

Letter from the CEO & COO



Please join me in celebration of FlexTecs' 10th Anniversary:

In 2011, FlexTecs was founded by John Cook and a few of us folks who joined in the early days. The vision, which is far clearer today than it was a decade ago, was to create a disruptive model in the industry -- our vision emphasizes our belief that, through flexible technology, we can help our clients overcome their challenges, shift from a reactive to a proactive approach, and ultimately, optimize their processes to find better ways to do business.

Over the last 10 years, we've worked to dig deep in understanding businesses' problems to the core, accelerate the time it takes to resolve and prevent those problems, and build + equip businesses with the technology to do so.

As we celebrate FlexTecs' 10th Anniversary, we recognize and celebrate the people who have helped us revolutionize the industry.

- To our teams in the U.S., Canada, Europe, and Asia, we thank you for your incredible hard work and dedication to helping our clients succeed.
- To our partners and clients, we thank you for allowing us to be a part of your team and for being a part of our journey in shaping the industry.

Together, we form an amazing team, and without each of you -- staff, partners, and clients -- we would not have been able to accomplish **10 YEARS OF EXCELLENCE**.

We are incredibly proud of the FlexTecs team, how far we have come, and the fantastic last three-year record performance in the business. As we celebrate our accomplishments today, we pursue this same ambition to make the next 10 years even better.

Thank you for your support,

A handwritten signature in black ink, appearing to read "BR" with a stylized flourish.

Brad Roos
President & CEO

A handwritten signature in black ink, appearing to read "Tom Cook" with a stylized flourish.

Tom Cook
President & COO