

May 8, 2020

To all Schupan and Sons Inc. and affiliated Employees,

First, this committee would like to thank everyone for the extra steps you have taken and will continue to take to ensure a safe workplace. This includes the daily wellness checks, the extra cleaning at all facilities, and all endeavors to ensure protection against COVID-19. We could not have done this without every one of you! As of this writing, to our knowledge, no Schupan employee has tested positive for the virus - **KNOCK ON WOOD! Our efforts are working -- but must remain in place.**

With Michigan Governor Whitmer's updated "Safer at Home" Executive Order, the state is seeing some movement and reawakening of the manufacturing sector. With this update, some Schupan employees will be called back to work, with extra safety measures in place. **We ask that every employee be reachable by phone during this time. For some employees who have seen a temporary work stoppage, we may be calling you back soon. If any of you have changed your contact information, now is the time to update it with your supervisor.**

As we phase in our temporarily shuttered operations in Wixom, Wyoming, and Kalamazoo, we will be establishing "checkpoints" to ensure that every employee coming in to Schupan property is free of COVID-19 symptoms. Your safety and TMR departments are diligently at work putting these measures in place.



What's new from Schupan in response to COVID-19?

- Schupan Recycling and our business partners (TOMRA, UBCR, MSDA, MBWWA) have developed a reopening plan for the deposit rooms in Michigan and have shared that plan with all industry stakeholders and the Governor's office. Although we do not have a reopening date, we are formalizing a communications strategy with our partners and state officials in preparation for messaging the reopening to the public.



- With people saving large numbers of deposit containers, we'd like to remind everyone of the importance of keeping those containers until the deposit rooms reopen. Not only does Schupan need that material, but manufacturers nationwide count on Michigan's deposit system to supply their critical food & beverage packaging needs. Please, do your part and save the material; save the dime.
- Our work-from-home policies are still in place. For those employees who are able to work from home, we ask that you **continue to do so, until further notice**.
- As we begin to reintroduce some employees to the workforce, we will be providing training on best safety practices, including social distancing, hand washing, face coverings, etc.
- We continue to prohibit all non-essential visitors and vendors from entering any of our locations as well as employee gatherings larger than 10 people. **Please ensure that all essential visitors are completing the wellness checklist available at all entries.**

We are, overall, cautiously optimistic. The pandemic is not over. Every step forward will require us to assess, reassess, make changes or adapt; but there are small steps forward.

Show us your "stash" of beverage containers at the [Schupan Strong Facebook page](#). Employees are encouraged to take photos of their deposit container collections. Those with the most will get (drum roll, please)...the most dimes once the deposit rooms reopen!

Thank you and happy weekending,

COVID-19 Action Committee

