

December 14, 2020

Greetings Team NAL!

I want to first express my sincere appreciation for all that you have accomplished and endured during 2020!

Also, the Board of Directors approved a profit-sharing contribution of 2.75% based on eligible Team Members' 2020 qualified earnings. This contribution will be made by January 31st to qualifying Team Members. As a reminder, this distribution is based on company performance, so the amount is obviously less than normal due to decreased sales and profitability. Barring anything catastrophic in 2021, we anticipate returning to NAL's full 5.5% contribution to our Team Member's retirement accounts next year.

I think I speak for us all in wanting to put 2020 behind us and collectively look forward to the promise of a better year in 2021.

I wish you all a merry holiday season and hope you will enjoy the \$25 gift card for you from North American Lighting.

Best Wishes for a safe and enjoyable holiday season!

Kirk Gadberry
President and COO