



To: Our Valued Employees
From: David, Brian, and Carl Hogan
Date: March 20, 2020
Subject: COVID-19

In these unprecedented times of the COVID-19 Pandemic, we would like to thank each and every one of you for your help and cooperation in supporting our company through these difficult days. As you know, we are part of a unique industry that plays a critical role in the supply chain and consequently, the lives of millions of Americans every day. The way we respond in times of crisis affects the entire country. Unlike some industries, our industry can never stop. Our hard-working employees and customers are working around-the-clock delivering medical supplies, pharmaceuticals, food, paper, sanitation products, and many other essential items. It is important that we stay focused on getting the job done. Each of you plays an important role toward the success of keeping our trucks moving...drivers, technicians, operations, payroll, IT, accounting, rental, billing, sales, HR, etc. **EVERYONE** is important! We are proud of our talented team and believe that together we will conquer this crisis and come out stronger. Again, we sincerely thank all of you for your commitment and dedication to Hogan, especially during these uncertain times. Again, to all of our employees, we can't express how much gratitude we have for you, the "backbone" of our company. Stay safe and healthy, everyone.

Best regards,

A handwritten signature in blue ink, appearing to read "David Hogan".

David Hogan

A handwritten signature in blue ink, appearing to read "Brian Hogan".

Brian Hogan

A handwritten signature in blue ink, appearing to read "Carl Hogan, Jr.".

Carl Hogan, Jr.