

February 7, 2019

David Roberson  
2421 Arlington Crescent  
Birmingham, AL 35205-4103

Dear David:

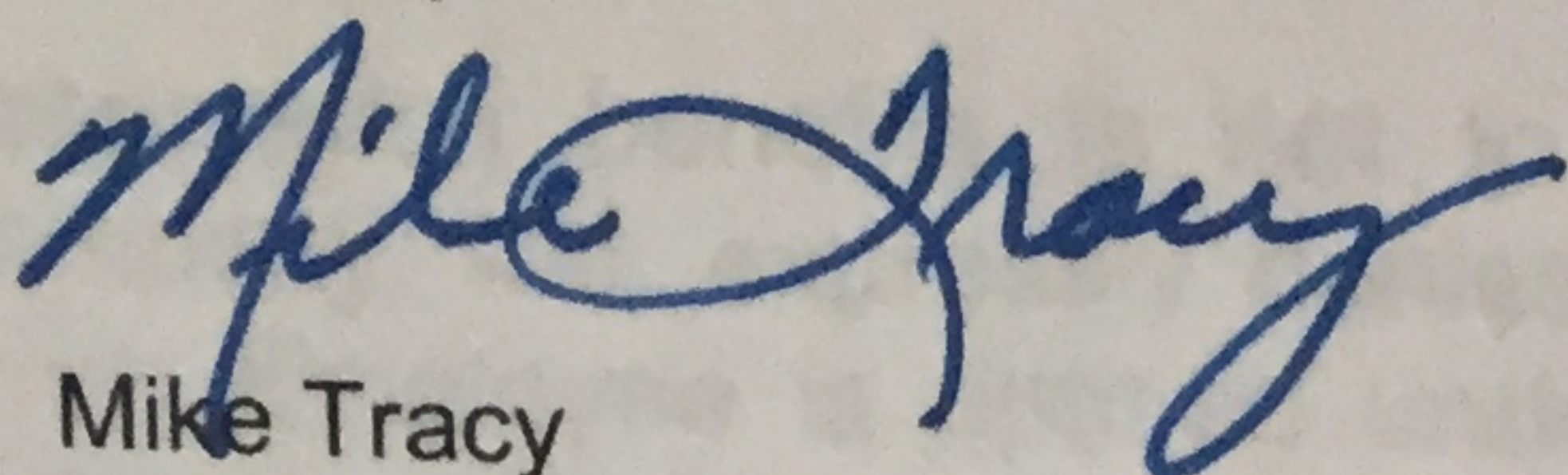
A decision was reached to terminate your employment with Drummond Company, Inc. The Company is providing certain severance benefits to you to help ease the transition. Upon accepting a severance benefit you will be asked to consider and sign a release and waiver. These benefits, along with other information, are detailed below and on the attached pages.

You will receive the following considerations regardless of whether or not you choose to sign the release and waiver.

- Payment of any accrued and unused vacation due you under the Company's vacation policy.
- Medical Insurance will continue until the end of this month, plus one (1) additional month. You will be provided you with a notice giving you the details of how you can continue this coverage up to an additional 18 months by paying the appropriate premium.
- Life Insurance terminates the last day worked. You have a grace period within which to convert this coverage to an individual contract without evidence of insurability or a break in coverage by paying the appropriate premiums.
- You will receive information as to any options available under the 401K Plan from the Human Resources Department and/or Vanguard. The phone number for questions is (205) 945-6500.

If you have any questions about benefits or other information, regarding your employment with Drummond, please call the Human Resources Department in Birmingham at (205) 945-6500.

Sincerely,



Mike Tracy  
Chief Executive Officer