

June 15, 2020

INFORMATIONAL ANNOUNCEMENT - COVID-19 VIRUS

To My Fellow Co-Workers:

It is my duty to report that we have our first case of an employee testing positive for COVID-19.

- Employee 20 (Tuscaloosa Salary) He received a COVID-19 test on Thursday June 11, 2020 as part of the testing done last week with respect to Employee 16. Earlier this morning, June 15, 2020, we received word that his test came back positive for COVID-19. Employee 20 has been instructed to self-quarantine at home for the next fourteen (14) days starting today. Currently Employee 20 is asymptomatic and will be receiving a second COVID-19 test for confirmation purposes.

Contract tracing going back to Monday, June 8, 2020 revealed that several individuals may have come within direct contact (< 6 feet) with Employee 20. Therefore, out of an abundance of caution, I have made the decision to shut down all Tuscaloosa Plant 1, 2 and 3 operations effective Noon today, June 15, 2020 until further notice. Randall Wormley will be sending a follow up communication to this one shortly with additional instructions.

Additional updates will be forthcoming as information is available. If there are any questions, please do not hesitate to contact Randall or myself.

Thank you.

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

Bob Giammaruti
Chief Executive Officer