

To: Zeus SC Employees

From: Steve Peterson

Date: September 11, 2018

Re: Hurricane Florence

Hurricane Florence has now become a Category 4 Hurricane. With this change in status, Governor McMaster has declared a state of emergency. In support of this state of emergency, Interstate 26 is now being converted to a westerly flow only. This will make traveling to and from our SC locations more challenging. While no Zeus facility is in a mandatory evacuation zone and, as such, all currently remain open, we understand that certain employees may not be able to report to work due to individual circumstances. Because of this, we will suspend our Attendance Points program until the South Carolina state of emergency is lifted and mandatory evacuation orders are no longer in effect. In addition, we will allow any employee who cannot make it to work to retroactively use their earned vacation time to cover any of their missed time. We strongly encourage all employees to exercise their best judgment in their driving decisions and ask for your cooperation in reporting whether or not you *intend* to report to work for your scheduled shifts during the state of emergency. If you elect not to come to work we still request that you call in so that we know your status.

As each and every one of you is part of the Zeus family we don't want any of our employees to unnecessarily put themselves in harm's way. We will continue to monitor Florence over the coming days to determine the operating status of our SC facilities.