



Dear Valued Ohio Thrift Team Member,

As you know these are very difficult times for everyone, and we hope that this message finds you and your family healthy and well. This pandemic has affected everyone's lives and we had no choice but to cease operation of our Production, Retail, and Fleet departments. Currently, the administrative office is partially functional in order to support HR and other personnel related matters.

We are committed to providing uninterrupted compensation for our team members. Please be advised that all current team members will receive full pay according to our normal pay schedule. The next paycheck will be mailed or direct deposited to you on or before April 10, 2020.

All salary members will receive normal pay, despite absence from work, and hourly team members will receive 40 hours or the average equivalent weekly worked hours.

Although as a company we have transitioned to contingency operations in response to COVID-19, we are dedicated to offering you continued support during this time via email and phone. Email is the preferred method of communication, and you may reach us at covid19@ohiothriftinc.com. If you wish to contact us via phone, there will be an option to leave a message and we will call you back as soon as possible.

We are anxious to reunite our team members and hope you are taking precautions to remain healthy in the meantime.

Regards,

Omar Shayani