

To: All CANTEX Employees
From: Dave Merker
Date: April 2, 2020

As a company, we are facing truly unprecedented times as we battle the effects of COVID-19 virus. However, despite all the uncertainty surrounding this pandemic, we have no doubt that CANTEX will emerge from this crisis more confident and with greater resolve than we had before these challenges.

I am very grateful to all the CANTEX employees for your support and dedication during this extraordinarily difficult time. It has been a very unsettling couple of weeks, but we have banded together as a team, and we have been able to continue to provide our customers with world class service.

I understand that there is a great deal of stress and anxiety in everyone's life right now, not just at CANTEX. For that reason, I am even more proud of how our other plants have been able to step up to fill the void that was left by the necessary two-week closure of the Aurora Plant. Somehow, you are all managing to make the disruption invisible to our customers! The incredible staff that CANTEX has becomes even more evident when we find ourselves navigating difficult circumstances. What an amazing team!

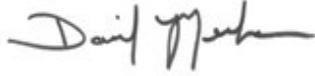
The demand for our products remains strong, but the expectation is that business may be impacted in the foreseeable future. We are beginning to see some construction projects put on hold while other jobs are being delayed. However, at this time, we plan to continue running all CANTEX operations as we have been, since CANTEX is an essential business manufacturer.

The CANTEX management team continues to monitor and review the constantly evolving landscape of the effects of COVID-19. As new information or government directives are released that affect our business at CANTEX, we will pass along that information to you promptly. Please continue to check the CANTEX website at www.cantexinc.com. Go to the Resources tab on the tab bar and click on the Employee Message Board tab in the drop down menu for important updates from CANTEX management.

Every employee's contribution to keeping CANTEX operations online right now is very much appreciated. Without a doubt, our employees are what make CANTEX the number 1

source of PVC electrical conduit, fittings, and non-metallic boxes in the industry. Nevertheless, our primary concern is still the safety and well-being of our employees and their families. Please be safe and take every precaution possible. We will get through this together.

Regards,

A handwritten signature in black ink, appearing to read "Dave Merker". The signature is fluid and cursive, with a long horizontal stroke at the end.

Dave Merker
President