



POST: 25 Feb 16  
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## **ANNOUNCEMENT**

Please be advised that, effective 01Mar16, Charley Peck will assume the position of Vice President/General Manager of the Energy Services Group. In this capacity, all areas of the division to include sales, business units, operations, logistics, etc. will report to him. Dave Rhodes will become Sales Manager for ESG. In this important role, Dave will be responsible for sales growth in the geographies we serve.

In his new position, Charley will report to the undersigned. Please join me in congratulating him on this well-deserved promotion.

Joe Kane

President, CNR