**To all Avanzar Team Members and Families:**

**I’m thinking about all of you during this difficult and challenging time. I will continue to keep all of you in my thoughts and prayers. Our management team is working very hard to keep all of us informed and prepared for what lies ahead and how this pandemic will affect us. We are making plans for all possibilities one day at a time. We will get through this together.**

**TWO WEEK SHUTDOWN EXTENSION:**

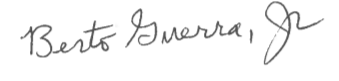
Due to the ongoing COVID-19 pandemic and decline in vehicle demand, Toyota will further extend its production shutdown through April 17 with current plans to resume production on April 20, 2020. This shutdown affects all of the company’s automobile and component plants in North America, including Canada, Mexico and the U.S.

These are uncertain and unprecedented times, and we do not take these decisions lightly. This extended shutdown is a balanced approach to secure our future. **We will currently be paying 100% of normal pay for the week of 4-6-2020 thru 4-10-2020 (including all Temporary Team Members). We will provide daily updates on the handling of the week of 4-13-2020 at a future date. Please check Avanzar.com for all updates.**

Thank you for your ongoing understanding and commitment during this difficult time. We will continue to monitor the situation and provide another update on or before April 10.

We are confident we will get through this together and become a stronger Avanzar. Please continue to remain at home as much as possible except for trips to the grocery store, pharmacy or service stations.

Stay Healthy, Stay Positive, Stay Blessed,





Berto Guerra, Jr.

Avanzar Interior Technologies

Chairman and Chief Executive Officer

“Moving Towards Perfection to become the most successful and respected auto parts supplier”