

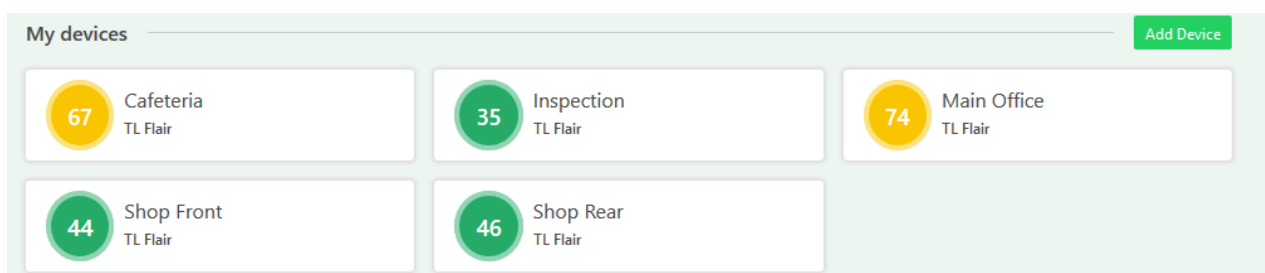
November 13, 2020

Since our last update in the letter dated May 14, 2020, I am pleased to state that HABCO continues to maintain 100% employee capacity, with our workforce split between 2 shifts operating between 4am – 2am. We continue to maintain our strict protocol of requiring a minimum of a one hour gap in between each shift, to ensure no overlapping of employees across shifts and also to provide essential time for daily cleaning and disinfecting protocols to be carried out.

Habco now has all employees back onsite safely working together in our Glastonbury facility. Although our non-production employees were able to be productive working from home for several months, over time, there was an impact to departmental efficiency rates. This led the executive team to find ways to get teams back together, but without jeopardizing the continuity of operations. Various zones were created throughout our facility, where specific teams now have their own private entrances, private restrooms and private breakrooms. This has provided the opportunity to bring all departments back onsite and regain efficiency rates, without jeopardizing all of our efforts to keep our workforce safe.

Habco's Executive Team has also shifted its focus to identify opportunities to replace manual protocols initially put in place with more efficient and automated technologies available to create a safer work environment. Habco implemented automated temperature scanning kiosks to eliminate the manual temperature checks that were required daily at the start of each shift. The technology provides us good analytics about the health of our employees.

Air quality monitors were also implemented to measure the temperature, humidity, CO2 as well as particulate matter and TVOC counts in the air. The cleaner the air, the less likely any bacteria or virus has to attach itself to live longer. Habco has been monitoring air quality for over six weeks now and improvements have been made to the HVAC system, increased filter changes throughout the facility and many other tactical remedies were made to assist with ensuring the facility has the cleanest air possible. Habco has had a couple companies offer us free demonstrations of their portable air scrubbing machines to work in conjunction with our monitoring which we started to implement in pilot areas. Below is a snapshot of the quality of our air throughout our facility as of 9:30am today (13 Nov 2020). If the indicators are green, it is almost impossible for virus/bacteria to survive in the air. If the indicators are yellow, it is highly unlikely to survive in the air; and if our indicators are orange, red or purple - we increase our risk and we take further remediation action.



Each of the protocols referenced above has played a significant part in our continued efforts to keep Habco team members safe, and work hand in hand with what we believe was the most influential item that has truly set Habco apart from other companies - the self-administered COVID-19 tests we provide for our employees. To date, we have completed ~250 COVID-19 saliva tests and we remain convinced that having the ability to conduct this testing onsite

has not only provided needed business flexibility, but is a primary reason that we have remained 100% operational throughout the pandemic. Given the success we've seen from our onsite testing efforts, we are officially moving forward with random pooled testing as a further step to ensure the safety of our employees. This will be particularly important as we are now seeing significant spikes in the virus throughout the country. Through the random test process, we'll be testing small groups across the organization on a weekly basis. This will be particularly important in our efforts to identify any employee who may be positive for the virus, but also asymptomatic.

The executive team continues to meet daily to discuss COVID protocols, future pandemic risks, new products being launched, as well as what companies are out there that Habco can benchmark. As a result of our proactive approach and our continued due diligence, Brian and Carol have been panelists and guests on numerous podcasts, webinars, and trade association meetings. Habco has also been visited by other companies, as well as state and federal leaders and has been featured in various newspapers, industry publications and highlighted on local newscasts.

Besides focusing on only Habco business and employees, the Habco executive team is also committed to giving back to the community and the industry by assisting other companies as they develop protocols to protect their employees and their businesses. In addition to ongoing sharing of best practices through a combination of onsite visits and virtual platforms (podcasts and webinars), Habco has helped other companies set up their own internal COVID testing programs and COVID protocol playbook.

Managing a business through this pandemic has been a significant challenge, but the executive team has worked tirelessly since early in the first quarter to ensure we do everything in our power to keep employees, customers and suppliers safe - while providing flexibility on the home front for employees to be day care providers, teachers, and elder care givers – all the while doing this in a manner that doesn't affect our ability to meet customer demand.

At this time, we have not had any onsite employee confirmed cases of COVID-19 across our employee base. However, should we find ourselves in a position where a positive test is confirmed in the future, we remain confident that the expanded protocols we continue to put in place will significantly help to minimize any risk or exposure to our other team members, or our operational capabilities.

The Habco team remains committed to the mission we set at the start of our COVID-19 planning:

1. Ensuring the health and safety of our employees, suppliers and customers, while
2. Providing flexibility for Habco employees to manage their home life appropriately, and
3. Meet customer demands

Feel free to reach out to me with any questions. I am happy to share any of our protocols as I truly believe the faster all companies can adopt best practices, the quicker we can begin our new normal. Also, please feel free to share your best practices as we are continually looking for improvements to our processes.

Be safe,



Brian Montanari, President & CEO
HABCO Industries, LLC