

April, 1 2020

**Proprietary and Confidential**

Re: Mercury Systems, Inc. 2019 Novel Coronavirus (COVID-19) Response.

Dear Customer,

The COVID-19 pandemic continues to impact people and countries around the world. This is a time of extraordinary circumstances and uncertainty. It's also a time when the work we're doing in support of strategic national priorities is recognized as critical.

At Mercury, we remain laser-focused on four goals we established many weeks ago: To protect the health, safety and livelihoods of our people; to mitigate or reduce operational and financial risks to the business; to continue to deliver on our commitments to customers and shareholders; and to continue the mission-critical work Mercury does every day to support the ongoing security of our nation, our brave men and women in uniform, and the communities in which we all live.

All along, we have recognized the need to be decisive and nimble as we continue to address all concerns and issues related to the achievement of these goals. I have previously shared actions we have taken or will be taking, but I'd like to take this opportunity to briefly recap.

**Teams and Communications**

To best keep our company informed as a whole, from an overarching leadership perspective we have involved our executive board, creating a steering team that meets multiple times each week; created several COVID-19 resources for employees, which are updated daily to include the most recent company information as well as that of local, state and federal authorities; and established a weekly call with all managers to discuss business continuity information, which is then disseminated across the company.

**Health and Wellness**

At Mercury, our number one priority is to protect the health, safety and livelihoods of our employees. As such, we have instituted a wave of new policies and programs including, but certainly not limited to, 120 hours additional sick leave for employees for Coronavirus-related circumstances to incent unwell people to stay home; increased pay for all overtime to two times the regular rate; guaranteed employee base pay during the time a facility may be shut down; and a relief fund, starting at \$1M, to assist eligible Mercury employees experiencing unexpected financial burdens as a result of this crisis.

**Facility Protocols**

Because much of the critical work we do cannot be done from home, we have implemented preventive measures at all of our facilities and are working every day to improve upon these measures, including limiting non-essential site visits by internal and external visitors.

However, there is more we need to be doing. In this time of crisis, we cannot lose sight of critical strategic priorities, including the United States' national security. Safeguarding our nation requires continued persistence in the face of challenges. The president recently issued updated Coronavirus Guidance for America. This guidance states that:

*"If you work in a critical infrastructure industry, as defined by the Department of Homeland Security...you have a special responsibility to maintain your normal work schedule."*

However, this is just *guidance*, not law. While our experience, thus far, has been state-level recognition of the importance of "critical infrastructure industry" businesses like ours, making exceptions to "stay-at-home" orders, it is still our *nation's* defense being decided at the *state* level. We need legislation that reinforces the importance of these industries and keeps them operational and stabilized in times of crisis.

While continuing to comply with global and local health authorities' guidance and protecting our employees remains our top priority, we must continue our work on critical programs that help ensure our collective safety and security. These are trying times, but I have as much confidence as ever in America's ability to rally around a common goal in service of our country's success. I believe the time to act is now. For our part, Mercury is committed to continuing the advancement of Innovation That Matters in support of the aerospace and defense industry, which will play a key role in America's national security for decades to come.

I'm proud to lead a company that continues to lean forward and continues to take care of our employees and customers in keeping with our culture and values. With unemployment reaching the highest levels since 1982, we're hearing that our employees' other family members are now being impacted, further compounding their issues. The healthcare, humanitarian and economic crisis that is unfolding before our eyes is of epic proportions and occurring rapidly. We ask that you continue to help those in your communities who are in most need during this crisis as we work together to be agents of good.

Sincerely,



Mark Aslett  
President & CEO