

To: Zeus SC Employees
From: Steve Peterson
Date: September 13, 2018
Re: Hurricane Florence - Thursday Update

Ensuring a safe environment is a core value at Zeus. In August, Zeus signed a contract with AccuWeather who is one of the leading sources of forecasting weather. Through this relationship we have specific forecasts generated for our exact locations. We also have access 24 hours a day/7 days a week to meteorologists who can help us understand the weather and how it will impact us. This program is called SkyGuard®. We use this information in our decision making process regarding the closure of any of our sites. This allows us to make the best decisions to keep our most valuable assets – our employees – safe.

Hurricane Florence is unpredictable and the forecast continues to change. With this unpredictability in mind, we have made the decision to close ALL SC facilities at 4 pm today. Our TENTATIVE plan is to resume all SC operations as of first shift Monday. We will, however, consider the unique circumstances of each facility when deciding that facility's resumption of operations. We will NOT resume operations until it is safe to do so. We will make a final determination by NOON Sunday as to which SC facilities will resume operations on Monday and the timing of the resumption of operations for each facility. Please access one of our multiple outlets of communication for the operating status of your Zeus facility before returning to your next scheduled shift. Remember, even if we post a return to work and you feel your specific situation will not allow you to do so safely, don't return at that time. In cases like this, use the call in line to communicate your absence.

Starting with today's second shift Zeus will pay each employee for any work shift that he/she was scheduled to work during the period that the employee's facility is closed.

We strongly encourage all of you to take the necessary steps to ensure your safety and the safety of your family.