



**AQUA-AEROBIC SYSTEMS, INC.**  
A Metawater Company

**Peter G. Baumann - President and CEO**

**Direct:** 815.639.4561 • **Email:** pbaumann@aqua-aerobic.com

December 11, 2024

Re: Retirement and Transfer of Leadership

Dear Aqua-Aerobic Employees and Sales Representatives:

As many of you may know, after nearly 27 years I plan to retire from Aqua-Aerobic in April of 2025. It has been my pleasure to have served as your President and CEO over the past 9 years and lead this great company. While I will miss seeing you all on a regular basis, all things must pass.

Effective January 1, 2025, I will step away from that leadership role. At that time, James Horton will assume the role of President & CEO of Aqua-Aerobic Systems, Inc. James has driven our phenomenal growth and will continue to do so, just from a different office. I am confident that James will uphold our company's Mission and Values to continue building Aqua-Aerobic into a global technology leader while maintaining our commitment to our customers, employees and the water and wastewater industry.

I will remain with Aqua throughout a three-month period closing out 2024 reporting and working on some special projects before officially retiring from Aqua-Aerobic Systems April 1, 2025.

With this transfer of leadership, we are also pleased to announce the promotions of both Joe Tardio to Vice President, Sales & Marketing and Mark Hughes, P.E. to the position of Vice President, Technology. Joe will be responsible for the leadership of our Sales and Marketing teams. Mark will lead our Product Management and the Application Engineering groups. Both Joe and Mark's leadership in these business areas will continue to drive our company into a successful future.

Thank you all for your support in the process of "Making a Good Company a Great One". While the work will never be finished, James, Mark and Joe will carry on that fine culture and tradition.

Sincerely,