

SPECIAL MEMO TO CLIENTS

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Special Announcement

I joined Carmichael 10 years ago. The company has proven to be a great fit for me. I feel we have accomplished a lot during this time.

As much as I love Carmichael and my role, I have made the decision to retire. It was a tough decision, but I feel it is time for the next chapter in my life. My last day will be June 6, 2025. I will miss the relationships I have with our team and our customers. I am pleased to announce that Asim Faiz will be the new president of Carmichael. Asim has been with Carmichael for over 30 years and is currently our Vice President of Operations. Many of you know Asim and how capable he is.

Knowing someday I would retire from Carmichael; I have been working with Asim for a few years to help prepare him for the role.

I am confident he is the person to lead Carmichael into the future. He is also the perfect person to continue Carmichael's unique culture and pattern of success.

Todd Boice President

Tell RB