

March 27, 2020

INFORMATIONAL ANNOUNCEMENT - COVID-19 VIRUS

To My Fellow Co-Workers:

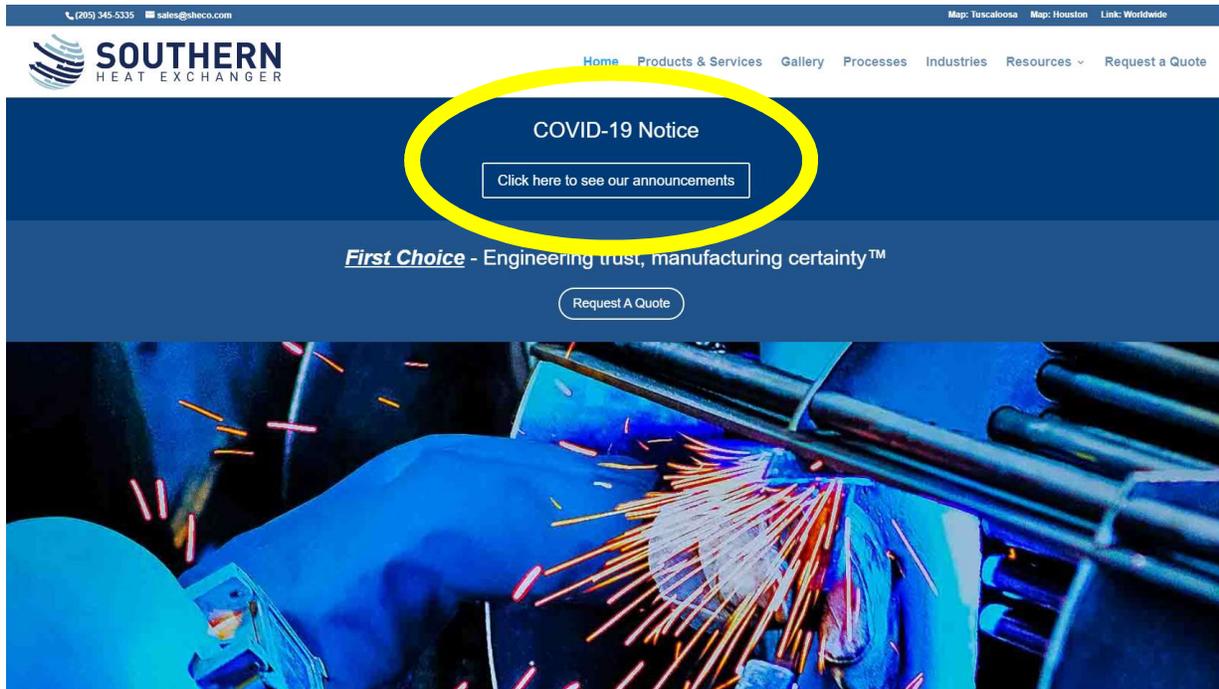
First, I want to give you all an update on our employees currently affected in some form or fashion by the COVID-19 virus. Currently one employee is back to work and we have four employees under mandatory or self-imposed quarantine:

- Employee 1 (Tuscaloosa Hourly) is back to work as of today, March 27, 2020.
- Employee 2 (Tuscaloosa Hourly) remains under self-imposed quarantine as of March 21, 2020 as his friend may have been exposed via his work (IT worker). We are still waiting on testing results before a decision to return to work is made. If the employee shows no symptoms as of March 31, 2020, he will return to work April 1, 2020.
- Employee 3 (Skiatook Hourly) under self-imposed quarantine as of March 25, 2020, due to his spouse possibly being exposed at her place of employment (hospital). It has been determined that his spouse was not exposed to the virus and he will be back at work on March 30, 2020.
- Employee 4 (Tuscaloosa Salary) under self-quarantine as of yesterday, March 26, 2020, as his adult son is being tested for COVID-19. Employee has been ordered to remain home until test results are made available.
- Employee 5 (Skiatook Hourly) under self-imposed quarantine as of yesterday, March 26, 2020, by his doctor. He is being tested and has been ordered to stay home until results are made available.

I want to extend my personal thanks to every one of those employees mentioned above that communicated their situation with us immediately. They did the right thing and helped protect all of us from this pernicious virus.

Second, all of Tuscaloosa should have received or seen my letter from last night regarding the City of Tuscaloosa 24 hour curfew that starts this weekend and goes through midnight, April 11, 2020. As noted in my letter, and in previous communications, all our employees, at all four of our locations, are exempted from State and Local orders such as this given our Company's Essential Critical Workforce designation by the US Department of Homeland Security.

Finally, everyone now has access to all COVID-19 communications issued to employees and customers. Please go to www.sheco.com and there you will see the following link at the top of the page.



Click on this link and it will take you to a list of all the communications issued since February 28, 2020. A big thank you goes out to Keith Austin and Ryan Fleming for this. Keith has been after me to improve our ability to communicate with our employee's families and it finally made its way through my thick skull last night. I think he may have hurt his hand pounding on my head!! 😊 Ryan got this up and running in less than 24 hours and did a fantastic job – well done!! Also, Ryan will have the same link up and running at www.worldwidehx.com later this evening.

As always, if there are any questions you would like addressed, please submit them to your HR representative in writing and we will answer them as quickly as possible. We will issue another update next week.

Thank you and be safe and say well.



Bob Giammaruti
Chief Executive Officer