

April 7, 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. To date, six of our quarantined employees have returned to work and two more employees have been added to the list below.

- Employee 4 (Tuscaloosa Salary) under self-quarantine since March 26, 2020, as his adult son was tested for COVID-19. Test results were negative and the employee has returned to work April 6, 2020.
- Employee 5 (Skiatook Hourly) under self-imposed quarantine as of March 26, 2020 by his doctor. His test came back negative and will return to work today, April 7, 2020.
- 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 is scheduled to return to work on April 7, 2020.
- Employee 7 (Tuscaloosa Hourly) has been told to stay home from work as his spouse, who works in a doctor's office, has been instructed to quarantine at home. One of the spouse's co-workers in the office has tested positive for COVID-19 and two other of her co-workers are being tested as well due to developing symptoms. A co-worker's mother at the same doctor's office has also tested positive for COVID-19. Employee will stay at home away from work until quarantine is completed and no symptoms are present.
- Employee 8 (Tuscaloosa Hourly) has been told to stay home as his spouse was sent home yesterday by her employer and asked to take the COVID-19 test which she also did yesterday. Both the employee and his spouse will be self-quarantined until the test results are back.

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



As we enter the next few weeks where the cases of COVID-19 are expected to peak, it is important that every employee of SHECO Industries do everything to the best of your ability to fight this highly contagious virus. Please continue to follow the Social Distancing and CDC Guidelines both at work and away from work.

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