



March 12, 2020

To: All Employees

From: American Vanguard/Pandemic Working Group

Re: COVID-19 Travel Advisory

Matters affecting travel and large-scale meetings are changing rapidly in light of the COVID-19 pandemic. As you may know, President Trump (with later clarification from Vice President Pence) announced a 30 day ban on persons coming via aircraft from the EU and landing in the US. The ban does **not** include US citizens or US permanent residents, who may travel, but will be funneled through 13 different airports and asked to self-quarantine for 14 days. Details on this broad announcement have not yet been issued.

With respect to the EU, certain countries (such as Italy) are restricting travel within their borders. Other countries that have reported a significant number of COVID-19 cases, such as Germany, Spain and France, may soon follow Italy's lead.

Accordingly, we strongly recommend that AMVAC employees not travel to the EU, unless you are going home. At this stage, it is uncertain how long or under what conditions a US citizen in the EU will be able to travel either within an EU country or back into the US.

In addition, certain of our managers have already put a freeze on travel for business purposes. At this stage, the company is not mandating a travel freeze. **However, we strongly recommend that AMVAC employees travel – even domestically – only if it essential for the business.** If you are scheduled to attend large conferences or otherwise to meet with suppliers, government agencies or other counterparties, it is prudent to check with those parties as to whether these events or meetings have been cancelled or are requiring face-to-face attendance. Many government agencies have discontinued face-to-face meetings. And certain states, such as Oregon, have banned meetings having 250 or more persons in attendance.

We will continue to update these advisories as events relating to this pandemic unfold globally. If you have questions on this matter, please reach out either to Kelly Willmott (kellyw@amvac.com) or Tim Donnelly (timd@amvac.com).