



210 Inverness Center Drive
Birmingham, AL 35242

Telephone (205) 991-7733
www.altec.com

January 15, 2021

Re: COVID-19 Vaccination Priority

To Whom It May Concern:

The bearer of this letter, an employee of Altec Industries, Inc. (Altec), has been identified as an essential worker in both the energy and telecom industries and should be allowed to receive vaccinations related to the COVID-19 pandemic. Altec is a leading provider of products and services to the electric utility, telecommunications, lights, tree care, and contractor markets across the United States. Altec is classified as an essential business under the "Essential Critical Infrastructure Workers" guidelines issued by the Department of Homeland Security (also known as the CISA Guidelines) in response to the COVID-19 Pandemic. This classification is due to Altec's engagement in critical manufacturing and its role as a supplier to critical infrastructure, including providing equipment, supplies and services to the communications and energy sectors.

Under state COVID vaccination priority rules and guidelines, Altec associates will therefore qualify as "Essential Workers" and/or "Critical Industry Workers."

If you have any questions concerning this correspondence, please contact Chris Harmon pursuant to the contact information below.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chris Harmon', with a large, stylized 'C' and 'H'.

Christopher B. Harmon
General Counsel
Altec, Inc.
205-408-6877
Chris.Harmon@altec.com