



Date: April 10, 2018

To: All American Pipe Employees

From: John Howe

I am pleased to announce that Christopher Sweet has accepted the position of Executive Vice-President of Sales for American Pipe and Supply effective May 1, 2018.

For the past 18 years, Christopher has been employed by Jemison Metals. Christopher began his tenure with Jemison in Inside Sales then transitioned to Outside Sales, Inside Sales Manager, Regional Sales Manager, and most recently served as Executive Vice-President, Business Development. During his tenure, Jemison has grown from \$40M in annual revenues to \$185M currently. Christopher worked in his family's residential construction business in Lakeland, FL before earning his business degree from Samford University.

Christopher lives in Birmingham with his wife, Kristen, and their three children.

Chris Cochran, Director of Sales, will report to Christopher.

Harry Hays will continue to report to me and will be focused on mentoring Christopher and Chris in the areas of pricing and margin management. Harry will also continue to mentor Neal Davidson who will continue to report to Harry.

Please join me in welcoming Christopher to our team.

Regards,

John Howe

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