

To: All CANTEX Family Members
From: Dave Merker
Date: March 24, 2020

Like you, the CANTEX leadership team continues to deal with the stress and uncertainty of the COVID-19 pandemic to the very best of our ability. We believe that open and frequent communication with our valued employees is an important part of dealing with this ordeal, which is unlike anything we've ever experienced as a nation.

As businesses around the country continue to close and more cities and towns are being placed under stay-at-home restrictions, I want to update you on CANTEX status going forward. Fortunately, CANTEX is considered under government guidelines as an "essential" manufacturer. CANTEX has been given that designation because we are a critical supplier to the electrical and communications infrastructure in the United States.

All CANTEX plant locations will continue manufacturing operations, providing we have the necessary staffing to operate safely. The CANTEX leadership team is very thankful to everyone involved in keeping our plants operating. Our retail, electrical distributor and utility customers are all still extremely busy. CANTEX order entry and shipments remain strong and on forecast.

We are committed to doing our part to help our employees understand and navigate this continually changing business landscape shaped by the COVID-19 pandemic. It seems like as soon as we come up with one strategy for moving forward, the CDC and the government change direction. We are doing everything possible to keep a step ahead of the changes that affect our operations. I would like to thank everyone who has gone above and beyond to help implement necessary changes. The MIS department, in particular, has worked very fast and very hard to help facilitate necessary changes. Please let us know if there are any ways we can help you during these difficult times.

We are taking every safety precaution possible, and we are continuing to monitor all new directives and recommendation being issued by the CDC, Federal, State, and Local Governments. Please adhere to all social distancing recommendations and hopefully COVID-19 will pass much faster with more people remaining healthy.

Stay safe and know that your welfare and the well-being of your families are very important to everyone at CANTEX. All of your help at this time is greatly appreciated!

Warm regards,

A handwritten signature in black ink, appearing to read "Dave Merker". The signature is written in a cursive, flowing style.

Dave Merker

President