

January 1, 2021

To our Valued Customers and Team Members,

Since 1939, Slakey has been dedicated to our mission of servicing our customers' HVAC and Plumbing needs, as well as, providing opportunity and job satisfaction to our Team Members. Slakey lives by our mission and this guides us as we face the unprecedented challenge of responding to the coronavirus (COVID-19) pandemic.

Slakey and Columbia Manufacturing are open on our regular schedule, as HVAC and Plumbing are "essential services" and critical infrastructures to homes, hospitals, grocery stores, etc. We have enacted new processes and procedures to keep our Customers and Team Members safe.

Branches are open and operating at full capacity.

To protect the health of Customers and Team Members Slakey has established several safety policies:

- Masks are required in all Slakey buildings
- When visiting a Slakey Branch, please keep a safe, 6-foot social distance away from other Customers and Team Members
- Please do not shake hands with other Customers or Slakey Team Members
- Branch Delivery trucks to Customers are on normal schedule
- Will-Call: we will set your order on the dock and sign the paperwork for you.... "Touchless"
- Frequent and consistent cleaning and sanitizing of Branches including work stations, barriers, high touch surfaces including phones, keyboards, key pads, door handles, knobs have been implemented
- Portable Air Filtration Systems in use

If you do not feel comfortable wearing a mask or face covering, please place your order using the following options and we will bring your order out to you:

How to Place Orders and Ask Questions

- SlakeyCustomer.com
- Slakey App on Apple & Android
- Call or Text your Local Branch phone number
- Email or Fax

Buying Up & Returns

- To be fair to all Customers, please do not to buy up on "hot" items and only purchase quantities for your current business needs
- Example: Air Scrubbers and other air purification products. We will not allow the returns of such products
- Example: Costco enforced this with no returns of toilet paper and hand sanitizer

CALIFORNIA | Chico, Concord, Elk Grove, Fairfield, Fresno, Grass Valley, Hayward, Jackson, Modesto, North Highlands, Rancho Cordova, Redding, Salinas, Sand City, San Jose, Santa Cruz, Santa Rosa, Sonoma, S. San Francisco, Stockton, Yuba City

OREGON | Medford

NEVADA | Reno

Corporate Office
2215 Kausen Dr
Elk Grove, CA 95758
(916) 478-2118

- Per our normal policy, we do not allow returns of non-stock, obsolete, damaged, or out-of-carton products. (Special, custom, and factory orders can only be cancelled if we are able to cancel the order with the factory. Factory re-stock fees apply)

Asking our Team Members to follow CDC recommendations ([cdc.gov/COVID19](https://www.cdc.gov/COVID19))

- Stop handshaking – use other noncontact methods of greeting
- Practice regular, thorough hand washing often and use a hand sanitizer
- Avoid touching your eyes, nose and mouth with hands
- Practice social distancing, stay at least 6 feet away from each other
- Suspend offering any food or beverages in stores (except vending)
- Team Members stay home if they feel sick, or have a sick family member in their home
- We have implemented specific guidelines for cleaning and disinfecting surfaces and we are ensuring all locations have an ample supply of disinfecting products

Limit “in person” meetings and gatherings

- Your Outside Salesperson will ask you your preference for a meeting via video conference, phone or in person
- Use video conferencing or phone calls for meetings when possible
- Postpone or adjust large meetings, gatherings, incentive trips, or training classes
- Postpone non-essential travel and air travel
- Asking our suppliers to use video conferencing or phone calls and not visit our locations

Thank you for your business and your partnership, as we get through this difficult and challenging time, together.

Chris G. Walters
President/CEO
Slakey Brothers