



A MESSAGE FROM

**JERRY GAHLHOFF**

PRESIDENT AND CHIEF OPERATING OFFICER



## *Happy Holidays and Good Tidings*

Dear Rollins Team,

As the holiday season and New Year approaches, I am taking stock of our past year's performance and would like to thank you for the excellent work you all have done individually and collectively as valuable team members of the Rollins organization. In reflecting on our 2022 highlights, there are a few things in particular that I would like to share with you that make me most proud of this team:

- As the business world continued to recover from difficult economic times, brought on by the Covid-19 pandemic, Rollins and our Family of Brands sustained our commitments to continue serving our customers
- We remained focused on organic growth, and to expanding our footprint and services by completing more than 27 acquisitions this year
- We heightened our efforts around creating a culture of inclusion and ensuring a sense of belonging for everyone. I'm thrilled to see the creation of new Employee Resource Groups (ERGs) and the many other inclusion initiatives underway

As I close out this year as Rollins President and COO and prepare to take on my new role as your Chief Executive Officer (CEO), I would like you to know that I'm very thankful and humbled by the opportunity to lead this great company. I am excited about our future and spending time with our teams across every Brand. I'll be sure to keep you informed about our business, and to take opportunities to get to know many of you, while also sharing more about myself as well.

During this time of year, I'm reminded that nothing is more important to me than family: my wife and children, a host of extended family, and of course, my family at Rollins Inc. I'm grateful for each of you and the strong work you demonstrate every single day. Because of you, I feel both honored and prepared to soon lead such a fantastic company and an exceptional group of people.

I hope that you and your families have a happy holiday and wonderful New Year, and spread peace, love, and happiness to everyone around you.

Cheers,

**Jerry Gahlhoff**

Questions or Comments? Contact Rollins Internal Communications  
[internalcommunications@rollins.com](mailto:internalcommunications@rollins.com)

Rollins | 2170 Piedmont Rd. NE | Atlanta, GA 30324, United States