

To: All CANTEX Employees  
From: Dave Merker  
Date: September 9, 2020  
Subject: Employee Update

Summer is coming to a close, and cooler weather is around the corner. It has definitely been one steamy summer, and everyone's dedication to getting the job done during these hot stressful days has been very much appreciated!

CANTEX business remains strong! As a team, we have successfully navigated through the challenges of the Covid-19 pandemic, a serious ransomware computer attack and a brutally hot summer. Now we are faced with our next challenge. Unfortunately, Hurricane Laura has impacted the industry's resin supply. At this time, the customer's demand for PVC conduit, fittings and boxes is exceeding the PVC manufacturer's ability to supply products.

This is actually a good news, bad news scenario. The good news is that we have enough business to continue running all CANTEX operations full out. The bad news is that we cannot manufacture enough product to keep up with customer orders.

The sales team has developed a strategy to manage the overwhelming order entry by implementing the following:

1. Only taking pipe orders from customers who have been supporting CANTEX.
2. Not taking on new pipe customers until the demand returns to a normal operating level.
3. Controlling order size based on the customer's purchasing history.

We expect the demand for our products to continue at a similar pace through the end of the year and perhaps into 2021. The markets that we serve remain very busy, adding to the very high demand for our products. Construction of single family homes, apartments, data centers, and roads is extensive nationwide. Similarly, the power utility and retail markets are also flourishing.

I hope everyone found the "We are essential" gift bag useful. Your exceptional efforts during these unprecedented times are truly appreciated!

Everyone's health and safety remains a top priority. Please continue to follow all of the posted Covid-19 safety guidelines. 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 hand sanitizer as often as needed. If you are not feeling well or running a fever please stay home. 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 that you would not want to subject your coworkers to the illness. In the end, we will all benefit if everyone does their part to stay healthy.

Thank you for your dedication, your hard work and for being a part of the CANTEX family!  
Hopefully, we will get through these unsettling times and get back to our normal way of life very soon.

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