

January 24, 2022

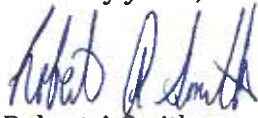
To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that comprises of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing, and posting our COP report due to a number of extraordinary events that have occupied our leadership team over the last two months. We are implementing a major ERP / Project Management system conversion, moving our headquarters facilities, and dealing with a number of Covid 19 cases that have had key people out due to illness or potential exposure.

We hereby ask for an extension period in order to be able to post a COP that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by April 24, 2022, at the latest.

Sincerely yours,



Robert A Smith  
President