

MAY 8, 2020

## All Atlantic:

I once again wanted to take a few moments to address you all at the end of another week under the threat of COVID-19. As the weeks continue to pass, the strain on each of us individually and as a collective grows. It is real and worthy of acknowledgment. Each of us is searching for some level of finality, a return to normal life or at least a reality we recognize. There is much reason for gratitude and faith that new days are ahead, but certainly we have more hills to climb. Atlantic appreciates your continued, remarkable efforts amidst the uncertainty and stress. You guys continue to show up with energy and commitment. Thank you. The strength of each of you empowers me and the rest of your leadership team as we navigate these challenging times.

Much will be changing around our nation in the coming weeks. People are ready to get back to work, back to parks, ballgames and beaches. Of course, we are. At this point, the reach of the virus, and its prevalence in our community is still very much unknown. As states re-open over the next few weeks, our plan at Atlantic is to be observant. I see no reason to rush to action, and potentially endanger people when there is no urgency for our organization.

Atlantic is committed to science-based action, keeping everyone as safe as possible, doing what is necessary to guarantee that operations continue running smoothly and modeling ethical and reasonable action in an increasingly turbulent marketplace. As seen with the rapid demand for PPE, we are also innovating our offering based on current market needs and trends. We can serve our customers and remain a vibrant organization.

The current safety structure which you embraced and implemented of social distancing, PPE, cleaning protocols and temperature checks at our manufacturing sites and shipping departments, has proven, thus far, to be a sound one. We have done very well. Certainly, we hope there will be a day when we can roll back some of these measures, but the timing for these moves remains to be seen. I do believe this will be with us for a while longer yet. I greatly appreciate your continued vigilance. These protocols are keeping Atlantic healthy, safe and fully operational.

We are also anxious to relax the remote work policies and congregate again in offices around Atlantic. We are ready for tours at the Solution Center in Charlotte and the grand opening of our new headquarters in Wilmington. We are anxious to have all our valued sales, inside and administrative people working along-side each other again. But, please understand those decisions are not in our immediate future. I want to believe that over the coming weeks and months, the science will allow us to make the decision to repopulate. I do believe widespread testing will be a big step in the right direction, and that seems to be growing. The reality is at this point, we just don't know. I have no interest in creating unnecessary risk for any Atlantic employee.

We are beginning to develop a plan for return to work, that would be a phased approach, include PPE and cleaning protocols for employees in offices. Again, it's still early but we are working through what this process might look like initially and on an ongoing basis. We will keep you informed as we make these determinations but are not setting arbitrary dates. As I mentioned, we want these decisions to be science based.

My hope is that each of you continues to find silver linings in this saga we are living. It has been about the most beautiful Spring I have ever witnessed in the southeast and that has felt like a real gift amidst this pandemic. Please take time each day to move, get outside, breathe deeply and soak up some sunshine. It's some of the best medicine I have found. Please know your leadership team continues to be fully engaged monitoring the situation and making strategic and informed decisions about Atlantic. They all deserve a tremendous debt of gratitude. I want to personally thank each of them as they have supported me over the last several months. Atlantic is an amazing team. Let's keep leading with calm resolve, stay safe and flourish. You make that happen. Thank you.

Wes

