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*** * ORGANIZATIONAL ANNOUNCEMENT * ***

As many of you already know, Jim Whitton will retire from Hunter Panels at the end of this year after 20 years of tremendous contributions to the company's success. As one of the original Hunter Panels employees, Jim has played a crucial role in the company's growth and its positive, customer-focused culture. Jim will be missed, but in his time in charge of Hunter, he has developed a strong management team that will insure the brand continues to prosper.

I am pleased to announce that effective January 1, 2018, a member of that management team, Matt Peterson, will be promoted to General Manager, Hunter Panels. In order to effect as smooth a transition as possible, Matt's promotion is being announced today to allow Matt and Jim to work side by side for the next few months. Matt joined Hunter in 2011 as Midwest Regional Manager, before moving to Portland in 2015 for his current position as Director OEM/Private Label Sales. Prior to joining Hunter, Matt had worked in the commercial roofing industry for 15 years, in a variety of sales positions of increasing responsibility.

Please join me in congratulating Matt on this promotion and in thanking Jim for his outstanding commitment and contributions to CCM.

Regards,

A handwritten signature in black ink that reads "Nick Shears".

Nick Shears

/kjd