

Memo:

To: All LNAC employees

From: John Selldorff, President and CEO, Legrand, North and Central America

Date: April 27, 2017

RE: Org Updates

By now, I hope you have had the opportunity to learn about Legrand's pending acquisition of Finelite. The addition of Finelite, and just recently OCL, to our company will help us take advantage of exciting opportunities in the architectural and LED lighting markets – both areas of high demand and growth in the foreseeable future.

We're growing – and that's a good thing, for our company, our customers, and our employees! However, as you might imagine, a bigger business creates new challenges in how we organize and operate. So to support this continued growth, and to explain some of the ways we might operate differently, we wanted to clarify how we will talk about our organization going forward.

First, we're introducing something called a "sector" to our internal framework. A sector is similar to what we have called a division, but differs in that:

- Businesses under a sector are truly independent from one another and may, in some circumstances, compete in the channel and/or across common customers (agents/ reps, distributors, etc.). We recognize that this may impede some level of collaboration or sharing of information across units, but the benefits of broader coverage of attractive markets - and allowing for continuation of innovative business development – out-weigh the inefficiencies of the overlap. Many companies in diverse industries have very successfully executed similar business models (think General Motors, Procter and Gamble, Financial Services).
- Additionally, in contrast with our divisions, for the most part, sectors do not consolidate or centralize functions. This allows them to truly operate independently. This will be particularly true for front office activities like sales, marketing, and product development. However, there may be some coordination of back office activities like payroll, benefits or financial reporting.

Lighting will be our first official sector – and will be comprised of Finelite, Pinnacle and OCL. For now, I will act as the President of the Lighting Sector, but we can envision appointing someone to that role in the future. Again, these businesses operate independently and are run by their respective Presidents and leadership teams.

Second, we're taking this opportunity to address confusion and provide more consistency by making some updates to our business names, common terms, and abbreviations. This will hopefully improve our internal and external communications. One of those changes is that Legrand, North America (LNA), is now being called Legrand, North and Central America (LNCA). This better reflects how we are truly operating, and our breadth of manufacturing locations and capabilities as a subsidiary within Legrand itself.

When people join the company as a new hire or through acquisition, often their first request is for an org chart and a glossary of acronyms. So, to help all of our associates familiarize themselves with these updates, we've attached a new org chart and list of new terms and acronyms for handy reference. Please take the opportunity to review these helpful documents and contact your human resources representatives with any questions.

I hope you feel as I do that this is an exciting and dynamic time for LNCA, and I am so glad to have you as a member of our team as we continue on our path of unparalleled success and growth!

Sincerely,
John Selldorff