

March 31, 2020

To: All Mol-Son Employees

Subject: Continued Full Pay Status after April 1, 2020

In our last announcement, dated March 25, 2020, we informed you that all of our hourly and salaried employees would continue to receive full pay and benefits through Wednesday, April 1, 2020.

Today we announce that all of you will continue to receive full pay and benefits without interruption beginning Thursday, April 2. No one has been laid off and there are no plans to lay off anyone in the future.

How long will this full pay status last?

- There are major variables we cannot control but our intent is that full pay status will carry through until we are back at full strength. We are in the process of applying for a Federal LOAN Program that, if approved, will generate sufficient resources to provide at least 8 weeks of full pay status. We are determined to find a path for all of us to survive. We will do everything we can to be up and running prior to the end of May. As loyal as you are to us, we commit to being loyal to you.

How about Unemployment?

- Do not file for unemployment. Unemployment is not available since you are receiving full pay. If you already applied for unemployment, your claim will be denied.

How about insurance premium and other payroll deductions (e.g., child support)?

- Since all of your health, welfare, and retirement benefits will continue without interruption, all employee payroll deductions for health, welfare and retirement plans will continue as is.
- Court ordered deductions will continue as usual.

When will employees actually return to work at the Mol-Son facility?

- The possibility that some areas of our production will need to restart earlier than others continues to exist. We are talking to our customers and working through the specifics. We will update you as soon as possible. Some of you may be contacted earlier than others.

Are the workplace facilities being cleaned?

- Despite the fact that there have been few reported cases of COVID-19 in our area, we have decided to make a precautionary investment and hired Taplin Group, LLC, a professional environmental remediation company. Taplin Group has worked on numerous local and national remediation projects. They began work today, March 31st. They will be professionally sanitizing and cleaning all Plants, Offices, Break Rooms, Shop space, etc. on our entire Mattawan campus. This is a precautionary disinfection that we feel is necessary to assure the continued safety, health, and well-being of all of us.

What new safety procedures will be in place?

- The number of workers present on our premises will be restricted to no more than is “strictly necessary” to perform permitted functions or operations.
- Work stations are being redesigned to keep employees and patrons a safe distance apart, to the maximum extent possible.
- Policies to prevent employees who display respiratory symptoms or who have had contact with other COVID-19 patients from entering the workplace will be implemented.
- You can expect other meaningful safety procedures and protocols to be implemented at Mol-Son

Final Words

We hope this Notice provides at least some degree of comfort to all of you in these very difficult times. The implementation of this announcement will no doubt involve some imperfections. We ask you to be patient in those instances. We will do our very best to be fair and loyal to you.

We continue to support and encourage you to do the right thing for your community, friends, co-workers, and family. This is not forever. Sacrifice in the short term to help our hospitals, health care workers, testing labs, and vulnerable elderly population can make a difference. Every action we take to control the spread is an act that saves lives.

Sincerely

Ron, Matt, & Chad