

April 13, 2020

INFORMATIONAL ANNOUNCEMENT - COVID-19 VIRUS

To My Fellow Co-Workers:

I hope everyone enjoyed the Easter weekend despite the limitations placed with respect to gatherings due to COVID-19 stay at home/curfew orders. I want to give you all an update, since the last one on April 7, on our employees currently affected in some form or fashion by the COVID-19 virus.

- Employees 1 thru 6 have all returned to work.
- Employee 7 (Tuscaloosa Hourly) has been told to stay home from work on April 6, 2020 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) was told to stay home as his spouse was sent home April 6, 2020 by her employer and asked to take the COVID-19 test which she did. Test result came back negative on April 10, 2020. Employee returned to work today, April 13, 2020.
- Employee 9 (Houston Salary) has self-quarantined as of April 8, 2020 after having several days of up and down temperatures (all within normal range) and allergy like symptoms. He was given a COVID-19 test out of an abundance of caution. No results as of this writing and employee is continuing to self-quarantine.
- Employee 10 (Skiatook Hourly) spouse was verbally notified on April 12, 2020 by her employer (a daycare) that an employee who works there has tested positive for COVID-19. Employee's spouse has been instructed to stay off work for the next 3-days while they completely clean the daycare. At this time, employee has been instructed to self-quarantine for the next 3-days until further instructions are provided.

Again, I want to continue 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 it helps us contain this pernicious virus.



Manufacturing operations at SHECO Industries (Southern Heat Exchanger, Worldwide Exchangers, and Worldwide Air Coolers) are continuing in all four (4) of our plants and all office activities continue either on site or remotely as roles dictate. We continue to operate based on the US Department of Homeland Security CISA guidance on Critical Infrastructure as the employees of SHECO Industries fall under the Critical Manufacturing description. 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