

**TO:** GENFLEX OFFICE  
GENFLEX FIELD SALES AND TECHNICAL  
PLAINFIELD WAREHOUSE  
MUSCLE SHOALS PLANT  
CARMEL OFFICE

**FROM:** Gary Thompson, General Manager

**DATE:** January 18, 2008

**RE:** Jim Burkett – GenFlex Product Development Manager

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I am pleased to announce Jim Burkett's return to GenFlex as our dedicated Product Development Manager. Jim held a similar position with GenFlex for seven years prior to the acquisition. In the past year, he has successfully completed a number of special projects for Bridgestone/Firestone. Effective immediately, Jim will turn his full attention to improving and expanding the GenFlex product line.

I have personally known Jim for twenty years, and through that time, have watched him develop into one of the foremost experts on commercial roofing products and materials in the world. Jim's knowledge and understanding of roofing products is matched only by his boundless energy and enthusiasm.

In his new role, Jim will not only be responsible for all product related matters at GenFlex, but will serve as an important liaison to our Sales and Technical departments as well as to GenFlex customers. I take great pride in our company as we continue to invest in our most important asset—quality people—to help GenFlex continuously improve as we grow. What a great way to start off the new year!

Please join me in welcoming Jim back to GenFlex.