



Re: MI Response to COVID-19

March 24, 2020

Pennsylvania Team Members,

I know many people are concerned right now, particularly in our Hegin's manufacturing site, where we learned this past weekend that one of our team members tested positive for COVID-19. We've been in regular contact with this team member and I'm happy to inform you that the individual is doing well.

This national pandemic is an anxious time for all of us. Things are happening fast, and I promise we will continue to communicate whenever we have important new information.

In the meantime, I want to share with you the two principles that my team and I are using to lead our business through these extraordinary times. Every decision we make is based on our assessment of these two principles, in this order:

1. Provide a safe place to work
2. Provide jobs within our communities

If we are able to safely keep you working, we will, for as long as we can.

I know there has been conversation about why and how we decided we are "essential." The short answer is - we did not make that decision. When the Governor announced that "non-life-sustaining" businesses had to close, he wrote out the definitions of what qualifies and what does not. We didn't write those standards, but they do enable us to keep providing jobs. So, we continue to assess our facilities, to make sure they are safe, and we are taking extra steps to keep them safe. Those steps are detailed [HERE](#).

We will continue to communicate as we have new information for you. In the meantime, I wanted to share the principles we use to lead our business regardless of the times. Today, no different than any other day, I am proud to stand with the men and women who choose to be part of our team.

Thank you for the work you do and the opinions you share. The very best thing we can do for each other is to communicate - embracing the safety procedures we have implemented and continuing to do great work. Be smart, stay safe, and remain confident!

With Respect,

A handwritten signature in black ink, appearing to read 'Matt DeSoto', written in a cursive style.

