



April 19, 2012

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Communications™

To Whom It May Concern:

Plantronics maintains an environmental policy that ensures compliance to the Restriction of Hazardous Substances Directive 2002/95/EC (RoHS) by restricting the use of certain hazardous substances in our products.

In addition, Plantronics acknowledges the expiration of the EU RoHS exemption for "Lead in dielectric ceramic in capacitors for a rated voltage of less than 125 VAC or 250 VDC," exemption 7(C)-III that will take effect on January 2, 2013.

Plantronics is working with our suppliers to ensure that no products containing any components claiming the 7(C)-III exemption will enter the EU after January 2, 2013. All components claiming this exemption are being purged from the supply chain inventory and will not be allowed in products or assemblies supplied to Plantronics from July 1st, 2012.

Regards,

Al Reeves
Director, Product Assurance & Compliance
Plantronics, Inc.