

Essential Business and Essential Worker Designation

R-ADMN-4175 eff: 3/25/2020

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There are several reasons why we believe we are classified as an essential business and our workers are essential workers not subject to federal, state or local quarantine, stay at home or isolation orders. This is supported by the Presidential Policy Directive (PPD-21) regarding Critical Infrastructure and Resilience, and letters from our customers. We have also notified the NCEM Business Emergency Operations Center (BEOC) as required.

1. 30% of our business is supplying components to telecommunications companies including PPC Broadband of New York, and AFL Telecommunications of South Carolina which have already effectively been designated as essential businesses. We supply the East coast with cable and fiber connection boxes, connectors and components critical to maintaining telecommunications.
2. 20% of our business is supplying household cleaning products for retail at Wal-mart including brushes and scrubbers. We also produce buckets that are used for animal feed, cleaning, etc..
3. 17% of our business is supplying energy infrastructure components to TE Connectivity in North Carolina. Our products protect powerlines from failure due to birds and animals nationwide.
4. Aeolus Corp. is a North Carolina customer that makes high efficiency air filters.
5. Parata Systems is a North Carolina customer that makes automatic pharmaceutical dispensing equipment reducing the need for labor in pharmacies.
6. Pennsylvania has listed Manufacturing of Miscellaneous Plastic Products, SIC code 3089, NAICS code 326199, as an essential industry that needs to stay open.
7. Manufacturing for energy and communications manufacturing supply chains are considered essential by Homeland Security. <https://www.cisa.gov/publication/guidance-essential-critical-infrastructure-workforce>

You can see more about Sapona Plastics at www.saponaplastics.com. We have two sites, one in Asheboro and one in Seagrove. We are open 24/7 and do not have more than 50 employees on site at any one time. We have taken measures to ensure social distancing and routine disinfection to protect workers. It is our policy that we will shut down to clean and disinfect for 3 days if we have a confirmed case of COVID-19.

Note: Employees absent for no other reason than a stay at home order may not receive paid sick leave and may not qualify for paid Family Medical Leave.

Reasons for emergency paid sick leave due to COVID-19 (circle):

100% of pay, up to 80 Hours

- Subject to a government isolation order related to COVID-19.
- Advised by physician to self-quarantine because of COVID-19 concerns.
- Chooses to obtain a medical diagnosis due to experiencing symptoms of COVID-19.

66.6% of pay, limited to \$200 per day.

- Caring for an individual who is subject to a quarantine order due to COVID-19.
- Caring for your child because of school or daycare closure due to COVID-19.

Dean F. Lail
President
Sapona Plastics, LLC
7039 US Hwy 220 S.

Asheboro, NC 27205-1581

336-873-8700 Cell: 336-953-9335 Fax: 336-873-7582

dean@saponaplastics.com, www.saponaplastics.com

Dean F. Lail
3-25-2020