



September 21, 2020

To: All Roper Pump Company Employees

Today we made the difficult decision to implement a reduction in force for our SPDP Georgia facility.

The collapse of the oil & gas market in late March combined with COVID-19 caused a significant level of business interruption and a 60% drop in sales. After months of extended furloughs to save as many jobs as possible, we made the necessary adjustments today for SPDP. Although our oil & gas business is still significantly down versus prior year, we are starting to see a slow recovery in our industrial markets.

We committed to be completely transparent and honest with each of you, and we do anticipate that the reduction in force action taken today will now match the manufacturing headcount with the current level of business activity. However, moving forward, if weekly workload changes do occur we may still need to use weekly furloughs, but we expect the number of furloughed workers to be greatly reduced.

We are not currently making any changes to how we manage the workforce in our two SSEP plants.

Please do not hesitate to contact us if you have any questions. Our contact information is below.

Thanks for your understanding as we navigate these difficult times.

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