

July 10, 2020

To: All Mol-Son, Western Diversified Plastics (WDP), and Engineered Plastics Services (EPS) Employees
Subject: Status Update

We are pleased that production volumes are moving in the right direction; however, we continue to face many challenges and know we will work through these together as a team.

This is a constantly changing world we are living in right now. COVID-19 cases and deaths are rising once again in our area, our state and across our nation. We are all trying our best to do our part and keep everyone as safe as possible. Governor Whitmer spoke yesterday, and we echo a few of her and her colleagues' comments:

- Masks: "Without a vaccine, without a cure, a mask is the safest way to protect yourself from the spread of COVID-19, to protect your family from the spread of COVID-19, to protect your neighbors and co-workers, and to protect our economy from another potential step backwards." – Governor Whitmer.
- Practicing Social Distancing: Dr. Joneigh S. Khaldun, Chief Medical and Chief Deputy Director for Health for the Michigan Department of Health and Human Services, spoke to the fact that people should not gather in large social groups and stated "people are taking unnecessary risks."

We hope everyone takes these comments and recommendations seriously to protect all of us, our families and our friends.

Things are changing on a daily basis. We continue to investigate, upgrade, and implement best practices for employers to protect all employees. The topic of travel still poses a dilemma. Similar to the comments made in the press conference yesterday, we ask everyone to consider the risk of exposure to COVID-19 when making travel plans. We will continue to update you on best practices for traveling during these unprecedented times.

We are working diligently to identify and implement procedures to reduce the risk of exposure to COVID-19. If you have any questions or concerns, please don't let them linger. We want to encourage feedback during this process, so please let Human Resources or Management know. We have an open door.

As stated in a previous memo, there was one employee who tested positive for COVID-19 in Plant 13. We worked with the Public Health Department to respond and handle this properly. We will continue to work with public health officials and continue to keep everyone updated with pertinent information if there are any new confirmed COVID-19 cases.

Related to the paragraph above, we know it is common for people to not feel well with COVID-19 symptoms on a daily basis. In these times, we are trying to handle this with an abundance of caution and have these employees stay home. If there is a positive COVID-19 test we will immediately begin to work with the Public Health Department, inform all employees, and specifically work with those who have had close contact to the employee who tested positive.

Thank you all for your loyalty and support throughout this difficult time. This is not easy for any of us and we appreciate your understanding.

WE ARE STRONG TOGETHER

Thank you, Chad, Matt, Levi, Ron S, and Ron M.