



April 20, 2020

We hope that you and your loved ones are healthy and safe during this historical global pandemic. Cevians products are critical to the overall transportation and safety infrastructure and essential to national security as part of "Critical Infrastructure" outlined in Presidential Directive 21.

While California is under a shelter in place order, Cevians remains open. We understand the uncertainty this challenge poses to our customers and vendors. As we continue to receive a large number of specific requests and inquiries on our COVID-19 response, we provide you with the information below. We focus on business continuity and, unfortunately, can't provide individual answers.

Cevians has deployed its business continuity plan that includes the following main elements:

- segregation of the company into 6 isolated work zones
- there are no common areas and personnel from one zone cannot be in contact with personnel from other zones
- temporary rest areas and restrooms are in place
- for each zone there are 2 work shifts
- there is a gap of activities between shift and there is no contact from one shift to the next
- personnel with similar skills were divided and allocated to different zones providing redundancy
- disinfection is performed regularly in each zone
- a number of workers are working from home, full time or part-time
- health and safety directives in place exceed CDC guidelines

As a result of this strategy should there be one positive case amongst our personnel, the percentage of our workforce placed in quarantine would range from 2% to 14% depending on which zone and shift is affected. None of Cevians' workers have tested positive for COVID-19.

Cevians strategy is robust in ensuring continuity of its activities, but still dependent on its supply base. At this time, we are experiencing delays in obtaining some materials from our suppliers. The causes are both general and specific and include transportation, customs, capacity reduction and our vendors' challenges in obtaining raw materials. At this time, you should expect lead-times to be extended by 4-6 weeks due to such delays. We continue to monitor the situation closely and we will update this message regularly.

Yours truly,

A handwritten signature in blue ink, appearing to read "Cathy Fitzwilliam", written over a large, stylized blue scribble.

Cathy Fitzwilliam
COO
CEVIANS, LLC