



3M Hearing, Eyewear, Head and Face Product Discontinuation

Dear 3M Customer,

As many of you know, 3M Company purchased Aearo Technologies earlier this year. In order to maximize synergies and implement efficiencies, a rationalization process for the hearing, eyewear, head and face product lines has led to the decision to discontinue the majority of the 3M branded products in these categories. We believe that through the Aearo products, we will continue to provide customer satisfaction in terms of leading products, comfort, performance, and price.

The products that will be discontinued are as follows:

- The current 3M hearing protection products except for the 1100 and 1110 earplugs and the 1455 earmuff
- The entire 3M eyewear product line
- The 3M head and face products except the 1900GL, 1904, 1910GL, 1914 (Glo Mega II hard hats and replacement suspensions)

Here are some additional details that apply to all product lines (hearing, eyewear, head and face):

- The effective discontinuation date for current 3M products is **April 1, 2009**
- Orders will be accepted until March 31, 2009. Please note that for orders placed between now and March 1, 2009, product will be guaranteed for delivery. Orders placed after March 1, 2009 will be filled pending stock availability.
- No product returns will be accepted
- There will be some branding changes that will accompany the discontinuation of these products. We will send another communication soon with more details about branding.

One additional point about eyewear, head and face products only:

- Some AOSafety™ eyewear, head and face products will also be discontinued as of **January 1, 2009**. The AOSafety discontinuation list is attached.

The following tools, services, and resources are available to help your transition from 3M to Aearo products:

- Crossover sheets to give direction for proper product selection depending on product needs are attached

We are confident that the plan above will help us meet our goals of providing customers with high quality, innovative products that help keep people safe. We appreciate your ongoing support during this process. If you have any questions, please let us know.

Sincerely,

A handwritten signature in black ink that reads 'John Kehoe'.

John Kehoe – Sales Operations Manager
3M Occupational Health & Environmental Safety Division