



WISCONSIN SPICE, INC.

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April 28, 2020

We here at Wisconsin Spice, Inc. continue to closely monitor developments associated with the COVID-19 pandemic. Protecting the safety of our employees, service providers, and general public remains at the core of our decision-making associated with COVID-19 related responses, all while recognizing we have an obligation to support the businesses of our valued customers and suppliers. To this end, to date, Wisconsin Spice's operations remain uninterrupted, with full production capabilities and capacity.

While Wisconsin Spice continues to operate amidst these uneasy and stressful times, we continue to diligently review the company's mitigation strategies and corresponding tactics. For the latest developments regarding Wisconsin Spice's best practices employed in limiting the spread of COVID-19, please review our latest statement, [issued April 28, 2020](#), which serves as an addendum to statements issued on [March 10, 2020](#), and [March 16, 2020](#). The Wisconsin Spice Management Team meets multiple times per week, reviewing mitigation tactics, and evolving considerations, in efforts to execute continuous improvement and development while combatting this global pandemic.

We understand that the COVID-19 pandemic has adversely affected many of customers' businesses, particularly as demand patterns have changed due to state-at-home orders. [Please trust that Wisconsin Spice will make every effort to exercise flexibility when addressing requests for order cancellations, delays, and/or modifications.](#)

Finally, I would like to reiterate that Wisconsin Spice has prioritized our employees' welfare and will continue to do so. In addition to assuring a safe and comforting work environment, Wisconsin Spice has recently introduced the following employee benefits:

- Permanent increases to employee starting wages, up to \$1.00 per hour, were implemented to attract and retain a stable, reliable workforce, all while demonstrating appreciation towards employee engagement during these uncertain times.
- Ongoing employee bonuses, in addition to the company's pre-existing quarterly performance-based bonus program, have been offered as a means of demonstrating appreciation to our essential workforce.
- A Childcare Assistance Program, offered in addition to the Families First Coronavirus Response Act's provisions, has been implemented. The Childcare Assistance Program uses WSI out-of-pocket funds, provided directly to employees, to be used for childcare needs resulting from school, daycare, and other place of care closures.

At Wisconsin Spice, we continue to take pride in our ability to be nimble, hardworking and proactive in meeting challenges. As we hope to demonstrate, we will continue to apply these principles – both internally towards our employees and service providers, and externally towards our suppliers and valued customers – as we all deal with this evolving pandemic.

Sincerely,

Allen Sass

President, Wisconsin Spice, Inc.