



April 29, 2021

To all fellow Ajax Turner Company Team Members,

As COVID cases in our area continue to decline and vaccination availability and vaccinated population numbers continue to rise, we feel that it is appropriate to begin easing restrictions in our company. As of this writing, Coronavirus vaccine is available to all Tennesseans and all Americans 16 years of age and up. Nationwide, over 54% of the eligible population has had at least one dose of vaccine. Statewide, over 34% of the eligible population has had at least one dose and over 25% are fully vaccinated. Locally, Williamson, Davidson, Wilson, and Rutherford counties are at 44%, 40%, 33% and 29% respectively with at least one vaccine dose.

While we have not mandated vaccinations for our team members, we strongly recommend that team members and family members research and make an informed decision for the good of public health. More information can be found at: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/index.html>

While the pandemic is not yet over, there is light at the end of the tunnel. As a company, our On Premise sales numbers have risen drastically since mid-March and continue to trend in a positive direction.

We made the decision last week to immediately halt daily temperature checks at our facility, however we strongly encourage self checks at home, and please do not report to work if you are experiencing COVID symptoms. Additionally, effective May 3rd, we will no longer require the wearing of masks in our facility, but it will remain optional for any team member who wishes to continue to wear one. We will continue to stress social distancing guidelines, and where social distancing cannot be achieved, mask wear is required. For instance, if a driver and service assistant are in the same vehicle, mask wear is mandatory for both the driver and service assistant.

The wearing of masks in our accounts will be dictated by local government and account specific policy. Davidson County still requires a mask to be worn indoors and we will continue to follow that policy. If we have specific chain or independent accounts that require masks to be worn, the expectation is that our team members will abide by the accounts' policies.

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.

D. Scott Turner
President, Ajax Turner Company