

Subject: COVID-19 Update 4-14-20

Date: Tuesday, April 14, 2020 at 1:49:25 PM Central Daylight Time

From: Mike Heitmann

To: ZZComplete e-mail list

Good afternoon, employee-owners:

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

ADDITIONAL INFORMATION:

- All Garney training sessions and events through May are cancelled.
- Our summer intern program will continue as planned. Please provide all new interns a copy of our COVID-19 Event Response Plan before they start working to ensure they understand all necessary policy and procedures.
- Spanish subtitles are being added to the video I sent yesterday, and it will be placed on YouTube so employee-owners that do not have a Garney email address can view it. We hope to have this done by the end of this week.

QUESTIONS SUBMITTED:

1. **Last week it was said that hourly employee-owners will be getting an extra \$2 per hour bump for temporary relief during the next month. This morning I was asked by some salaried personnel if the same consideration was going to be taken for salaried EO's because there are salaried EO's that fall within the same hardship parameters i.e. family members laid off or cannot go to work because of their children staying home from school.**

ANSWER: As you've heard me say many times, the hourly field craft are the engine of our company. To use a battlefield analogy, they are on the front line, in the trenches, and covered in blood and sweat. Almost all salaried employee-owners have flexibility, in terms of working from home and/or flexible working schedules, that our hourly field craft simply do not have. Salaried EO's also receive benefits that the field craft does not. I appreciate the question, and I understand that many salaried employee-owners are facing hardships – that's the reason we are providing so many additional benefits during this time. Some benefits we offer favor our salaried employee-owners, and some benefits favor our hourly field craft. This \$2.00/hour benefit favors our field craft and it is well-deserved. We currently need field craft workers, so if any of our salaried employee-owners want to switch to the field craft, they are welcome to do so.

2. **How should jobsite project teams handle distributing paper materials such as newsletters, first quarter reports, and incentive statements when people are very reluctant to touch anything paper-related that somebody hands them, especially considering material that comes from another state?**

ANSWER: If you are concerned about receiving or handling documents, you have the option to let the documents sit for 72 hours before handling them. The Kansas City office will wear masks and gloves while packaging documents sent to the field, and we encourage employee-owners to use gloves when distributing documents in the field. The World Health Organization (WHO) answered a question on this topic. They said the likelihood of an infected person contaminating commercial goods is low, and the risk of catching the virus from a package that has been moved, travelled, and exposed to different conditions and temperature is also low.

3. **I heard a discussion on the news the other day that it may be possible for companies to perform tests for each of their employees. Have you heard any news and if so, are we looking into this as an option?**

ANSWER: Garney is looking at all options as it relates to protecting our employee-owners from COVID-19. Currently these tests are not available. We will continue to watch for testing that could be beneficial to our employee-owners and will advise of any developments.

4. **I think if we are worried enough to wear face masks then we should shut down work until the panic is over.**

ANSWER: Garney is working under the recommendations of the Centers for Disease Control (CDC) regarding the precautions to take for essential workers to continue working. We will continue to follow all recommendations and make the health and well-being of our employee-owners our priority.

Remember that we own this company. This company earns money which provides all of us income, benefits, and a secure retirement. If we want those things to continue, we need the company to continue operating. We also have contractual obligations to build our projects. We are fortunate our work is considered essential and we can continue working and providing for our families and our communities.

As always, please continue submitting your questions to covid19@garney.com.

Mike Heitmann

Employee-Owner Since 1990

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