



Dear Valued Partners and Consumers,

As we navigate through this unsettling time in our nation, the commitment to our people, customers and community remains the same.

Heartland Coca-Cola Bottling Company has been deemed an essential business. As a result, our associates are working hard to meet the demands of our customers and consumers during this unusual period. Heartland is fortunate to play a unique role in hydrating our consumers while helping our customers stay in business and supporting our local economy.

Though providing essential beverages is a top priority, it is more important that we ensure the health and safety of our associates throughout the process. Associates are continuously encouraged to follow all CDC and state health department guidelines for their protection. We have also implemented the following measures:

- Employees with functions that can be performed remotely were asked to work from home.
- Instituted a Special Pay program to help employees impacted by Covid-19. This program is used to supplement our existing benefit programs to help bridge gaps that occur in pay if an employee must take time off for matters related to Covid-19.
- Provided additional financial assistance for frontline associates.
- Increased cleaning and sanitizing routines across all facilities.
- Implemented social distancing protocols for associates working in our facilities.
- Suspended all business travel and visits from outside guests.
- Implemented split shifts in our warehouses to control the amount of interaction between employees.
- Implemented no-contact deliveries for our drivers.
- Established daily internal meetings with all Heartland leadership.

Since we began as Heartland Coca-Cola, our mission has always been to be the best beverage company. We deliver on this pledge because every decision made is guided by our need to protect the welfare of our associates while serving our customers and communities.

We understand the current anxiety that exists throughout our communities, but WE ARE HEARTLAND and we will get through this together.

Sincerely,

Ulysses "Junior" Bridgeman
Owner and Chief Executive Officer

