

November 11, 2015



### News Advisory:

*The following information from CommScope, a global leader in infrastructure solutions for communications networks, relates to its Ciudad Juarez facility and demonstrations being conducted by a small group of employees.*

In recent weeks, a very small number of the company's employees have been publicly demonstrating and making public claims regarding their employer and workplace, similar to actions being taken at other companies in the Juarez area. These so-called complaints seem to change regularly and the shifting story becomes difficult to follow. Nonetheless, CommScope and its local Juarez management team find the complaints without merit, and are proud of its highly-regarded facility and the hardworking, dedicated people who work there.

Recently, the company terminated the employment of eight employees due to their violation of work rules. They and a group of active employees who are demonstrating appear to be supported and encouraged by external parties who seem to be operating for their own self-interest. We do not agree with the group's claims, but support their right to express their viewpoints.

The active employees who are demonstrating instead of showing up for work are not being paid for the time they miss from work. However, we look forward to their return to work in the near future. Contrary to some claims that have been made by the group, CommScope has not terminated any employee as a result of their efforts to organize.

In addition:

- In its 16 years of operation in Juarez, **ADC de Juarez, S. de R.L. de C.V.** (which became a part of CommScope in August 2015 through an acquisition) has been committed to ensuring an extraordinary customer experience, providing a safe and rewarding workplace for its employees, and generating value for our investors. The company understands that its success as a business is directly linked to our employees' success.
- We are committed to engaging our employees—and making CommScope in Juarez a great place to work—by emphasizing development and training, creating a safe work environment, embracing diversity and inclusion, and supporting uncompromising values.
- More than 3300 employees are employed by CommScope in Juarez, all of whom earn market-competitive wages.
- The company is recognized as an employer of choice in the region for its working conditions and the benefits provided to employees, beyond what is offered by many

companies. One example is the company's childcare service, which is located inside of our facilities and offers care and education for our employees' children.

- Our operations are in compliance with all applicable labor, compensation and employee-safety laws, and we have been and remain willing to submit to an inspection or audit by the relevant government authorities.
- We treat all employees with respect and encourage feedback from them if they know of something that may be unsafe or can be improved within our facilities. We encourage our employees to raise issues about the workplace and we investigate all concerns raised in good faith.
- We remain committed to meeting and exceeding legal requirements relating to our employees and facilities, and value the open communication we have with our employees.

We realize our most important advantage is our people. We will continue our mission to remain the employer of choice in the area, and to value the contributions of employees, their families, our customers and community by operating as a socially responsible company with uncompromising values.

#### **About CommScope:**

[CommScope](#) (NASDAQ: COMM) helps companies around the world design, build and manage their wired and wireless networks. Our vast portfolio of network infrastructure includes some of the world's most robust and innovative wireless and fiber optic solutions. Our talented and experienced global team is driven to help customers increase bandwidth; maximize existing capacity; improve network performance and availability; increase energy efficiency; and simplify technology migration. You will find our solutions in the largest buildings, venues and outdoor spaces; in data centers and buildings of all shapes, sizes and complexity; at wireless cell sites; in telecom central offices and cable headends; in FTTx deployments; and in airports, trains, and tunnels. Vital networks around the world run on CommScope solutions.