

**PA House Majority Policy Committee Hearing
May 20, 2021**

**William C. Polacek
President & CEO, JWF Industries**

Good morning, everyone. I'm Bill Polacek – President and CEO of JWF Industries.

No one could have prepared us for the COVID-19 Pandemic. While most companies were in body-tuck mode, JWF Industries took this time to show that our main goal was to keep our employees working and to keep our employees safe.

(Slide on Purpose, Mission, Passion)

Immediately we instituted safety precautions at JWF. I hired Ed Bowser to be in charge of all COVID protocol. We supplied and required all employees to wear face masks or shields at all times. We supplied all employees with hand sanitizer in all areas as well as personal hand sanitizer to keep with them. We hired a temporary employee to perform extra sanitizing of all work areas for our employee's safety. We brought in lunches weekly for all employees for local family-owned businesses to not only show our employees we appreciate their dedication during this time but to support area businesses.

I sent weekly encouraging emails to all employees keeping them up to date on our protocols in place and thanking them once again for all they were doing.

Because of all of these precautions and the dedication of every one of our employees.....we increased quality. We increased delivery. We were able to arrange classes for employees to attend while socially distancing to further their education.

I recognized all of our employees in July of last year with a Bronze Coin – engraved with Essential Worker for their appreciation for their continued work ethic during the COVID-19 pandemic.

(Slide with coin)

We were fortunate to have only two employees at work contract the COVID-19 virus and they have fully recovered. Any employee who contracted COVID-19 or was exposed to someone who tested positive to the virus was paid up to two weeks salary while they recovered or were quarantined.

In March and April of this year, through Highlands Health Clinic, we vaccinated over 150 employees with the Moderna vaccine to those employees who wished to receive it. We also communicated information weekly to our employees to tell them of vaccine clinics being held in the area in the event they would like to attend one of them – or if they knew a friend or family member who wanted the vaccine.

I am proud of our employees for supporting all of our initiatives during the pandemic to keep them safe and keep them

working. Because of this, we will have an Employee Picnic on July 2nd to show our appreciation to our employees.

I have concerns on the economy with inflation and the cost of materials. The price of steel and scrap has tripled. Our Supply Chain is working diligently to research and find the best prices on steel so that we can continue to provide our customers with the excellence they receive from JWF Industries.

(Slide with master pricing)