

Organization Announcement



Today we are announcing that **John Bendt** has been promoted to President of EFCO, replacing John Klein who will retire at the end of the 2020 fiscal year. John Bendt will officially begin the transition process with John Klein starting today so that he can fully own the FY2021 Annual Operating Plan (AOP) process and coordinate with John on an effective transition of responsibilities. John Bendt will take full accountability for the EFCO business on March 1, 2020. John will continue to be based in Minneapolis, MN, but as of today, he will ensure he has an effective plan to spend time in Monett with the EFCO team and with customers.

John Bendt brings a tremendous amount of experience and industry knowledge to this role. He joined Apogee in 2002 and has held several leadership roles across the organization. Prior to joining EFCO as Vice President of Sales & Marketing in August 2018, he served as Vice President, Building Retrofit Strategy, where he led the development of Apogee's renovation initiative, growing it to \$40 million in orders in fiscal year 2018. Previously John worked as Vice President of Sales & Marketing at Wausau Window and Wall Systems from 2008 to 2012, and he was Vice President of Service and Special Projects for Harmon from 2002 to 2008. Prior to Apogee, John worked in numerous general management positions for the Otis Elevator Company, a unit of United Technologies Corporation. He holds a master's degree in Business Administration and a Bachelor of Science in Business Administration from Marquette University in Milwaukee.

One of John's first tasks will be to initiate a search for his backfill.

As we congratulate John on his new role, we also want to thank **John Klein** for his 8 years with Apogee. In February 2018, John Klein postponed his planned retirement to lead the EFCO business which was working through a number of commercial and operational related issues. Today, EFCO has turned the corner on many of the most significant issues, and made a game changing investment in the EFCO Distribution Center (The EDC).

I know we all wish John Bendt success in his new role and wish John Klein a well-earned and deserved retirement.

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President, Architectural Framing Systems

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