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Company News

March 19, 2020

## **Alliance's actions to help customers and employees affected by COVID-19**

As a plating company critical to global supply chains, we're closely monitoring the impact of COVID-19. We are taking all possible actions to ensure business continuity, despite the disruption and uncertainty COVID-19 brings to our activities. Here are some of the ways Alliance is supporting customers and employees during this difficult time.

### **Serving our customers**

We believe our role serving customers during this time is a critical one, and we want to make sure our customers can get the plating services they need, when they need them. We are following the recommendations of local governments and have implemented stringent instructions in our facilities to minimize the impact on our customers and communities. As COVID-19 has spread, we've recently seen an increase in demand for plating services to support critical industries. So in the short term, we are temporarily prioritizing pharmaceutical, military, water purification, and healthcare customers, so we can more quickly provide plating services to these customers.

Alliance has the benefit of a strong global and local supply chain, which we can draw upon in times like these to establish alternative plating chemical sourcing, ultimately reducing potential production and delivery delays. We also maintain robust business continuity and mitigation plans, allowing us to expect minimal disruption in providing plating services to our customers.

### **Caring for our employees**

Employees whose work requires their physical presence in their workplace, have access to all of their usual paid and unpaid time-off benefits. In-person meetings have been replaced with conference calls and all travel has been postponed. Employees have been asked to maintain a distance of 6' from each other; and workstations and break areas have been modified to accommodate this. Handwashing and sanitizing procedures are in place. We will only perform critical pickups and deliveries during this time.

We wish our employees, their families and our colleagues well, as we all work through this unprecedented event.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Hyman', with a long horizontal stroke extending to the right.

Mark Hyman, President