

Important Update from Harbor Freight Tools

From: Eric Smidt, Harbor Freight Tools Founder **Date:** March 9, 2020 at 5:55:17 PM EDT

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To: xxxxxxxxxxxxxxxxxxxx

Subject: Important Update from Harbor Freight Tools

Reply-To: Eric Smidt, Harbor Freight Tools Founder



As communities begin to feel the impact of the coronavirus (COVID-19), I want to share with you the steps we're taking at Harbor Freight Tools to help protect the health and safety of our customers and associates, which is always our top priority.

We're closely monitoring local and national reports on the evolving impact of COVID-19 and, based on guidance from the Centers for Disease Control (CDC), the World Health Organization and applicable public health agencies, we've developed plans and established a task force that will allow us to respond timely and appropriately.

Our housekeeping and sanitization efforts in our stores have been greatly expanded. We're frequently disinfecting often-touched surfaces such as door handles, countertops, keypads, restroom surfaces, shopping carts and baskets. We're asking all of our associates (and we urge everyone) to follow the CDC [guidelines](#) to prevent the spread of the infection.

We feel deeply for those who have been affected. Thankfully, as of now, we're not aware of any associate contracting COVID-19. But we have implemented guidelines that instruct any associate who may develop symptoms or come into contact with infected individuals to stay home and follow the CDC's instructions. And impacted associates will be compensated for their missed work hours.

At this time, all of our stores are open for business during their regular hours to meet the needs of our customers. If we become aware of any condition in any store that would make it unsafe, please rest assured that we'll close the store until those conditions have been addressed.

Again, the health and safety of our customers and associates are our top priority and we're committed to doing our part to help keep you safe.

Thank you,



Eric Smidt
Owner and Founder
Harbor Freight Tools