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**To:** All Employees  
**From:** Will Miller, CEO & Debbie Whitmire, CFO  
**Re:** Julie Hoover's Appointment to Vice President of Human Resources  
**Date:** 10/25/2023

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We are pleased to announce the promotion of Julie Hoover to Vice President of Human Resources. As Vice President of Human Resources, Julie will assume increased responsibilities in shaping our HR vision, strategies, and long-term goals, ensuring the continued growth & development of our workforce. She will have broader responsibilities in the design of policies & processes related to talent acquisition, organizational development, succession planning, employee engagement, performance management, employee relations, total rewards, and overall HR strategy alignment with business objectives.

Julie has been an integral part of our team, serving as the Corporate Director of Human Resources for the past five years. Her ability to navigate complex challenges, implement innovative solutions, foster a positive work environment, and drive change has made a significant impact on our organization. Please join us in congratulating Julie on her new position!