

June 22, 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. But before I do that, I hope all the fathers in the SHECO organization had a very Happy Father's Day.

As you all know, last week was eventful to say the least. As a result of a positive (later determined to be negative) COVID-19 test, Tuscaloosa operations were suspended at approximately 10:00 AM this past Monday June 15. Employees that were on company property on or after June 8, 2020 were then tested for COVID-19 on Tuesday and Wednesday. On Thursday, shop, offices and company vehicles were sanitized by Alabama Restoration. Finally, Tuscaloosa operations resumed at 7:00 AM Friday, June 19. Results of the testing were as follows:

- COVID-19 tests performed = 95
- COVID-19 tests negative = 93
- COVID-19 tests pending = 1
- COVID-19 tests positive = 1

It should be noted that the positive test result noted above was not Employee 20, but one of our Tuscaloosa shop employees. So in the end, what we did this week was the right thing to do, despite the large cost and operational disruption, as the one individual who tested positive could have infected others without knowing it, making it much, much worse.

The following is an update on the status of our employees affected one way or another by COVID-19:

- Employee 16 (Tuscaloosa Salary) remains in self-quarantine.
- Employee 20 (Tuscaloosa Salary) eventually tested negative for COVID-19 earlier this week and was cleared to return to work.

- Employee 23 (Tuscaloosa Salary) son (who lives with him) was exposed to a co-worker who tested positive for COVID-19. Test results for employee's child were negative and employee is cleared to return to work.
- Employee 24 (Tuscaloosa Salary) daughter (who lives with him) tested positive for COVID-19 on June 17. Employee, who tested negative for COVID-19 on the same day, will be self-quarantining until June 30, 2020. Authorization to return to work will be provided once he is cleared per the CDC guidelines.
- Employee 25 (Tuscaloosa Salary) son (who lives with her) tested positive for COVID-19 on June 17. Employee, who tested negative for COVID-19 on the same day, will be self-quarantining until June 30, 2020. Authorization to return to work will be provided once she is cleared per the CDC guidelines.
- Employee 26 (Tuscaloosa Hourly) tested positive for COVID-19 as part of our testing earlier this week. Employee will be self-quarantining until June 30, 2020. Authorization to return to work will be provided once he is cleared per the CDC guidelines.
- Employee 27 (Houston Hourly) was in contact with an individual on June 12, 2020 who later tested positive for COVID-19. Employee was tested and his results came back negative. Employee will remain self-quarantined for an additional 7-days. If employee does not have symptoms and remains temperature free 72-hours prior to June 29, employee will return to work.
- Employee 28 (Sapulpa Salary) received a COVID-19 test as standard protocol prior to outpatient surgery and tested positive on Wednesday June 17. Employee will be self-quarantining until June 30, 2020. Authorization to return to work will be provided once he is cleared per the CDC guidelines.
- Employee 29 (Sapulpa Salary) was in direct contact (< 6 feet) with Employee 28 and received a COVID-19 test on Thursday June 18. Test results were negative and the employee is cleared to return to work.
- Employee 30 (Sapulpa Salary) was in direct contact (< 6 feet) with Employee 28 and received a COVID-19 test on Thursday June 18. Test results were negative and the employee is cleared to return to work.

So, as you can see from the above, our battle with COVID-19 is far from over as just this week we added eight (8) more employees to the list. Using the analogy of a football game, we are only through the first quarter with three more to go, and perhaps even overtime. Until an effective vaccine is found, distributed and widely used here in the US, we will be dealing with this pernicious virus for at least nine (9) more months, perhaps more. So in my opinion, the last three (3) months have been easy as compared to what we all face in the coming months as we re-open businesses across the US.

As part of our efforts to mitigate the spread of the virus in our four locations and prevent any future shutdowns, a mandatory face covering policy went in to effect this past Wednesday, June 17. Additional policies, protocols and measures to combat the virus at work are being developed and will be forthcoming in the coming days. Finally, we will remain at Level 3 of our COVID-19 response plan with those individuals that currently, or can, work from home will continue to do so until elementary, junior high school and high school resumes later this year.

It will take everyone's commitment to make this work and I am sure we will receive the full cooperation needed from each and every one of you without exception. 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".

Bob Giammaruti
Chief Executive Officer