

Vinnie -

I wanted to thank you again for your leadership message to the ADS executive team. I received dozens of compliments the following day from those in attendance. As mentioned, you exceeded our

expectations by delivering a powerful message that resonated in these challenging economic times. Lastly, I personally want to thank you again for servicing our country for 33 years, allowing my family a life of opportunities and freedom!

Jim Baich

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THE MOST **ADVANCED**
NAME IN DRAINAGE
SYSTEMS

JAMES C. BAICH
CHIEF OPERATING OFFICER & EXECUTIVE VICE PRESIDENT

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