

November 25, 2014

**Conflict Minerals - Supplier Social Responsibility**

Dear Valued Customer,

Heilind Electronics is aware of and concerned that mining operations, specifically in the eastern region of the Democratic Republic of the Congo (and adjoining countries) have been determined to be funding “armed militias” directly responsible for wide spread human rights violations. As a result, in July of 2010 new legislation was passed requiring companies listed on the U.S. stock exchange to report annually to the Securities and Exchange Commission (SEC) a list of any products that were produced with minerals sourced from this area of concern as well as disclose any measures taken to eliminate these so-called “conflict minerals” (specifically: tantalum, tin, gold and tungsten) from their supply chain.

Heilind Electronics takes very seriously its responsibility to ensure that metals mined in the Democratic Republic of the Congo do not find their way into our supply chain. Accordingly, as part of the vendor selection process we have added language to our Vendor Approval Survey that provides notice to each Heilind supplier of Company expectations regarding our collective social responsibility in this matter. The revised Vendor Approval Survey is being systematically distributed to each of our active vendors.

Heilind has taken this action as we feel it is incumbent upon each of our vendors to promote and maintain the supply chain integrity that our customers demand by ensuring ongoing compliance with the policy requirements stated within the relative legislation. As such, it is expected of all Heilind vendors who incorporate metals in products supplied to our customers to trace and map their own supply chain to their smelters, seeking only to source materials from non-conflict regions.

Should we become aware of a vendor whose supply chain includes metals from a conflict region source, Heilind will take appropriate action to remedy the situation expediently, including reassessment of supplier relationships.

Sincerely,



Dick Durland  
Corporate Quality Manager