



Blue Ash, Monday, May 1, 2023

Attention: USA Customers & Agents

Subject: Northeast Sales Manager

BMI USA is pleased to announce that Vince Novinger will be joining the BMI team, effective May 1, 2023 as Northeast Sales Manager.

He can be reached by email at [vince.novinger@bmicanada.com](mailto:vince.novinger@bmicanada.com) and by phone at (317) 695-5634.

Vince brings to BMI more than 15 years of experience, having served in a similar role in the wholesale channel. He also has previous experience in Retail and eComm, which brings a strong understanding of the plumbing industry as a whole.

Vince lives in Indiana, and he received his Bachelor's degree from Indiana University and went on to get his MBA in Business Management and Administration.

Vince knows and understands our business. He will be a great asset to the company and most of all, to our customers.

We will work to integrate him into our business as quickly as possible. Please join me in a heartfelt welcome to Vince as he begins his journey with BMI.

Best regards,

A handwritten signature in black ink, appearing to read 'Garth Anderson', with a long horizontal line extending to the right.

Garth Anderson  
Vice President of Sales  
BMI USA Inc.