

December 19, 2017

Donald E. Gilman  
717 Mosher Rd.  
Little Marsh, PA. 16950  
(570) 376-5211

Dear, Middlebury Cooperative Members,

After 32 years from our inception, I have come to a point for me to lessen my involvement and retire. I will be officially retiring March 1, 2018.

During the years I have enjoyed my job immensely. I have also been fortunate to work with the outstanding Dairymen, Boards, Employees and Associates, of Middlebury Cooperative over all those years.

The Co-Op has been my whole life, and I will always cherish the opportunities I have had. With a 24/7 accessible office in our home, and the genuine respect shown to me by the Co-Op and Members, I could not have asked for a better life, and I thank you all.

I have been grooming our new administrative assistant to accomplish the reports and paperwork, portion of my job also. At this time she is doing a tremendous job and I'm sure she will be proficient with that portion for a smooth transition.

I am willing to be available to continued regular consulting & analytical work in the future if desired.

I will always be there in the future to support in any way I can, to help Middlebury Cooperative continue as a significant force in the local dairy industry for many years to come.

I again want to thank all associates and producers for support and true friendship we have had with each and everyone of you, over all the years.

Sincerely

A handwritten signature in black ink, appearing to read "Donald E. Gilman". The signature is fluid and cursive, with the first name "Donald" being the most prominent.

Donald E Gilman  
GM / CEO