



March 19, 2021

Dear Member of the Marsden Family,

I want to personally express my gratitude to you and express my hope that you and your family are staying safe and healthy during these unprecedented times of the COVID-19 Pandemic.

It certainly was a challenging year for all of us in 2020. The Pandemic affected each of our lives in different ways. We were confronted with many obstacles, but we remain determined to work through these trying times. Marsden made every effort to protect the health and safety of our associates by improving our communications, creating an enhanced safety awareness, providing a healthier response to our customers, and heightening our personal protection equipment. Without your commitment, we would not have achieved the results we did.

As we move into 2021, as the vaccine rollout progresses and states begin to loosen restrictions, we need to remain vigilant by following the safety protocols listed below recommended by our Task Force:

- Maintain social distance (at least 6 – 10 feet apart);
- Continue utilizing proper facial coverings;
- Wash hands often and with rigor (20 seconds); and
- Avoid large gatherings whenever possible.

Lastly, I want to take this opportunity to thank you for your unwavering support and service to our organization. Your attention to detail and dedication to the success of our company makes a huge difference in keeping our associates healthy and safe. Together, we will persevere.

Regards,

A handwritten signature in blue ink, appearing to read "Guy C. Mingo".

Guy C. Mingo
Chief Executive Officer