



**Air Tiger Express Companies, Inc.**

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Dear Air Tiger managers in USA and Asia,

I am pleased to announce the following promotions in Air Tiger Express (USA), Inc, with effective from October 1, 2018.

Russell Lee is promoted to Vice President, Operations, Air Tiger Express (USA), who will oversee the entire USA operations, including Customer Services and Customs Brokerage departments. In the meantime, Russell is still responsible for the JFK branch office's budget.

Kile Pawlak is promoted to Vice President, Northern Region, overseeing Seattle, Denver, Chicago offices' budget. Kile is also responsible for sales team in the Northern Region including New York office; Luke Duvall, branch manager of Seattle, Rebecca Valenciano, branch manager of Denver will be reporting to Kile directly.

David Hickmott is promoted to Vice President, Southern Region, overseeing Atlanta, Dallas, McAllen, Phoenix offices. David is not only responsible for the Southern Region budget, but also will be overseeing the sales team in the Southern Region including Los Angeles office. Dawn of Dallas office manager, Laura of McAllen branch manager, Jim Demoney of Phoenix branch manager, will be reporting to David Hickmott directly.

Russel Lee, Kile Pawlak, David Hickmott will continue to report to myself at New York head office.

Please join me to congratulate Russell, Kile, David's promotions. Wish them all the best!

Let's go, Tiger!

Sincerely,

**David Xiao**

President & CEO

Air Tiger Express Cos, Inc