



November 5, 2009

SCAPA NORTH AMERICA

ANNOUNCEMENT

Effective November 6, 2009 Rich Malaspina will be leaving the Scapa organization to pursue other interests. Rich has been a leader of the Scapa North America commercial team and earlier Coating Sciences for the past 25 years and we thank him for his efforts and contributions over that time period. On an interim basis the commercial management team will report directly to me. This reporting relationship will allow me an opportunity to become more familiar with the Scapa North America organization and business issues.

Please continue to provide your cooperation and support to myself, Steve and the rest of the Scapa management team pending confirmation of the overall ongoing organizational structure.

A handwritten signature in black ink, appearing to read 'Heejae Chae', with a stylized, flowing script.

Heejae Chae