



**The C.A. Lawton Co.**

[www.calawton.com](http://www.calawton.com)

*Remarkable people. Remarkable results.*

*Objective judgement, now, at this very moment. Unselfish action, now, at this very moment.  
Willing acceptance, now, at this very moment – of all external events. That's all you need.  
Marcus Aurelius*

April 3, 2020

A reminder that The C.A. Lawton Co. will be closed the week of April 5-11 due to the issues resulting from the COVID-19 pandemic. Our further review of this situation causes us to look inward to make sure we are doing all we can to protect our most valuable assets – our people. Without the team we've assembled, there is no way we can perform long term to support you, our loyal customers. It is for our people that we are closing our facility completely next week. With that in mind, we are again scouring all the data available to assess the best guess of what we will be facing in the coming weeks and how we will need to respond.

As a first step, I have instructed our Human Resources department to re-evaluate our COVID-19 related policies. As you all are experiencing, these policies (which didn't exist 2 months ago) are in constant need of update. Regular changes in governmental policy as well as the actual effect on our team members require us to be very flexible and responsive in order to keep our people as safe as possible.

We have also consulted with several local and state resources to try to assess the progress of the pandemic as well as the fight against it. Unfortunately, most of this news is not very uplifting. The latest projections estimate the full effect of the virus will impact the state of Wisconsin in the next 2 weeks. Does that mean our local area will be at the that same point or will we lag behind? None of our resources have that answer definitively. However, the sobering reality of that gamble is not one we wish to take.

For this reason, The C.A. Lawton Co. has chosen to plan for a second shutdown in response to the pandemic. This second furlough will occur the week of April 26 thru May 2, 2020. Again, we believe these actions, aimed at protecting the health of our vital workforce, will help flatten the curve of the spread. By limiting the movement and exposure of our team members within the area, it will allow them to "shelter in place" and hopefully slow the advancement of this dangerous situation.

We also recognize the need for us to look further. Therefore, we are tentatively planning a third shutdown for the week of May 17 thru May 23, 2020. Hopefully, this "2 week on, 1 week off" strategy will allow us to simultaneously maintain a level of service to our customers while also keeping our people safe. Of course, this schedule is subject to change due to governmental policy change and the actual situation.

We understand that this decision will cause pain to all our stakeholders. Please be assured that it was not made without careful consideration. We are working very hard to minimize the effect of this and ask that you continue to communicate your own situations as necessary.

Once again, we want to assure you that we are continually adjusting our planning in response to the everchanging situation. Please stay safe and healthy.

Sincerely,

Barry Adamski  
President