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July 30, 2021

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Eli

Freeman is dedicated to the Health and Safety of all team members and that includes our union partners. As the leader in our industry, we must put forth the example and requirements around health and safety for our community in order to see the further return of live events and overall attendance increase at these events which benefits us all.

Based on the recent CDC guidelines specific to mask requirements issued on July 27th, Freeman is mandating masks for all employees – union or non-union, vaccinated or unvaccinated - effective Sunday, August 1<sup>st</sup> at all Freeman facilities and locations of employment (i.e. show site, etc.). We are also requiring this of all persons (clients, vendors, etc.) entering our properties as well as adhering to physical distancing recommendations.

In the circumstance an employee (union or non-union) is seen without a mask or not practicing safe physical distancing, they will be asked by a member of management to comply with Freeman's policy. Upon a refusal to comply, the employee will be immediately removed from the premises. All employees (union or non-union) that fail to adhere to Freeman's policy specific to mask wearing and safe physical distancing will be subject to disciplinary action, up to and including separation from employment. As indicated, this policy is effective Sunday, August 1<sup>st</sup>.

Freeman and the industry need your continued leadership in reinforcing this policy and encouraging team members to practice these health and safety standards to ensure we all do our part to secure the stability of the industry. The full return of the industry is reliant on everyone's dedication to health and safety standards.

We are asking for your support and assistance in communicating with your members the requirements listed above. The health of our industry is important to all of us. We, like you and your members, are dedicated to making our industry healthy once again.

Sincerely,

Scott R. Kirstein  
General Manager