

Alfred Baber Fonds

Correspondence

Deslogre, George / Matthew
1994-1995

QUEEN'S UNIVERSITY ARCHIVES	
LOCATOR	5095.5
BOX	5
FILE	6

FAX FROM

DR. ALFRED R. BADER
Suite 622
924 East Juneau Avenue
Milwaukee, Wisconsin 53202
Telephone 414-277-0730
Fax No. 414-277-0709

January 18, 1995

To: Mr. George Desloge
314 878 0195

Dear Mr. Desloge:

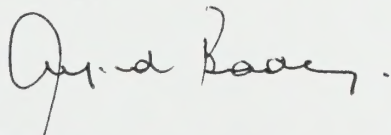
In response to your telephone call of today, I am faxing you the following:

1. My letter of January 28, 1991 to Jim Weinberg at Goldman Sachs, who was then a director of Sigma-Aldrich.
2. My letter of April 22, 1992 sent to all the directors of Sigma-Aldrich. None of the directors replied.
3. My letter to chemists distributed in April 1992.
4. A story on Sigma-Aldrich which appeared in Chemistry in Britain.
5. Letters sent to Chemistry in Britain. May I draw your special attention to the letter from Professors Ralph Raphael and Steven Ley, two of Britain's most distinguished chemists, describing their conversation with Tom Cori.
6. Announcement in Chemical & Engineering News, American Chemical Society weekly, that I am to receive the Parsons Award in April.

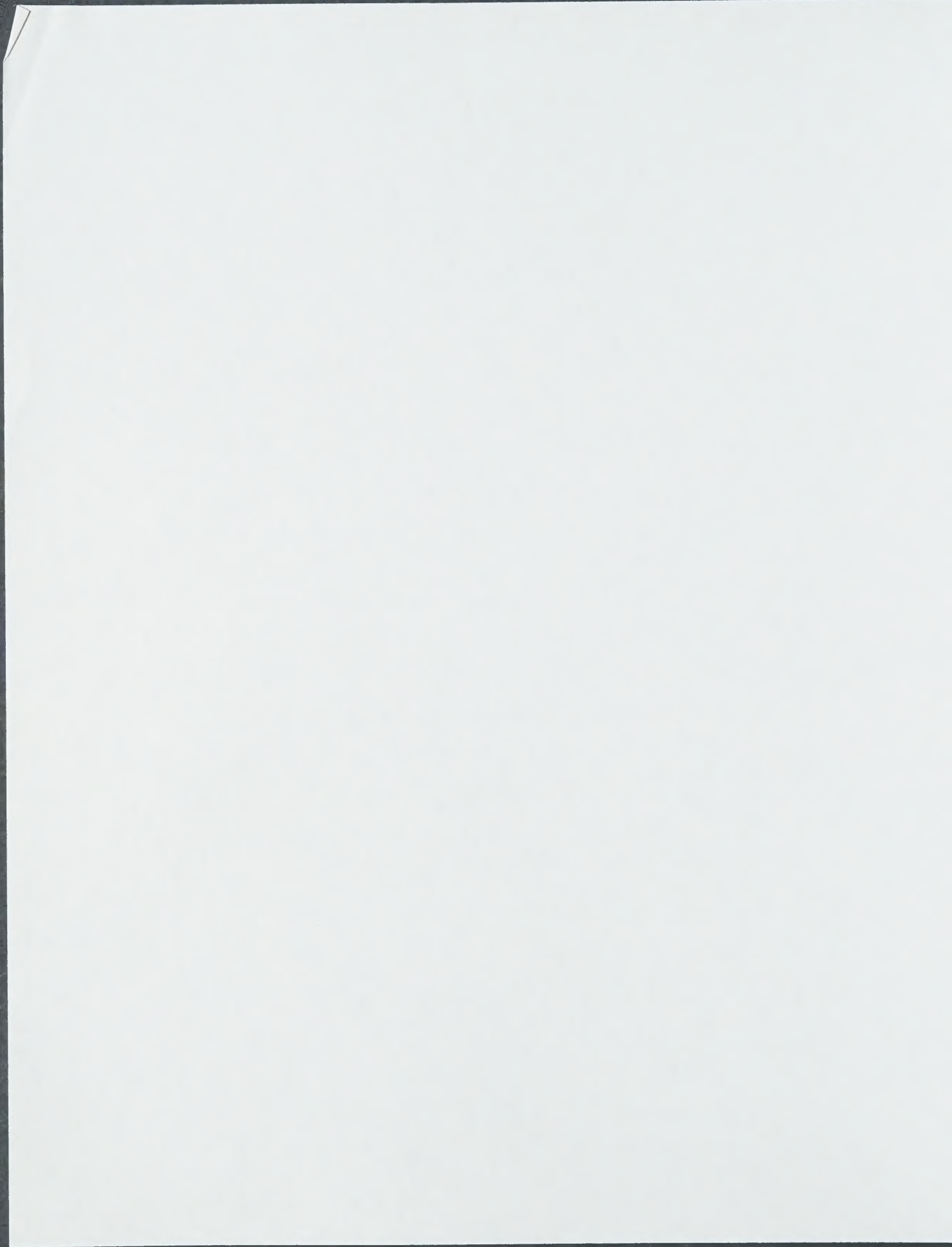
Please let me know if I can send you any further information.

All good wishes to you and your brother.

Sincerely,



Enclosures



George B. Desloge
119 Frontenac Forest
St. Louis, Missouri 63131

314-432-4895

January 4, 1995


Dear Buddy,

The recent problems caused by Jose's activities have highlighted a growing concern that the current method for electing Board members will cause the board to become a forum for family disagreements rather than a true Board of Directors whose actions focus on the interests of the Company and of all shareholders as a whole. This divisiveness would be very damaging to Watlow, and therefore I have made a decision to ask the voting shareholders to approve an amendment to the Articles of Incorporation. This amendment would eliminate cumulative voting for directors and would institute straight voting instead, causing each board nominee to stand independently for election and require a simple majority for each director to be elected.

I recognize that this amendment would result in eliminating your family's historical right, based on cumulative voting, to elect two directors to the Board. I understand the difficulty this change creates for you and I am not asking for your support, only your understanding. My intention is not to remove your family's representation from the Board. My only intention is to insure that all Board members that serve are both capable of and willing to serve the best interests of Watlow and all shareholders as a whole. I hope you can understand why I must reserve the sole right to personally establish the requirements for directors, and in my view alone determine whether or not board nominees meet those requirements.

I believe that the proposed amendment is in the best interests of Watlow. We have worked together in the company for more than thirty years, and you know I would not make such a proposal if I did not believe it was in the best interests of the Company and was absolutely necessary to protect the Company and the family's ownership of it. I would like for us to meet and discuss this issue in detail if you are willing.

Sincerely,



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The first of these is the fact that the
country has been in a state of
anarchy since the death of the
king in 1910. The country has
been divided into many small
states, each of which is ruled
by a different chief. The
country is in a state of
anarchy and there is no
central government.

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the country has been in a state of
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central government.

George B. Desloge
119 Frontenac Forest
St. Louis, Missouri 63131

December 22, 1994

314-432-4895

Dear Family Shareholder,

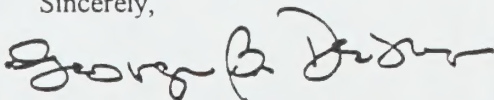
It was with sincere regret that I presided over a meeting of our Board of Directors last week that ultimately resulted in the removal of Jose Desloge from the Shareholder Advisory Committee. Jose recently disclosed that he had participated in a private attempt to buy an ownership interest in a European company that manufactures products that are competitive with some of Watlow's products. Jose did not disclose his actions until after his activities had ended unsuccessfully. Watlow had attempted to acquire this company last year when Jose was an employee of Watlow France. Jose participated in Watlow's effort as a member of the acquisition team.

In my opinion, any undisclosed efforts by Jose, or any other Watlow Board or SAC member, to buy a competitor would clearly not be in Watlow's best interests. As a result of his undisclosed activities, I no longer feel comfortable discussing highly sensitive and confidential matters relating to planning and business strategies in his presence. Furthermore, I believe a majority of the rest of the Board feels the same way. Rather than to exclude the entire SAC from attendance at Board meetings, and thereby significantly diminish the SAC's role, I felt it would be best to address the specific concern by removing Jose.

Given the well-known differences that have existed over the years between various members of Buddy's family and my own, I am very much aware of how this decision may be viewed by some of our family shareholders. I can only say that the decision was arrived at by a significant majority of the Board of Directors, a Board that includes senior executives from companies much larger than Watlow. They are people of integrity and are committed to the long term success of Watlow. They would not participate in nor support a decision that was based on anything but what they honestly felt to be the best interests of the Company and the shareholders as a whole.

Whatever conclusions you may draw from this decision, it is important to me that you understand my commitment to Watlow's continuing success as a family owned business. I believe family involvement in overseeing the management of the business is important to maintain the proper direction of the Company. The purpose of the SAC is to provide its members with an opportunity to learn valuable lessons in stewardship of the business from experienced Board members and successful business professionals. At the same time, SAC members can provide input into Board discussions in those areas where members' experience or knowledge may be of value. Honest differences of opinion on ways to improve our Company have always been a welcomed part of these discussions. But it is important that these differences be argued from a common desire to serve the best interest of the company and all Watlow shareholders as a whole. The effectiveness of both the Board and the SAC as individual teams is critically dependent upon each team member always acting from that common desire. This is the only way we can assure Watlow's continued success as a family owned business.

Sincerely,



George Desloge

217-434-4272

10/12/2011


Dear Mr. [Name]

I am writing to you regarding the [Topic] that we discussed during our meeting on [Date]. It is my pleasure to inform you that [Information]. We are currently [Action] and will be able to provide you with the [Details] by [Date].

As part of our ongoing commitment to [Value], we have implemented several measures to ensure [Quality]. These include [List of measures]. We believe these changes will significantly improve our [Performance] and provide you with a better [Experience].

We are also pleased to announce that we have recently [Achievement]. This milestone is a testament to the hard work and dedication of our team. We are confident that this [Achievement] will allow us to better serve our customers and meet their needs.

If you have any questions or need further information, please do not hesitate to contact me at [Phone Number] or [Email Address]. We are always happy to assist you and ensure your satisfaction. Thank you for your continued support and partnership.


[Name]
[Title]