



March 20, 2020

To: All Domestic Employees

From: Pandemic Working Group

Re: **COVID-19 – California and L.A. County Orders & Travel Advisory**

While this advisory primarily concerns California employees, it may be informative to domestic employees in other states, as similar restrictions are being implemented more commonly.

Governor Newsom:

Last evening, California Governor Gavin Newsom issued Executive Order N-33-20 ordering all individuals living the state to “stay home or at their place of residence except as needed to maintain continuity of operations of the federal critical infrastructure sectors.” He went on to say that Californians working in these 16 critical infrastructure sectors may continue their work because of the importance of these sectors to California’s health and well-being.”

AMVAC is part of the critical infrastructure; accordingly, our business is authorized to continue operating under the order. As per the applicable federal guidelines (at <https://www.cisa.gov>), AMVAC falls under both “Food and Agriculture” (engaged in “the production of chemicals and other substances used by the food and agriculture industry, including pesticides, herbicides etc.”) and “Chemical” (we employ workers supporting the operation . . . of facilities (particularly those with high risk chemicals . . . whose work cannot be done remotely and requires the presence of highly trained personnel to ensure safe operations”).

Further, in issuing guidance on Coronavirus, President Trump said, “*If you work in a critical infrastructure industry, as defined by the Department of Homeland Security, such as healthcare services and pharmaceutical and food supply, you have a special responsibility to maintain your normal work schedule [emphasis added].”*

Bottom Line: **the Governor’s order specifically permits AMVAC to operate**, and the President in effect insists that we continue operating.

L.A. County

Last evening, the Health Officer for the County of Los Angeles issued a “Safer at Home Order for Control of COVID-19” which order that all person at gatherings that are not prohibited and for all Essential Businesses (such as ours) take the following precautions: (1) practice social distancing (i.e., six feet or more), (2) provide access to hand washing facilities, (3) post a sign in a conspicuous place at the public entry instructing visitors not to enter if they have symptoms of respiratory illness and (4) adhere to L.A. County disease control recommendations. This order does not prohibit walking, hiking, shopping at grocery stores, or patronizing restaurants having no seating.

As per the L.A. County Order, AMVAC is an Essential Business and is therefore authorized to continue to operate, provided we meet the requirements above. Having posted the proper signage on public entrances, we meet all of the requirements of the order at our L.A. facilities. In addition, and as a point of reference, we meet the County’s definition of Essential Business insofar as we are a company in the “food cultivation” segment (section 13(b)) and, further, we provide farms and food cultivation businesses with “support or supplies necessary to operate” (section 13(n)).

Travel Advisory – Employees Returning from International Travel

Any employee who is returning from international travel (through whatever form of transportation) must self-quarantine for at least 14 days prior to entering any of the company’s offices or facilities. Such employees should contact both their manager and HR as to the fact of their return, the date of their return and the date on which the 14-day quarantine would be over. If such employee develops any respiratory symptoms during this period, he or she should report such symptoms to both HR and his or her manager promptly.

If you have questions on any of these matters, please contact either Kelly Willmott (kellyw@amvac.com) or Tim Donnelly (timd@amvac.com).