



September 4, 2020

Roper Pump Employees,

I wanted to share several organizational announcements with each of you.

Tate Coghlan, Vice President, Sales & Marketing will be transitioning out of his role between now and the end of the year. Under Tate's leadership, our Commercial team has grown our business from a small pump company to a market leader in fluid dynamics engineering across three distinct lines of business. At the height of the oil and gas market, our business as much as tripled its revenue during Tate's tenure as our Sales leader. He is a patent holder for many of our patents, and his extensive product knowledge and close relationships with our distributors and customers are second to none. Although Tate is moving out of the Sales leadership role, he will remain with us indefinitely while he transitions his many years of knowledge.

An important note, because of Tate's relationships with our customers and distributors, this announcement is not to be shared outside of Roper Pump. We will begin our internal and external search for Tate's replacement in the coming months, and will make this announcement externally at a later date.

Below is a personal letter from Tate to all Roper employees.

"I've had the absolute privilege of leading the Sales & Marketing group at Roper Pump Company for the past 15+ years. Since joining Roper Pump Company in 1990 I've had the chance to work with some wonderful people I've known since middle school and built relationships with others that will last the rest my life. Over the years we've done some pretty amazing things moving the company forward and I believe the best is still yet to come.

After careful consideration I've reached the conclusion that it's now time for new Sales & Marketing leadership at Roper Pump Company. I reached this decision on my own (with my wife of course) and informed Diane a few weeks back. The reason is two-fold. First, changes in the world this year have made me realize just how much time I've missed being home for a really long time. We don't have kids but I've got some interests outside of work and really want some time to pursue these. The VP of Sales role is more or less 24/7/365 so while not ready to retire just yet I definitely need to find a better balance.

The second and equally important reason is my realization that Roper Pump could benefit from different Sales leadership. As a company we are necessarily moving in a more formal direction and some of the traits required to successfully guide this progression aren't my strengths. We're navigating some of the most challenging times in recent memory and some new - more structured - perspective is really needed. I am (and will be) fully committed to the long term success of Roper Pump Company so will always be available to assist in the areas that I am really good at.

I've requested to start transitioning my managerial responsibility elsewhere ASAP and we'll work on completing this by year end. Regardless of timing it had always been my plan to do this in a

structured way. During this transition I'll also be working on several projects critical to our long term success; after that it's my desire to stay involved with Roper Pump Company one way or another going forward.

I truly thank everyone for everything and as always feel to reach out to me any time."

Tate Coghlan

With this change in Tate's responsibilities, I would like to announce additional organizational changes which are effective immediately:

Andy Downing, Director of Subsurface Sales, will take over as Director of Sales for both Surface and Subsurface reporting directly to me. Andy joined Roper Pump in 2019 from Halliburton Energy Services where he spent over 20 years in various roles of progressing responsibility, most recently as North America Regional Operations Manager for Sperry Drilling (a division of Halliburton) in Denver Colorado. During his time there, Andy led an organization of over 2,500 employees and was responsible for all of North America Operations for Halliburton. Reporting directly to Andy in this new role will be: **Patrick Green, Wes Smith, Scott Banks, and Shay Smith.**

Roper Pump Engineering will now report under **Tyson Anderson, Vice President, Operations** in addition to his current responsibilities. Tyson joined Roper in April, 2000 as an Applications Engineer and progressed rapidly into roles of increasing responsibility most notably as Technical Sales Lead for our Subsurface business. Tyson was promoted in November 2019 to Vice President, Operations and currently has responsibility for all three manufacturing plants and Strategic Sourcing. Reporting directly to Tyson will be Cody Reynolds, Director of Technical Sales and his team including Trevor Brasselle and William West. To further consolidate our engineering talent, Vicki Wilder and Shane McCullough will also report to Cody. Together, this team will be responsible for both sustaining and new product development engineering for our Company.

George Mathis, Andy Ingram, William Ward, Blair Guidroz, and Chris Love will continue in their current roles in Operations reporting to Tyson. Bill Flavelle and Allen Yue will continue in their current roles reporting to Tate.

Diane Edwards
President