



DATE: December 14, 2009

SUBJECT: Fiber Glass Systems Announcement

FROM: Hossein Arian, President – NOV Fiber Glass Systems

I am pleased to announce that **Juan Carlos Marroquin** has accepted the position of **Vice President of Sales and Marketing** for **FGS**. Juan Carlos will be responsible for all domestic and international sales/marketing efforts for all product lines within FGS.

Juan Carlos was born and raised in Guatemala and is fluent in both English and Spanish. He has a wife and two sons. He has a BS in Petroleum Engineering from Texas A&M and most recently worked for Hess Corporation as Director for Corporate Strategy. Prior to that, he worked at Exxon Mobil for over 20 years in their sales and marketing group. He has International experience having worked in Latin America, Africa, Europe and the Middle East. Juan Carlos and his family will be relocating to San Antonio, Texas and he will report directly to me.

Please join me in welcoming Juan Carlos to NOV Fiber Glass Systems.

A handwritten signature in black ink, appearing to read "Hossein Arian". The signature is fluid and cursive, with a long horizontal stroke at the end.

Hossein Arian
President