management throughout the platform and integrated into the body

Battery Technology

Batteries are the most serious source of concern for customers as they plan to transition to electrified vehicles. Our objective is to remove concern over battery utilization and performance from the decision-making process our customers follow.

Zeus is addressing battery performance on all fronts.

1. **Flexibility.** Zeus provides a flexible plug & play solution that combines the price point of a scalable plug-and-play product with the fit of a customized solution. Our standard battery system is suitable for a wide range of commercial vehicles. Its modular, scalable design is complete with robust housing that delivers 400 or 800 V and up to 420 kWh.
2. **Warranty.** Zeus plans to provide a battery warranty that will include protection plans for a minimum of seven years based on battery duty cycle and use.
3. **Recycling.** Zeus plans to build a full battery life cycle plan that will include second life and recycling.
4. **Quality.** Zeus battery suppliers warrant that their batteries, packaging and interfaces pass tests targeted to address the rigors of medium and heavy-duty trucks.
5. **Safety.** Zeus will be following safety protocols and standards as required by the National Highway Traffic Safety Administration ("NHTSA").
6. **Affordability.** The rate of innovation in battery technology is following Moore's Law, making battery pricing much more price competitive with fossil fuel powered vehicles. In addition to the battery technology pricing trend, Zeus will be working with banks, leasing firms, service providers reword. Affordability is missions specific. Need to restate to clarify the battery is used through-out all of our platforms to drive the lowest MOQ cost to all platforms.

Our objective is to give each of our customers the ultimate financial flexibility and operating expense predictability currently available in our market.

Zeus Charging & Depot Technology

Zeus has partnered with ZEF Energy to create charging and infrastructure plans for our customers.



5 YEAR WARRANTY

One set cost, five-year quality guarantee. Having an issue with your ZEFNET charger? We'll send you a new one free of charge.

5 YEAR CELLULAR DATA

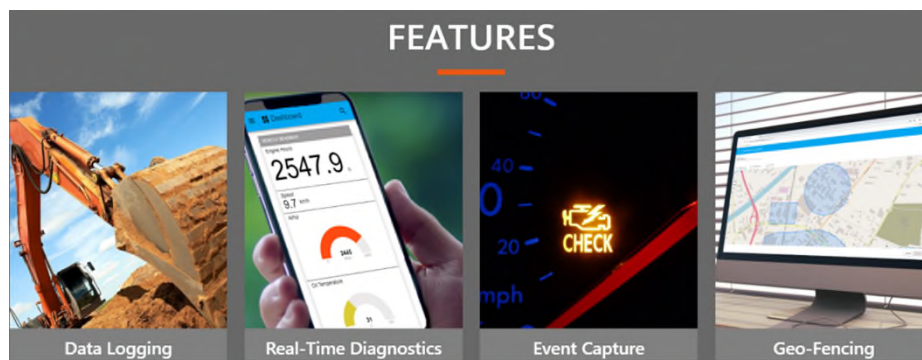
A connected charger is a smart charger. With five years of cellular data included, you'll have consistent, real-time remote access to monitor the status of your ZEFNET charger.

5 YEAR PORTAL ACCESS

Feature-rich, money-saving. The ZEFNET Portal is your online home to easily measure, manage, and reduce your organization's energy usage through our simple, intelligent controls.

Zeus Fleet Management Tools

Zeus leverages leading edge telemetry and cloud based, spoke zone, technology which will allow dynamic customization for consumers of the data such as fleet managers, service providers, and end-users.



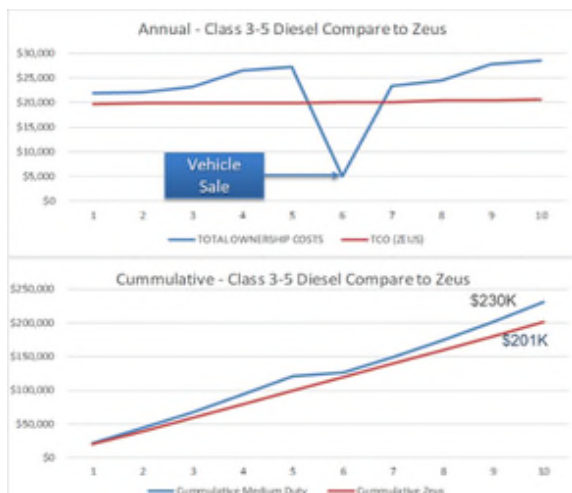
TCO Economic and Environmental



Fleet owners are continually looking for effective ways to reduce or predict both economic and environmental costs. It is virtually impossible for customized work truck owners to predict the price of fuel, maintenance or repairs. Zeus helps address these issues in two significant areas: 1) total economic cost of ownership and 2) total environmental cost of emissions.

Total Cost of Ownership

Day-to-day operational costs can make or break businesses that depend on purpose-built, medium-duty work trucks. Body customizations and powered accessories place significant weight, powertrain stress and structural strain on the base vehicle, which often leads to limitations in warranty coverage. Owners and operators are subject to the unpredictability of fluctuating fuel prices, high priced routine maintenance, and costly ad-hoc repairs that are not covered by manufacturer's warranties. The added stress on the vehicle increases the probability of breakdowns. Downtime and repairs have the potential to materially impact an owner's bottom line. Zeus can help organizations reduce daily operating costs and routine maintenance and repair costs by 10%-40% by minimizing failure modes and dramatically increasing the duty cycle of its vehicles. In addition, the operating costs of Zeus products will often be flatter and steadier than its competitors', which leads to more predictable annual financial plans.



From a power perspective, Zeus will utilize state-of-the-art battery technology, high-performance electric propulsion systems, power accessories and rugged drive train modules. Zeus' first-generation technology is expected to have an average range of 160-180 miles per charge. A vast majority of vocational customers will be able to complete their daily work on a single charge. Owners will not only recoup their fuel cost over time, but also enjoy flat predictable monthly costs and significant savings over the life of each vehicle.

As an example, at \$0.07/kWh, it will cost roughly \$14 per day to recharge the EV battery or approximately \$3,600 / per year [5 days a week for 52 weeks] vs. an ICE with fuel costs of \$3.20/gal that consumes \$64 per day or \$16,600 / year. In addition, Zeus vehicles will allow customers to avoid the routine combustion engine and powertrain related costs of engine fluids, belts, pumps, etc.

Total Environmental Cost of Ownership

Medium duty ICE based vehicles produce a significant amount of emissions regardless of application. Purpose-built, medium-duty work trucks encounter even higher emissions due to the added weight, increased stress and daily idling requirements of the trade. In warm climates, the Zeus vehicles produce zero emissions and can be used in facilities such as warehouses without introducing toxic fumes. In extremely cold climates, Zeus vehicles leverage a micro-boiler technology that is practical, safe and produces very low-level emissions. Zeus vehicles can produce cabin and chassis heat for many days on relatively small amounts of environmentally friendly fuel(s) without impacting the range of the work truck. With the increases in environmental regulation, it is an uphill battle for owners to control costs. Zeus provides a solution that dramatically reduces emissions and helps avoid costs related to current or future local, state and federal emissions regulations.

ANNUAL EMISSIONS REDUCTION USING ZEUS*				
PER TRUCK	Comparison	CO	NOx	CO ₂
	Internal Combustion Engine Class 4-5 EPA Std.	20 lbs	34 lbs	16 tons
	Zeus – In Winter	1.5	1.1	1.7K lbs
	REDUCTION	18.5 lbs	33 lbs	31 tons
	% REDUCTION	92%	97%	95%
	Zeus – In Summer	0	0	0
	POUNDS REDUCTION	20 lbs	34 lbs	16 tons
	% REDUCTION	100%	100%	100%
https://www.eia.gov/tools/faqs/faq.php?id=307&t=11				

Federal Motor Vehicle Safety Standards

All vehicles designed and delivered by Zeus will meet FMVSS compliance requirements for licensing and road certification.

Compliance Standard and Description	Required > (10K lbs+)	Alternative Test (SAE)	Zeus CHASSIS
101 Controls and Displays	X		X
102 Transmission Shift Position Sequence, Starter Interlock, and Transmission Braking Effect	X		X
103 Windshield Defrosting and Defogging Systems		X	X
104 Windshield Wiping and Washing Systems	X	X	X
105 Hydraulic and Electric Brake Systems	X		X
106 Brake Hoses	X		X
108 Lamps, Reflective Devices, and Associated Equipment	X		X
111 Rearview Mirrors	X		X
113 Hood Latch System	X		X
116 Motor Vehicle Brake Fluids	X		X
119 New Pneumatic Tires for Motor Vehicles with a GVWR of > 4,536 kg (10K lbs.)	X		X
120 Tire Selection and Rims for Motor Vehicles with a GVWR > 4,536 kg (10K lbs.)	X		X
124 Accelerator Control Systems	X		X
125 Warning Devices	X		X
126 Electronic Stability Control Systems			X
201 Occupant Protection in Interior Impact		X	X
205 Glazing Materials	X		X
206 Door Locks and Door Retention Components	X		X
207 Seating Systems	X		X
208 Occupant Crash Protection		X	X
209 Seat Belt Assemblies	X		X
210 Seat Belt Assembly Anchorages	X		X
214 Side Impact Protection		X	X
216 Roof Crush Resistance		X	X
302 Flammability of Interior Materials	X		X
305 Electric-Powered Vehicles, Electrolyte Spillage and Electrical Shock Protection		X (UL)	X

Intellectual Property

Zeus utilizes all of the intellectual property protection methodologies generally championed by most U.S. companies, including patents, trade secrets, trademarks and copyright. Zeus has been granted one patent, U.S. Patent Application No. 29/680,854, has trademarked its name and logo, and has generated literally thousands of pages of original engineering designs and drawings, all of which are protected by copyright, and most of which are maintained as trade secrets. To further protect our growing library of intellectual property data the Company has strictly adhered to a policy of requiring non-disclosure agreements to be signed by each individual to whom any Zeus intellectual property is disclosed. Finally, Zeus has entered into an agreement with IdeaBlock LLC to use cutting edge technology to indisputably prove the creation date of existing and new intellectual property, thus fending off prospective challenges from others seeking to avail themselves of our unique EV products and concepts. Each of the approaches used by Zeus is further discussed below.

Zeus Patent

We are represented by the Minneapolis patent firm Patterson Thuent Pedersen, P.A. and are in regular communication with their attorneys as we consider additions to our patent efforts. To minimize the expense of building a patent portfolio while protecting our growing collection of intellectual property we intend to augment our patent efforts with other effective, innovative and more cost-effective intellectual property protection mechanisms, as further discussed below.

Zeus Trademark

On May 5, 2020 Zeus was informed by the U.S. Patent and Trademark Office that its application for a stylized version of the trademark ZEUS ELECTRIC CHASSIS, which was published by the PTO on March 10, 2020, has been granted. The Company plans to expand its portfolio of registered trademarks as it approaches the launch date for its Electric Vehicles. At the present time, several prospective trademarks are being closely protected as trade secrets. In addition to trademarks registered with the PTO we have numerous trademarks protected by common law trademark statutes in Minnesota and other states.

Zeus Copyrights

Over the course of several years Zeus, led by its co-founder Bob Grinstead, has generated well in excess of 5,000 pages of critical engineering data that has been used as the principal design and building block for the Company's initial Electric Vehicle. All of the original data created by our engineering team qualifies as copyrighted data. This treasure trove of innovative concepts has been judiciously guarded by the Zeus team to ensure the Company will be the initial and primary beneficiary of our creative designs and concepts.

Zeus Non-disclosure Agreements

Regardless of the extent any company takes to protect its intellectual property there is always the risk that information deemed valuable by the company might be inadvertently disclosed, particularly when the recipient of the information is unaware that a company views the information as confidential. To minimize the risks of inadvertent disclosure Zeus has insisted that each recipient (including companies and individuals) sign a Zeus-generated non-disclosure agreement (“NDA”) prior to being granted access to any Zeus confidential information. By carefully defining “intellectual property” the Company’s NDA has been crafted to protect the widest array of Company intellectual property, while ensuring the terms of the Agreement are enforceable in all U.S. jurisdictions.

IdeaBlock Intellectual Property Protection

[IdeaBlock](#) is a proprietary software platform that utilizes blockchain technology to provide instant defensive protection for any form of intellectual property. By providing proof of idea existence and proof of public availability, IdeaBlock defends its users against future attempts by third-parties to obtain and enforce traditional IP on something Zeus has already invented. By registering newly generated ideas at the moment of conception, Zeus utilizes IdeaBlock to immediately protect its IP during its research and development process, significantly limiting future legal exposure. In addition to simplifying and shortening the IP protection process, IdeaBlock serves as a significantly more affordable alternative to the traditional process of obtaining other forms of IP protection. Ideas need protection. Patents have long existed for this purpose, but they often involve long, arduous and financially draining journeys to legally protect an idea. By using blockchain technology, IdeaBlock allows the recording of intellectual property concepts on a public, distributed and decentralized ledger that can’t be changed after the fact—it’s “immutable”—helping to avoid disputes and reducing the probability of interference by competitors.

While IdeaBlock does not serve as a wholesale replacement for a patent or trademark, it provides Zeus with a significant element of defensive protection, which obviates the necessity for filing patents on every potentially valuable invention, thus saving up to \$60,000 per idea and eliminating the frequent patent waiting period of up-to-several years. Generally speaking, all Zeus needs to do is click a button and upload files that describe what the Company is trying to protect, and IdeaBlock does the rest.

Specialty/Vocational Industry Relationships

A key component of the Zeus go-to-market and strategy is to leverage and enable relationships with the companies and firms that are closest to the customer's mission. These companies can cover one or many critical roles in the Zeus value chain such as vocation specific body types, upfits, dealer/broker and/or service.



Marion Body Works has over a century of experience building custom truck bodies. Marion Body Works deliver solutions from commercial truck bodies and custom engineered vehicles and cabs to defense and fire & emergency vehicles that are tested and trusted by customers around the world.



Serving the United States, Canada and Mexico, NESCO Specialty Rentals maintains one of the industry's largest rental fleets and service networks. Their inventory includes specialty vehicles such as aerial devices, cranes, and diggers.



Truck Utilities Inc. has served the vocational truck industry for over 50 years. They are one of the most established up-fitting companies in the US. Truck Utilities performs services and repairs that range from light welding and metal bending to custom bodies and installations.



Curbtender Inc designs and manufactures refuse collection vehicles in Cedar Falls, Iowa and Gothenburg, Nebraska. The company derives its name from the storied Curbtender automated side loading refuse truck (ASL). The Curbtender was the first commercially produced ASL in the US Waste Industry.



Startracks is a dealer of custom vehicles including mobile medical units, handicap lift systems, custom trucks, and mobile command units for medical, business, education and government applications.

Supplier Relationships

Zeus has developed direct relationships with suppliers for all major components of its vehicle. This gives Zeus two distinct advantages over other start-up competitors and some OEMs. 1) Zeus does not pay additional costs due to broker and reseller markup, and 2) Zeus has access to supplier engineering and product development teams to get direct access to (and/or influence on) future technology roadmaps.

Supplier	Technology
Webasto	Battery Technology, Vehicle Interface Technology, Thermal Management Technology. Webasto develops and manufactures efficient and high-performance charging solutions and battery systems in the electromobility marketplace.
ROSCO Vision Systems	Cameras, back-up systems, and digital vision products.
NOTT Co.	Electrical and fluid-power parts and solutions designed specifically for Zeus, high and low voltage wire harnessing, Parker electric motors, hydraulics, displays/controls, and vehicle integration services.
Marion Body Works	Zeus patented design cabins, frames, bracket manufacturing and fabrication.
Curtiss-Wright	Vehicle Controllers. Curtiss-Wright supplies a diverse range of controllers that offer AC motor control, permanent magnet DC motor control and separately-excited motor control suitable for a wide range of electric vehicles such as pallet trucks, stacker trucks, tow tractors, fork lift trucks and any other type of battery powered vehicles.
IMMI / CAPE / VIP Steering	The Center for Advanced Product Evaluation (CAPE) is the only crash test facility of its kind in the world. It has the equipment and expertise to help customers improve their products through unsurpassed quality, credibility, responsiveness, and precise results. IMMI supplies Zeus with FMVSS compliant seat belt systems and steering wheel solutions.
H.O. Bonstrom	H.O. Bonstrom provides Zeus seating solutions for vehicles and equipment in industries such as fire (FireFighter™ brand), marine (SeaPost™ brand), construction, transportation, military and other specialty markets.
Meritor/AxleTech	Suspension and Powertrain. Meritor suspension systems use advanced technology to set new standards in ride, handling, tire life and durability. Its heavy-duty suspension family boasts a durable design to meet the needs of demanding vocational markets.
ZF WABCO	ABS brake technology and FMVSS braking compliance certification.
Flex Seals USA	Seals: Flex Seals provides rubber and plastics - molded, extruded and die cast solutions.
Minor Component Suppliers	Fastenal, Terminal Supply, Weller Truck, Park, Amazon, Showtime Fabrication, Boyer Truck, Northern Tool and Equipment, NAPCO, and Winnick Supply.
MILCUT	Interior coverings, flooring and abatements. Fabricator of foam, rubber, plastic, and high temperature materials. Milcut carries open cell foam, closed cell foam, sheet rubber, masticated rubber, polyethylene, ABS, HDPE, LDPE, polypropylene plastic, and more.
Cleveland Ignition, Inc	Wiper systems.
Hutchinson	Tires and wheels.
Moto Race Tire, MRT	Tires and wheels.
Douglas Autotech Corp	Steering columns and the manufacturer of directional controls for the international vehicle industry.

Board Member Biographies

Board Chairman, Investor



Ken Smith, PE, MBA, Investor/Board of Directors, has been the president and CEO of Ever-Green Energy and its parent company District Energy St. Paul since 2010. A recognized leader in community and campus scale energy systems, Ken is actively engaged in industry, policy, and academic forums addressing a low carbon energy future. He is a frequent speaker nationally and internationally, and is regularly requested to brief local, state, and federal planners, policy makers and regulators. For the past 8 years, Smith has participated in an energy policy exchange between Germany and the State of Minnesota. Prior to joining Ever-Green Energy in 2006, Smith worked globally in the engineering and construction industry for over 20 years: planning, designing and implementing mission critical projects, including central plants, microgrids, datacenters, and facilities for advanced tech industries, campuses, international airports, and U.S. Department of Defense. Smith currently serves as chair of the Midwest Renewable Energy Tracking System Board of Directors (M-RETS); chair of the Saint Paul Area Chamber of Commerce; and has been a Fellow of the University of Minnesota's Institute on the Environment (IonE) since 2016. From 2014-2015 he served as chair of the International District Energy Association board of directors. He has a bachelor's degree in electrical engineering from North Dakota State University and a master's degree in business administration from the University of St. Thomas in Minneapolis, MN. Smith is a registered professional engineer in several U.S. states.

CEO



In 2018, Wayne Kugel was introduced to Bob Grinstead, visionary and founder of Zeus, and the Zeus team. He helped kick-off the company with angel investment to build the first Zeus Prototype. Wayne consulted, built relationships, secured additional investors and helped articulate a company strategy. In October 2020, he became the CEO of the company with the opportunity to draw together expertise across specialty work trucks, electrification, analytics and supercomputers. Wayne has over 30 years of experience serving in executive, business development and management roles within the supercomputing and advanced analytics/AI industry in corporate strategy, R&D, sales, marketing, manufacturing, supply chain, facilities, IT, acquisitions, divestitures, professional services and enterprise risk management. Prior to joining Zeus Electric Chassis, Wayne served as a transition executive commissioned to integrate Cray's Global High-Performance Computing Services assets into HPE Pointnext HPC Services where he built strong collaborative relationships between HPE and Cray to successfully facilitated a successful transition of Cray Inc. Customer Service assets to HPE. Prior to HPE, Wayne served multiple senior executive roles at Cray Inc. Prior to Cray, Wayne worked for IBM Global Business Intelligence specializing in deploying bleeding edge data analytics technology developed from IBM Research into Fortune 500 companies, and Carlson Marketing Group developing applications in electronic loyalty programs. Mr. Kugel has a BBA, Management Information Systems from the University of Wisconsin – Eau Claire and has done post graduate work at the University of Minnesota's Carlson School of Management, focusing on Mergers and Acquisitions.

COO & Founder



Robert Grinstead founded Zeus Electric Chassis over 8 years ago. Bob has over 25 years of experience in the engineering, development, and manufacturing of medium / heavy duty trucks and specialty vehicles that feature electric, hybrid, and diesel propulsion systems. While working for several specialty and truck manufacturers, he has been responsible for leading the design, engineering, and manufacturing teams for several vehicle programs. In addition to developing expertise in both testing and compliance, Bob has served as program manager and engineer for several specialty vehicle fossil-fuel to electric-conversion programs at Spartan Motors, the US Department of Defense, and Tomcar. Bob's engineering acumen is widely recognized based on his successful consulting and development projects for Navistar, Freightliner, Ford / Westport, FCA, Tesla*, and Caterpillar.

General Counsel



Phillip Steffes is currently the owner of PJ Steffes Law, PLLC, a law firm that performs general legal services for several emerging companies in Minnesota, Iowa and Missouri. During his more than 35 years working with high-tech and other companies, Mr. Steffes has served as Associate General Counsel and Chief Business Counsel for 14 years at Cray Inc. (a supercomputer manufacturer); Senior Vice President and General Counsel for 3 years at Neutility Corp. (an early adopter of IT as a service); Vice President and General Counsel for 5 years at MCSB Technology Corporation (a software development company); Senior Corporate Counsel for 4 years at Supercomputer Systems, Inc. (a supercomputer manufacturer), and Director of Contracts and Business Practices for 9 years at ETA Systems and Control Data Corporation (related companies in the computer industry). Mr. Steffes is also a former member of the Hamline University School of Law adjunct faculty, and has a B.S. from the University of South Dakota and a J.D. from Hamline University School of Law.

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