



COVID-19 Mask Update

Hello Norkol Team,

June 11th, 2021

Norkol continues to monitor state, local, and federal guidelines related to Covid-19 protocols. In May 2021, the CDC released updated guidance that fully vaccinated people are no longer required to wear a face covering while they are indoors or outdoors as well as, not being required to social distance. Recently, State officials in Texas, Washington, and Illinois have all aligned with the CDC guidelines and are no longer regarding face coverings and social distancing for fully vaccinated people.

Norkol is committed to the health and safety of all employees, vendors, customers and guests. To ensure the safety of everyone we will continue to be diligent in keeping our buildings clean and sanitized. Upon entry into all Norkol location employees, visitors and vendors will continue to get their temperatures checked to ensure nobody is feeling sick. We will continue to follow these protocols for everyone regardless of their vaccination status to ensure everyone's safety.

Effective June 11th, 2021 all Norkol employees that are fully vaccinated that have provided proof of their vaccination to the Human Resources team will be allowed to discontinue wearing masks and social distancing. All employees that are not fully vaccinated will be required to continue to follow safety protocols by social distancing and wearing a face covering. All vendors, guests, and customers will also be required to follow Norkol's Covid-19 guidelines if they are unvaccinated.

We recognize that this is a big step toward our new normal and we are very excited about this moment. As we move forward please remember that we value and celebrate that every person is different and has a unique point of view. We are a stronger team when we listen to each other and seek to understand before being understood. We will not hold anyone's personal choices against them as we understand that everyone choice is theirs to make.

Thank you for your continued support.

Marty Kolinski, CEO

Tonya DaRocha, H.R. Director