

April 3, 2020

INFORMATIONAL ANNOUNCEMENT - COVID-19 VIRUS

To My Fellow Co-Workers:

I want to give you all an update on our employees currently affected in some form or fashion by the COVID-19 virus.

- Employee 4 (Tuscaloosa Salary) under self-quarantine as of 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. No results as of this writing. Employee does not have symptoms and will remain at home until he meets the CDC guidelines for return.
- Employee 5 (Skiatook Hourly) under self-imposed quarantine as of March 26, 2020, by his doctor. He is being tested and has been ordered to stay home until results are made available. No results as of this writing.
- Employee 6 (Tuscaloosa Hourly) under self-quarantine as of April 2, 2020. He and his spouse had contact with a family member not living with them on March 26, 2020 and was told that family member tested positive on March 27, 2020. Employee does not have symptoms and will remain at home until he meets the CDC guidelines for return.

Again, I want to extend my personal thanks to every one of those employees mentioned above that communicated their situation with us immediately.

It has also come to my attention that Governor Ivey of Alabama will have issued a stay at home order on or about the time this letter is sent out. I will be looking at the order with our legal counsel and advise those employees in Tuscaloosa if it affects our current exempt status in any way either later tonight or tomorrow.

Finally, as we head into the weekend, I cannot stress how important it is to practice Social Distancing (including the six foot halo rule) and other CDC guidelines as mentioned in numerous prior communications. **Every employee of SHECO Industries has an obligation to both their family and their co-workers to do everything to the best of your ability to fight this highly contagious virus.**



Thank you and be safe and stay well.

A handwritten signature in black ink, appearing to read "Bob Giammaruti", written in a cursive style.

Bob Giammaruti
Chief Executive Officer