

---

**From:** Mike Heitmann  
**Sent:** Monday, March 30, 2020 12:17 PM  
**To:** ZZComplete e-mail list  
**Subject:** COVID-19 Update 3-30-20

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 had several questions regarding the updated jobsite procedures on the COVID-19 Event Response Plan that was distributed late last week. We will answer these questions and report back within the next day or two.

**QUESTIONS SUBMITTED:**

- 1. If an employee-owner wants to self-quarantine and take the 10-day paid leave does that employee-owner have to have a doctor excuse when they return to work?**

ANSWER: No doctor's note is required to return to work for any illness other than COVID-19. Remember that you must be symptom-free and fever-free for 72 hours. If you have been diagnosed with COVID-19, a doctor's note is required for you to return.

- 2. How is Garney stock doing during this Covid-19? Also is Garney going to send our statement by mail since the Field Managers Workshop was canceled?**

ANSWER: Yes, ESOP statements will be mailed to the job sites and regional offices for distribution. Regarding the stock price, our ESOP shares are valued using methodologies that look at several factors, including years of historical performance, several years of projected future performance and general market and industry data. If we have a down performance year (which may or may not turn out to be the case), that would be one of several factors that would go into determining our stock value. For example, you may recall that during the 2008 financial crisis, our earnings dropped significantly, yet our stock price never declined. Obviously, at this point in time, it's difficult to accurately predict things with much certainty, but we are optimistic and confident we will get through this and come out the back side as strong as ever.

As always, please continue submitting your questions to [covid19@garney.com](mailto:covid19@garney.com).

Another week behind us! Let's approach this week with positivity and confidence. Employee-owners, stay safe, stay healthy, take care of your families and yourself. Let's continue moving forward.

**Mike Heitmann**

*Employee-Owner Since 1990*

**GARNEY CONSTRUCTION** *Advancing Water*