
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

SCHEDULE 14A

**Proxy Statement Pursuant to Section 14(a) of the
Securities Exchange Act of 1934**

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2)) Definitive Proxy Statement**
- Definitive Proxy Statement
- Definitive Additional Materials
- Soliciting Material Pursuant to Section 240.14a-12

Lawson Products, Inc.
(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

- No fee required
- Fee computed on table below per Exchange Act Rules 14a-6(i)(4) and 0-11
- 1) Title of each class of securities to which transaction applies:

 - 2) Aggregate number of securities to which transaction applies:

 - 3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (Set forth the amount on which the filing fee is calculated and state how it was determined):

 - 4) Proposed maximum aggregate value of transaction:

 - 5) Total fee paid:

- Fee paid previously with preliminary materials.
- Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.
- 1) Amount Previously Paid:

 - 2) Form, Schedule or Registration Statement No.:

 - 3) Filing Party:

 - 4) Date Filed:

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On January 29, 2021, Lawson Products, Inc., a Delaware corporation (“Lawson”), made the following communications in connection with the proposed transactions under (1) that certain Agreement and Plan of Merger, dated as of December 29, 2021, by and among Lawson, Tide Sub, LLC, a Delaware limited liability company and wholly-owned subsidiary of Lawson, LKCM TE Investors, LLC, a Delaware limited liability company (“TestEquity Equityholder”), and TestEquity Acquisition, LLC, a Delaware limited liability company (“TestEquity”), pursuant to which, among other things, and subject to the terms and conditions thereof, Tide Sub, LLC will merge with and into TestEquity, with TestEquity surviving the merger as a wholly-owned subsidiary of Lawson and (2) that certain Agreement and Plan of Merger, dated as of December 29, 2021, by and among Lawson, Gulf Sub, Inc., a Delaware corporation and wholly-owned subsidiary of Lawson, 301 HW Opus Investors, LLC, a Delaware limited liability company (“Gexpro Services Stockholder”), and 301 HW Opus Holdings, Inc., a Delaware corporation (“Gexpro Services”), pursuant to which, among other things, and subject to the terms and conditions thereof, Gulf Sub, Inc. will merge with and into Gexpro Services, with Gexpro Services surviving the merger as a wholly-owned subsidiary of Lawson:

1. a press release announcing Lawson’s proposed strategic combination with TestEquity and Gexpro Services;
2. an email sent from Michael G. DeCata, President and Chief Executive Officer of Lawson, to Lawson employees on December 29, 2021 and posted to Lawson’s intranet;
3. a transcript of a video message from Michael G. DeCata, President and Chief Executive Officer of Lawson, sent to Lawson employees on December 29, 2021 and posted to Lawson’s intranet; and
4. an investor presentation, dated December 29, 2021, to investors posted on Lawson’s website.

**Lawson Products, Inc. Announces Strategic Combination with
TestEquity & Gexpro Services**

Creates a best-in-class specialty distribution holding company with estimated combined pro forma annual revenue of more than \$1 billion and estimated combined pro forma annual adjusted EBITDA of more than \$100 million

Chicago and Fort Worth, Texas, December 29, 2021 – **Lawson Products, Inc. (NASDAQ: LAWS) (“Lawson”)**, a leading distributor of products and services to the MRO marketplace, and **LKCM Headwater Investments (“LKCM Headwater”)**, the private investment arm of Luther King Capital Management Corporation, today jointly announced the execution of definitive merger agreements pursuant to which Lawson will combine in an accretive transaction on an adjusted basis with two of LKCM Headwater’s portfolio companies, TestEquity and Gexpro Services, in an all stock transaction. The affiliates of LKCM Headwater that currently own TestEquity and Gexpro Services will receive solely Lawson common stock as consideration for the transactions. All three leading niche industrial distribution companies will be brought under a holding company with all three companies operating independently with their existing management teams as separate divisions.

Upon closing of the combination, Lawson’s capitalization is expected to consist of approximately 19,400,000 shares, of which approximately 9,100,000 shares, or 47%, would be held by existing Lawson shareholders, 3,300,000 shares, or 17%, would be held by the existing owners of TestEquity (including LKCM Headwater affiliates and the TestEquity management team), and 7,000,000 shares, or 36%, would be held by the existing owners of Gexpro Services (including LKCM Headwater affiliates and the Gexpro Services management team). Existing owners of TestEquity and Gexpro Services also have the ability to earn an additional 700,000 shares and 1,000,000 shares, respectively, upon achieving certain additional accretion and other metrics set forth in the merger agreements.

Affiliates of LKCM Headwater currently beneficially own approximately 48% of Lawson’s outstanding shares. Upon completion of the combination, affiliates of LKCM Headwater will beneficially own approximately 75% of Lawson’s shares, and their ownership would increase to approximately 77% of Lawson’s shares if all of the 1,700,000 additional shares are earned.

All Lawson shares outstanding immediately before the completion of the combination will remain outstanding after the combination, and existing Lawson shareholders will continue to hold shares in the combined company.

Combined Holding Company Highlights

- Combined estimated pro forma annual revenue of more than \$1 billion and combined estimated pro forma annual adjusted EBITDA of more than \$100 million

- Balanced mix of production (OEM) and maintenance/aftermarket (MRO) serving 120,000+ longstanding customers reduces cyclical impacts of short- and long-term demand drivers
- Ability to enhance long-term organic growth rates through offering more products and services to each company's customers and our end markets, many of which are experiencing secular tailwinds
- Robust acquisition pipeline with active negotiations with several accretive targets likely to close in the next 6 to 18 months
- Enhanced product sourcing opportunities including private label opportunities while expanding channels to market
- Ability to leverage best practices, back-office resources and technology across the platform to help drive operating efficiencies and leverage shared solutions
- Long-term investor with distribution focus as strategic partner with long-term investment horizon to compliment best-in-class management teams that are well-aligned with shareholders and focused on growing their businesses together
- Asset-light business model with keen focus on generating high returns on invested capital
- Pro forma debt to adjusted EBITDA of approximately 3x at closing

“Through the combination of these three complementary valued-added distribution businesses, we strongly believe the holding company will be well-positioned to leverage its combined leadership, strong balance sheet and stable cash flow generation to drive more transformational value creation for shareholders,” said J. Bryan King, Chairman of the Board of Directors of Lawson and Managing Partner of LKCM Headwater. “Our confidence in the ultimate success of the combination is evident in that we will receive no cash proceeds, and not sell any shares in connection with the combination. We will maintain a substantial investment in the combined company. We have approached and will continue to approach the combination of these businesses by aligning our interests with those of current Lawson shareholders, as well as the interests of other long-term shareholders in the holding company. Beyond our financial commitment, our investment team has invested, and will continue to invest, substantial amounts of their time engaging in constructive efforts to leverage our resources and extensive distribution expertise to create a more valuable and durable business, without receiving any compensation from the holding company, including my continued service as Chairman on an unpaid basis.”

Mr. King continued, “Our long-term value creation perspective in the industrial distribution segment has been refined over decades. This strategy has been heavily vetted with the focus of driving further shareholder returns and creating value with lower risk for each of the three complementary businesses. We believe these businesses will have a greater ability to compound shareholder returns faster through scale, while creating higher sustained returns for investors with the right collection of leadership identifying and executing on organic and inorganic opportunities to sustain that compounding engine.”

“This combined publicly-traded specialty distribution holding company is expected to generate estimated pro forma annual revenue of more than \$1 billion and estimated pro forma annual adjusted EBITDA of more than \$100 million upon the closing of the combination. At these levels, we believe the holding company will be well-positioned to reinvest opportunistically and selectively in a pipeline of organic and acquisitive growth opportunities in its large, fragmented markets with secular tailwinds. The combination is expected to create the ability to accelerate cash flow growth, maintain the flexibility to opportunistically engage in share buybacks, and further improve the long-term competitive position of each of the industrial distribution verticals within the post-combination holding company,” concluded Mr. King.

“As the CEO and a fellow shareholder of Lawson, I am excited to be moving forward with the LKCM Headwater team to have an aligned vision and mission of creating a best-in-class specialty distribution holding company. This combination transforms each of our highly complementary businesses, creates a greater level of scale, enables accelerated growth, and expands our competitive advantage,” said Michael DeCata, President and Chief Executive Officer of Lawson. “I am proud of the job our team has done over the past several years building a platform for growth and improving profitability. This combination will provide all three companies with a more complete offering of products, services, and capabilities to enhance the value proposition for current and future customers. Going forward, we will have a more robust set of acquisition opportunities where cross-selling and cost synergies will play an important role in delivering enhanced financial performance and greater returns to shareholders. We will also benefit significantly from even more focused support from the LKCM Headwater team and their long history of working proactively with management teams in the industrial distribution segment to maximize long-term shareholder value creation,” concluded Mr. DeCata.

Strategic and Financial Rationale

The holding company structure is expected to enable Lawson, TestEquity and Gexpro Services to maintain their respective high-touch, technical, value-added service delivery models and customer relationships within their specialty distribution businesses under the leadership of their separate business unit management teams with continued oversight from Lawson’s board of directors. The holding company will have the ability to utilize its combined financial resources to accelerate its expansion strategy through business acquisitions and organic growth across the combined platform. At the same time, the holding company structure will enable the combined companies to leverage best practices, back-office resources and technology across the platform to help drive operating efficiencies and leverage shared solutions.

The combination is expected to increase the reach of the combined companies into the highly fragmented OEM/MRO distribution markets and broaden their service capabilities, including vendor managed inventory, beyond Lawson’s existing MRO focus. Lawson currently services approximately 90,000 customers, while TestEquity and Gexpro Services provide support to over 30,000 and over 1,800 customers, respectively. The combination will result in greater end market diversification for the holding company with the addition of a significant presence in the OEM distribution and electronic test and measurement equipment and supplies market. The holding company will have the ability to be a one-stop provider for OEM and MRO customers and will enable Lawson, TestEquity and Gexpro Services to cross-sell and deliver their services across the combined customer base.

The combination will also provide the opportunity to expand digital marketing channels to Lawson's historical sales channel of on-site sales representatives. In addition, the combination will enable the combined companies to improve their product sourcing capabilities and purchasing power within overlapping and new suppliers.

Leadership and Governance

Upon the closing of the combination, Lawson, TestEquity and Gexpro Services will continue to be led by their existing senior management teams. J. Bryan King will continue to serve as Chairman of the Board of Directors of the holding company alongside the existing individuals serving on the board of directors of Lawson. Robert Connors will continue to serve as the Chief Executive Officer of Gexpro Services and Steve Newland will continue to serve as Chief Executive Officer of TestEquity. Michael DeCata and Ron Knutson will assume the positions of Chief Executive Officer and Chief Financial Officer, respectively, of the holding company in addition to their responsibilities at Lawson's existing operating company.

Timing, Approval and Advisors

The combination is subject to various closing conditions, including receipt of regulatory approvals and the approval by the affirmative vote of the holders of a majority of the total voting power of Lawson shares not owned by various affiliates of LKCM Headwater present in person or by proxy at a special stockholders meeting, where a majority of the outstanding Lawson shares not owned by various affiliates of LKCM Headwater are present in person or by proxy at the special meeting. The combination is expected to close during the second quarter of 2022. The Board of Directors of Lawson formed a Special Committee of independent directors who are independent of LKCM Headwater to evaluate and negotiate the transactions on behalf of Lawson. The Special Committee approved, among other things, the merger agreements and the transactions contemplated thereby and recommended that Lawson's Board of Directors approve the merger agreements and the transactions contemplated thereby. Thereafter, Lawson's Board of Directors (acting on the recommendation of the Special Committee), with certain directors recusing themselves from the vote, approved among other things the merger agreements and the contemplated transactions.

Cowen served as exclusive financial advisor to the Special Committee. Piper Sandler served as exclusive financial advisor, and provided a fairness opinion, to TestEquity and Gexpro Services. Baird served as financial advisor to LKCM Headwater. Jenner and Block served as counsel to the Special Committee and Lawson, and Mayer Brown served as counsel to TestEquity and Gexpro Services.

Additional Information about the Proposed Combination and Where to Find It

In connection with (i) the proposed transactions between Lawson Products, Inc. (“Lawson”), TestEquity Acquisition, LLC (“TestEquity”) and LKCM TE Investors, LLC (the “TestEquity Equityholder”), including the proposed merger of TestEquity with a subsidiary of Lawson, with TestEquity surviving the merger as a wholly-owned subsidiary of Lawson, and the issuance of Lawson common stock to the TestEquity Equityholder in connection therewith, and (ii) the proposed transactions between Lawson, 301 HW Opus Holdings, Inc. (“Gexpro Services”) and 301 HW Opus Investors, LLC (the “Gexpro Services Stockholder”), including the proposed merger of Gexpro Services with a subsidiary of Lawson, with Gexpro Services surviving the merger as a wholly-owned subsidiary of Lawson, and the issuance of Lawson common stock to the Gexpro Services Stockholder in connection therewith, Lawson plans to file relevant materials, including a proxy statement on Schedule 14A, with the Securities and Exchange Commission (the “SEC”). The definitive proxy statement (when available) will be disseminated to stockholders of Lawson entitled to vote on the proposed transactions. **LAWSON STOCKHOLDERS ARE URGED TO READ CAREFULLY AND IN THEIR ENTIRETY THE PROXY STATEMENT (INCLUDING ANY AMENDMENTS OR SUPPLEMENTS THERETO AND ALL DOCUMENTS INCORPORATED BY REFERENCE THEREIN), AND ANY OTHER RELEVANT DOCUMENTS THAT ARE FILED OR MAY BE FILED WITH THE SEC, IF AND WHEN THEY BECOME AVAILABLE BECAUSE THEY WILL CONTAIN IMPORTANT INFORMATION.** Stockholders will be able to obtain free copies of the proxy statement (when available) and other relevant documents filed by Lawson with the SEC from the SEC’s website at www.sec.gov. In addition, the proxy statement (when available) and other relevant documents filed by Lawson with the SEC may also be obtained free of charge from the Investor Relations section of Lawson’s website at www.lawsonproducts.com/company-info/investor-relations, or by contacting Lawson’s Investor Relations Department by email at Investors@lawsonproducts.com.

Participants in the Solicitation

Lawson and its directors and executive officers may be deemed, under SEC rules, to be participants in the solicitation of proxies from Lawson’s stockholders in connection with the proposed transactions. Information about Lawson’s directors and executive officers and their direct and indirect interests in Lawson, by security holdings or otherwise, is included in Lawson’s Annual Report on Form 10-K for the year ended December 31, 2020, which was filed with the SEC on February 26, 2021, in its proxy statement for its 2021 annual meeting of stockholders, which was filed with the SEC on April 1, 2021, and in other documents filed by Lawson with the SEC. To the extent holdings of Lawson’s securities by such participants are not reported in, or have changed since the amounts disclosed in, the proxy statement for Lawson’s 2021 annual meeting of stockholders, such changes have been reflected on Initial Statements of Beneficial Ownership of Securities on Form 3 and/or Statements of Changes in Beneficial Ownership on

Form 4 subsequently filed with the SEC. Additional information regarding Lawson's directors and executive officers, including their interests in the proposed transactions, will be contained in the proxy statement and other relevant documents to be filed with the SEC when they become available. These documents may be obtained free of charge using the sources indicated above.

Contact

Investor Relations:

Three Part Advisors, LLC
Steven Hooser or David Mossberg
214-872-2710

Investor Presentation

An investor presentation regarding the proposed combination will be available in the presentation section of the investor relations page of Lawson's website at www.lawsonproducts.com

About Lawson Products, Inc.

Founded in 1952, Lawson Products, Inc., headquartered in Chicago, IL, sells and distributes specialty products to the industrial, commercial, institutional and government maintenance, repair and operations market. Lawson is dedicated to helping customers in the U.S. and Canada lower their total cost of operation by increasing productivity and efficiency. The combination of Lawson and Partsmaster's Vendor Managed Inventory process and the company's problem-solving professionals ensures customers always have the right parts to handle the job. Through The Bolt Supply House, customers in Western Canada have access to products at several branch locations. Under its Kent Automotive brand, Lawson provides collision and mechanical repair products to the automotive aftermarket. Lawson ships from several strategically located distribution centers to customers in all 50 states, Puerto Rico, Canada, Mexico, and the Caribbean.

About TestEquity

TestEquity® is a leading distributor focused on providing the largest and highest quality selection of test and measurement equipment and solutions, electronic production supplies, and tool kits from its leading manufacturer partners supporting the technology, aerospace, defense, automotive, electronics, education, and medical industries. TestEquity also designs a full line of the industry's highest-quality environmental test chambers. Serving electronic design and test engineers as well as maintenance technicians, industrial manufacturing assembly, and the telecommunication repair community, TestEquity features more than 80,000 products from over 1,000 manufacturer brands. TestEquity continues to benefit from ubiquitous electrification of all types of products across most industries including IOT, EV, and 5G.

About Gexpro Services

Gexpro Services is a world-class global supply chain solutions provider, specializing in the development of mission critical production line management, aftermarket and field installation programs. Gexpro Services provides comprehensive supply chain management solutions, including a full technology suite offering of vendor managed inventory, kitting, global logistics management, manufacturing localization and import expertise, value engineering and quality assurance. Gexpro Services' end-to-end project management is designed to support manufacturing OEM's with their engineered material specifications, fulfillment, and quality requirements to improve their total cost of ownership. Headquartered in Irving, TX, Gexpro Services has manufacturing and supply chain operations in over 30 Service Center sites across nine countries including key geographies in Europe, Asia, North America, South America, and the Middle East. Gexpro Services serves customers in six vertical markets, including Renewables, Industrial Power, Consumer and Industrial, Technology, Transportation, and Aerospace and Defense.

About LKCM Headwater Investments

LKCM Headwater Investments is the private investment arm of Luther King Capital Management Corporation, a privately-owned wealth management firm established in 1979 with approximately \$25 billion of assets under management. Its investor base, primarily composed of high-net-worth individuals and family offices, provides a stable, patient capital base and allows the firm to take a longer, more strategic approach to investments. Additionally, approximately one-third of LKCM Headwater's capital base is from the Headwater investment team and affiliates and related parties, providing alignment with all partners, including management. With several decades of experience, largely in industrial distribution, LKCM Headwater takes an operationally-minded approach and provide companies with the tools necessary to build market leaders with sustainable competitive advantages.

Cautionary Note Regarding Forward-Looking Statements

This Press Release contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, that involves risks and uncertainties. The terms "anticipate," "believe," "contemplates," "continues," "could," "ensure," "estimate," "expect," "forecasts," "if," "intend," "likely," "may," "might," "objective," "outlook," "plan," "positioned," "potential," "predict," "probable," "project," "shall," "should," "strategy," "will," "would," and other words and terms of similar meaning and expression are intended to identify forward-looking statements. Forward-looking statements can also be identified by the fact that they do not relate strictly to historical or current facts. Such forward-looking statements are based on current expectations and involve inherent risks, uncertainties and assumptions, including factors that could delay, divert or change any of them, and could cause actual outcomes to differ materially from current expectations. Lawson can give no assurance

that any goal or plan set forth in forward-looking statements can be achieved and Lawson cautions readers not to place undue reliance on such statements, which speak only as of the date made. Lawson undertakes no obligation to release publicly any revisions to forward-looking statements as a result of new information, future events or otherwise. Actual results may differ materially from those projected as a result of certain risks and uncertainties. Certain risks associated with Lawson's business are also discussed from time to time in the reports Lawson files with the SEC, including Lawson's Annual Report on Form 10-K for the fiscal year ended December 31, 2020, Lawson's Quarterly Reports on Form 10-Q and Lawson's Current Reports on Form 8-K. In addition, the following factors, among others, could cause actual outcomes and results to differ materially from those discussed in the forward-looking statements:

- the possibility that the mergers will not be consummated or delays in consummating the mergers;
- the possibility that the closing conditions set forth in either of the merger agreements will not be satisfied, including among others (1) receipt of the required stockholder approvals and (2) receipt of the necessary regulatory approvals required to permit the mergers;
- unanticipated difficulties or expenditures relating to the mergers; and
- any problems arising in combining the businesses of Lawson, TestEquity and Gexpro Services, which may result in the combined company not operating as effectively and efficiently as expected.

[SUBJECT LINE]:

Lawson Products to merge with Gexpro Services and TestEquity – from Michael DeCata, President & CEO

To: All Lawson Employees

Cc: Ops committee

We are pleased to share some exciting news. This morning, we announced our intent to enter into a merger with Gexpro Services and TestEquity in an all-stock transaction. Gexpro Services and TestEquity are currently owned by LKCM Headwater Investments, which also owns approximately 48% of Lawson Products shares.

Each business, including Lawson, will continue to operate as a stand-alone business, while benefiting from the combination through increased resources, accelerated growth and an expansion of the competitive reach into the MRO and OEM marketplaces. Given that this is an all-stock transaction, the merger must be voted on by Lawson's shareholders, which will most likely take place in Q1 2022.

Upon closing of the merger, all three companies will be brought together under a holding company structure. Within this structure, all three companies will continue operating independently as separate divisions with each company retaining its own leadership and reporting structure. While the holding company leadership team will be led by myself and our CFO Ron Knutson and the support from LKCM, the individual operating company leadership teams will remain in place. In this respect, there will be little impact to our employees.

Some of the benefits of the merger include:

- Combined estimated annual revenue of more than \$1 billion and combined estimated annual adjusted EBITDA of more than \$100 million
- Balanced mix of production (OEM) and maintenance/aftermarket (MRO) customers reduces cyclical impacts of short- and long-term demand drivers
- Ability to leverage best practices within each company and opportunities for each company to expand its customer base
- Best-in-class, well-aligned management teams focused on growing their businesses together

Together, we will have a stronger market position that will allow us to continue to invest in the respective companies, including pursuing acquisitions. Following is a little about each of the companies we are merging with.

About Gexpro Services

Gexpro Services is a world-class supply chain services outsource provider, specializing in developing and managing production inventory management programs. Gexpro's managed inventory programs are designed to support manufacturing OEMs with their engineered production material specifications, fulfillment, and quality requirements.

Gexpro's engineering and commodity expertise spans includes complex manufacturing processes and materials such as; electrical, panel design and assembly, machine and fabricated assemblies, and valve/instrumentation design in addition to supporting typically higher volume commodities such as gaskets, seals, O-rings, fasteners, and fittings.

Gexpro's programs are tailored to meet the specific needs of its OEM clients. Gexpro offers the products, technical and administrative support, and fast, reliable delivery to be a one-stop solution provider for production materials. For additional information, please visit www.gexproservices.com.

About TestEquity

TestEquity® is an authorized distributor focused on providing the largest and highest quality selection of test solutions, electronic production supplies, and tool kits from its leading manufacturer partners supporting the aerospace, defense, automotive, electronics, education, and medical industries.

TestEquity also designs a full line of the industry's highest-quality environmental test chambers. Serving electronic design and test engineers as well as maintenance technicians, industrial manufacturing assembly, and the telecommunication repair community, the distributor features more than 80,000 products from over 1,000 manufacturer brands. TestEquity provides high-quality customer service equaled with high-ranking accurate order and delivery ratings. For additional information, please visit www.testequity.com.

Today's announcement is just the first step in the process of developing the holding company structure. As we work through the proxy filing, shareholder approval and the regulatory review, we are committed to keeping you informed. We anticipate the closing of the merger to take place in the second quarter of 2022.

Your hard work and commitment has built a strong foundation that will position us for growth for years to come. I appreciate all your efforts in continuing to build a world-class organization and value all that you do.

To read the press release issued this morning, please click here [\[EMBED LINK\]](#).

Regards,
Michael DeCata
President & CEO

[Additional Information about the Proposed Combination and Where to Find It](#)

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Participants in the Solicitation

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**Transcript of President & CEO Michael DeCata
Important Company Update Recorded Message
Distributed to Lawson Products Employees on December 29, 2021**

Good morning and thank you for joining me this morning. This morning, we have some exciting news to share with you. Earlier this morning, we announced our intent to enter into a merger with Gexpro Services and TestEquity in an all-stock transaction. To provide some context, Gexpro Services and TestEquity are currently owned by LKCM Head Water Investments, which also owns 48% of Lawson Products' shares. This is a collaborative effort among all of the companies and has been in the works for some time. Each of these companies are leaders in their respective marketplaces and we're very excited that each of these companies is so strong. This merger will create a best-in-class distribution holding company.

Bob Connors, CEO Gexpro Services, Steve Newlin, CEO, TestEquity and I, along with our Board of Directors, have been working on this project for some time and each of us is excited about the benefits of this combination. Our customers, teammates and shareholders will be the beneficiaries of this combination.

While the companies will be merging under a holding company structure, Lawson and will continue to operate as a standalone business, similar to how we operate with Bolt Supply House, as will Gexpro Services and TestEquity. This means that there will be very little impact on most employees as a result of the merger. Each company's leadership teams will remain in place.

Even while continuing to run independently, this combination of complementary distribution businesses increases our overall value in the marketplace. It allows us to have strong partnership and enhance the ability to grow profitably. Next steps include working through the proxy filing, shareholder approval and regulatory review. The voting process for Lawson shareholders most likely will take place in the first quarter of 2022 with a closing planned for the second quarter of 2022.

As we continue to expand, I'm proud of the team we have in place. For more details, please review the press release which was issued this morning. Your hard work and success have enabled us to take this next step in our evolution. Thank you again. Have a wonderful new year and again, I'm so proud of everything we have done and everything we will continue to do and our very exciting future. Have a wonderful day.

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8770 W. Bryn Mawr, Suite 900, Chicago, IL 60631-3515

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Additional Information about the Proposed Combination and Where to Find It

In connection with (i) the proposed transactions between Lawson Products, Inc. (“Lawson”), TestEquity Acquisition, LLC (“TestEquity”) and LKCM TE Investors, LLC (the “TestEquity Equityholder”), including the proposed merger of TestEquity with a subsidiary of Lawson, with TestEquity surviving the merger as a wholly-owned subsidiary of Lawson, and the issuance of Lawson common stock to the TestEquity Equityholder in connection therewith, and (ii) the proposed transactions between Lawson, 301 HW Opus Holdings, Inc. (“Gexpro Services”) and 301 HW Opus Investors, LLC (the “Gexpro Services Stockholder”), including the proposed merger of Gexpro Services with a subsidiary of Lawson, with Gexpro Services surviving the merger as a wholly-owned subsidiary of Lawson, and the issuance of Lawson common stock to the Gexpro Services Stockholder in connection therewith, Lawson plans to file relevant materials, including a proxy statement on Schedule 14A, with the Securities and Exchange Commission (the “SEC”). The definitive proxy statement (when available) will be disseminated to stockholders of Lawson entitled to vote on the proposed transactions. **LAWSON STOCKHOLDERS ARE URGED TO READ CAREFULLY AND IN THEIR ENTIRETY THE PROXY STATEMENT (INCLUDING ANY AMENDMENTS OR SUPPLEMENTS THERETO AND ALL DOCUMENTS INCORPORATED BY REFERENCE THEREIN), AND ANY OTHER RELEVANT DOCUMENTS THAT ARE FILED OR MAY BE FILED WITH THE SEC, IF AND WHEN THEY BECOME AVAILABLE BECAUSE THEY WILL CONTAIN IMPORTANT INFORMATION.** Stockholders will be able to obtain free copies of the proxy statement (when available) and other relevant documents filed by Lawson with the SEC from the SEC’s website at www.sec.gov. In addition, the proxy statement (when available) and other relevant documents filed by Lawson with the SEC may also be obtained free of charge from the Investor Relations section of Lawson’s website at www.lawsonproducts.com/company-info/investor-relations, or by contacting Lawson’s Investor Relations Department by email at Investors@lawsonproducts.com or by telephone at 773-304-5050.

Participants in the Solicitation

Lawson and its directors and executive officers may be deemed, under SEC rules, to be participants in the solicitation of proxies from Lawson’s stockholders in connection with the proposed transactions. Information about Lawson’s directors and executive officers and their direct and indirect interests in Lawson, by security holdings or otherwise, is included in Lawson’s Annual Report on Form 10-K for the year ended December 31, 2020, which was filed with the SEC on February 26, 2021, in its proxy statement for its 2021 annual meeting of stockholders, which was filed with the SEC on April 1, 2021, and in other documents filed by Lawson with the SEC. To the extent holdings of Lawson’s securities by such participants are not reported in, or have changed since the amounts disclosed in, the proxy statement for Lawson’s 2021 annual meeting of stockholders, such changes have been reflected on Initial Statements of Beneficial Ownership of Securities on Form 3 and/or Statements of Changes in Beneficial Ownership on Form 4 subsequently filed with the SEC. Additional information regarding Lawson’s directors and executive officers, including their interests in the proposed transactions, will be contained in the proxy statement and other relevant documents to be filed with the SEC when they become available. These documents may be obtained free of charge using the sources indicated above.

BEST-IN-CLASS SPECIALTY DISTRIBUTION HOLDING COMPANY



LAWSON Products



Gexpro[®]
Services



TestEquity

Strategic Merger Presentation

December 2021

Additional Information about the Proposed Combination and Where to Find It

In connection with (i) the proposed transactions between Lawson Products, Inc. ("Lawson"), TestEquity Acquisition, LLC ("TestEquity") and LKCM TE Investors, LLC (the "TestEquity Equityholder"), including the proposed merger of TestEquity with a subsidiary of Lawson, with TestEquity surviving the merger as a wholly-owned subsidiary of Lawson, and the issuance of Lawson common stock to the TestEquity Equityholder in connection therewith, and (ii) the proposed transactions between Lawson, 301 HW Opus Holdings, Inc. ("Gexpro Services") and 301 HW Opus Investors, LLC (the "Gexpro Services Stockholder"), including the proposed merger of Gexpro Services with a subsidiary of Lawson, with Gexpro Services surviving the merger as a wholly-owned subsidiary of Lawson, and the issuance of Lawson common stock to the Gexpro Services Stockholder in connection therewith, Lawson plans to file relevant materials, including a proxy statement on Schedule 14A, with the Securities and Exchange Commission (the "SEC"). The definitive proxy statement (when available) will be disseminated to stockholders of Lawson entitled to vote on the proposed transactions. **LAWSON STOCKHOLDERS ARE URGED TO READ CAREFULLY AND IN THEIR ENTIRETY THE PROXY STATEMENT (INCLUDING ANY AMENDMENTS OR SUPPLEMENTS THERETO AND ALL DOCUMENTS INCORPORATED BY REFERENCE THEREIN), AND ANY OTHER RELEVANT DOCUMENTS THAT ARE FILED OR MAY BE FILED WITH THE SEC, IF AND WHEN THEY BECOME AVAILABLE BECAUSE THEY WILL CONTAIN IMPORTANT INFORMATION.** Stockholders will be able to obtain free copies of the proxy statement (when available) and other relevant documents filed by Lawson with the SEC from the SEC's website at www.sec.gov. In addition, the proxy statement (when available) and other relevant documents filed by Lawson with the SEC may also be obtained free of charge from the Investor Relations section of Lawson's website at www.lawsonproducts.com/company-info/investor-relations, or by contacting Lawson's Investor Relations Department by email at Investors@lawsonproducts.com or by telephone at 773-304-5050.

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Cautionary Note Regarding Forward-Looking Statements

This document contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, that involves risks and uncertainties. The terms "anticipate," "believe," "contemplates," "continues," "could," "ensure," "estimate," "expect," "forecasts," "if," "intend," "likely," "may," "might," "objective," "outlook," "plan," "positioned," "potential," "predict," "probable," "project," "shall," "should," "strategy," "will," "would," and other words and terms of similar meaning and expression are intended to identify forward-looking statements. Forward-looking statements can also be identified by the fact that they do not relate strictly to historical or current facts. Such forward-looking statements are based on current expectations and involve inherent risks, uncertainties and assumptions, including factors that could delay, divert or change any of them, and could cause actual outcomes to differ materially from current expectations. Lawson can give no assurance that any goal or plan set forth in forward-looking statements can be achieved and Lawson cautions readers not to place undue reliance on such statements, which speak only as of the date made. Lawson undertakes no obligation to release publicly any revisions to forward-looking statements as a result of new information, future events or otherwise. Actual results may differ materially from those projected as a result of certain risks and uncertainties. Certain risks associated with Lawson's business are also discussed from time to time in the reports Lawson files with the SEC, including Lawson's Annual Report on Form 10-K for the fiscal year ended December 31, 2020, Lawson's Quarterly Reports on Form 10-Q and Lawson's Current Reports on Form 8-K. In addition, the following factors, among others, could cause actual outcomes and results to differ materially from those discussed in the forward-looking statements:

- the possibility that the mergers will not be consummated or delays in consummating the mergers;
- the possibility that the closing conditions set forth in either of the merger agreements will not be satisfied, including among others (1) receipt of the required stockholder approvals and (2) receipt of the necessary regulatory approvals required to permit the mergers;
- unanticipated difficulties or expenditures relating to the mergers; and
- any problems arising in combining the businesses of Lawson, TestEquity and Gexpro Services, which may result in the combined company not operating as effectively and efficiently as expected.

STRATEGIC COMBINATION OVERVIEW

Holding Company



Bringing Three Leading High-Touch, Highly-Entrenched, Specialty Distribution Companies Together

LAWSON Products

- Leading North American vendor managed inventory distributor of C-parts to the MRO aftermarket customers
- Embedded with customer operations via unique high-touch VMI model
- 90,000+ customers with daily or weekly contact
- 1,200+ sales reps providing on-site solutions
- Strong mix of highly engineered private label products

Gexpro
Services

- Leading global provider of C-parts and supply chain services to OEM production suppliers
- Best-in-class sourcing and services capabilities
- Tailored VMI and kitting supply-chain services for the most discerning global OEMs
- Strong industry tailwinds in key renewables and technology markets
- Long-term customer partnerships with embedded supply chains
- Actionable acquisition pipeline

TestEquity

- Leading independent North American Test & Measurement distributor
- Secular tailwinds from 5G and electrification
- Built-in organic growth with service and calibration capabilities
- Sticky customer relationships due to robust, highly specialized solder product offering
- Highly evolved digital strategy leverageable across the platform
- Actionable acquisition pipeline

✓ Improved Capabilities

✓ More Durable through Cycles

✓ Increased Profitability

✓ Accelerated Growth Opportunities

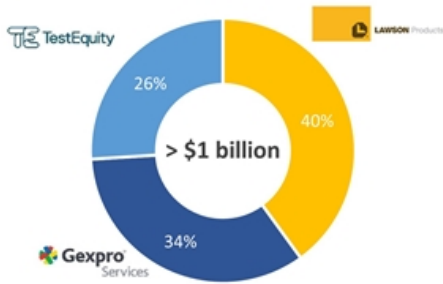
Strategic Combination Highlights

- All-stock transaction creates high shareholder and management alignment. Long-term focused, value-added active shareholders with best-in-class distribution resources and proven experience perfectly aligned with public shareholders
- Holding Company to operate as a family of strategic distribution platforms, with ability to cross-sell product portfolios and customer bases
- Opportunistically gain operating leverage through selective shared G&A spend without disrupting customer-facing elements of each business
- Well-positioned and resourced to aggressively execute on actionable M&A pipeline with a strong balance sheet and enhanced free cash flow
- Capital and capabilities to leverage best-in-class technology, supply chain and other teams across the platform for greater organic growth

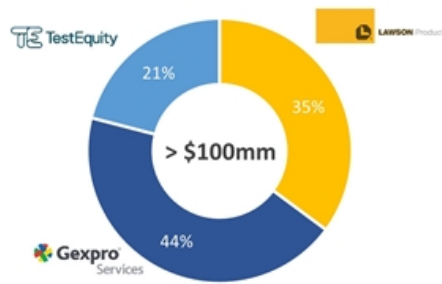
ESTIMATED PRO FORMA FINANCIALS & OWNERSHIP



Revenue⁽¹⁾



Adjusted EBITDA⁽¹⁾

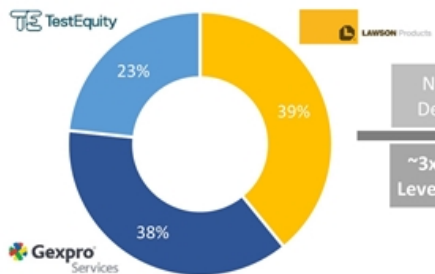


Free Cash Flow ⁽¹⁾⁽²⁾

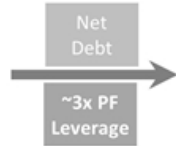
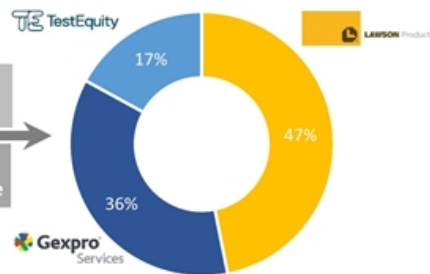


Valuation & Pro Forma Ownership⁽³⁾⁽⁴⁾

Enterprise Value Allocation



Pro Forma Equity Ownership %



(1) Financial information represents pro forma calendar year 2021 estimated results, including acquisitions with executed purchase agreements or letter of intent as of the signing date

(2) Free Cash Flow calculated as Adjusted EBITDA – Capital Expenditures

(3) Enterprise Values and Pro Forma Ownership include value allocation for acquisitions under a binding purchase agreement as of the signing, net of cash needed to consummate such acquisitions

(4) Enterprise Values and Pro Forma Ownership exclude Holdback Shares, which may be issued to Gexpro Services & TestEquity post-closing upon achievement of certain objectives in the merger agreements

POSITIONED FOR SUSTAINABLE GROWTH



Durable Business with Diverse Demand Drivers

- ✓ Exposure to production + maintenance demand smooths cyclical impacts
- ✓ 120,000+ customers with highly embedded customer services
- ✓ Significant end market diversity across North America, Europe and Asia
- ✓ World-class global supply chain capabilities across the platform
- ✓ Leverage global salesforce, facilities, sourcing and technology capabilities
- ✓ Low financial leverage provides for downside protection and significant acquisitive growth potential

Above Market Organic Growth



Accretive Acquisition Opportunity



Operational Initiatives

Embedded Growth and Improvement Opportunities

- Increase wallet share (cross-selling / lead sharing)
- Growing end markets (IoT, semiconductor, renewables)
- Leverage best-in-class services (VMI, sourcing, logistics)
- Expand digital capabilities across the platform
- \$57 billion combined market
- Highly fragmented industries
- Track record of accretive acquisitions
- Leverage common processes and functions
- Facility sharing / consolidation
- Benefits of scale



(1) Financial information represents pro forma calendar year 2021 estimated results, including acquisitions with executed purchase agreements or letter of intent as of the signing date

SIGNIFICANT ACQUISITION OPPORTUNITIES ACROSS LARGE, HIGHLY FRAGMENTED MARKETS



Significant Momentum with Recent Acquisitions ...



- Sizeable “DNA match” acquisition for Lawson platform
- Highly accretive with significant cost synergies
- Completed August 2020



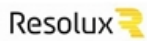
- Tuck-in acquisition for Gexpro Services
- Complementary value-added fabrication capabilities
- Significant commercial synergies
- Completed June 2021



- European expansion for TestEquity platform
- Important expansion in partnership with key suppliers
- Further penetration into Telecom/5G market
- Completed July 2021



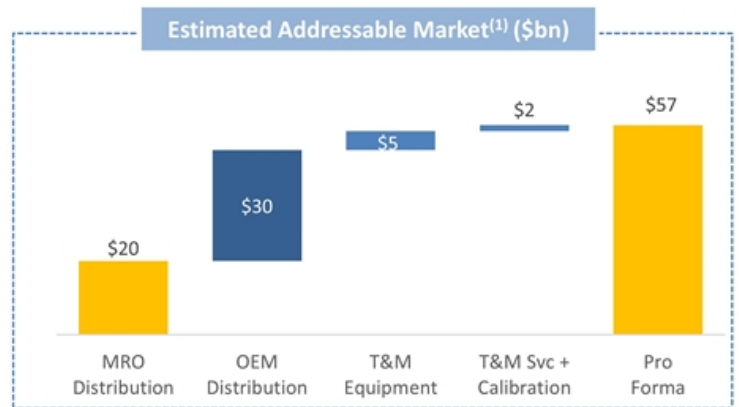
- Strategic expansion into Canada & Mexico for GS
- Loyal customer base with high service levels
- Ability to serve existing customers in new markets
- Completed November 2021



- Leading global renewables supplier (GS acquisition)
- Longstanding relationships with global wind OEMs
- Establishes Gexpro Services as a true global player
- Signed November 2021, expected to close Jan 2022

... With an Active Pipeline in Multiple Attractive Markets

- ✓ Well-respected brands viewed as credible acquirors with longstanding relationships in massive markets
- ✓ Highly fragmented with hundreds of small regional competitors across end markets with limited succession planning
- ✓ Significant scale benefits including more advanced (and lower cost) global sourcing, ability to leverage customer relationships and technology globally



(1) Market size represent management estimates and apply to specific categories offered by the specific companies in each market

HIGHLY ATTRACTIVE TO LAWSON SHAREHOLDERS



- ✓ Highly accretive
- ✓ Scale to invest in organic and acquisitive growth strategies
- ✓ Focus on end markets with long-term secular growth
- ✓ Platform Focus on Asset-Light, High ROIC Businesses
- ✓ Larger, more actionable acquisition opportunity to reinvest cash

>20% Accretive

To Cash EPS in 2022⁽¹⁾

\$100mm+ EBITDA

To Reinvest in Growth Initiatives



Technology IoT Renewables

85%+

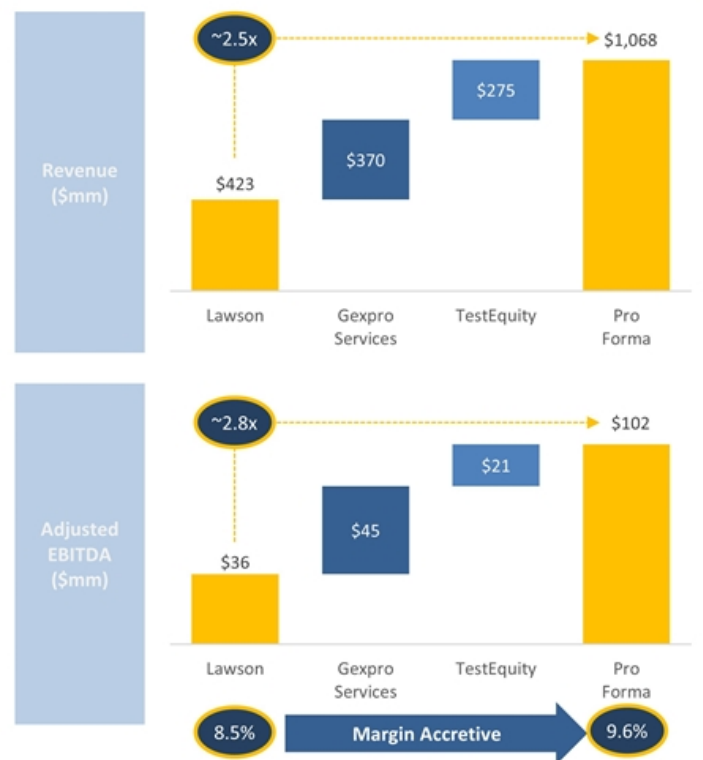
Free Cash Flow Conversion⁽²⁾

Leading Acquiror

\$57bn
Addressable
Market⁽³⁾

Thousands of
Actionable
Opportunities

Significantly Increased Scale⁽⁴⁾



(1) Cash EPS calculated as (Net Income (excluding potential transaction fees) + Depreciation & Amortization) / Fully Diluted Shares Outstanding

(2) Free Cash Flow Conversion calculated as (Adjusted EBITDA - Capital Expenditures) / Adjusted EBITDA

(3) Market size represent management estimates and apply to specific categories offered by the specific companies in each market

(4) Financial information represents pro forma calendar year 2021 estimated results, including acquisitions with executed purchase agreements or letter of intent as of the signing date

TRANSACTION OVERVIEW



Transaction Structure

- All-stock transaction with LKCM and affiliates retaining significant ownership
- Enterprise Value allocated at equal Enterprise Value /2021E EBITDA multiples
- Pro Forma Equity Ownership⁽¹⁾: 47% Lawson, 36% Gexpro Services, 17% TestEquity

Leadership & Governance

- Existing Lawson Board of Directors to remain intact
- Voting Agreement entered into between LKCM and Lawson Products
- Lawson, TestEquity and Gexpro Services will continue to be led by their existing senior management teams

Approvals & Timing

- Unanimously approved by the Lawson, Gexpro Services and TestEquity Boards of Directors, each of which received fairness opinions
- Transaction subject to approval of a majority of the disinterested Lawson shareholders present at a stockholders meeting
- Transaction subject to regulatory approvals and other customary closing conditions
- Expected closing in Q2 2022

(1) Pro Forma Equity Ownership excludes Holdback Shares, which may be issued to Gexpro Services & TestEquity post-closing upon achievement of certain objectives in the merger agreements



Privately owned SEC-registered investment advisor
 Founded in 1979 with over 50 investment professionals
 ~\$25 billion of assets under management (9/30/21)
 Primarily long-term, long-equity focused for taxable individuals and families



Private equity arm of LKCM
 Over 100 years of collective private equity experience
 LKCM, GP and affiliates are largest investor (1/3rd of capital)
 Flexible mandate with focus on U.S. lower mid-market buyouts
 More than \$2.0 billion of committed private capital

In addition to decades of investing in public distribution companies, LKCM, Headwater and their affiliates have significant experience investing in private distribution companies

Current		<ul style="list-style-type: none"> Value-added distributor specializing in designing and implementing supply chain solutions / VMI for OEM customers
		<ul style="list-style-type: none"> Leading provider of building automation, controls and gas detection solutions for the commercial buildings market
		<ul style="list-style-type: none"> Value-added instrumentation, controls, and automation distributor with engineering and service capabilities
		<ul style="list-style-type: none"> Largest North American specialty distributor of electronic T&M equipment and production supplies
Former		<ul style="list-style-type: none"> North America's leading value-added distributor and service provider of mission-critical communication solutions
		<ul style="list-style-type: none"> High growth value-added distributor, packager and re-packager of generic pharmaceuticals
		<ul style="list-style-type: none"> Provider of supply chain solutions and distributor of indirect materials primarily to manufacturers
		<ul style="list-style-type: none"> Leading value-added instrumentation and valve distributor based in the Gulf Coast business

LKCM HEADWATER & MANAGEMENT ALIGNMENT WITH SHAREHOLDERS



- LKCM, its affiliates and management receive no cash proceeds and sell no shares in combination
- LKCM, its affiliates and management maintain a substantial investment in the holding company (~75%)
- LKCM and affiliates receive no financial compensation for oversight activities and other efforts
- Bryan King remains Chairman of the Board on an unpaid basis

Illustrative Pro Forma Equity Ownership⁽¹⁾

- ✓ LKCM & Affiliates increasing ownership from 48% to 65% of pro forma outstanding shares
- ✓ Lawson, Gexpro Services & TestEquity management teams represent up to ~10% of pro forma outstanding shares

Shareholder Group	Pre-Transactions			No Earnout Post-Transactions			Max Earnout Post-Transactions		
	Lawson	Gexpro Services	TestEquity	Lawson	Gexpro Services	TestEquity	Lawson	Gexpro Services	TestEquity
LKCM & Affiliates	48%	79%	75%	64%	-	-	65%	-	-
Others	50%	4%	14%	27%	-	-	26%	-	-
Management	2%	17%	11%	9%	-	-	10%	-	-

(1) Ownership includes direct and indirect ownership

HOLDING COMPANY INVESTMENT SUMMARY



- Combined estimated pro forma annual revenue of more than \$1 billion and combined estimated pro forma annual adjusted EBITDA of more than \$100 million⁽¹⁾
- Balanced mix of production (OEM) and maintenance/aftermarket (MRO) serving 120,000+ longstanding customers reduces cyclical impacts of short- and long-term demand drivers
- Ability to enhance long-term organic growth rates through offering more products and services to each company's customers, many of which are experiencing secular tailwinds
- Robust acquisition pipeline with active negotiations with several accretive targets likely to close in the next 6 to 18 months
- Enhanced product sourcing opportunities including private label opportunities while expanding channels to market
- Ability to leverage best practices, back-office resources and technology across the platform to help drive operating efficiencies and leverage shared solutions
- Long-term investor with distribution focus as strategic partner with long-term investment horizon to compliment best-in-class, well-aligned management teams focused on growing their businesses together
- Asset-light business model with keen focus on generating high returns on invested capital
- Pro forma debt to adjusted EBITDA of approximately 3x at closing

(1) Financial information represents pro forma calendar year 2021 estimated results, including acquisitions with executed purchase agreements or letter of intent as of the signing date

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