



COMPANY ANNOUNCEMENT

PABCO Building Products Announces Phil Bonnell's Retirement and Welcomes Joel Charlton

After nearly twenty-four years with Pacific Coast Building Products, Phil Bonnell, President of PABCO Building Products, has announced his retirement. Phil will officially retire on December 31, 2026, concluding an exceptional career spanning nearly forty-seven years in the construction materials industry.

Phil joined the Pacific Coast family of companies in November 2003 as General Manager of the newly formed Northwest Region for Basalite Concrete Products, overseeing operations in Washington, Oregon, British Columbia, and Idaho. As Vice President, his leadership expanded to include Colorado and Calgary, where he played a pivotal role in numerous acquisitions, facility expansions, and strategic growth initiatives that strengthened the company's presence across North America.

In 2017, Phil joined PABCO Building Products as Senior Vice President of Paper and Gypsum, relocating to Sacramento to lead two of the company's core manufacturing businesses. In the summer of 2021, he was appointed President of PABCO Building Products, a role in which he has successfully guided the organization through continued growth, operational excellence, and industry change.

Throughout his career, Phil has been recognized for his thoughtful leadership, integrity, and unwavering commitment to people. While his business accomplishments are significant, his greatest legacy will be the talented employees and leaders he has mentored, developed, and inspired throughout the Pacific Coast family of companies.

As Phil prepares for retirement, PABCO Building Products is pleased to announce that Joel Charlton has been appointed as the company's next President, effective July 2026. Phil will work alongside Joel during the leadership transition.

Joel brings more than twenty years of executive leadership experience across the building products industry. Most recently, he served as Senior Vice President of New Construction at American Woodmark Corporation. His distinguished career also includes serving as President of Boral Building Products Inc. and President of Boral Windows LLC.

Joel's background uniquely combines operational leadership, manufacturing expertise, and innovation. His experience in the gypsum industry includes serving as a patent attorney for Georgia-Pacific Gypsum, leading global innovation for Boral Ltd., and serving on the USG/Boral joint venture board, where he helped advance manufacturing technology and product innovation.

Known for building high-performing teams and driving continuous improvement, Joel's strategic vision and extensive industry experience make him exceptionally well suited to lead PABCO Building Products into its next chapter.