



## TOMLINSON INDUSTRIES PANDEMIC RESPONSE PLAN

November 12, 2009

To whom it may concern:

Tomlinson Industries has created a leadership team consisting of its President, Executive Vice President, Vice President of Operations, and Director of Administration to manage our pandemic response actions.

Currently, all our facilities have posted "Flu Prevention" posters, providing visual tips on preventing the spread of viruses. We have also placed hand sanitizing dispensers throughout our facilities to assist in this regard. We have also removed the office visit co-pay for doctor's visits associated with H1N1 vaccines.

Employees with flu-like symptoms are encouraged to stay home from work and limit public contact to keep from infecting others, and should remain home until they are fever-free for 24 hours. Our attendance policy is a no-fault policy, with a generous point system and numerous ways that employees can take off any needed time without fear of losing their employment. We will closely monitor any outbreak and discern what, if any, additional continuity measures are needed.

We have a phone chain system set up to communicate with employees regarding any plant closures or other pertinent information. If necessary, we may also communicate pertinent information through our website.

Regarding continuity, our employees are cross-trained to cover employees who are out due to illness, or otherwise. We also have the ability to extend into additional shifts, if needed, and/or contract with local temporary agencies. We are confident that our capacity is such that we do not foresee any delivery interruptions at this time.

Sincerely,

Tomlinson Industries

*TOMLINSON INDUSTRIES*