



April 6, 2020

Dear Valued Customer –

As Reyes Beer Division distributorships continue to operate as essential service providers, we are closely following all government and health department guidelines and taking robust precautionary actions to do what we can to prevent the further spread of the virus, as well as protect our employees, customers and communities.

Based on the nature of this pandemic and the escalating presence of COVID-19 in our nation, we expect to see an increase in confirmed cases within our network. To those of you who have experienced positive COVID-19 cases within your organizations, thank you for your transparent and timely communications. It is much appreciated and we are committed to doing the same. We have worked with our team of advisors to develop a set of protocols and practices for COVID-19 positive case communications that is designed to share information quickly while protecting the medical privacy of our employees. In the event of a confirmed or suspected case of COVID-19, we immediately isolate the impacted employee and send them home; notify any employees and customers who may have been in contact with the employee; clean the facility with hospital-grade disinfectants in accordance with CDC and health department guidelines; and ensure our employees do not have a lapse in pay if a facility closes while being cleaned. My ask is that we continue to keep the lines of communication between our organizations open, swift and transparent.

In the event of a confirmed case, we ask that you provide as much of the following information as you can so we can do our due diligence with our employees:

- Date the employee received a positive test result
- Was the employee quarantined and if so, as of what date?
- Last day the employee was at your location
- Role of employee
- Information regarding mitigation and sanitation protocols at your location

As an update on our operations, we are introducing flexible work schedules to fit the ever-changing marketplace and volume demands, while always ensuring our customers continue to be serviced by a strong and capable sales team, precise warehouse picks, on time deliveries and the best merchandisers in the business. This agility is in response to the volatility we are all seeing, and we will continue to adapt as needed to provide ample service levels. Our employees remain engaged, resilient and committed to our business and we are doing everything we can to maximize our support for them.

We have heard from several of you thanking our teams and your gratitude means so much to us and to our employees. Thank you for your continued partnership during this unprecedented time. We are all in this together.

Sincerely,

A handwritten signature in black ink, appearing to read "TD".

Tom Day  
Chief Executive Officer  
Reyes Beer Division