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Dear Friends of NVK,

Today marks the first full day of spring and may be the most memorable first day that all of us will have. The global crisis has put a lot of stress on us as humans and the impact on our businesses is unclear. The NVK team has rallied around each other to accomplish incredible things this week. To be prepared and strong for ourselves is a desire to remain strong for our customers.

Not only has our team created new policies and implemented action in record breaking time but we also had to communicate these policies to many different team members, find ways to address concerns and make sure everyone was following them. These things normally take weeks or months to accomplish! It is impressive what we can do in times of need and we are blessed to have such a great team. We would like to share our experiences and protocols with you as you're involved in revising and making your own. Please contact us directly at this email <u>NVKresponse@gmail.com</u> if you want to request information, documents or just troubleshoot concerns surrounding the impacts this will have on our companies. never knew existed. For all of us it's been overwhelming, the concerns will continue for a little longer but our gifts will last a lifetime. We are open for business and we're here to support the businesses around us.

The NVK Family

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