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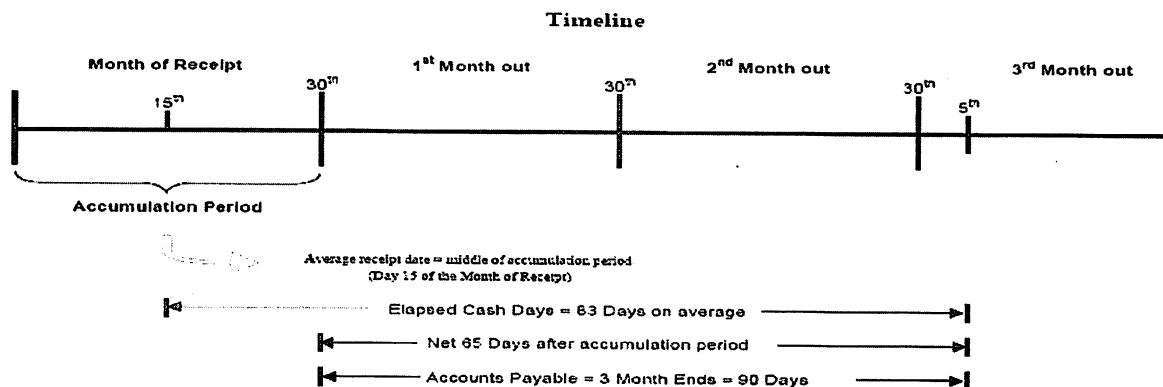
*Modified. a proxi of
Miguel Gallegos*

Dear Valued Supplier:

Emerson has adopted a policy to change supplier minimum payment terms to net 5th day of the 3rd month (5th 3rd prox) per the date on the receipt invoice. See illustration of the payment term below.

Fifth Third Prox Payment Terms

Payment for materials receipted will occur on the fifth day of the third proximate month after the month the materials were received.



This measure is necessary to address the competitive nature of our business environment. As Therm-O-Disc, a wholly owned subsidiary of Emerson, we are writing this letter to inform your company that we will be changing to the new payment term. You have until **March 11, 2019** to discuss this pending change. Otherwise, Therm-O-Disc will begin applying minimum payment terms of 5th 3rd prox with your account effective for new orders starting **March 18, 2019**

Again, given the current and long-term competitive environment, this action is required. For questions, please contact the following personnel or email me Mary.Durbin@emerson.com.

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Sincerely,

Mary Durbin

