



Date: March 23, 2020  
To: All Employees  
From: Chris Vansell / Vice President and General Manager  
Subject: Mission Rubber Company LLC, Essential Business Status

On 3/19/2020, Governor Gavin Newsom declared a stay at home order below:

*To protect public health, I as State Public Health Officer and Director of the California Department of Public Health order all individuals living in the State of California to stay home or at their place of residence except as needed to maintain continuity of operations of the federal critical infrastructure sectors, as outlined at <https://www.cisa.gov/identifying-critical-infrastructure-during-covid-19>. In addition, and in consultation with the Director of the Governor's Office of Emergency Services, I may designate additional sectors as critical in order to protect the health and well-being of all Californians.*

As defined by the CISA memo titled Guidance on Essential Critical Infrastructure Workforce: Ensuring Community and National Resilience in COVID-19 Response produced on 3/19/2020, Mission Rubber Company LLC is defined as an 'essential business' to critical infrastructure.

In the Governor's memo, the subject Critical Manufacturing lists:

*Workers necessary for the manufacturing of materials and products needed for medical supply chains, transportation, energy, communication, food and agriculture, chemical manufacturing, nuclear facilities, the operations of dams, water and wastewater treatment, emergency services, and the defense industrial base.*

The memo also defines the following sectors as critical: *plumbing, sewer and public works, and businesses that supply into these sectors.*

Mission Rubber Company LLC manufactures products that are critical to the maintenance and operation of the public infrastructure, including plumbing, wastewater and municipal sewer systems.

Mission Rubber Company LLC's customer's sell direct to the trades – plumbers, mechanical contractors, sewer and municipal contractors. A short list of our California wholesale distributors includes Ferguson Enterprises, Core & Main, R & B Supply, Pace Supply, WHCI Supply, Rubenstein Supply, Hirsch Supply, Smarden Supply and Todd Supply.

Mission Rubber Company LLC is a dominant player in the markets/industries we serve. Without the availability of Mission Rubber manufactured parts, there would be an inability to service, repair, maintain, upgrade and/or rehabilitate our infrastructure, which includes commercial plumbing and public wastewater sewage collection systems. Therefore, Mission Rubber Company LLC is currently OPEN for business.

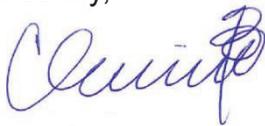
Mission Rubber Company LLC also manufactures aftermarket air intake hoses and accessories for the heavy-duty truck market. These replacement parts, supplied through wholesale distribution, ensure our tractor trailers remain operating in good condition on America's roads and highways.

The health, welfare and safety of our employees is of utmost importance. At Mission Rubber Company LLC we have created a three-stage plan of escalating responses, and have currently implemented employee temperature monitoring, social distancing techniques, engineering out the use of commonly touched surfaces, increased cleaning and sanitation, discontinued use of common areas, eliminated large meetings/gatherings and have closed our doors to visitors.

In an effort to provide a clear message to our employees: Mission Rubber Company LLC is a business that supports Essential Critical Infrastructure. **However, if you are sick, please stay home. If you are well, please come to work. If something changes or is announced overnight, please come to work and management will respond accordingly. If you have any questions or concerns, please contact our HR Department.**

These are challenging times, but we are confident that as a company and community, we will get through this together.

Sincerely,



Chris Vansell  
Vice President and General Manager  
Mission Rubber Company LLC