



November 18, 2015

Dear 3M Fall Protection Team,



As many of you know, I recently attended the A+A Trade Fair, which is the largest Safety Congress in the world.

I had several positive experiences at this event and the distinct pleasure of meeting more employees and customers. While there, I experienced firsthand how customers responded to the well-received

Capital Safety ExoFit STRATA™ Harnesses and Capital Safety Python Safety™ Fall Protection for Tools demonstrations. These demonstrations drew large crowds to the booth, and it was a pleasure to see attendees and customers follow-up with our teams to learn more about the products. I also had the opportunity to meet with several of our customers including key contacts from Gulf Power & Marine, Vestas, Thomi + Co AG., A+A Monferrato, Bunzl, Sonepar and many more. Our Germany PSD team also hosted a very successful dinner event that drew 300+ PSD and Fall Protection customers.

In speaking with customers, I was once again pleased to hear them echo what I have been hearing from peers, investors, distributors and other customers during my travels, and that is that, “3M made the right

“3M made the right investment.”

investment.” As I have said before, comments like this demonstrate the best-in-class portfolio and talented employee pool that the Fall Protection Business brings to 3M. I am simply proud to be a part of the biggest acquisition in 3M’s history and one that will be very successful. For sure, it’s a great pleasure to

work with all of you. From an industry standpoint, the presence of other fall protection companies at the event confirmed important competitive advantages that we have – our robust fall protection portfolio and DBI SALA® and PROTECTA® brands. Secondly, a majority of our competitors are focused on niche markets and only few carry a full line. Because of this, and the broader market leading 3M Personal Safety portfolio, we are uniquely positioned to grow and expand our reach globally.

This event could not have been a big achievement without the passion and efforts of our combined teams, and I want to say THANK YOU to everyone who worked tirelessly to make this event the success that it was. From our cobranded T-shirts, to interactions between employees and customers, you represented 3M and the Fall Protection Business exceptionally well.

With all that we have accomplished to date, it’s hard to believe that it was only three months ago that 3M closed the Capital Safety acquisition. Since then, U.S. based employees have enrolled in benefits and employee onboarding to 3M HR systems outside the U.S. is underway. Also, our teams have been driving activities to accelerate the integration process to realize sales synergies. All of these activities are positioning us to close the year out successfully, and begin 2016 on solid footing.

In my next Integration Update, I will be sharing real examples of additional sales synergies that we are getting due to our teams in PSD and 3M FPB working together.

Jose Varela

Vice President and General Manager
3M Fall Protection Business

Issue 7: November 18, 2015

- ❖ Welcome from Jose Varela
- ❖ What People are Saying
 - ❖ Sales & Marketing Integration, Brazil & West Europe
 - ❖ A+A Trade Fair
- ❖ What You Need to do
 - ❖ Confidential Email
- ❖ Meet Leadership: Bob Atkin, US Business Manager
- ❖ Get to Know
 - ❖ 3M Welding Products
 - ❖ 3M Automotive History

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WHAT PEOPLE ARE SAYING ABOUT: SALES & MARKETING INTEGRATION

West Europe

Western Europe has been busy with many local integration meetings and participation in the A+A Trade Fair. In October, the team held meetings in Belgium and the Netherlands, and trained local representatives on how to use fall protection equipment. There has also been a lot of exchange between teams on key vertical and distribution strategies. According to Christophe Chausse, "October has been an intense month of sharing and joint events."

Netherlands Team



Personal Safety Division, Benelux



Brazil



Although 3M Brazil did not actively commercialize a fall protection line prior to the acquisition, the team has identified significant synergies. With 3M's Brazil strong market penetration and deep experience, the team is leveraging a network of 30+ PSD sales executives and a large-scale distribution network to drive sales of the Fall Protection product lines. This increased reach will allow for faster and more profound growth of our

DBI-SALA® and Altiseg® brands in the market. And, the team has found similar opportunities to expand PSD reach into established Fall Protection accounts.

According to Corey Franklin, General Manager SAS, "We've identified opportunities to expand the sale of PSD products at accounts where Capital Safety has strong relationships." These are great milestones that demonstrate how well our teams are working together to move our business forward.

"We've identified opportunities to expand the sale of PSD products at accounts where Capital Safety has strong relationships"

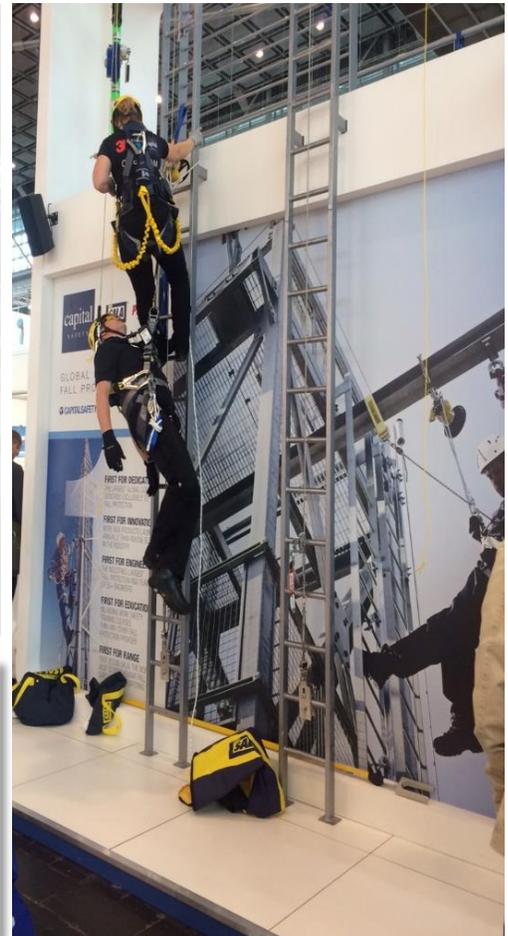
- Corey Franklin, General Manager SAS

3M Fall Protection Business Integration Update

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WHAT PEOPLE ARE SAYING ABOUT: A+A TRADE FAIR

We caught up with Joanna Marston, Marketing Manager, EMEA, and asked her about our presence at the A+A Trade Fair. Here is what she had to say. "After months of planning, we had a great presence at A+A! Our booths looked fantastic and it was very encouraging to see so many customers visit our booth. A+A gave us the platform to present ourselves to the world as one 3M team and I really felt that we were. Though this was the last time that the Capital Safety name will appear at this show, I am excited about our future as a business unit and cannot wait to return in two years when we will have one booth showcasing the full Personal Safety and Fall Protection product lines."



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- Joanna Marston, Marketing Manager, EMEA



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WHAT YOU NEED TO DO: CONFIDENTIAL EMAILS

Reminder to Check Your 3M Email Daily, Use for Confidential 3M Information

One of our most complex integration tasks is the transition to 3M IT systems. We're conducting a lot of behind-the-scenes planning and preparation, while continuing to run our Fall Protection business using existing Capital Safety systems -- including Capital Safety email. We expect the full integration to 3M IT systems and infrastructure to be completed in May 2016.

Here are a few important reminders regarding operating with both Capital Safety and 3M Email systems:

Your 3M email is receiving mail – are you checking it?

When 3M HR set-up your 3M worker record, your 3M Microsoft™ Outlook® email account was also established. This email account is accessible via the 3M OneDrive™ Cloud Storage site. When another 3Mer enters your name to address an email, it is this Outlook address – not your Capital Safety address – that will auto-populate the address line. Therefore, it is critical that you check your 3M email several times a day, to ensure you are not missing important messages.

When you send confidential 3M information, you must use your 3M Microsoft Outlook account

When you share 3M confidential information with other 3Mers, it must be only through your 3M email account, not your Capital Safety email account. This will ensure that confidential information is sent on the secured 3M internal network, not over the internet.

Access to some linked 3M resources may be limited

Until your facility is on the 3M network and you are using a 3M computer, you will not have access to 3M resources sent to you via a link on Outlook email. Instead, to access this content, log directly into 3M Source. To get directly into 3M source, open a web browser and go to <https://3msource.3m.com>. Login with your ENL PIN/Username and password.

3M IT Service Desk

IT Service Desk. For assistance with Outlook or accessing your 3M Outlook email account via OneDrive™, in the United States, please contact the 3M IT Service Desk at Toll-free 1-800-377-8238. For other locations, please contact the local country.

Action Items + Get more apps

3M Compliance & Business Conduct integrity

Dear [Name],

By now, I am confident you have an understanding of 3M's Code of Conduct and its 6 Fundamental Expectations: Be Good, Be Honest, Be Fair and Impartial, Be Loyal, Be Accurate and Be Respectful. These 6 Fundamental Expectations and the 21 Business Conduct Principles in our Code of Conduct provide the core ethical and compliance expectations for 3M employees globally. Each of us has the responsibility to do our part to ensure our actions are consistent with the Code of Conduct Principles in our daily business activities. Doing so is the best way to sustain and advance 3M's reputation for integrity.

In today's business world, communication and collaboration are core activities. In fact, Drive Collaboration and Teamwork is a Leadership Behavior! 3Mers communicate globally, with many stakeholders, and using technologies that spread communications far and wide. Completing the Careful Communications course will confirm your knowledge of basic and practical rules and guidelines to apply to your communications at work or on 3M's behalf. When you know and apply these rules in your daily business activities, you will improve 3M's business performance, advance compliance with our Business Conduct Principles, and protect 3M.

The course is part of the 3M Online Compliance Course Series. This course is mandatory for you and due on July 15, 2015. A course description is posted on the 3M Online Compliance Course Page (instructions and link below). We appreciate your feedback. Please take a moment to complete a survey by clicking on the link at the end of the course.

COM205 Careful Communication
3M Compliance & Business Conduct

TO ACCESS COURSE: 1) click on [Compliance & Business Conduct](#) 2) click on the "Courses and certifications" icon link; and 3) scroll down and click on the appropriate course title.

Course Help and Information

- Technical Difficulties:**
 - US: 3M IT Response Center at Triminet 651-733-1000 (1-651-733-1000).
 - Non-US: contact your Local IT Help Line or 3M IT Response Center (1-651-733-1000). [Compliance Course Service Request](#)
- Keep a copy of your Certificate of Completion (or a screen shot of your quiz results page) for your records.
- [Detailed Instructions](#)
- [Course Dates and Target Audience](#)

GET TO KNOW OUR LEADERSHIP

To help you get to know key members of the 3M leadership team, we'll provide a brief article in each issue. In this issue, learn more about Bob Atkin, Business Director, Personal Safety Division



Robert (Bob) Atkin, Business Director, Personal Safety Division, joined 3M in 1999 as an IT analyst. Within three years Bob moved to the business side of 3M in the Consumer Group and never looked back. Bob's career has taken him to Bentonville, Arkansas to manage 3M's Walmart team, to Japan as a Business Manager of Personal Safety Division, and back to St Paul in business management. Bob joined Personal Safety Division in 2007 as a Global Key Account Manager, and has stayed close to our customers since then, leading several of the businesses within PSD! Today Bob is responsible for the Personal Safety Division

US Business, and you can find him on the road visiting customers most weeks.

3M Fall Protection Business Integration Update

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Bob and his family were in Japan during the 2011 earthquake and resulting tsunami. He was an active part of the team on the ground, bringing Personal Protective Equipment to workers and rescue personnel as Japan dealt with the aftermath of the tsunami. Bob and his wife Lisa have three children, Avery (11), Camryn (8) and Jack (3). During college Bob played hockey, and continues to play hockey along with playing golf and running; when he is not hanging out with or cheering on his children.

GET TO KNOW 3M PRODUCTS: 3M WELDING SAFETY SOLUTIONS

To help you get to know the products in 3M's Personal Protective Products (PPE) portfolio, we'll provide a brief article in each issue. In this issue, learn about 3M's Welding Safety Solutions.



More than 35 years ago, 3M went to the shipyards of Sweden to study welders' working situations. We found skilled craftsmen blindly striking arcs as they continually nodded their shields down. Since then, our company has been committed to developing tools that help the welder, from the first groundbreaking auto-darkening welding helmet to our current lineup of state-of-the-art welding safety products.

Our welding PPE is made with the focus on the needs and wants of the welder in many different work situations. 3M Speedglas™ brand welding equipment also helps with productivity. Our welding helmets are durable products that are used over an extended period of time.

The Speedglas brand created a paradigm shift when we invented the Auto Darkening welding Filter (ADF) in the late seventies. Our current premium line of products, the 3M™ Speedglas™ Welding Helmet Series 9100 includes everything from eye and face protecting welding helmets to complete systems with respiratory protection, options for hard hats and hearing protection etc.

You can learn about our welding products through the following platforms:

- <http://www.speedglas.com>
- <http://app.speedglas.com> (from your mobile device)
- <https://www.facebook.com/3MSpeedglas>
- <https://instagram.com/3mspeedglas/>
- <https://www.youtube.com/3MSpeedglas>

GET TO KNOW 3M: OUR LONG HISTORY IN THE AUTOMOTIVE INDUSTRY



As you've been learning, 3M's businesses span a broad range of industrial, health care, electronics & electrical, and safety & graphics industries. Did you also know that 3M has a long and successful history with the automotive industry? Products range from acrylic tapes, masking tapes, and window films to paint protection products. Today, NASCAR uses 65 3M products. When you watch almost any form of sponsored automobile racing you will see the 3M sponsorship decal. 3M is a major NASCAR sponsor. The next time you're watching a race, check out how the 3M car is doing. It's #24 driven by Jeff Gordon.

3M Fall Protection Business Integration Update

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3M has an eight-part sequence of videos featuring Jeff Gordon at www.3M.com/racing. These “Around the Lab with Jeff Gordon” videos will introduce NASCAR fans to more information about 3M. Jeff Gordon’s A-list celebrity status will also help encourage casual viewers to learn more about “3M Science. Applied to Life.” The digital short-form videos apply a light touch of humor while featuring an individual 3M product and technology. The first video features 3M Ear Plugs.

Make sure to check your Twitter feed and follow @3M and @3MRacing to follow this fun series of videos, also available on our 3M site. Check out the 3M racing site at http://www.3m.com/3M/en_US/Racing/.



CLOSING THOUGHTS

Thank you for all you are doing to ensure that we continue to achieve integration milestones while still maintaining a strong focus on meeting the needs of our customers. As always, if you have any concerns about the integration, please send me a note at: john.flanagan@mmm.com.

Thank you!

John

John Flanagan, Integration Manager