



*The Supplier of Choice Since 1977*

To: All American Pipe and Supply Customers  
From: John Howe  
Subject: Bob Kyle

With mixed emotions and sincere gratitude, I announce the retirement of Bob Kyle, President of American Pipe and Supply, effective December 31, 2015. We are indebted to Bob's service, loyalty and contributions to the company over the last fourteen years. During Bob's tenure, American Pipe has tripled in revenue and grown from two branches to four. Bob also led the move from our 5<sup>th</sup> Avenue South location to our new distribution center on East Lake Boulevard in Birmingham.

Bob will continue to be a resource and provide guidance as a Director on the company's Board of Directors.

Over the next six weeks, I will be working with Bob to transition ongoing projects to the appropriate folks within the company.

On behalf of everyone here at American Pipe, I would like to thank Bob for his service and contributions and wish him the best in the next chapter of his life.

Regards,

A handwritten signature in blue ink, appearing to read 'John Howe', is written over the printed name and title.

John Howe  
CEO, American Pipe and Supply