

April 2, 2020

INFORMATIONAL ANNOUNCEMENT - COVID-19 VIRUS

To My Fellow Co-Workers:

I find it very, very sad I have to write this communication but it is necessary based on information I received late yesterday with respect to some of our employees. One would think with all the information floating around these days about Social Distancing and the other CDC Guidelines individuals would “get it”. Obviously from what is to follow many still do not.

SHECO Industries (Southern Heat Exchanger, Worldwide Exchanger and Worldwide Air Cooler) employees and management have and are working hard to try and provide the safest environment we can so those of you that have to come to one of our four locations to work, are protected from the COVID-19 Virus to the best of our ability. This effort **must also extend to your time away from work to the best of your ability**. That means not hanging out with friends, and yes, even family members that do not live with you, on a weekend or after work as you do not know who **THEY** have been exposed to. The measures put in place by Federal, State and Local authorities are not for fun, they are there for a reason. You may not believe or accept that COVID-19 is that big a deal – fine, that is your right as an American Citizen. What is **NOT** your right is to potentially put others in danger of contracting this virus and putting them out of work, and by extension denying them a pay check, by your careless actions. That is simply irresponsible and unacceptable behaviour by a mature, adult individual.

We are **ALL** lucky to be able to come to work and earn a pay check to support our families. There are fellow Americans across our country that are out of work due to COVID-19 and have no pay check coming in with rent, mortgages, etc. due with little to no way to pay them. So, I am asking each of you to practice, to the best of your ability, away from work what we are practicing to the best of our ability at work: the Social Distancing (including the six foot halo rule) and other CDC guidelines as mentioned in numerous prior communications.

Again, it makes me very, very sad to have to write something like this. For those of you that are doing what you should be doing away from work, this message is **not** for you. Please continue what you are doing and you have my sincere thanks and appreciation for all your efforts.

For those of you who are not doing what you should be doing away from work, please make a conscious choice to either a) abide by the established CDC safety guidelines or b) submit your notice of resignation, because I am sure that your co-workers want everyone they work with vested in maintaining a healthy COVID-19 free workplace.

If there are any questions on what I wrote, please feel free to contact me or HR in writing or by phone and I/we will be more than happy to explain and expand on this letter with you directly.

Thank you.

A handwritten signature in black ink, appearing to read "Bob Giammaruti". The signature is stylized and cursive.

Bob Giammaruti
Chief Executive Officer