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April 2, 2020

Heidelberg Family,

Thank you for your time, attention and caring mindset. We will keep our focus on each other and support our customers as best we can. We must continue to focus on what we can do, instead of what we can't do.

- Reminder that moods are contagious – just like the virus – and can spread to everyone around us
- Admin Professionals – We are Grateful for you - <https://heidelbergdistributing.com/newsletter/april-2020-feature-story/>
- We have secured more hand sanitizer – arriving this week!
- We have settled on another 4 day work week for week of April 6
- We have built contingency plans for 3 day and 2 day work weeks
- We have updated PTO Benefits – GMs and Admin Leaders are your best contacts for Q&As
 - Stay in close contact with Your Direct Supervisor too
- We have a long road ahead – We will take it one day at a time
- Sales Pros – Thank you! We are all grateful for your daily work. Please continue to sell full cases and yet, Please practice common sense on selling more bottles (#1 Choice of Customers & #1 Brands of Consumers)
- Operations Leaders – Thank you for all of the extra focus to make sure your Teams know all of this info!

It takes each of us, in our individual roles, doing our best, so we can all be our best

April 1, 2pm Gov DeWine Briefing, Dr. Amy Acton said “If we are looking at this peaking/surging in mid-May.... It’s going to be slow coming out of this as well. There is a team working on just how to come out of this once surge is past us. There will be a slow process to come out of social distancing. This will not be a switch to flip to go back to normal.”

Please review this video... It includes the best email/video explanation of COVID-19, from Dr. David Price that I have found. Be Vigilant in following these guidelines.

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Tips to Minimize Risk from Top Doctor – Dr. David Price

- Clean your hands constantly. If you touch something outside of your safe home environment, immediately sanitize your hands. Dr. Price makes clear that you don't have to be afraid to go out and do your job; just be smart.
- DO NOT TOUCH YOUR FACE. Dr. Price suggests wearing a non-medical mask to help train yourself to keep your hands off your face.
- The general population does not need and should not have medical grade masks.
- Distance yourself from other people by at least three feet and try to keep a distance of six feet.
- Know the rules! This is the new normal for the next three, six or nine months

Breathe, Stretch, Stay Calm, Practice Common Sense, Get some Sleep, Hydrate, Eat, Communicate with each other, Be vigilant with the guidelines, Stay safe and well.

Grace & Gratitude,

VMJ

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