

March 20, 2020

To: All Employees

To every employee...

This is not an easy message today.

You all know what has transpired and developed broadly for the country, personally and for our company. Things have changed so quickly, it's hard to fathom.

I can't tell you how much we have appreciated the way everyone has handled / is handling this difficult situation. We as owners are very sorry about this decision to temporarily close and stop routine business. We have little choice until most of our customers also return to work.

The health threat will eventually subside, and the good news is most of our customers will return to normal operations. We hope sooner rather than later. When that happens, we have a lot of customers who will count on us to be ready.

Speaking for Eric, Jim, Paul, John, Damon and me... we want you to know how much we appreciate all of you and how proud we are of the company and the people in this company. Some have offered to help in any way possible, including thru the shutdown, pay or no pay. Can't thank those of you enough for that.

We are committed to doing all we can to emerge on the other side of this crisis. There will be some hardship and for that we are so sorry. Our primary goal is to keep the company strong enough, so that when the time comes to resume operations, we can do so quickly and as fully as possible.

HF Group has weathered more than a few storms in our history, including the challenge of tremendous change and disruption. We've persevered and I'm happy to say that we were in as sound of financial shape as we've been in a long time and this alone gives us a real chance to emerge from this crisis and return to our company and our jobs.

Please, please... be cautious, stay healthy, take care of yourself and family and we hope to see you again soon.

Sincerely,

Jay Fairfield, President

And on behalf of - Eric Fairfield, Jim Heckman, Paul & John Parisi, Damon Osborne