



December 21, 2023

A New Chapter

BUSINESS INSIGHTS

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It is that time of year. Holidays are upon us. Many people are taking advantage of any remaining time off. It's a time for rest and relaxation with loved ones. It's a time for reflection on the past year, and it's a time to look forward and plan for the year to come. It is no different for us here at Clientek.

This past year has been a year of transitions. We have had some important people in our organization take a step back. Anita Hoaglund, our Director of HR and Operations, retired in June. Anita was the unsung hero of our office, making sure all the finer details of running an organization were handled. There was a lot of work that happened behind the scenes and was often times taken for granted. Anita, thank you for taking such good care of us! My lovely wife, Teri, has agreed to come onboard and take on Anita's responsibilities. I'm proud and appreciative that she has joined the team!

Kirk Hoaglund, our founder and CEO, has also made the decision to step back and transition his CEO responsibilities to our current COO, Jesse LaDousa. Kirk has been the head of Clientek for over 31 years! Running a successful business

for that long is a remarkable feat, and Kirk has done so with drive, thoughtfulness, humor, and generosity. Kirk has large shoes to fill, but no one is more deserving and capable than Jesse. Kirk and Jesse are two people who have had a major influence on my personal and professional life. I will be forever grateful for the lessons, challenges, opportunities, support, time, and friendship that both have given to me. I'm so excited for Kirk and Jesse! I can't wait to see what the next chapter will bring for them, and I'm excited for the next chapter of Clientek as an organization.

I'm sure it comes as no surprise that these two particularly important transitions were thoughtfully planned out, no different than any other change that occurs within our organization. The transition began early in the year and will come to fruition on January 1, 2024. The end of the year is always bittersweet, but this one is especially so. It represents endings and new beginnings. Next year starts a new chapter in Clientek's history book. I can't help but look back on 2023 with an overwhelming feeling of gratitude and I look to 2024 eager and energized about what is yet to come.