

To: PartyLite Worldwide Staff
From: Rick McAllister, Senior Vice President, Worldwide Operations
Date: 20 January 2015
Re: Global Center of Excellence

As we communicated in November, the Worldwide Operations team has been involved in a new level of cross-functional collaboration with our partners in PartyLite Country Management, Product Marketing, Technology and Human Resources. One of our goals has been to create a single Global Center of Excellence for all candle product development and manufacturing serving customers in 23 countries around the globe.

After completing a thorough analysis and comprehensive evaluation of our two current manufacturing facilities - in Batavia, Illinois, and Cumbria, U.K. - and following a period of consultation with Cumbria employees, the decision has been made for the Global Center of Excellence to be located in Batavia. This transition will take place during the first quarter of 2015.

The new center represents a significant investment in a state-of-the-art, global manufacturing complex with advanced process control systems and unrivaled quality and service levels. Having one facility in one country will allow for a concentration of our company's decades worth of candle-making expertise and the establishment of a single center for global innovation, research and development.

Ongoing sensitivity and appreciation for our team members in Cumbria is of the utmost importance as they continue their current roles with the understanding that this change is ahead.

This important decision is a key show of progress toward our WE WILL 2017 vision. Additionally, it further ensures that PartyLite - with your ongoing, personal efforts - will continue to meet or exceed its longstanding reputation for quality, consistency and service as The World's Best Candle Company.

WE WILL 2017
Build **Quality** in
everything we
touch. Be Leaders
in operational
Effectiveness,
Quality and
Efficiency.