

Dear Valued Customers,

Temper Companies is closely monitoring the spread of Coronavirus, COVID-19. We have implemented several steps to best ensure that your source of supply is not interrupted. The following are steps that we have implemented to date:

- We are in communication with our suppliers of all materials to identify any potential risks to our supply chain. Many of our raw materials are from domestic sources and we do not anticipate any interruptions.
- Within our facilities at Temper we have taken steps to manage the risk of an outbreak. We have provided guidelines to all employees on hygiene and social distancing. We have implemented procedures to wipe down all common areas every two hours and all areas between shifts. Employees capable of working from home have been encouraged to do so. If necessary, office lines will be directly routed to individual cell phones.
- Temper is monitoring visitation to our facilities. We are discouraging visitors unless it is mandatory. In these events, an appointment will need to be scheduled and background questions will be asked to qualify if there has been any exposure.
- Effective immediately, we have implemented very strict travel restrictions. We have also eliminated face to face meetings with customers and suppliers and cancelled any non-necessary meetings. If a specific meeting is required, it will be addressed on an individual basis. We will consistently monitor our policies over the upcoming weeks.

Temper is committed to our customers. We have internal communication processes in place to operate as seamlessly as possible so that we can continue to provide the products and services that are required by our customers.

We value your business and will keep you informed as we respond to these challenging times.

Sincerely,
Cynthia DeKuiper
President & CEO

