



July 13th, 2020

TO: Rouzer Stakeholders

RE: Bob Hoffman Retirement

We are sharing the news that Bob Hoffman will be retiring from the electrical industry after many years.

Bob started his career as an electrician after graduating from both Anoka Tech and the University of Minnesota. Bob worked out in California for some years earning both his Journeyman and Master Electrician licenses before being lured back to Minnesota.

While in MN Bob worked for himself as a contractor but saw Tenor Elstad (manufacturer's representative, Elstad & Associates) working a counter day at William P. Johnson (electrical distributor) and asked Tenor how to get on that side of the business. Eventually he joined Bob joined Elstad & Associates. Bob also worked for a few other rep agencies as well as Bryant, Leviton, and Klein Tools. In September of 2008 Bob took the plunge and purchased Lee-Noonan Company along with Jay Johnson. Upon Jay's departure in 2012 Don Edgar joined Bob as partner until July of 2018 when Lee-Noonan joined the Rouzer Group forming our Utility Division.

Both Bob and Don have been very instrumental in merging our two companies. They worked with the former Lee-Noonan manufacturers to ensure a smooth transition, but also have grown sales with the team through our new Utility division.

Some of the Rouzer ownership team was fortunate to have lunch yesterday at Bunny's in St. Louis Park, MN, which is where Bob also met his wife Kathy. Bob and Kathy plan to relax while considering their next adventures and look forward to a long, healthy retirement.

Best wishes to Bob and Kathy!

A handwritten signature in black ink, appearing to read "Larry Benner". The signature is fluid and cursive, written in a professional style.

Larry Benner
President, Partner