



**To My HCT Team,**

‘Crazy days’ were right. The last time I wrote you I acknowledged that COVID-19 would have major impacts on all of us and our business. I’m writing you now to share our newest understanding about these impact at Hot Chicken Takeover.

Coronavirus, also known as COVID-19, has taken hold in Ohio. With cases confirmed in multiple counties, our state government is taking drastic measures to try and contain the impact of the virus further. This has included extended closures of schools, large gatherings, travel, and now, the closure of bars and restaurants to any dine-in business. Here at HCT, we were prepared for this to happen. As you’re reading this message, your leaders are well underway with our plan to keep HCT safe for you and for the guests we’ll serve through carry-out business. I’m going to leave it to them to talk about how our business will work for our guests – my role now is to tell you HCT will operate for *you* in the coming weeks.

We anticipate our sales to be limited during this restricted service period. Limited sales will mean limited hours for the majority of our team, and in turn, this means limited wages. To ensure stability for you during this period, here are the promises we’re able to make:

- We will stay close and share all state and federal laws that are being implemented for your benefit – some things already in motion include benefits for additional sick leave, income for missed hours, income and job-protection for those impacted by COVID-19 directly, and more
- We will allow team members to use their full PTO bank to supplement or cover hours if they are experiencing illness, be it COVID-19 or otherwise
- We will adapt the matched milestones program to include financial hardship, childcare, and other costs associated with medical treatment, as needed
- We will keep you informed and share details openly, frequently, and transparently

Again, you’ll hear from your leaders on our strategy as it all unfolds. I appreciate you being patient with us through this process, we’re working at all hours of the day and doing our best to keep ourselves and you up to date.

The most important thing now is to care for yourselves and those you love. We will work tirelessly to manage the impact of this crisis on your family here at HCT. Please visit [www.cdc.gov](http://www.cdc.gov) to further inform yourself on the virus and resources for testing and medical care, locally.

We’ll weather this storm, together. Sending my love and positive intentions to each of you.

Onward,

Joe DeLoss