



Restriction of Hazardous Substance (RoHS) Compliance Waste Electrical and Electronic Equipment (WEEE) Compliance

Dear Valued Watlow Customer,

Watlow continually strives to improve its design and manufacturing processes while making a conscious effort to be environmentally friendly. This foundation commits us to be compliant with the environmental standards regarding the elimination of hazardous material from our products and manufacturing processes, as identified in the European Directive 2002/95/EC and the recycling of electrical and electronic equipment as identified in the European Directive 2002/96/EC.

We have put in place comprehensive plans to migrate to RoHS compliant technologies with minimum disruption to customers. These plans have specific milestones for compliance based on our major manufacturing processes which will enable Watlow and our products to be fully compliant to this directive on or before the directive deadline of July 1, 2006. Plans are also being developed to be compliant with the WEEE directive by August 15, 2005.

Compliance to the RoHS directive will require some changes to our manufacturing processes, the components we use, and our handling procedures. These changes may take a substantial amount of time to implement, but we are confident that we can achieve compliance without compromise in critical areas such as delivery, product reliability, performance, and cost. However, Watlow cannot at this stage of the investigation fully guarantee future compliance with the RoHS directive until the full evaluation has been completed.

It is also our intention to follow a process of Self Declaration for our products. We are working with our suppliers, gathering Material Declaration Sheets to determine conformance and doing laboratory analysis when it is deemed necessary. We will provide periodic updates on the progress of this project; see our website at www.watlow.com or mywatlow.com. If you should require any more specific information, please feel free to contact Mark Berrey at 314-628-4319, mberrey@watlow.com or the facility that you purchase Watlow products from.

We appreciate your continued use of Watlow products.

Watlow Electric Manufacturing Company