

We are committed to the safety of our team. It's a core value and belief that guides us. During the COVID-19 pandemic we have implemented additional measures to allow us to meet the needs of our customers while keeping our team and worksites safe. These measures are focused on goals that we all share – to keep our people safe, to support our critical operations, and to ensure that we can continue to provide economic support to our employees and communities.

Many states, counties and cities have implemented stay-at-home or shelter-in-place orders in response to the COVID-19 pandemic. Each of these orders to date have exempted essential businesses from the stay-at-home or shelter-in-place requirement, based on the guidelines developed by the U.S. Department of Homeland Security (DHS). Because we are involved in construction activities supporting critical infrastructure, we are an essential business under these orders; therefore, we will continue working on all projects unless directed otherwise by our customers. For additional information, see [Advisory Memorandum on Identification of Essential Critical Infrastructure Workers](#).

On March 2, 2020 we activated our COVID-19 Response Team to coordinate our efforts across Safety, Human Resources, Operations, and Customer Support.

We have built upon our Target Zero safety program to implement these additional precautions to ensure the health and safety of our team:

COVID-19 Monitoring and Response Plan – a comprehensive plan to mitigate the risk of exposure and to provide tactical, step-by-step guidance to protect our team. Specific steps include:

- Pre-Shift Temperature Testing** by trained screeners at the beginning of each shift using temporal or infrared thermometers

- Educational Materials** provided by the United States Center for Disease Control (CDC) to create awareness and stop the spread of the coronavirus

- Leadership Training** for onsite supervisors to monitor and prevent exposure

- Social Distancing** at jobsites with the expectation that individuals will maintain a 6' distance

Sanitizing and Disinfection Practices – to include office and job site hand-wash and sanitizer stations, and increased cleaning and disinfection of high-traffic areas.

Travel Restrictions – through May 1, 2020 non-essential travel by plane, bus, train, or any other public mass transportation is prohibited.

Remote Work – for employees who are technologically able to perform their core roles from home.

Health and Wellness Resources – such as an Employee Assistance Program available to all our employees, and access to telehealth and waived employee cost share for COVID-19 testing for those who have elected the Company's medical plan.

Our prevention efforts continue to adapt to the guidance provided by the CDC, as well as federal, state, and local governments. We remain focused on safely performing our work for our team and local communities and executing our projects with strong environmental and safety standards.

Mark Stauffer
President & CEO
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