



Clean Soils Environmental Joins IES Inc.

Dear Clean Soils Customer,

We are pleased to announce the partnership of IES Inc. (IES) and Clean Soils Environmental, Ltd. (CSE), who have joined forces as of May 1, 2023. This merger is the culmination of a long-standing alliance between our companies, where we have collaborated and shared resources to achieve our common goals.

With Bill Mitchell's recent retirement and our continued growth, Kevin L. McAndrews, LSP, has become a co-owner of IES and will lead the site investigation and remediation group. Our combined team of highly skilled professionals is dedicated to delivering exceptional service to our clients. This dynamic arrangement will lead to improved efficiency, faster response times, and a broader range of services that will benefit all our customers.

We encourage you to visit IES's website at iesinc.com to learn more about our new team. We want to assure you that our commitment to delivering the highest level of service and quality remains unchanged. We will continue to work diligently to ensure that you receive the best possible support and guidance for all your environmental consulting needs.

If you have any questions about this exciting news and what it will mean for you, please reach out to me to discuss.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kevin L. McAndrews".

Kevin L. McAndrews, LSP
President, Clean Soils Environmental, Ltd.