

To Our Colleagues,

I wanted to let you know that after completing a buyout agreement with my partner, Ric Nadel, I have retired from Ice Air.

I'm really proud of the strong, innovative and customer responsive company that Ric and I, and the entire team at Ice Air, have built together. I know that our team will continue to service our outstanding customer base and continue to grow Ice Air going forward.

The last couple of years have been a huge challenge - both personally for all of us, and as a business. The pandemic has forced changes in how we work and interact, and the many disruptions have been extremely challenging.

I'm happy to say that we were able to rise to these challenges and Ice Air today is in a stronger position than ever before.

I will be continuing as a consultant to Ric and the company going forward and look forward to working with you now and then.

2022 marks the 50<sup>th</sup> anniversary of Ice Air's founding, and I'm so pleased and proud that our team will continue building on the legacy that my father, Sidney Siegel, started in 1972. The same attention to the customer, the products, and our employees that Sid built into the business are being carried forward every day.

It's been a great ride for me, but I've decided it's time to move on, to slow down a bit and to "smell the roses" as they say. Lastly, I wanted to give you my thanks and gratitude for your part in helping us build a great company, and for making my career at Ice Air something truly special!

Thanks so much,

*Mo*