



Dear Friends:

The COVID-19 pandemic has changed everything over the past couple months; the way we work, communicate, appreciate, and collaborate.

Orion's core values are to ensure the health and success of our employees, clients, and business partners. Orion has put in place measures to ensure the health and safety of our team members and their families. We continue to monitor the CDC and government organizations and adjust our practices and policies as the situation evolves to keep our workplace safe and secure.

In order to minimize infection across the workforce, as well as secure our manufacturing and supply capabilities as much as possible, we have been taking the following measures:

- Strong preventative hygiene and safety measures including increased sanitization, social distance between employees, and distributing Personal Protective Equipment
- Continuous dialogue with our suppliers and logistics providers to minimize disruption to our supply chain and inventory positions
- Minimizing the number of working-hours in our building each week
- Limited in-person meetings, both internal and external
- Continued customer and technical service standards
- Access restrictions and protocols for our facility
- Extensive travel restrictions

Throughout Orion's 30-years, one thing has always remained constant: our strong sense of community. Community is woven into the fabric of who we are and what is important to us. We are so proud to be able to keep our employees and families safe during these challenging times.

Sincerely,

Orion