

February 15, 2018

Dear loyal customers, partners and friends:

As you may have read ([link to press release](#)), we are excited to announce the recent merger of RemPhos with Light Efficient Design (LED). Because of this game-changing milestone, I wanted to personally reach out to you to share some of the history and benefits this combined organization will bring to our customers, representatives and employees.

With the incredible growth RemPhos has experienced over the past several years, I have had the opportunity to become more involved in the local energy efficiency community and have seen firsthand the value that RemPhos has brought to our customers and the community. Last year, I began to look for more ways to continue supporting this industry. When I was approached by LED, it became clear that partnering with another organization would provide the platform needed to support this industry in new and brighter ways!

Since that first introduction, I began to study LED's business model and build relationships with their entire team. I wanted to be certain that we weren't choosing any partner, but we were choosing the BEST partner. This merger will provide a more comprehensive infrastructure for R&D, manufacturing, procurement, logistics, and marketing. As such, I am confident we made the right choice and all of us at RemPhos are excited to be working with LED's entire team of professionals.

As for me, I have taken on the role of Chief Innovation Officer and will be heading the product development team to accelerate the release of groundbreaking product ideas. Tapping into all the resources of these two companies, we will deliver a unique value proposition to our customers which will enable us to bolster our product offerings and deliver these products to new markets. I am very excited to be able to concentrate on this challenge.

The current RemPhos team (including me) will remain in Middleton, MA and will continue to be laser-focused on providing outstanding customer support. Additionally, our Middleton customer service team will be assisted by the established LED customer service group, enabling us to respond to your needs.

Thank you to all of you that have helped make RemPhos a success. This is a terrific opportunity, not only for the team at RemPhos, but also for our customers, who will be serviced with innovative, cutting edge products, at competitive prices, coupled with efficient and improved customer service. We will continue to communicate with you on the on-going changes in our company and our industry and what it will mean to you. We look forward to our on-going relationship and please know that you can reach out at any time with any questions you may have.

Best,



David L. Gershaw