



March 25, 2020

Re: Pavco response to COVID-19 - update

To our valued customers:

As the COVID-19 situation rapidly evolves in the U.S. and around the world, we would like to update you of changes in the preparedness plans Pavco has put in place to ensure our continued supply of superior products and services.

The operational guidelines announced March 20<sup>th</sup> remain in place as well as expanded quarantine triggers for our team, which extend to exposure of family/friends with symptoms of any illness.

Regional and state Governments of the United States are increasingly ordering complete shutdowns of personal and commercial daily life. Multiple states, including Ohio and Michigan (where Pavco's primary blending and distribution operations reside) have imposed the lockdown. Counties are also issuing similar lockdowns, including Mecklenburg County NC (where Pavco's Global Technical Center is located).

All of Pavco's blending, distribution, and Technical Centers located in Michigan, Ohio, North Carolina, Tennessee, and California are deemed essential business and operating at full capacity. We are following the CDC guidelines for safe practices as well as our own measures.

For reference, Pavco's Global Technical Center remains fully operational per item 20 of Mecklenburg County's Stay at Home Order:

*20. Manufacture, distribution, and supply chain for critical products and industries. Manufacturing companies, distributors, and supply chain companies producing and supplying essential products and services in and for industries such as pharmaceutical, technology, biotechnology, healthcare, chemicals and sanitization, waste pickup and disposal, agriculture, food and beverage, transportation, energy, steel and steel products, petroleum and fuel, mining, construction, national defense, communications, as well as products used by other Essential Businesses and Operations*

The Federal Government's definition of essential business also clearly pertains to Pavco and its supply chain, as referenced in the following link:

<https://www.cisa.gov/chemical-sector>

If you have any concerns, please contact any Pavco representative as soon as possible. Your business is very important to us and the more information we can exchange between us, the better we can manage any potential threats to business operations.

We are committed to providing you with up-to-date communication as circumstances evolve with our team members, suppliers, facilities or our logistics partners. We appreciate your patience as we work to prevent/mitigate any potential business challenges. I hope you and your families stay safe and stay diligent during these unprecedented times.

Sincerely,

***Scott Pavlish***

Scott Pavlish  
Chief Executive Officer  
Pavco Inc.