

The welfare of our employees is always our first concern. While we continue to do everything in our power to safeguard their physical health in the workplace, we know that disasters like COVID-19 can also pose a threat to their personal well-being.

To help ease their concerns, we have provided a variety of employee appreciation and assistance measures. Some of these initiatives include, but are not limited to:

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- Manufacturing 'Frontline' and Non-Exempt Administrative Support Bonus as an expression of our gratitude for those on the frontline of our plants
 - Grocery Gift Cards intended to help our employees purchase home essentials, as well as help the local business community with new revenue streams
 - Childcare Assistance - we are working with our employees who need accommodations for childcare
 - Medical / Mental Health Assistance - we have temporarily waived the copay for Teledoc for 60 days
 - Financial Assistance – we have created a variety of funds available to help our employees and their families that may have experienced hardship expenses during these troubling times

COMMUNITY OUTREACH

In addition to providing for the wellbeing of our employees, Charter NEX and Next Generation films feels strongly in supporting the communities which in we operate. As such, we have:

- Donated over \$100,000 to Food Banks/Food Pantries located in the communities of our plants
- Many of our employees have also “paid it forward” by donating their company issued gift cards to local charities in need