

May 6, 2020

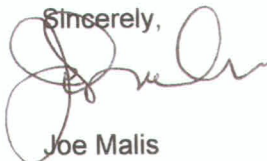
Dear Metal Standard Employee:

Michigan Governor Gretchen Whitmer issued Executive Order No. 2020-70 (the "Order"). Effective at 12:01 AM on May 7, 2020, Section 10(i) of the Order permits businesses to perform activities (while implementing the precautionary requirements referenced in the Order) **that are necessary to the manufacture of goods that support workplace modifications to forestall the spread of COVID-19 infections**. Metal Standard has received notifications from our end customers we contract manufacture for, that their lines of business are appropriately categorized as permitted "resumed activities" under this Executive Order.

We have been requested by our end customers that as of May 7, we increase and resume production support and are requiring you to return to work on Monday, May 11th at 5 am. Hours of operation will be Monday-Thursday 5 am to 3 pm with overtime running on Fridays.

Should you have any questions concerning this letter, please contact me at 616-396-6356, or 616-218-0697.

Sincerely,



Joe Malis