



To: All Boltswitch Partners, Representatives and Customers

From: Jim Erickson, CEO and John Erickson, COO

Date: January 26, 2021

Subject: Boltswitch Leadership Transition

On January 31st, 2021, there will be a transition in Boltswitch leadership. We both will be retiring at that time, after 20 years at the helm of the company founded by our father back in 1967. We will retain our connection to Boltswitch as strategic business advisors, when needed.

Michael Rosfelder has been appointed Managing Director of Boltswitch effective February 1st, 2021.

Michael, has been the Integration Manager at Boltswitch since February 2019. Michael has been involved in all aspects of the business and has provided strong leadership. An engineer by training, Michael has had a successful career in the low voltage power industry. He joined Socomec SAS in France in 2011 and held progressive roles including Program Manager, Project Management Office Manager and Product Development Director. Michael has demonstrated his strong technical and leadership skills throughout his time at Socomec.

We are confident that Michael will lead Boltswitch to achieve its strategic goals with a focus on operations and accelerated business growth while upholding its corporate culture and core values. Michael will report to Tom Courtney, CEO, Socomec North America. The commercial sales operations of Boltswitch will be under the leadership of Bruno Plisson, SVP, Sales and Key Account Management, Socomec North America.

We wish to express our thanks to countless people in the industry. We have developed wonderful relationships, both personal and professional, and we cannot imagine a more satisfying career. To all those who helped us along the way...thank you. Many of you have our cell phone and email addresses, which will remain active.

As the journey continues, we are confident that Boltswitch and Socomec together have an exceptional future in North America. Our core values will continue to guide us in delivering quality, innovation and success.

Again, we extend our appreciation to everyone and we wish you great success in the opportunities ahead.