



Date: April 6, 2020
To: All Lacks Enterprises, Inc.
Re: Updated Essential Employer/Employee Letter

Dear Lacks Enterprises, Inc. Employee,

Governor Whitmer put in to place a “Stay At Home Order” effective Tuesday, March 24, 2020, due to the CoVid-19 Pandemic. However, the Governor made specific exemptions to this order for specific “critical” industries.

One of the industries she exempted from this order were for those companies deemed to be “essential” in the supply chain of “critical” manufacturers of commercial vehicles (i.e. “heavy trucks”) and truck and automobile repair and maintenance services (“service parts”). Lacks has been notified by several of its customers that they deem us to be “essential” to their supply chains. Also exempted were employees that are required to conduct basic operations under Section 4.

During this time, we will retain limited on-call capabilities to support any supply chain/customer needs that are deemed essential.

This letter serves as notice that you have been identified as an employee of essential service to our workforce—you are either a “critical infrastructure worker” or you are necessary for Lacks to conduct minimum basic operations.

Please keep this letter in the vehicle you take from work. Make sure you have your work ID badge with you too. In the event you may be stopped by law enforcement on your way to/from work, show them this letter and explain that you are an employee of an essential workforce and should be permitted to proceed. If you are not permitted to proceed, please call your facility and speak to a manager.

We would like to extend a sincere thank you to the employees who have volunteered to work during this time. Your outstanding efforts during this crisis is recognized and appreciated immensely. Time and time again, Lacks Enterprises, Inc. employees rise to the occasion coming together as a family, we are thankful for you.

Sincerely,

A handwritten signature in cursive script that reads "James M. Green".

Jim Green
Executive Director of Human Resources
4817-5324-1016 v3 [29881-1]