

May 15, 2020

Fritz Industries COVID-19 Executive Team Update

Dear Fritz Employees,

By now all Fritz employees should be aware of our company policies and procedures as they relate to the COVID-19 virus outbreak and our steps to protect our employees and our company from this pandemic. No doubt you have also seen that in the news and in government buildings the situation is turning political. Experts and politicians are weighing in with both opinions and facts that may seem confusing to you. The EH&S and executive teams continue to monitor the updates coming from state and local governments as well as recommendations and guidance from other advisors.

The steps we have taken and continue to take have served us very well in keeping our company a safe place to work and making sure we continue to be able to operate safely. At this time we are not making or allowing any changes to the policies we have in place regarding body temperature monitoring, PPE requirements, and social distancing. All visitor and contractor policies also remain unchanged and in force as well. Every employee should take some comfort in the fact that while we may be conservative in our approach we are also seeing better than average results.

This update is to advise you that our policy remains unchanged and to assure you that as soon as we feel it is appropriate and safe to make any changes we will advise all employees. The situation will improve and we will react quickly when we feel it is safe to do so.

Thank you all for dealing with this situation professionally and with personal responsibility. Staying safe and aware at both home and at work is everyone's concern. Feel free to direct questions you may have to your manager or supervisor so that we can address them promptly.

Sincerely,

Andy Pickell

Vice President & COO

FRITZ  INDUSTRIES

jpickell@fritzind.com // OFFICE: +1 972-329-8821 // MAIN: +1 972-329-8800 // MOBILE: +1 281-799-7707

Fritz Industries, Inc. 500 N. Sam Houston Rd. Mesquite, TX 75149

