
From: Mike Heitmann
Sent: Wednesday, March 25, 2020 12:44 PM
To: ZZComplete e-mail list
Subject: COVID-19 Update 3-25-20
Attachments: This is ESOP Man Poster_English.pdf; This is ESOP Man Poster_Spanish.pdf

Good afternoon, employee-owners:

Below is an update on our COVID-19 response. The first part is additional information and the second part contains answers to the questions that have been submitted.

ADDITIONAL INFORMATION:

- **We are postponing Yvonne’s webinar** scheduled for tomorrow outlining the details of the 10-day Paid Leave and the 12-week (2/3 pay) benefits. We are doing this because the Federal government just passed a bill that could change how we structure these benefits going forward. We believe the benefits can be greater. Thus, we need time to fully understand it before having the call. As soon as this happens, we will notify everyone when this webinar will be held. We are hoping it is just a day or two delay.
- Attached are some ESOP Man posters that you are welcome to print on 11” x 17” size paper and post around your project. Project Engineer **Amir Siddiqui** came up with the idea for these posters – thanks Amir!

QUESTIONS SUBMITTED:

No questions were submitted yesterday.

As always, please continue submitting your questions to covid19@garney.com – thank you!

Mike Heitmann

Employee-Owner Since 1990

GARNEY CONSTRUCTION *Advancing Water*

THIS IS ESOP MAN



ESOP MAN LISTENS TO THE CDC AND GARNEY'S CRISIS RESPONSE TEAM.

ESOP MAN ONLY COMES TO WORK EACH DAY IF HE IS HEALTHY.

ESOP MAN WASHES HIS HANDS AND KEEPS HIS WORKSPACE TIDY AND CLEAN.

ESOP MAN STAYS CONFIDENT, REASSURING, AND SUPPORTS HIS FELLOW EMPLOYEE-OWNERS.

BE LIKE **ESOP MAN**. PROTECT YOUR GARNEY FAMILY. WE'LL GET THROUGH THIS BY STAYING INFORMED, FOCUSED, AND SAFE.

