



POST: 16 Jul 15  
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## **ANNOUNCEMENT**

Please be advised that, effectively immediately, Joe Kane is promoted to President of Cooper Natural Resources.

Joe will assume the title of Chief Operating Officer as well and will report to the undersigned. I will continue to hold the positions of Chief Executive Officer and Board Chairman.

In his new position, Joe will have operational and P&L responsibility for all CNR divisions with the exception of the Xpress Fleet Maintenance Division which reports to our Chief Financial Officer, Mike Whelan. In addition, the Cedar Lake Plant, Finance and related functions will continue to report directly to me.

Please join me in congratulating Joe on his well-deserved promotion to this critical position.

Greg Cooper