

October 5, 2020

INFORMATIONAL ANNOUNCEMENT - COVID-19 VIRUS

To My Fellow Co-Workers:

The following is an update on the status of our employees affected by COVID-19. Updates are identified in **YELLOW** below. *(Note: the letter designation "A" means this is the second time the employee has been on this list).*

- **Employee 25A** (Tuscaloosa Salary) Employee was feeling ill over the weekend and received a COVID-19 test on September 19, 2020 which returned positive. Employee has been instructed to remain off work until further notice. Contact tracing was performed and it verified that the employee was following face covering and distance protocols while on Company property. Authorization to return to work will be provided once employee is cleared per the CDC guidelines.
- **Employee 51** (Tuscaloosa Hourly) Employee tested positive for COVID-19 on September 8, 2020 and has been instructed to remain off work until further notice. Contact tracing was performed and it verified that the employee was following face covering and distance protocols while on Company property. Authorization to return to work will be provided once employee is cleared per the CDC guidelines.
- **Employee 52** (Tuscaloosa Hourly) Employee's child tested positive for COVID-19 on September 14, 2020 and has been instructed to remain off work until further notice. Employee was last on company property September 11, 2020 and contact tracing verified that the employee was following face covering and distance protocols while on Company property. Authorization to return to work was provided on September 28, 2020 after employee received a negative COVID-19 test.
- **Employee 53** (Sapulpa Hourly) Employee was feeling ill and left work on September 8, 2020 and has remained off work since that time. Employee tested positive for COVID-19 on September 11, 2020 and has been instructed to remain off work until further notice. Contact tracing was performed and it verified that the employee was following face covering and distance protocols while on Company property. Authorization to return to work was provided on October 1, 2020 after employee received a negative COVID-19 test.

LET'S NOT GET COMPLACENT. Make sure you:

- Have access to sanitizer and wipes and/or a disinfectant in your home and work area,
- Are wearing appropriate face coverings (covering mouth **and** nose) when in close proximity (< 6 feet) to other people, and
- Maintain the appropriate person-to-person distancing (>= 6 feet).

It is important to stay vigilant and do the things that will help mitigate the spread of this pernicious virus.

Finally, if:

- Any person you have been in contact with over the last 10 days notifies you that they are sick with COVID-19 type symptoms, or
- Any person you have been in contact with over the last 10 days has been asked to take a COVID-19 test, or
- You have symptoms of COVID-19 yourself,

DO NOT REPORT TO WORK OR ENTER COMPANY PROPERTY!!!! Please stay home and contact HR and/or your supervisor for further instructions. Reporting to work and entering company property under these circumstances is **HIGHLY IRRESPONSIBLE** and puts the health and safety of your co-workers at risk.

That said, I want to personally thank all of the employees above and those in the past that have done the responsible thing and contacted their supervisor/HR and notified us of their situation. It is and will continue to be very much appreciated.

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