



To Bettcher, Cantrell-Gainco, Tarheel and Exsurco employees,

I want to thank each of you for your perseverance and dedication during this challenging time. I'm sure I speak for all of us when I say the uncertainty that exists with the COVID-19 pandemic coupled with the information that continues to come at us is concerning and difficult to keep track of. As many of you saw yesterday, Governor DeWine has issued a "stay-at-home" order for all Ohio residents and businesses.

Let me share with you how this order impacts our Company and the actions we are taking to comply. The key pieces of the order are as follows:

1. The "Stay at Home Order" becomes effective tonight, March 23 at 11:59 pm and will be in effect for 2 weeks, ending on April 6th.
2. The order stipulates that "essential" businesses should remain open.
3. For those businesses staying open, they must practice "good health" guidelines.

The Department of Homeland Security has created a list of industries that are "essential" to sustaining the health, well-being and security of the country during the COVID-19 pandemic. The Food Production and Medical/Pharmaceutical/Health Care industries have been included on that list. As such, all RBH businesses – Bettcher, Cantrell-Gainco, Tarheel and Exsurco will remain open and continue to serve our customers. While the states of Georgia and North Carolina have not issued similar orders at this time, we will continue to monitor their intentions.

As all of you have experienced, our businesses have implemented significant workplace changes to ensure that we are doing all we can to safeguard our employees and reduce the spread of the virus. Our split-shift "work team" approach to staffing operations along with work-from-home requirements for office employees has reduced the number of people in our facilities by nearly 50%. These actions are making it easier for our teams to practice social distancing and good health practices such as avoiding congregating for breaks, maintaining 6 feet of distance from co-workers, wiping down work surfaces and frequent handwashing.

We're all dealing with inconveniences and sacrifices as a result of the current situation. I, along with the RBH leadership team, sincerely appreciate your focus and support as we navigate through the next several weeks. Please let me if you have any questions and how I can help.

Regards,

Tim Swanson
Chief Executive Officer