



September 18, 2020

Dear Fedway Employees:

In continuing our commitment to the health and safety of our employees we are implementing new safety and disinfection technology in all our corporate offices and warehouses.

As our warehouse continues to operate and we start bringing more employees back to the corporate offices, we are continuing all the safety protocols we have utilized since the outset of the pandemic. This includes providing PPE, conducting temperature screenings for all employees and visitors, and ensuring deep cleaning of all facilities including extra cleaning cycles.

At Fedway, we believe in upholding quality and protecting our employees to the best of our ability. To enhance the protection, we are also installing new technologies that will keep everyone safe during these unprecedented times. We have specifically moved to implement three technologies that we believe will complement our current efforts and serve to integrate the newest technology and the best in market for disinfection of our facilities.

We are pleased to announce that we have acquired shoe sanitizing stations made by a company called PathO3gen Solutions. The shoe sanitizers have patented technology which uses the powerful combination of Ozone and UVC to eliminate Coronavirus and kill up to 99.999% of infection-causing pathogens in just seconds. The units will be placed in our warehouse and at the entrances of our offices. The units are easy to use and they disinfect all footwear in 8 seconds and will quickly become a part of everyone's routine as they enter our facilities.

In addition, we will be installing Synexis, an air treatment system that provides facilities with a continuous microbial reduction strategy within occupied spaces. Synexis Biodefense is a medical grade, EPA tested process to eliminate harmful microbes including coronavirus. Serving as a continuous enhancement to the normal cleaning practices, the patented technology uses ambient air to produce Dry Hydrogen Peroxide (DHP) providing all facilities with 24/7/365 treatment. DHP impacts virtually every corner by treating both air and surfaces. The technology allows for whole-room decontamination while remaining fully occupied. The Synexis Sphere works by converting humidity and oxygen naturally present in the air into DHP, which can flow to the most out-of-reach areas of a space and attach to microorganisms to naturally break them down. DHP has the added benefit of reducing odor and repelling insects. The environmentally friendly Synexis system provides continuous protection without disturbing people's normal work operations or workflow.

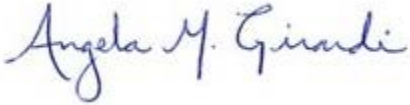
Synexis technology achieves a more comprehensive environmental treatment strategy and is both a natural and green solution. This same system is being used in children's hospitals, university dorms, and professional athletic facilities.

The third new technology, pdActive, will provide pedestal mounted artificial intelligence health screening tablets at all building entrances with additional thermal cameras throughout the warehouse. These devices will employ facial recognition, log employees into the facility, and give temperature readings all within a matter of seconds.

Fedway is confident with the addition of these enhancements, our employees will have an even greater sense of safety while at work. Fedway is committed to providing the necessary resources to provide for your safety and health.

As always, if you have questions about any of the information we have provided, please do not hesitate to reach out to Human Resources.

Sincerely,

A handwritten signature in blue ink that reads "Angela M. Girardi". The signature is written in a cursive, flowing style.

Angela M. Girardi
Director, Human Resources