

Margaret G. Kerr  
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November 12, 1996

IEC Electronics Corporation  
105 Norton Street  
Newark, New York 14513  
U.S.A.

Attention: Dr. Ronald Pratt

**Subject: Award of Merit -- Innovation**

I am very pleased to congratulate you and your team in the development and implementation of lead-free interconnection technology.

The application of this technology to the assembly of Meridian telephone printed circuit boards is an important milestone. Your "environmentally conscious" innovation, as you know, could help Nortel realize a variety of advantages including both direct and indirect cost savings.

The Environment, Ethics and Quality Organization would like to recognize your innovative contribution by awarding your team the EEQ Award of Merit for Q3/96 in the category of "Innovation".

Congratulations!

Sincerely,

A handwritten signature in black ink that reads "Margaret G. Kerr". The signature is written in a cursive style with a large initial "M".

Margaret G. Kerr  
Senior Vice President  
Environment, Ethics & Quality