

COOPER LIGHTING

Organizational Announcement

December 15, 2006
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In continuing to align the organization to serve our customers and generate profitable growth, I am pleased to announce the following changes:

Tim O'Brien will be promoted to the role of VP, GM Architectural and Lighting Control Products. Tim will continue to report to me and will be responsible for driving the growth and management of our Architectural brands and creating a Lighting Controls business. Over the last four years, Tim has led our Marketing, Product Development and Engineering functions. In his new role, he will be responsible for all functional areas within the four Architectural sites (Van Nuys, Hicksville, Denver and Richmond) in addition to specification sales through Lance Bennett. Tim will also be responsible for the growth and development of a Lighting Controls business. For the latter role, Dave Harrison and Mark Eubanks will be transitioning from the Cooper Wiring Devices Division to Lighting. Tim and Dan Hilinski will be contacting additional personnel in the Controls organization before year-end. In addition to the Controls personnel, the following are the direct reports to Tim in this new role.

Lance Bennett – VP, Specification Sales
Dean Grierson – Director, Marketing & Product Development – Architectural
Patrick Hersco – Director, Operations – Architectural

The senior staff will continue to drive functional initiatives in the Architectural business segment, and functional leaders in finance, operations and human resources for these businesses will continue to have dotted line responsibility to their functional leaders in Peachtree City.

Tom Benton will join my senior staff and will lead our strategic initiatives related to energy solutions. He will report directly to me and will be responsible for identifying the resources and plans to drive our critical opportunities in the area of energy. Larry Smith and his Energy Solutions team will report directly to Tom. In addition, he will develop a resource plan related to specific marketing and engineering support for this initiative.

Danny Castillo will be promoted to the role of VP, Marketing – Cooper Lighting and will be responsible for all marketing initiatives across the core brands of Cooper Lighting. Danny joined Cooper in a Business Development role in 2001, was promoted to Director, Cooper Connection Marketing and Programs, and joined Lighting in 2004 as Director, Marketing and Product Development – Fluorescent. He received his BS in Electrical Engineering from Florida International and his MBA from Columbia University. Keith Hall will handle Danny's former responsibilities. Danny's other direct reports will include:

Doug Bates – Director, Marketing National Accounts
Kenny Ramsey – Dir., Marketing & Product Development – Consumer Products
Fred Rawlins – Dir., Marketing Communications
Glenn Siegel – Dir., Marketing & Product Development – Incandescent
Patrick Walker – Dir., Marketing – Outdoor Products
Jason Hong – Mgr., Customer Education & E-Marketing
John Pena – Mktg. Manager – Fail-Safe

We will be evaluating our go forward plans in the engineering organization. In the interim, the following will be direct reports to me:

Scott Formel - Director, Product Development
Hesh Elghoroury – DMVP Champion
Chris Ladewig – Mgr., Industrial Design
Bob Smith – Mgr, Specialty Programs

Please join me in congratulating the individuals assuming new roles and responsibilities. We are convinced that the organizational moves will further support executing our strategic plan and delivering our operational commitments. Thank you in advance for your support of the organizational moves.



Neil Schrimsher
President

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