



4.16.2020

Good afternoon,

The management team at Haartz would like to keep everyone informed of important events which have an impact on our Company.

Haartz continues to retain all employees on the payroll, and is doing everything possible to maintain that status by taking advantage of the legislation recently signed into law to support employers and their employees. Emergency sick leave and emergency family leave has now been made available to all employees. Additionally, we are also still awaiting approval on a loan through the Paycheck Protection Program. If it is approved, Haartz will be provided with sufficient funding to maintain payroll for several weeks. The loan would eventually be repaid by the Federal government, not Haartz. At the moment, it appears that all of the funding for this program has been allocated to other companies, and we are waiting to hear if additional funding will be made available.

By now, most of us have heard all the stories on the news about layoffs and unemployment. The Haartz business has been severely impacted by the COVID-19 pandemic, with a virtual shutdown of the automotive market. The fact that everyone is still employed at Haartz is a testimony to the dedication and generosity of the Haartz family. Realistically, we cannot expect this generosity to be open-ended. It is critically important to receive funds from the Paycheck Protection loan.

While we are still in pending status for the loan, we have been working to help contain costs in other areas of our business. As a result, we have made the difficult decision to discontinue the Interactive Health Wellness program for the foreseeable future. While health and wellness are still very important to Haartz, our first priority is to protect jobs. Interactive Health will be keeping the online portal open through the end of the year which will allow you to access previous health evaluation information, online wellness workshops and more.

Our efforts have continued to develop and implement protocols for safe operations throughout the company. Although the government "stay at home" guidelines will be lifted eventually, there is no vaccine for COVID-19, and no widely-accepted treatment. We have to rely on these protocols to keep everyone as safe as possible. Through the hard work of many people, detailed procedures have been developed for regular disinfection of all frequently touched surfaces, social distancing, and routine procedures to enhance personal hygiene, including wearing appropriate protective equipment such as gloves and masks.

As some of you may have heard, we learned on Monday evening that one of our production associates tested positive for COVID-19. We were told that this was a result of exposure to a friend. More details on that situation will be provided separately.

Our sincere best wishes for the continued safety and good health to each of you and your loved ones.

Regards,

A handwritten signature in black ink, appearing to read "Mary Tighe".

Mary Tighe

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