

# POLYGUARD PRODUCTS, INC.

SELF ADHESIVE PROTECTIVE COATINGS FOR ENGINEERING AND CONSTRUCTION

October 31<sup>st</sup>, 2016

To: All Polyguard Highway Customers

From: Shawn Eastham

Re: Polyguard's Highway Division

Please join me in congratulating Lance Lee on his promotion to Polyguard's Highway Division Manager. Lance has 25 years' experience in sales and distribution and has been with Polyguard since 2010. He most recently served as the Technical Manager for our Architectural Division, where he helped us modernize our technical documents and reorganize our technical service team. His efforts were instrumental in helping us land several large waterproofing projects including the new Viking's stadium in Minnesota.

Lance's new job scope will include P&L responsibility for Polyguard's Highway Division and the day to day management of our key customers and independent rep network. Alan Berry will still be involved with Polyguard's Highway Division and will continue to represent Polyguard in the State of Georgia, with key accounts in both Missouri and Colorado, and our Highway Private Label Business.

Lance will assume his new responsibilities effective immediately. His contact information is [lee@polyguard.com](mailto:lee@polyguard.com) or 615-406-3940. We are excited about our future and have made a strategic decision to add company resources to strengthen our Highway Division.

Additionally, Grant Hood is our Customer Service Representative assigned to assist our Highway Division customers. If you need assistance with an order, Grant can be contacted at (469) 334-4179 or [sales@polyguard.com](mailto:sales@polyguard.com).

We appreciate doing business with you and strive to create a win/win situation with all of our customers. Feel free to contact me at (214) 515-5000 or at [seastham@polyguard.com](mailto:seastham@polyguard.com) if you have any concerns, questions, or suggestions.

Sincerely,



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CC: Alan Berry - Geosynthetics Consulting  
Lance Lee – Polyguard Highway Division Manager