

Automation & Control Solutions
1985 Douglas Drive North
Golden Valley, MN 55422

August 14, 2013

To: Honeywell Lighting Electrical Reps

Re: Honeywell LED Product Offering

It is with great remorse and disappointment that I need to inform you that Honeywell leadership has decided to exit the LED business in North America. The leadership team's decision, while not easy, was required based on significant personnel changes at the Honeywell LED factory in China, lack of engineering capability needed to support and scale the business along with other business factors. The performance of the LED employees was not a factor as their performance was exceptional and Honeywell appreciates and values the contribution and hard work of the employees on the LED team.

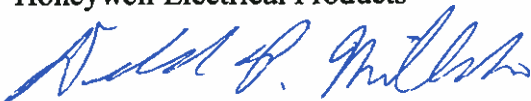
The timing of the decision was to make sure that we didn't further penetrate the market and then have to pull-out which would have increased the negative exposure and impact on the channel. We recognize the fact that all of you invested your scarcest commodity, your time, into launching this product line. The timing is most unfortunate as you, our rep network, were just getting traction in the market and new products were ready for release. Our regional managers and LED sales team will work closely with you over the next few weeks to assist in explaining to your customers and dealing with any issues. I personally would like to offer my time to anyone that would like me to meet or talk directly to your customers where this situation causes any strain on your relationship with the electrical channel stakeholders.

I would also like to reassure you that this departure from the LED business in no way reflects a lack of Honeywell commitment, support or confidence in the E-Mon and other Honeywell electrical product lines. As a matter of fact, this change will allow us to channel our energy and focus on E-Mon's core meter business and Honeywell product lines.

Please feel free to reach out to your regional manager or myself with any questions or comments.

Very truly yours,

Honeywell Electrical Products



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