

June 17, 2020

INFORMATIONAL ANNOUNCEMENT - COVID-19 VIRUS

To My Fellow Co-Workers:

I wanted to provide everyone an update with respect to our situation in Tuscaloosa.

- Employee 16 (Tuscaloosa Salary) is under self-quarantine and as of this writing he and his family continue to be asymptomatic.
- Employee 20 (Tuscaloosa Salary) is under self-quarantine and as of this writing he and his family continue to be asymptomatic. He took a second COVID-19 test for confirmation purposes earlier this week and those results were negative. Given he has received both a positive and negative result and after consulting with the local CDC in Birmingham, AL a third test was administered today and the results were negative. Thus, Employee 20 has been cleared to return to work tomorrow, June 18, 2020.

I also want to set the record straight with respect to comments that were made by some employees upon learning of his (Employee 20) positive result earlier this week. During our discussions last week with respect to Employee 16 and the subsequent COVID-19 tests that were performed, 1) given the test result from Employee 16 was negative, Employee 20 was not infected via this person and, 2) we decided to test Employee 20 even though after performing the contact tracing it was determined it would be highly unlikely he would have been infected by Employee 16, which in the end he was not.

Thus, the moral of the story is this – if you are actually infected with COVID-19, it is highly likely you will never know with a very high level of certainty who infected you. Therefore, that is why we made the decision to temporarily cease our Tuscaloosa shop operations and test everyone. This way we will know who has the COVID-19 virus and who does not at this moment in time. Test results have begun to come in today and of this writing, we have not had anyone test positive. None the less, we are having the Tuscaloosa facilities sanitized by Alabama Restoration as a precaution this Thursday morning, June 18, 2020.

All Tuscaloosa facilities will reopen at 7:00 AM this Friday June 19, 2020 and only those employees with negative COVID-19 test results will be permitted on Company property – no exceptions. If you had a positive test result for COVID-19 HR will be contacting you with further instructions.

Additionally, policy changes with respect to face coverings, transit of employees between shops/offices, periodic COVID-19 testing and other mitigation measures will be forthcoming today and in the in the coming days. These policies are being put in place to avoid any future temporary shutdown and thus will be mandatory – no exceptions.

A temporary cessation of operations like this is expensive but it was the right thing to do. That said, we learned what was, and what was not working and have moved rapidly to up our game in this area. It will take everyone's commitment and cooperation to make this work and I am sure we will receive the full cooperation needed from each and every one of you without exception.

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