



Imperial
POOLS INC.
REDEFINING ONE SOURCE



Corporate and Manufacturing Headquarters

33 Wade Road, Latham NY 12110 • Toll Free: 800-444-9977 • Phone: 518-786-1200 • Fax: 518-786-0954

1/12/22

To our valued employees and associates,

The Covid-19 virus has put a strain on our workforce and work environment for almost 2 years. We have been diligent in providing a safe work place for all our employees, customers and vendors and have followed all of the guidelines required by National, State and local authorities. However, the recent surge in positive Covid-19 cases nationally, as well as the testing and quarantining effects on our workforce, requires that we modify our travel and company guidelines in order to protect the integrity and health of our workforce. As we prepare for another season of historic demand in our industry, it is crucial that we do everything within our control to protect the health and well-being of our employees, be in the best position possible to meet our customers' needs, and provide the level of service you have come to expect from Imperial Pools, Saratoga Spas and The Vinyl Works.

Therefore, effective immediately, and for the next 45 days, all off-site and on-site visits require pre-approval from management. All overnight and domestic air travel is suspended. All international travel is to be terminated immediately, without exception. This includes but is not limited to all Trade Shows and Conferences.

Thank you for your understanding during these very challenging times.

Anthony Brennan, CEO