



January 11th, 2021

To all fellow Ajax Turner Company Team Members,

As we roll into the new year, we believe it's timely to address current issues related to our approach to dealing with COVID-19, and to reiterate the importance of not letting our guards down.

Recently, we have had inquiries from several team members as to whether our people will qualify for expedited COVID vaccinations since our industry has been deemed as "essential". These are excellent and appreciated questions. Unfortunately, information about the vaccine is as limited as the vaccine itself. We are monitoring information sources but at this time it appears vaccines for essential workers are still weeks or possibly a few months away. Healthcare workers, first responders, high risk and elderly citizens are at the top of the priority lists according to the healthcare industry and government agencies.

We will continue to pursue information on this subject, and will provide you with updates as soon as we have news to share. You can find more information at <https://www.tn.gov/health/cedep/ncov/covid-19-vaccine-information.html>.

I don't need to tell you that the COVID-19 pandemic is far from over. It's more important than ever for you and your family to not become complacent with your own health and safety. Social distancing, wearing a mask, practicing good hygiene and wearing gloves will help protect you, your family, fellow team members and our customers. Personal Protective Equipment (PPE) is still available and required in our facility and in our customer's accounts. If you need additional supplies, please let your manager know and we will get them to you. You can also visit the Front Desk. The company has distributed thousands of PPE items and we will continue to do so in order to protect our workforce.

If any team member displays COVID-19, cold or flu-like symptoms, or has been directly exposed to someone who has received a positive test, you must contact Eric Gibbons, Brian Jones, Chris Zentz or Daniel Crowder before you come into the office or head out for the day to service your customers.

As a reminder, if any team member feels uncomfortable performing their job duties during this COVID-19 crisis, they should contact their immediate supervisor and our HR / Safety team members (Eric, Brian, Chris, or Daniel).

Finally, remember to stay informed by checking the ATCO Team Member website at <https://www.ajaxteammember.com>. If you have any suggestions or comments, please utilize the "suggestion and comments" box on our team member website. Eric Gibbons receives these confidential comments and will respond to each and every one.

Thank you for all your support to our company and our customers.

Please know that the safety of our team members, our families and our customers is our #1 priority. We greatly appreciate the hard work, dedication and service you have provided.

D. Scott Turner

President, Ajax Turner Company