



May 8, 2020

To all fellow Ajax Turner Team Members,

I wanted to take a moment to update you on many changes that have taken place since my last note. As many of you are aware, the State of Tennessee has eased its Safer at Home order and beginning Monday, 5/11/20, the City of Nashville and Davidson County will enter Phase One of its Roadmap for Reopening Nashville.

From a business perspective, we have seen about 1/3 of our on premise accounts open for limited capacity restaurant dining, as well as continued carry out services. As a result, we have seen a positive uptick in our on premise beer, wine, and spirits sales, which we believe will continue along that path as Davidson County begins to reopen. Because of these changes, our on premise sales and service teams are now concentrating all of their energies on helping their customers reopen for business. I know we're all ready to support our favorite restaurants, sports bars, night clubs, and taverns!

While this is great news for us, the fact is that until there is a vaccine or treatment for COVID-19, we must remain vigilant in our social distancing policies. Team member safety is our #1 priority. On behalf our entire leadership team, I must stress how important it is for every member of our sales, service, and merchandising teams to wear PPE and social distance while out in the trade, as well as our operations and administrative teams here in our facility. We have adequate stocks of masks, hand sanitizer, and gloves to support our team members for business use. Just let your manager know what you need and we will get it to you. As an additional safety precaution, we will begin taking temperature readings of everyone entering our facility daily and denying entry to anyone displaying a temperature of 100.4 degrees or higher, per CDC guidelines.

We are taking extraordinary steps to avoid team member exposure to the virus. Therefore, we will continue to maximize our work and launch from home guidelines for those team members that can do so. Our plan is to gradually relax our restricted access to the facility when Mayor Cooper announces Phase Two of the reopening plan. Complete return to normal access will take place with Phase Three. Our goal is to give team members at least 7 days' notice in order to make adequate child care and other family arrangements.

As a continued reminder, your daily work attendance is completely voluntary. If any team member feels uncomfortable performing their job duties during this COVID-19 crisis, they have the option to use accrued paid leave, or stay at home without pay, but also without any form of penalty. All we ask is that you notify our HR team members (Eric, Valerie, or Daniel) in addition to the manager who you directly report to if you feel uncomfortable working.

Finally, we wanted to thank everyone involved with our on premise beer pickups over the last two weeks. From sales, service, operations, and administration, the planning and execution of this project has been nearly flawless. This is a tribute to the dedicated professionals that we have on our team and we cannot be more proud of you.

Thank you again for your flexibility and commitment to our company and our customers during these challenging times.

Scott