



PREMIO INC - UPDATE ON THE IMPACT OF THE COVID-19 CORONAVIRUS

This is an official statement from Premio Inc. and its management teams about COVID-19 and how it relates to our business, customer, and partners. Latest Updates will be provided as more information becomes available and a history of updates will be listed below:

- **3/24/2020 Update: Safety First: Implementing OSHA Recommended Guidelines during “Essential Infrastructure and Business”**
- 3/20/2020 Update: Los Angeles County issues emergency order for non-essential business, Premio Inc. Business Contingency Plan Activated to Continue Operations as Provider to “Essential Businesses”
- 3/18/2020 Update: Premio Inc’s Commitment To Our Employees, Partners, and Customers During COVID-19
- 3/11/2020 Update: Additional Tradeshows added to the list of postponed events
- 3/9/2020 Update: Tradeshows and Industry Affected Events
- 2/21/2020 Update: Supply Chain Notification



Dear Valued Community of Customers & Partners,

1. Implementing Federal OSHA Workplace Guidelines for Added Protection

GREATER LOS ANGELES, CA - As we continue to learn more about the changing effects of the COVID-19 corona virus, Premio Inc. prioritizes its commitment to the health and safety precautions for our employees, partners, and customers. With that said, Premio Inc. has implemented Occupational Safety and Health (OSHA) guidance measures on preparing workplaces for COVID-19 for its operation facilities since Monday, March 16th 2020. This guideline from OSHA helps determine the classification of risk to employees and provides Premio Inc. clear guidance to ensure a safe and healthy working environment for all. No matter what, our number one priority is to ensure control processes are always in place to protect our workers and employees. Currently, Premio Inc. has also implemented OSHA's "Medium Exposure" guidance in its engineering controls, administrative controls, and personal Protective equipment (PPE) as a precautionary measure. For more information about OSHA's guidance please go [here](#). We also understand the difficulties and challenges for everyone during this unprecedented time in our business and are sincerely hopeful that all families remain safe and vigilant in their actions.



OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

2. Our Customers and Partners declare "Essential Infrastructure and Businesses"

For over the past 30 years, Premio Inc. lives and breathes by a motto that extends through our commitment and partnership with our customers. Each day our global organization and its incredible teams diligently solve many challenges and deliver world-class results that continue to foster strong and long-term partnerships. Our Premio Inc. teams are built around turnkey resources that help our partners achieve a new level of scale, whether it be in the capabilities of engineering and design, manufacturing, global supply chains and fulfillment. Overall, during this critical time it's important to recognize the respect and value customers share for the entire Premio Inc. organization and its incredible business and operation teams. It also goes without question that our entire organization puts in a tremendous amount of diligence and effort in order to help impact the success for our customers throughout the world.

And now more than ever, our impact and value for our customers are being called into action for their "essential infrastructures and supply chains" in the United States of America. Over 70% of our customers have provided official statements and compliance declarations identifying the need for a continuation of manufacturers and suppliers (Premio Inc.) of "[essential critical infrastructure](#)." We will continue reviewing closely with all our partners and employees to ensure best means for business continuation and safety during this unprecedented time. Like our brand mission states, "Your Success, Our Commitment" continues to drive our motivation and support for partnership and continued success. Thank you and please stay healthy, we will get through this together!

Sincerely,
Premio Inc Management Team



Friday, MARCH 20, 2020 - Los Angeles County issues emergency order for non-essential business, Premio Inc. Business Contingency Plan Activated to Continue Operations as Provider to “Essential Businesses”

GREATER LOS ANGELES, CA - Effective starting Friday, March 20, 2020 at 11:59 PM Los Angeles County issued an emergency order stopping non-essential activities outside of residences in response to COVID-19. After careful consideration of specific guidelines listed for “[essential business and activities](#),” Premio Inc. has activated its robust business contingency plan for its entire operations in fulfillment, manufacturing, and supply chains. For more information, please see the official [Public Order](#) Under City of Los Angeles Emergency Authority that was issued on March 19, 2020.

Currently, Premio Inc. and its customer care teams, are reaching out to all partners and customers to determine the level of urgency for compliance under this statewide order. Our customer care teams have been working tirelessly with our global operations in fulfillment, manufacturing, and supply chains over the past few months to mitigate unnecessary impacts and risks. With that said, it's absolutely critical to communicate your “essential” business needs to our customer care teams, so we can plan the next few weeks accordingly.

We kindly ask for the following information by end of business Monday, March 23, 2020:

- 1. Kindly requesting all partners and customers to provide a revised schedule for your business contingency plan and updated status of open order(s) and demands**
- 2. Kindly requesting all partners and customer to review “essential businesses” with the support, services, or supplies necessary to operate from Premio Inc.**

Please note: If we do not receive a reply, we will take action to determine if your product is non-essential, and will revisit the fulfillment and manufacturing operations at a later time.

We are working closely with all our partners and employees to ensure best measures for safety and prevention. Like our brand motto states, “Your Success, Our Commitment” continues to drive our motivation and support for your business.

Sincerely,
Premio Inc Management Team



Wednesday, MARCH 18, 2020 - Premio Inc's Commitment To Our Employees, Partners, and Customers During COVID-19 (Coronavirus) Outbreak

GREATER LOS ANGELES, CA - We understand your expectation and value for Premio Inc as an “essential” business and operation in your supply chain. As we learn more about the developments from the Coronavirus virus outbreak (COVID-19), we would like to share how Premio Inc is taking proactive measures to ensure the health and safety for all our employees, customers, and partners. *Please follow the US President's Coronavirus Guidelines for America: 15 Days to Slow the Spread* - https://www.whitehouse.gov/wp-content/uploads/2020/03/03.16.20_coronavirus-guidance_8.5x11_315PM.pdf

Providing Guidance and Protective measures for our Colleagues and Your Business Is Very Important to Us

Premio Inc. has a clear and detailed business continuation plan that has been activated effective immediately since Monday, March 16th 2020. Our main goals and objectives are to guarantee business operations and production until local (Los Angeles) or state (CA) legislatures subject strict mandates that may require forced shutdown to operations. With that said, our management team is actively reviewing acts of precedence from other counties' mandates and will be prepared to act accordingly if needed.

Additionally, since Friday February 21, 2020 Premio Inc. has been working extensively with our strategic vendors in our supply chain to minimize impact and risks for our business. Overall, Premio Inc's early sensitivity and awareness in the supply chain has created open communications and dialogue with customers to review demands to mitigate impact. Our customer care teams have been in close communication with customers and have provided guidelines for the next 12-24 weeks in regards to planning and lead times.

Implementing Company-Wide Precautions for Added Protection

In addition to a clear business continuation plan, Premio Inc has also taken proactive steps in our facilities to protect and prevent from COVID-19. Here are some of the active steps:

- Effective since Monday, March 16th all visitors to our facilities have been suspended until further notice. Only “essential business” visitors like delivery trucks and commercial couriers have an exception
- Implementing a rotational work-from-home schedule for employees that ensures business continuation and operations for manufacturing, supply chain, and shipments for customers
- Implementing a mandatory temperature reading for on-site employees to monitor high risk symptoms like fever
- Educating colleagues about the virus and sharing resources on how to keep the workplace clean
- Increasing sanitizing and cleaning routines in facilities and encouraging colleagues to use good hygiene practices, including frequent handwashing
- Restricting business travel for colleagues and asking to disclose full travel history if essential travel was occurred in the last 3 months
- Implementing Center for Disease and Control and Prevention (CDC's) guidance of “social distancing” by re-scheduling important meetings to web-based conferences.
- Limiting gatherings, postponing events or going virtual to allow for appropriate social distancing and safety of attendees.



Please refer back to our active tracker of official statements and actions during the COVID-19 outbreak [here](#). Due to rapid day-to-day changes please refer back to the press kit website for the latest information and updates from Premio Inc.

We are working closely with all our partners and employees to ensure best measures for safety and prevention. Like our brand motto states, “Your Success, Our Commitment” continues to drive our motivation and support for your business, Thank you!

Sincerely,
Premio Inc Management Team



MONDAY, MARCH 9, 2020 - Official Tradeshows Postponed from Official Organizers

GREATER LOS ANGELES, CA - In recent announcements directly from organizers of industry tradeshows, official statements have been released to postpone the following shows below until further notice. As an exhibitor, Premio Inc. respects the decision from show organizers and understands the priority of public health and safety in regards to COVID-19. Due to this circumstantial change in the tradeshow calendar, we also understand that customer meetings and booth visits will also need to be re-scheduled accordingly; we suggest moving these meetings to a web conference to continue discussions. In following weeks, your sales contact will be reaching out directly to re-schedule meetings and review any open issues. Thank you for your understanding and if there are any issues or concerns please contact us.

Premio Inc. Tradeshows that have been postponed until further notice as of 3/18/2020. More information will be provided for other scheduled shows as official statements are released. Please stay posted for re-scheduled dates

1. International Security Conference (ISC West 2020) , SANDS EXPO, LAS VEGAS, NV
 - Original Dates: March 17- 20, 2020
 - Postponed : July 20-22, 2020
 - Official Show Statement: https://www.iscwest.com/RNA/RNA_ISCWest_v2/2020/doc/legal/ISC-West-A-Statement-from-Reed-Exhibitions-3-6.pdf

2. International Wireless Communications Expo (IWCE) IWCE 2020, Las Vegas Convention Center. Las Vegas, NV
 - Original Dates: April 1- 2, 2020
 - Postponed : August 26-27, 2020
 - Official Show Statement: <https://www.iwceexpo.com/iwce20/Public/Content.aspx?ID=1072733>

3. IoT Device Security Conference, Hyatt Regency Santa Clara, Santa Clara, CA
 - Original Dates: March 26 2020
 - Postponed : Q4 2020; Dates TBD
 - Official Show Statement: <https://iotdevicesecurityconference.com/index.php>

4. Internet of Things World (IoT World 2020) , San Jose Convention Center, CA
 - Original Dates: April 6-8, 2020
 - Postponed : August 10 -13, 2020
 - Official Show Statement: <https://tmt.knect365.com/iot-world/coronavirus-updates>

5. National Association of Broadcasting (NAB 2020), Las Vegas Convention Center, Las Vegas, NV
 - Original Dates: April 18-22, 2020
 - Postponed : Dates Canceled until 2021
 - Official Show Statement: <https://nabshow.com/2020/attend/onsite-services/coronavirus-update-and-resources/>



FRIDAY, FEBRUARY 21, 2020 – Premio Inc Supply Chain Response

GREATER LOS ANGELES, CA - In response to the current outbreak of coronavirus (COVID-19), Premio is constantly working closely with our global partners, suppliers, and employees to manage the overall impact of our current demand and supply channels for all products and components. Our main objective is to minimize the impact of extensive lead times and any major delays caused by this unforeseen circumstance currently affecting the supply chain. Therefore, Premio has actively put an extensive review process in place with our supply chain partners, especially all components shipping from the Asia-Pacific region (APAC). We will continue to monitor this situation closely and will keep you informed of any updates or changes effective immediately.

As you may know, the countries of Taiwan and China provide a major source for supply and manufacturing of the world's electronic components. This novel outbreak of the COVID-19 virus has placed strain on the entire supply chain due to manufacturing operations and schedules being delayed. The unforeseen shutdown of businesses in APAC has caused a ripple effect on component supplies, lead-times, and logistics for transportation. As a result, our latest analysis and estimates from our supply chain reports that production lead-times after April may be delayed. Once again, we are still evaluating the overall impact with our suppliers and will provide more information in regards to production schedules and capacity in due time.

As of Friday 2/21/2020, no infections have been reported among Premio employees and their extended families. In order to best protect the safety of our employees, travel restrictions remain in place, with travel to Mainland China, Hong Kong and Macau still prohibited. Premio has also put into place protective measures among our factory and facilities since the outbreak by following the recommendations from the Center for Disease Control and Prevention (<https://www.cdc.gov/coronavirus/2019-ncov/index.html>)

Our operation and manufacturing factories in USA, Taiwan, and Malaysia have been operating as usual, with no news of any closures. Our supply chain team suggests being proactive by openly discussing future plans and/or orders to avoid any delays. In the coming weeks, our Sales and Operation teams will reach out to you in order to proactively discuss and manage the impact of lead-time and cost. We value your partnership and will continue to our absolute best to mitigate any impact in the supply chain that may affect delivery schedules. Thank you for your understanding and cooperation while the world continues to navigate this unforeseen circumstance.

Please don't hesitate to contact us if you have any questions. Thank you!

Sincerely Your "inside outsource,

Premio Inc's Management Team