

January 26, 2022

4th Quarter 2021 Corporate Performance Bonus

To: All Employees

Safety first and always. Congrats and thanks to all of you for your attention to safety in 2021. Out of our six locations, companywide, we only had two recordable incidents and, fortunately, none of them were serious. Obviously, our goal is to be injury free but with everything that we've been through in the last two years, I feel that we've have been very fortunate and that's not an accident.

For our company, and hopefully for you personally, 2021 ended a lot better than 2020. Although the uncertainty that comes with a global pandemic hasn't gone away, I feel that there is a lot more optimism for the year ahead.

Last year ended with oil prices in the mid-\$70's and lately it's been hovering in the mid-\$80's. This is a great sign for our Oilfield division. Forecasts from industry experts are predicting a 15-25% increase in business this year and I believe that we are well positioned to support this increase.

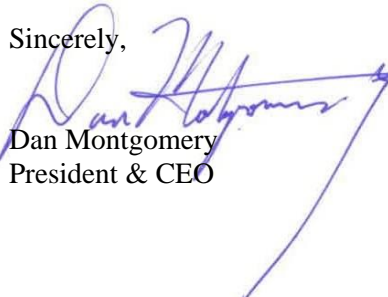
The Specialty division has also continued to be strong. With our investment in an automated bottling line, we should eventually be able to support just about any increases that our customers and sales team can bring us on our liquid products. With the new leadership and increased support for the division, we will be evaluating all of our Specialty product lines and we will continue to work to increase efficiency and optimize processes throughout the division.

Financially, we started this year in the best cash position that we've ever been and that is a huge positive. With a bank account to support us, we will continue to look for opportunities for growth and improvement. If you work in or pass through our 500C Building, you'll be happy to hear that the long awaited "new roof" is in our budget this year. We have already identified a contractor and work should begin in Q1 and will hopefully be completed around the end of Q2.

As far as overall profitability is concerned, we did "stumble" last November and it severely cut into our October and December profits. A lot of this had to do with supply chain and staffing issues but we appear to have recovered nicely and off to a good start in 2022. I'm pleased to report that we ended the year positively and we will be paying a bonus for the 4th quarter.

Regarding the Q4 bonus, it will be paid to eligible current employees who have not received multiple disciplinary actions during the previous quarter, whether verbal or written, and who were in active employment with the company from January 1, 2021, through December 31, 2021. The bonus, if you are eligible, will be included in the January 28th payroll run and identified in the details section of the pay stub as "CRP PERF BONUS".

Sincerely,



Dan Montgomery
President & CEO