



WINE | BEER | SPIRITS
FAMILY OWNED & OPERATED
SINCE 1938

April 8, 2020

Heidelberg Family,

Perhaps we are in the Eye of the Storm, Perhaps all of our Measures have truly Flattened the Curve... Breathe, Stretch, Stay Calm, Practice Common Sense, Get some Sleep, Hydrate, Eat, Communicate with each other, Be vigilant with the guidelines, Stay safe and Stay well! **It takes each of us, in our individual roles, doing our best, so we can all be our best!**

We have remained Calm and Exercised Rational Action, Grace, Consistent Communication & Common Sense. We are taking smart actions to protect ourselves and our loved ones.

Please review the attachments – The Company continues to take steps to secure the critical materials and equipment, as well as, the critical guidelines to keep us all as safe as possible.

- Dayton Safety Letter attachment – We have customized for each Operation/Market – Check with your direct supervisor for copies (hard and digital)

Truckloads of Hand Sanitizer have arrived, Face Masks (2 per associate) are arriving over the course of this week and next, and we are working to continue to source the critical supplies need to protect us the best we can.

Get creative and have some fun with DIY facemasks - <https://youtu.be/1r2C1zGUHbU>

The Critical Behaviors continue to be:

- Opportunities to serve our communities, comes with great responsibility
- Check your temperature daily before work
- Stay home if High Temp or you are sick

WWW.HEIDELBERGDISTRIBUTING.COM

Life **ROARS** *through us*

CINCINNATI / CLEVELAND / COLUMBUS / DAYTON / EVENDALE / LORAIN / TOLEDO / YOUNGSTOWN / HEBRON KY



WINE | BEER | SPIRITS
FAMILY OWNED & OPERATED
SINCE 1938

- Stay in touch with your director supervisor
- Stay in touch with friends & family and co-workers – Connections matter
- Practice social distancing/physical distancing all the time
- Wash hands as often as possible
- Don't touch your face
- Cough into elbow, not your hands
- Work efficiently in the accounts; retailers offering flexible hours to 'beat the rush'
- There have been some more helpful tips about returning to home after working in regards to removing shoes, putting clothes into washing machine, taking shower immediately, etc. Practicing lots of common sense.

Hour by Hour, One Day at a Time!

This next line is taken from another member of our Team – it is Excellent – “Practice patience, manage with grace, keep your teams morale up, over-communicate, and just be nice. This is an opportunity to lead and get our company through what will prove to be its most challenging time is our 80+ year history. We will get through this.”

Yes! We will get through this together... fun video

<https://m.youtube.com/watch?v=awc0blNamSo>

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 when we can.

Continued Grace & Gratitude,

VMJ

Vail Miller, Jr | Chief Executive Officer | Heidelberg Distributing

WWW.HEIDELBERGDISTRIBUTING.COM

Life **ROARS** *through us*

CINCINNATI / CLEVELAND / COLUMBUS / DAYTON / EVENDALE / LORAIN / TOLEDO / YOUNGSTOWN / HEBRON KY