



March 20, 2020

To the Employees of CANTEX INC.

First and foremost, I want every employee to know that CANTEX is very concerned about you and your families during these very stressful and uncertain times.

CANTEX is closely monitoring the Coronavirus Pandemic that has affected our nation and the world. Officers of the company are meeting daily to review the conditions affecting our communities and our CANTEX facilities. We are staying informed of all new directives and recommendations being issued by Federal, State and local Governments. We do believe that new directives will be forthcoming. As new information is published, CANTEX plans to follow all necessary guidelines to protect our employees' safety and well-being.

At this time, CANTEX plans to continue the operations of the manufacturing plants and our distribution network. The demand for our product has remained very strong, but CANTEX will act appropriately to insure we are taking care of our employees and customers as events dictate.

During these uncertain times we ask that meetings conducted in the plants be only those that are "Business Critical". All safety meetings should be limited to groups no larger than 10 and adhere to the guidelines of 6' of distance between each participant. All non-"Business Critical" meetings should be canceled in our effort to minimize the risk of exposure and transmission or done as a conference call or video conference.

No outside visitors should be allowed in the plant unless approval is granted by an officer of the company. Contractors, vendors and other visitors are not allowed in the plants unless there is a "Business Critical" need. If this is the case, the visitor will be asked to complete a travel and wellness questionnaire provided by our Corporate HR Department before being granted access to our facilities. This completed form must be emailed to rgameson@cantexinc.com

CANTEX will periodically post messages to our employees on bulletin boards and on our company's website cantexinc.com. Click on "Resources" and then "Employee Message Board".

Our hope is that the action being taken by our government and by every individual will keep this pandemic short lived and allow us to return quickly to our normal way of life. Be well, and know that you can reach out to us with your concerns at any time until this difficulty passes.

Sincerely,

A handwritten signature in black ink, appearing to read "David Merker". The signature is fluid and cursive, written over a light blue horizontal line.

David Merker
President
CANTEX INC.