



May 30, 2020

Dear Team Member:

We hope that you and your families are staying safe during this difficult time.

During the past two months, Diesel Radiator Company ("DRC") has faced some challenges, specifically related to adjusting our business to weather the impact of Coronavirus. Our main concern has always been the safety of our employees and keeping our workplaces safe.

More recently, we have felt the financial toll that this pandemic is taking on businesses. Our #1 customer has reduced their orders to 25% of last year – something they and we did not expect. We have seen similar reductions with other customers as well. Our management and sales teams have been focused on developing new business to replace some of the lost revenue, but it will take time.

Unfortunately, because of this, we are extending the furlough period through June 30 (the "Furlough Period"). DRC will continue to cover the full cost of maintaining your medical, dental and vision coverage until June 30, 2020. We are researching the situation regarding voluntary coverages (i.e., AFLAC, voluntary life) and whether grace periods are still in effect. If you have these coverages, we will contact you separately to explain the status and your options next week.

It is DRC's hope to return you to work after the Furlough Period, however, the reality is that we do not know what our financial situation will allow. Please understand that our plans during the Furlough Period (including its length) may be changed or terminated at the sole discretion of DRC, and the creation of a Furlough Period does not create any employment contract, express or implied.

DRC will continue to monitor all developments and communicate as things change. Please do not hesitate to contact us with any questions or if we can offer any other assistance during these challenging times.

Sincerely,

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