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To: Greenville Employees
From: Julie Hoover, VP Human Resources
Re: Important Update Regarding Greenville Operations and Employee Support
Date: 9/29/2024

As we face the challenges brought about by the recent flooding in the Greenville area, our thoughts are with each of you, your families, and friends who have been impacted by this natural disaster. We understand the difficulties this situation presents, and we want to assure you that we are here to support you during this challenging time.

Due to significant water supply issues in Greene County, we will only be performing essential operations for the next few days. Employees who can work in the departments that are operational have already been contacted. Employees who have not been contacted will be placed on an unpaid furlough until we can reestablish operations. We are collaborating with the TN Department of Labor and Workforce to determine if we can file unemployment claims on behalf of our employees and expect to have more information on this process tomorrow.

We are dedicated to restoring our operations while ensuring the safety and health of our employees. However, the full restoration of operations may take some time, depending on the reestablishment of water utilities.

In addition, we want to remind you that Miller Industries has an Employee Emergency Fund available for situations like this flood. We will provide instructions and assistance for applying to this fund in the coming days. Please keep an eye out for further information regarding HR office hours.

To ensure everyone stays informed, we will continue to share updates through AtHoc and The Hook Intranet. These platforms will be our primary sources of communication, so please check them frequently for information about the furlough, when to report back to work, the Employee Assistance Fund, and any additional resources we can provide for our Greenville location employees.

We sincerely thank each of you for your patience and understanding during this challenging time. Your resilience and teamwork are greatly appreciated, and we extend our heartfelt gratitude to all of you. Please know that you and your families are in our thoughts as we navigate this situation together. Take care and stay safe.