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**From:** Walker, Grady  
**Sent:** Wednesday, August 24, 2011 1:01 PM

**Subject:** Organizational Announcement

Fellow employees:

I am pleased to announce the promotion of Robert J. Giammaruti to the newly created role of Vice President and General Manager of Hudson Products Air Cooled Heat Exchangers. Bob currently serves in the role as Vice President of Sales and Projects for Hudson Products Air Cooled Heat Exchangers and is responsible for sales, rating, proposals, and project management. In his new capacity Bob will assume additional responsibilities for production, engineering, supply chain and quality and will have overall profit and loss responsibility for our Fin-Fan® business. This organizational change is being made to facilitate a more seamless functioning of the business, more effective execution of growth and improvement initiatives, and better business performance overall. Bob's new duties will become effective September 6.

Bob began his career in 1991 in research and development with Babcock and Wilcox and officially joined Hudson in 1996 with responsibility for the company's product develop activities. Afterward Bob worked in Fin-Fan® project management and was promoted in 2002 to run the company's growing fan business, assuming the role of VP of Fan Sales, Engineering & Service in 2005. In 2008 Bob took on the added responsibilities of Fin-Fan® sales, marketing and technical service. Bob received his Masters and Bachelors of Science in Mechanical Engineering from Drexel University in Philadelphia. He holds 11 US patents and is the author or co-author of several technical papers covering a wide range of heat transfer and fan topics. Additionally he is a member of the Cooling Technologies Institute and served on its board from 2006 to 2008. Bob's breadth and depth of experience at HPC, along with his commitment to the growth and success of the business, make him the right person for this role.

Please join me in congratulating Bob on his promotion, and please lend him your support as he transitions into this important new role.

**Grady Walker**  
**President & CEO**  
**Hudson Products Holdings**  
Office +1.281.275.8224  
Mobile +1.713.304.0409  
<http://www.hudsonproducts.com>