



May 20, 2022

Organizational Announcement

Dear Team Members,

As indicated in a Marketing Organizational Announcement sent on May 6, 2022, Scott Brown's last day at Betco as VP of Product Management and Training was last Friday, May 13. As of today, we have been informed that Mark Jackmore, Sr. VP of Sales, will be resigning effective May 27. On behalf of the entire senior management team, I express appreciation for their years of admirable service at Betco and wish them success as they pursue these major career opportunities.

We are excited to announce that Jeff Sloan has accepted the position of Sr. VP of Sales and to reiterate that Jeff Iverson's role has been expanded from VP of Sales Operations to VP of Sales of Operations and Training. Please join me in congratulating these incredibly respected and seasoned members of our executive team, who—in conjunction with Barrett Betz, VP of Marketing—are stepping up to handle key marketing and sales initiatives. We are fortunate to have these strong leaders with extensive hands-on knowledge and commitment to our mission of providing Professional Performance, Every Day.

I have every confidence in our deep pipeline of managers to advance our growth trajectory and drive revenues for continued success in future years, as well as in the ability of every single one of our team members to make this a smooth transition for our customers. I am grateful for your ongoing dedication and hard work as we further cement our status as leaders in the commercial cleaning industry.

Sincerely,

A handwritten signature in black ink, appearing to read "Brad Betz", written over a white background.

Brad Betz
CEO/President