# UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

#### FORM 8-K

# CURRENT REPORT Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported) April 24, 2007

#### STURM, RUGER & COMPANY, INC.

(Exact Name of Registrant as Specified in its Charter)

**DELAWARE**(State or Other Jurisdiction of Incorporation)

**001-10435** (Commission File Number)

**06-0633559** (IRS Employer Identification Number)

Incorporation)

#### ONE LACEY PLACE, SOUTHPORT, CONNECTICUT 06890

(Address of Principal Executive Offices)

(Zip Code)

Registrant's telephone number, including area code (203) 259-7843

Check tl	ne appropriate box below it	f the Form 8-K filing	g is intended to simultar	neously satisfy the
filing obligation	of the registrant under any	y of the following pr	ovisions (see General I	nstruction A.2.
below):				
•				

··
☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b)
☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c)

#### Item 5.03 Amendments to Articles of Incorporation or Bylaws; Change in Fiscal Year.

The Board of Directors of Sturm, Ruger & Company, Inc. (the "Company") adopted a resolution approving an amendment to Article 3 Section 2 of the Company's by-laws to decrease the number of directors from nine to eight, as Richard T. Cunniff will not be standing for re-election to the Board of Directors. This amendment will be effective as of April 24, 2007, the date of the Company's 2007 Annual Meeting. The full text of the resolution is attached as Exhibit 3.1 to this Current Report on Form 8-K and is incorporated herein by reference.

#### Item 8.01 Other Events.

The Company is furnishing the transcript of its presentation delivered at its 2007 Annual Meeting on Tuesday, April 24, 2007 (the "Annual Meeting Presentation"). The text of the Annual Meeting Presentation is attached as Exhibit 99.1 to this Current Report on Form 8-K and shall not be deemed to be "filed" for the purpose of Section 18 of the Securities Exchange Act of 1934 or otherwise subject to the liabilities of that section. The disclosure of the Annual Meeting Presentation on this Current Report on Form 8-K will not be deemed an admission as to the materiality of any information in the Report that is required to be disclosed by Regulation FD.

The Company does not have, and expressly disclaims, any obligation to release publicly any updates or any changes in the Annual Meeting Presentation or its expectations or any change in events, conditions, or circumstances on which any forward-looking statement is based.

The Annual Meeting Presentation is available on the Company's website at www.ruger.com. The Company reserves the right to discontinue that availability at any time.

#### **Item 9.01** Financial Statements and Exhibits.

Exhibit No.	<u>Description</u>
3.1	Amended and Restated Article 3, Section 2 of the Company's bylaws adopted by the Board of Directors effective April 24, 2007 decreasing the number of directors from nine to eight.
99.1	The Annual Meeting Presentation, delivered at the Company's Annual Meeting of shareholders on April 24, 2007.

#### **SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, hereunto duly authorized.

STURM, RUGER & COMPANY, INC.

By: <u>/S/ THOMAS A. DINEEN</u>
Name: Thomas A. Dineen

Title: Principal Financial Officer, Vice President, Treasurer and Chief Financial Officer

Dated: April 24, 2007

#### Article 3

Section 2. <u>Number, Tenure and Qualifications</u>. The number of directors constituting the Board of Directors of the Company shall be eight, unless the Certificate of Incorporation of the Company provides otherwise, and such number may be increased or decreased from time to time by resolution of the Board of Directors. No decrease in the number of Directors shall have the effect of shortening or terminating the term of office of any incumbent director. The Directors shall be elected at the Annual Meeting of Shareholders and each Director shall hold office until the next Annual Meeting of shareholders and until his successor shall have been elected and qualified. Directors need not be shareholders of the Company.

# STURM, RUGER & CO., INC.

# Annual Meeting April 24, 2007





The Company may, from time to time, make forward-looking statements and projections concerning future expectations. Such statements are based on current expectations and are subject to certain qualifying risks and uncertainties, such as market demand, sales levels of firearms, anticipated castings sales and earnings, the need for external financing for operations or capital expenditures, the results of pending litigation against the Company including lawsuits filed by mayors, attorneys general and other governmental entities and membership organizations, the impact of future firearms control and environmental legislation, and accounting estimates, any one or more of which could cause actual results to differ materially from those projected. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date made. The Company undertakes no obligation to publish revised forwardlooking statements to reflect events or circumstances after the date such forwardlooking statements are made or to reflect the occurrence of subsequent unanticipated events.



### **Communications Policy**

# Investment Community Communications Policy Effective November 1, 2006

To balance our desire to maintain and cultivate investor interest and confidence in the

Company with our limited resources and our need to abide by Regulation FD, we have

adopted the following communications policy:

- 1. No meetings will be held with individual investors or analysts.
- 2. No financial forecasts or earnings guidance will be given.
- 3. We anticipate implementing quarterly conference calls in late 2007 or early 2008.
- 4. We will consider presenting at appropriate investor conferences starting in 2008.

### **Investment Highlights**



- Leading Firearms Brand
- Experienced, Dynamic Board of Directors
- Strong Management Team
- Strong Market Position in Rifles, Revolvers and Pistols
- Strong Balance Sheet: Well positioned to take advantage of business opportunities as they arise
- Improving Earnings

**NYSE: RGR** 

**Shares Outstanding: 22.6 Million** 

Price: \$12.05 (4/23/07)

**Market Capitalization: \$273 Million** 

### **Company Profile**



- Trailing 12 Months Sales of \$168.6 million
- Manufacturing Facilities in Newport, NH & Prescott, AZ
- Corporate Office in Southport, CT
- 1,100 Non-Union Employees
- Steel Castings sell to 26 other Firearms Manufacturers

Firearms Products

Rifles **Pistols** Shotguns Revolvers Single Shot Rimfire Over & Under Centerfire Autoloading Side-by-Side **Bolt Action** Lever Action

- Single Action **Double Action** Black Powder
- 2-Step Distribution sell to 16 wholesale distributors
- 300 Catalog SKUs





Michael Fifer
Chief Executive Officer

With Ruger for 7 months – Age 50

Former EVP Mueller Industries (NYSE: MLI)

Former President North American Operations at Watts Industries (NYSE: WTS)

- BS in Physics from the U.S. Naval Academy
- MBA from the Harvard Business School





Stephen Sanetti

President, Vice Chairman, General Counsel

With Ruger for 28 years – Age 57

Currently serves on the Executive Board of National Shooting Sports Foundation (NSSF)

Currently serves on Executive Board of Sporting Arms & Ammunition Institute (SAAMI)

2004 – Recipient of Shooting Industry Academy of Excellence Award

1993 – 2001 – Chairman of the Legislative and Legal Affairs Committee of SAAMI

1988 \_ 2000 \_ Director of Product Liability Advisory Council (PLAC)

- BA in History with Honors from Virginia Military Inst.
- JD from Washington & Lee University





Tom Dineen Chief Financial Officer, Treasurer

With Ruger for 10 years – Age 38
Former Audit Manager at KPMG LLP

• BS in Accounting from Boston College







Robert Stutler
Vice President of Prescott Operations

With Ruger for 20 years – Age 63

Major, US Marine Corps (Ret.)

 Associate Degree in Firearms Design, Colorado School of Trades





# Tom Sullivan Vice President of Newport Operations

With Ruger for 9 months – Age 47

Former VP Lean at IMI Norgren for 10 years – has extensive experience in supply chain, manufacturing and product development. He has been a student and teacher of the Toyota Production System for the last 15 years.

- BS in Mechanical Engineering from the Illinois Institute of Technology (IIT)
- MS in Mechanical Engineering from the Massachusetts Institute of Technology (MIT)
- MBA from the University of Chicago's Graduate School of Business







Chris Killoy
Vice President of Sales & Marketing

With Ruger for 4 months + 15 months – Age 48

18 years in Firearms Industry

Former GM at Savage Range Systems

Former VP of Sales & Marketing at Smith & Wesson

Formerly with GE Aerospace

Major, USAR (Ret.)

• BS from U.S. Military Academy





Leslie Gasper Corporate Secretary

With Ruger for 33 years – Age 29 and holding...

Associate of Arts from Fairfield University

# R

### First 180 days - Restructuring

- Ruger Investment Casting (RIC) Closure
- SKU (Stock Keeping Units) Rationalization
- Order Management / Production Control Process Rationalization
- Reduction in Force (RIF)
- Surplus Assets
- Improved Material Management
- Financial Benefit



#### Ruger Investment Casting ("RIC") Closure

- December 2006 Titanium casting ceased operations
- March 2007 Post-casting work completed
  - Sale of titanium product continues through 4<sup>th</sup> quarter 2007 (approx. \$512,800)



- February 2007 Steel casting ceased operations
- March 2007 Post-casting work completed
  - Sale of steel product continues through 4<sup>th</sup> quarter 2007 (approx. \$8,800)
- Transition of steel casting operations from RIC (Arizona) to Ruger's Pine Tree Castings (New Hampshire)
  - First castings received at Prescott Firearms in March 2007 from Pine Tree Castings
  - Heat treat operations of RIC retained and transferred to Prescott Firearms

Annualized net savings of \$1.6 million





### SKU (Stock Keeping Units) Rationalization

- Simplified product line for trade customers and end users
- Eliminated low volume / low margin items
- Ensured that profitable niche markets are still served
- 48 SKUs added for new products, calibers, etc.
- Ongoing review of product lines

97 SKUs eliminated – Less items to stock and maintain



#### Order Management / Production Control Process Rationalization

- "Annual" one-time order eliminated
- Replaced with standard order process
  - Distributors place firm, non-cancelable orders as needed
  - Distributors submit rolling 90-day forecast of projected needs
  - Sales, Inventory and Operations Planning (SIOP) implemented
- Long-term goal is to ship 100% of cataloged items in 24 hours from finished goods inventory
- Results to date:
  - Demand significantly exceeding supply
  - Safety stock levels established but not yet filled

Significant reduction in inventory, resulting in better cash flow



#### Reduction in Force ("RIF")

- December announcement projected \$6 million annualized savings,
   \$3 million one-time severance charges
- Progress to date:
  - Newport Voluntary RIF
    - 57 people accepted
    - Primarily indirect positions
    - \$2.3 million annualized savings
    - \$0.9 million one-time severance expense
  - Prescott RIC Shutdown
    - 83 people accepted
    - 81 hourly, 2 salary
    - \$1.1 million annualized savings included in RIC closure estimates



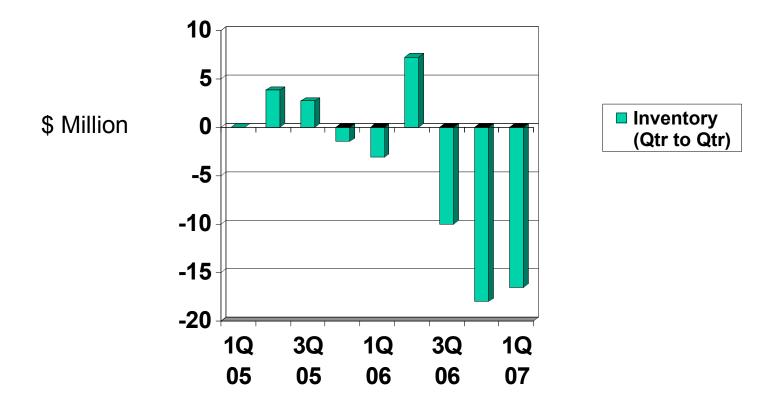
#### Surplus Assets

- RIC Equipment
  - Surplus equipment assets sold for \$1.4 million
  - Pursuing sale of remaining titanium equipment
  - Pursuing sale of remaining factory equipment
  - \$0.5 million book value remaining
- RIC Materials
  - Excess titanium material sold for \$5.1 million
  - Pursuing sale of remaining titanium material \$0.8 million book value
- Non-Manufacturing Asset Sales
  - 43 parcels of real property in New Hampshire \$7.3 million
  - Real property in Arizona \$5 million
  - Marketing 3 additional properties
  - Artwork \$0.2 million



#### Improved Material Management

Steady reduction in raw materials, work in process, and finished goods



\$45 million of inventory reduction in last 3 Quarters



# **Before and After Inventory Reduction**







### **Balance Sheet**

	March 31,	June 30,	
	2007	2006	Inc(dec)
Cash and equivalents	54,064	31,648	22,416
Accounts receivable	17,171	16,128	1,043
FIFO inventory	66,485	112,669	(46,184)
LIFO reserve	(51,821)	(62,266)	10,445
Net inventory	14,664	50,403	(35,739)
Net plant, property and equipment	22,610	22,674	(64)
Other assets (includes real estate)	19,011	22,189	(3,178)
Total assets	127,520	143,042	(15,522)
Total liabilities	32,058	28,578	3,480
Total stockholders' equity	95,462	114,464	(19,002)
Total liabilities and stockholders' equity	127,520	143,042	(15,522)



### **Balance Sheet**

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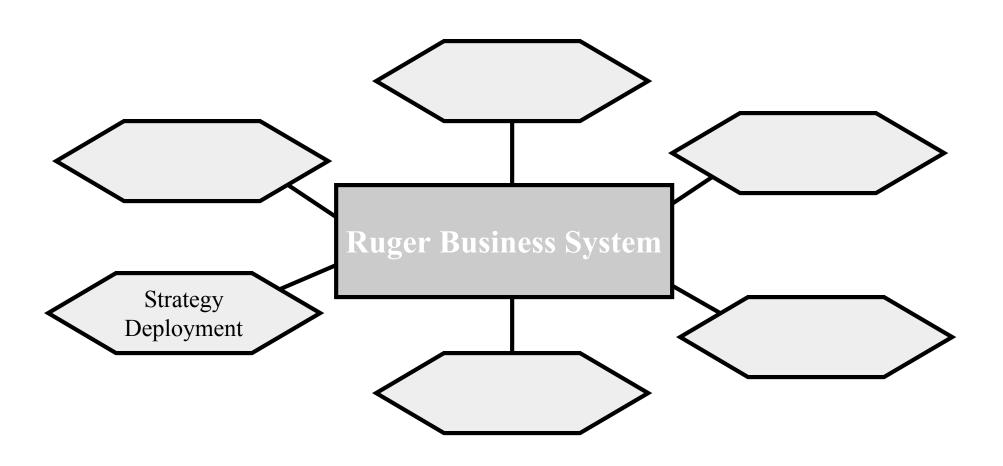
### Ruger Business System

• Ruger is implementing a business system that relentlessly pursues the <u>elimination</u> of all <u>non-value-added activities</u> from <u>every business process</u> with the ultimate goal of providing World-Class quality, delivery and service to its customers at the lowest possible cost.

Ruger Business System



# **Ruger Business System**



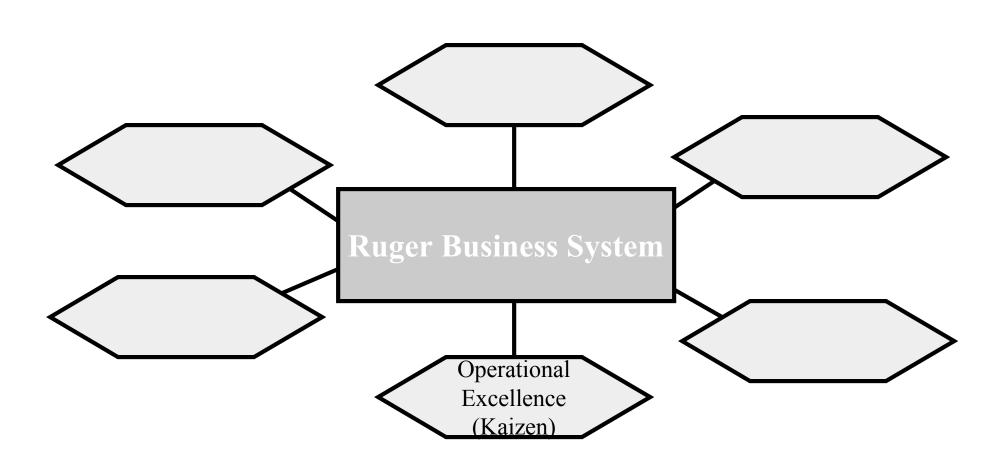
### **Strategy Deployment**



- Bill Ruger, Sr. set the direction for the Company for 50+ years
- New management team
  - First priority fix the base business
  - Develop and implement a strategy for the future
  - Initial tool used will be Strategy Deployment
- Strategy Deployment
  - Step-by-step planning, implementation, and review process for managing change during the lean transformation
- Next steps
  - Set breakthrough objectives
  - Identify strategies to achieve the objectives
  - Prioritize and resource the specific initiatives for the upcoming year



## **Ruger Business System**





### Operational Excellence (Kaizen)

#### The elimination of waste

Over-production Producing more or faster than needed

Waiting
 Idle time created when people wait for things

Transportation Movement of information or material

Over-processing
 Additional effort which adds no value or is not

required

Inventory Any supply in excess of customer (internal and

external) requirements necessary to produce goods

or services just-in-time

• Motion Any movement of people or machines

Defects/Rework
 Effort spent in not doing it correct the first time

• <u>People Utilization</u> Not engaging everyone in improving the business

Relentless pursuit of the elimination of waste



# Single Action Receiver - Before Kaizen





# Single Action Receiver – After Kaizen



### Receiver Improvements



- Floor space required was 1,178 sq. ft.
  - Now 851 sq. ft. = 28% Reduction
- Walking Distance was 1359'
  - Now 76' = 94% Reduction
- Part transport distance was 3,781'
  - Now 937' = 75% Reduction
- Throughput time was over 2 months.
  - Now will be 3 days = 93% Reduction



### Barrel Receiver Area – Before Kaizen





### Barrel Receiver Area – After Kaizen



### **Barrel Receiver Improvements**

- Floor space required was 762 sq. ft.
  - Now 319 sq. ft. = 58% Reduction
- Walking Distance was 495'
  - Now 58' = 88% Reduction
- Part transport distance was 807'
  - Now 86' = 89% Reduction

### **Scope Ring Cell Formed**





- Issue: Scope rings were manufactured in batches on 5 different machines in various locations
- Countermeasure:
   Develop a scope ring cell to machine parts complete in one area.

Batch processing through 6 operations reduced to 3 piece flow.

WIP reduced from over 4,000-5,000 units to 9

### **Scope Ring Cell - Improvements**

- Space Required was 533 sq. ft. Now 160 sq. ft.
  - 70% Reduction in Floor space
- Walking Distance was 741' now 12'
  - 98.5% Reduction in Walking
- Past Volume per day 800-1000 units with 7 people
- Now 1,300 1,500 units per day with 4 people
  - Productivity increased from 143 to 350 per person.
  - 144% Increase in Productivity



### Torque Bench Improvement – 5S

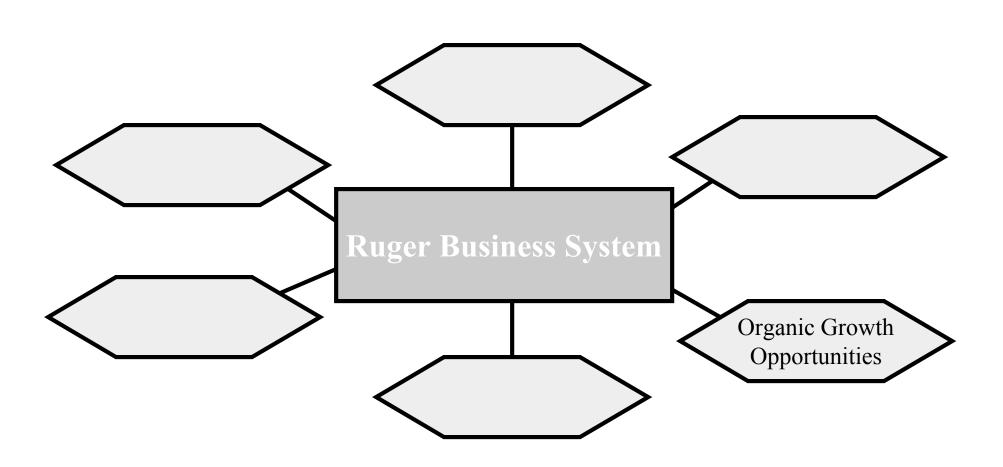


Before kaizen Torque Bench





# **Ruger Business System**

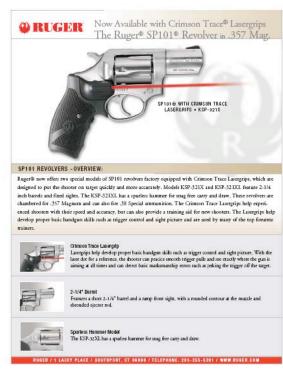


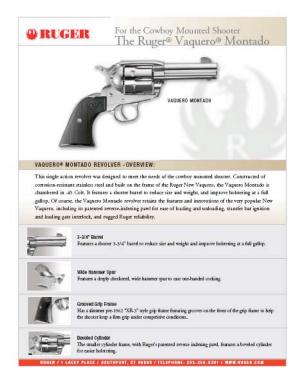
### **Organic Growth**



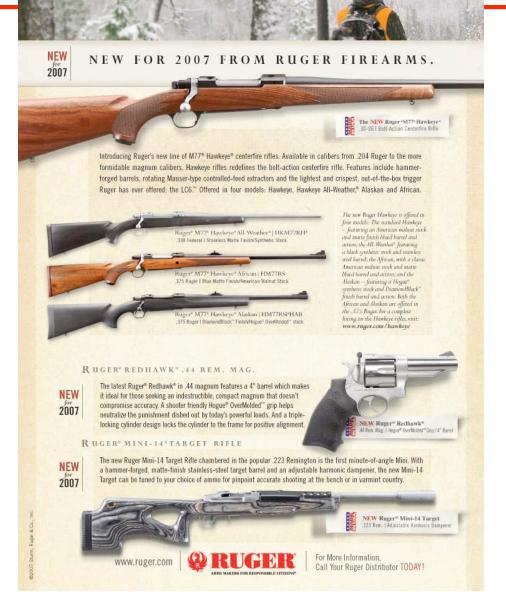
- Aggressive new product development
- Line extensions in existing firearms category
- New opportunities for licensing and accessory sales
- Renewed emphasis on niche Special Runs and Limited Editions









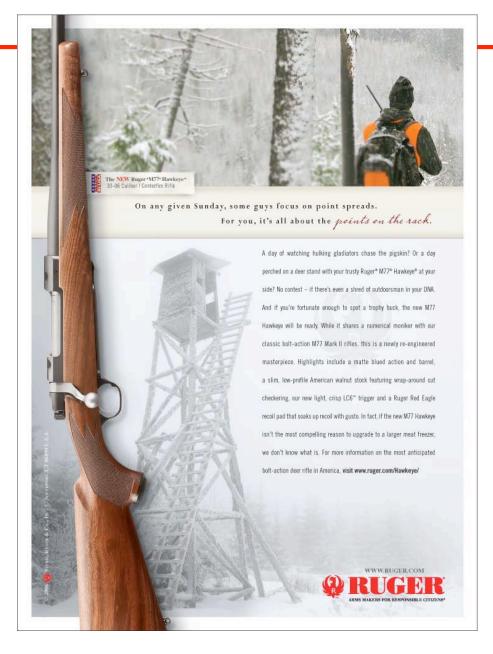






Mini-14 Target Rifle



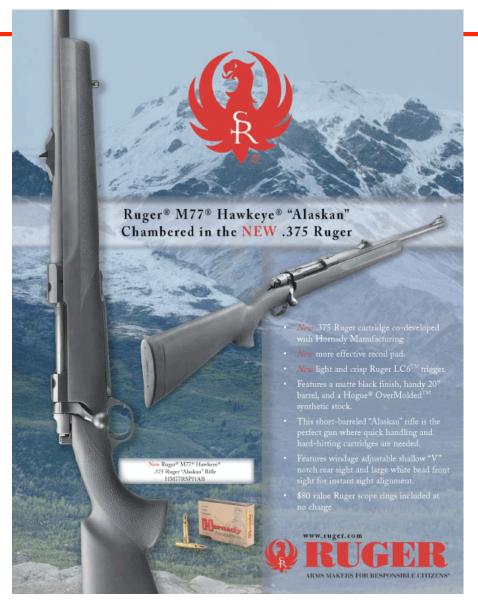






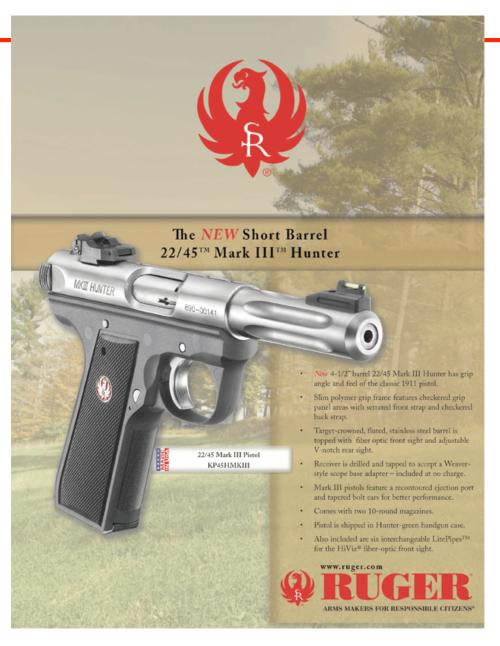
M77 Hawkeye African in .375 Ruger



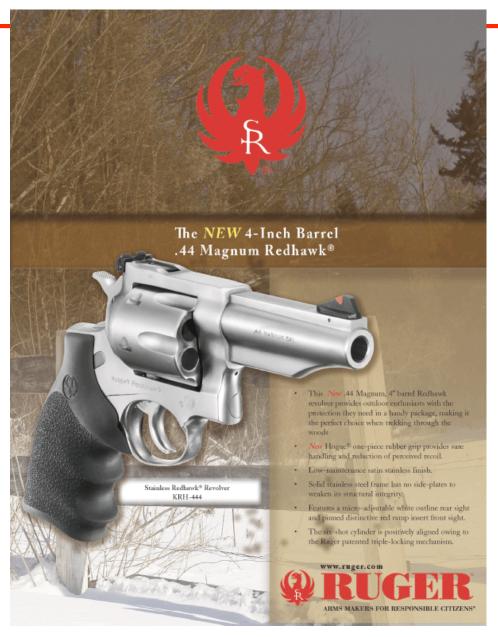


M77 Hawkeye Alaskan in .375 Ruger



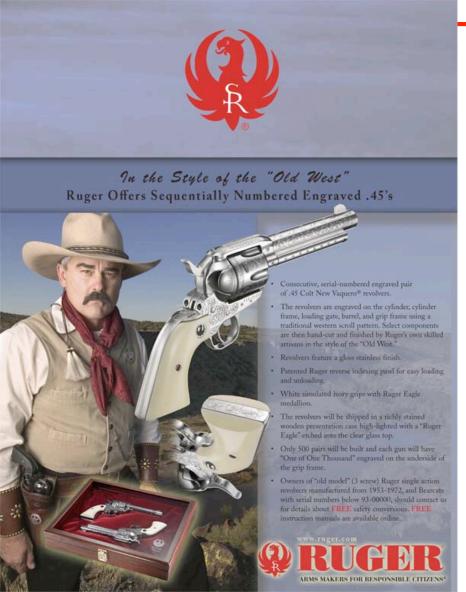






.44 Mag. Redhawk





The Cowboy Pair Engraved New Vaqueros

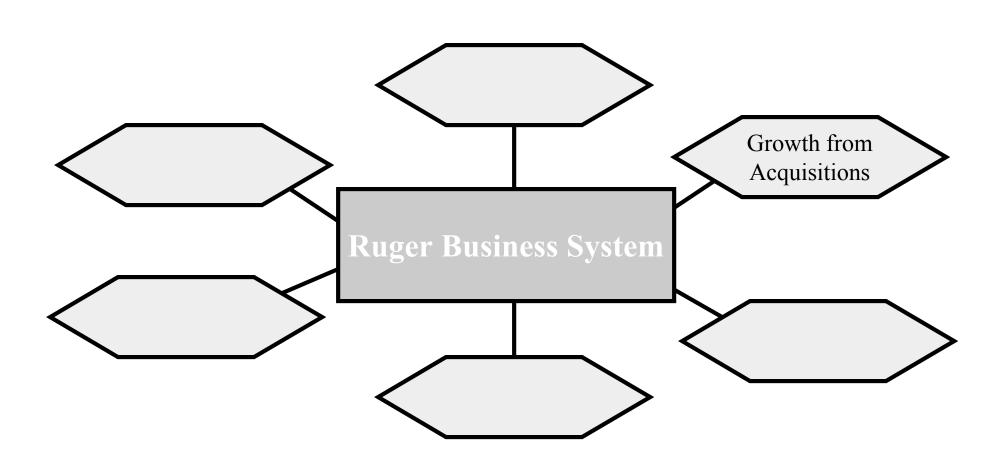




Matched Set 50<sup>th</sup> Anniversary Blackhawks

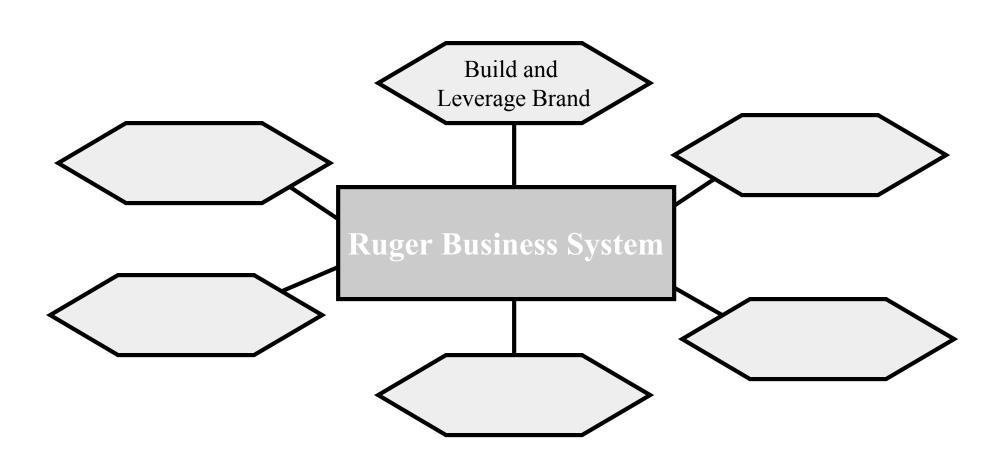


# **Ruger Business System**





# **Ruger Business System**





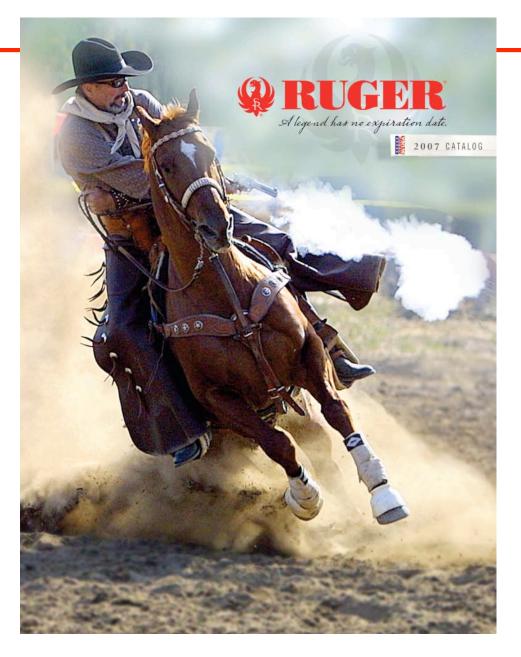




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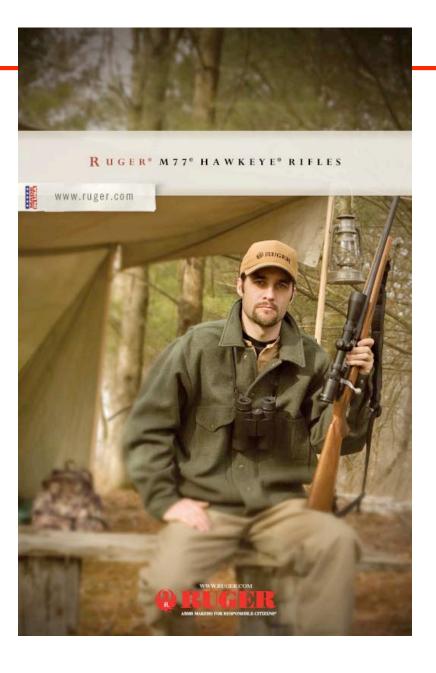






2007 Catalog - New Look and Feel





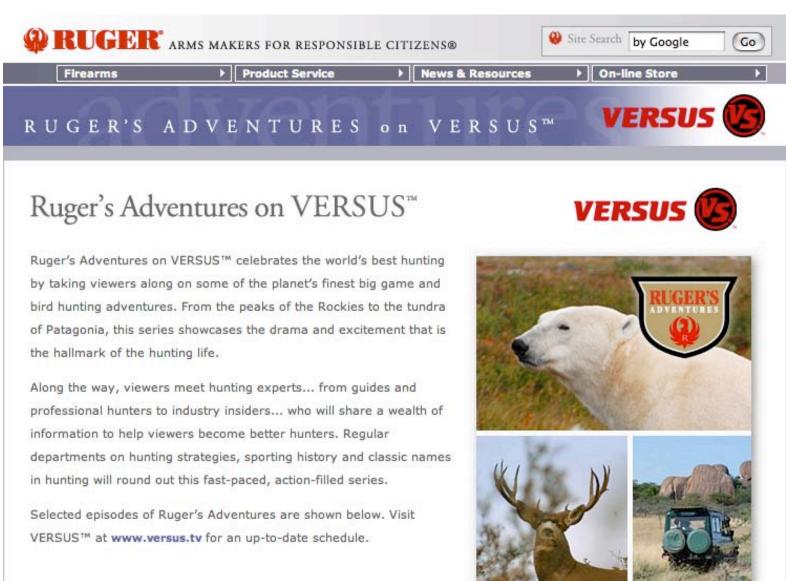


### **Build and Leverage Brand**











### **Build and Leverage Brand**





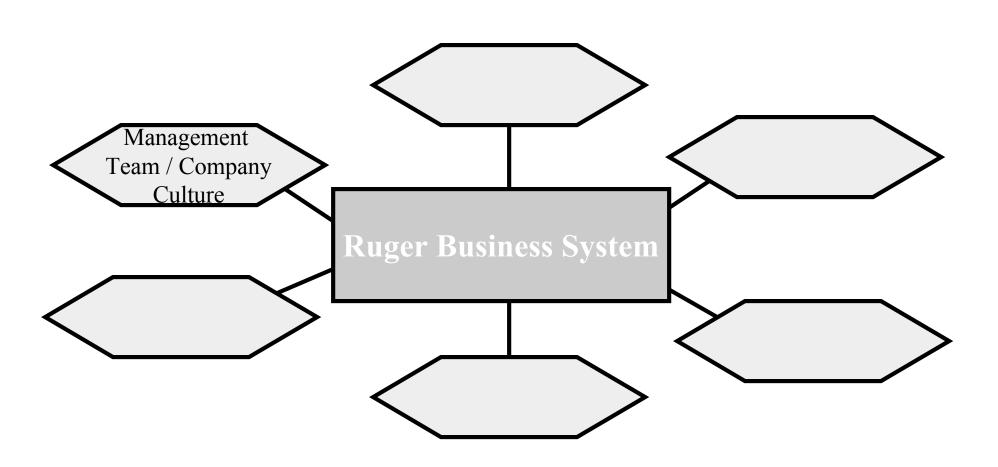
### **Build and Leverage Brand**

- Licensing Initiatives
- Apparel and Accessories
- Editorial Placement



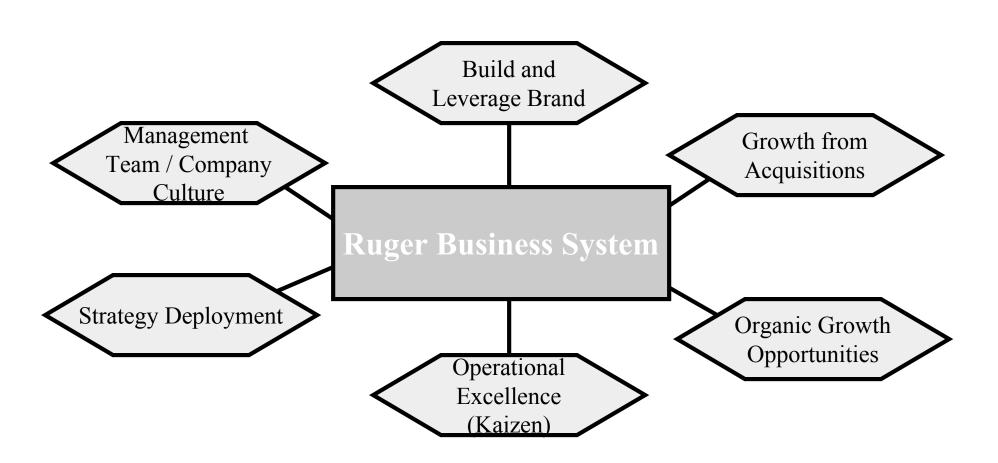


# **Ruger Business System**





### Ruger Business System



### **Enhanced Financial Reporting**

- Financial Statements
  - Balance Sheet
    - Added LIFO and E&O reserve detail
  - Full cash flow statement included in Form 10-Q
- Management's Discussion and Analysis (MD&A)
  - Simplified wording to make it easier to read
  - Detailed gross margin table
  - Detailed discussion of accounting charges including:
    - LIFO, E&O, Product Liability, Overhead Rate Change
  - Backlog in 10-Q
  - Discussion of E&O Reserve Methodology



### **Enhanced Financial Reporting**

- Form 10-K
  - Conformed litigation and legislation disclosures w/ introductory parenthetical (2 places in the 10-Q and 3 places on the 10-K)
  - Accounts receivable table for top 4 customers
  - Sales table for top 4 customers



### Impact of Q1 Inventory Reduction

### **Balance Sheet Impact**

Inventory Reduction \$16.5 million

Operating Cash Flow \$17.3 million\*

### **Income Statement Impact**

First Quarter Pine Tree

External Sales - 7%

Internal Sales - 68%

Total Sales - 46%

Favorable reduction in firearm WIP requires deliberate underutilization of the foundry, resulting in an expected, unfavorable impact on short-term earnings.

<sup>\*</sup>Does not include \$7.3 million from asset sales



		First Quarter						Trailing 12 Months						
			2007	7		2006			March 2	2007		March 2	2006	
Rev	enues													
	Firearms	\$	43,669	90%	\$	40,825	86%	\$	141,954	84%	\$	134,530	85%	
	Castings		4,787	10%		6,602	14%	\$	26,695	16%	\$	23,359	15%	
	Total	\$	48,456	100%	\$	47,427	100%	\$	168,649	100%	\$	157,889	100%	
Gros	ss margin	\$	15,563	32%	\$	10,023	21%	\$	29,406	17%	\$	24,554	16%	
Ope	rating profit	\$	7,915	16%	\$	2,296	5%	\$	5,339	3%	\$	(2,509)	-2%	
EBI	ГDА	\$	14,547	30%	\$	3,539	7%	\$	16,703	10%	\$	2,876	2%	
Casl	n flow from operations (a)	\$	18,083	37%	\$	4,743	10%	\$	43,559	26%	\$	5,288	3%	
Sale	s per employee	\$	184		\$	155		\$	160		\$	129		
Inve	ntory Turns		1.85			1.38			1.96			1.23		
Shar	re price	\$	13.45		\$	7.98		\$	13.45		\$	7.98		
Mar	ket capitalization	\$	304,495		\$2	214,750		\$	304,495		\$	214,750		
EBI	ΓDA trading multiple	+	5.2			15.2			18.2		+	N/M		



		First Q	Quarter	Trailing 12 Months						
	2007		2006	5	March	2007	March	2006		
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EBITDA	\$ 14,547	30%	\$ 3,539	7%	\$ 16,703	10%	\$ 2,876	2%		
Cash flow from operations (a)	\$ 18,083	37%	\$ 4,743	10%	\$ 43,559	26%	\$ 5,288	3%		
Sales per employee	\$ 184		\$ 155		\$ 160		\$ 129			
Inventory Turns	1.85		1.38		1.96		1.23			
Share price	\$ 13.45		\$ 7.98		\$ 13.45		\$ 7.98			
Market capitalization	\$304,495		\$214,750		\$304,495		\$214,750			
EBITDA trading multiple	5.2		15.2		18.2		N/M			



	First Quarter							Trailing 12 Months						
		2007	7		2006			March	2007		March	2006		
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Inventory Turns		1.85			1.38			1.96			1.23			
Share price	\$	13.45		\$	7.98		\$	13.45		\$	7.98			
Market capitalization	\$30	04,495		\$2	214,750		\$.	304,495		\$2	214,750			
EBITDA trading multiple	+	5.2			15.2		_	18.2		+	N/M			



		First Q	<b>Quarter</b>	Trailing 12 Months						
	2007	'	2006		March 2		March 2	2006		
Revenues										
Firearms	\$ 43,669	90%	\$ 40,825	86%	\$141,954	84%	\$134,530	85%		
Castings	4,787	10%	6,602	14%	\$ 26,695	16%	\$ 23,359	15%		
Total	\$ 48,456	100%	\$ 47,427	100%	\$168,649	100%	\$157,889	100%		
Gross margin	\$ 15,563	32%	\$ 10,023	21%	\$ 29,406	17%	\$ 24,554	16%		
Operating profit	\$ 7,915	16%	\$ 2,296	5%	\$ 5,339	3%	\$ (2,509)	-2%		
EBITDA	\$ 14,547	30%	\$ 3,539	7%	\$ 16,703	10%	\$ 2,876	2%		
Cash flow from operations (a)	\$ 18,083	37%	\$ 4,743	10%	\$ 43,559	26%	\$ 5,288	3%		
Sales per employee	\$ 184		\$ 155		\$ 160		\$ 129			
Inventory Turns	1.85		1.38		1.96		1.23			
Share price	\$ 13.45		\$ 7.98		\$ 13.45		\$ 7.98			
Market capitalization	\$304,495		\$214,750		\$304,495		\$214,750			
EBITDA trading multiple	5.2		15.2		18.2		N/M			

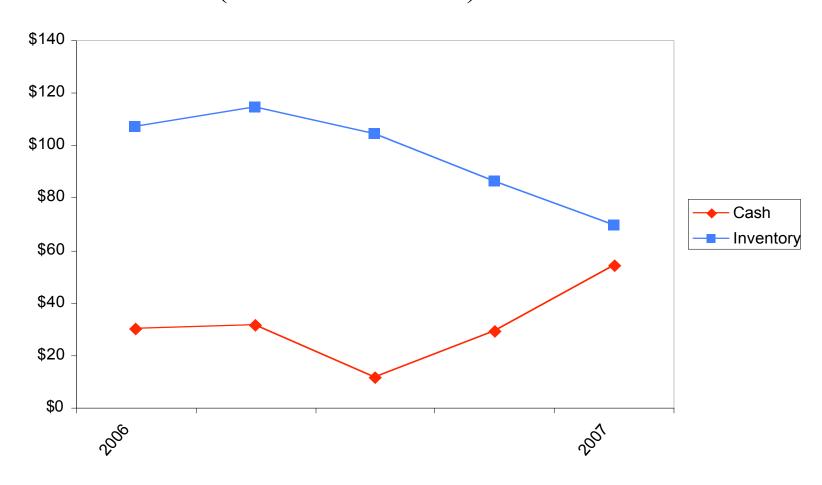


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Market capitalization	\$304,495		\$214,750		\$304,495		\$214,750			
EBITDA trading multiple	5.2		15.2		18.2		N/M			



### **Inventory Balance**

### (Dollars in millions)



### **Cash Position**



March 31, 2007 Cash Balance

\$54.1 million

Possible Uses of Cash

- Acquisitions
- Stock Buyback
- Special Dividend
- Regular Quarterly Dividend

The Company will use its cash to generate shareholder value, or it will be returned to the shareholders.

### **Investment Highlights**



- Leading Firearms Brand
- Experienced, Dynamic Board of Directors
- Strong Management Team
- Strong Market Position in Rifles, Revolvers and Pistols
- Strong Balance Sheet: Well positioned to take advantage of business opportunities as they arise
- Improving Earnings

**NYSE: RGR** 

**Shares Outstanding: 22.6 Million** 

Price: \$12.05 (4/23/07)

**Market Capitalization: \$273 Million** 



The Company may, from time to time, make forward-looking statements and projections concerning future expectations. Such statements are based on current expectations and are subject to certain qualifying risks and uncertainties, such as market demand, sales levels of firearms, anticipated castings sales and earnings, the need for external financing for operations or capital expenditures, the results of pending litigation against the Company including lawsuits filed by mayors, attorneys general and other governmental entities and membership organizations, the impact of future firearms control and environmental legislation, and accounting estimates, any one or more of which could cause actual results to differ materially from those projected. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date made. The Company undertakes no obligation to publish revised forwardlooking statements to reflect events or circumstances after the date such forwardlooking statements are made or to reflect the occurrence of subsequent unanticipated events.

