

To: All CANTEX Employees
From: Dave Merker
Date: July 7, 2020

Subject: Employee Update #9

Summer is here and plants are heating up! We ask everyone be mindful to take all necessary precautions to stay safe and hydrated. Also, please keep a watchful eye for anyone on your team that may be showing signs of heat exhaustion. We all need to look out for one another and lend a helping hand when possible.

Thankfully, CANTEX business remains strong! We continue to outperform the electrical industry overall, and I do not foresee that changing. If anything, I believe we will experience an even stronger demand over the next couple of months.

We have managed to come through some extremely challenging times very well. First, we have navigated through many challenges resulting from the COVID-19 pandemic, which has impacted the entire world. Second, CANTEX became a victim of a serious ransomware computer attack that our IT Department was able to circumvent quickly with little disruption to business. Third, we came through an economic slowdown that has sent the unemployment rate well into the double digits. Through all of this, CANTEX has maintained full employment with all manufacturing plants running full out. We have all been very fortunate that CANTEX was classified as an essential business.

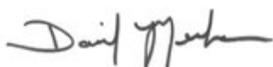
In appreciation of everyone's exceptional efforts during these trying times, the management of CANTEX would like to say "thank you" by presenting every employee with a "You are essential" gift. The gifts will be sent out to the plants and the offices in the next few weeks.

As always, the health and safety of our employees remains the top priority! Please take the posted COVID-19 safety guidelines very seriously! The COVID-19 virus is spreading at an alarming rate, and it is important for each person to do their part to minimize the risks to themselves, coworkers and others.

Please wear a face covering when you are within six feet of another person and use the hand sanitizer provided as often as needed. If you are not feeling well, running a fever, or if someone in your household has been diagnosed with COVID-19, please stay home until you and your family member test negative for COVID-19. We know you do not want to subject your coworkers to the illness. We will all benefit in the end, if everyone does their part.

Thank you for your dedication and hard work! Hopefully, we can get through these unsettling times, and get back to our normal everyday way of life very soon.

Regards,



Dave Merker
President