

Subject: COVID-19 Update 4-3-20

Date: Friday, April 3, 2020 at 2:13:22 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 contains answers to the questions that have been submitted.

ADDITIONAL INFORMATION:

- A question was asked if it was OK to share the symptoms poster (attached to yesterday's email) with subcontractors or others outside the company. This is OK, but when sending, please include a disclaimer to the effect of "this document is informational only and is based on guidance from governmental entities."

QUESTIONS SUBMITTED:

1. **We had an instance on my jobsite where an employee of a subcontractor came to the job site with a runny nose (typical allergy symptom) and no fever and was sent to the clinic to be tested. This employee didn't present enough symptoms to warrant a Covid-19 test and was released to go back to work. While at the clinic, the doctor repeatedly asked where the job site was and who he worked for. The doctor informed the employee that if anyone was to test positive from the job site that the site would be shut down and everyone would need to self-quarantine for 14 days. Can we come to the aid of a sub-contractor to help evaluate if a person is presenting symptoms typical of Covid-19 to avoid an unnecessary visit to the clinic? And, if a person were to tell a doctor where the job site is and who they worked for, what jurisdiction does the doctor, clinic, health organization, or public servant have over our job site? Can they or anyone shut a job site down with or without just cause?**

ANSWER: We suggest you visit with your subcontractor and let them know we are following the CDC guidelines when an employee has symptoms, and that we encourage them to do the same. Remember that subcontractors should be answering "No" to the symptom questions every day prior to entering a jobsite. Please notify your supervisor if you have a concern with a subcontractor's employee. If the course of action is not easy to determine, we encourage you or your Supervisor to make a quick call to HR for additional input and advice – phone number is (816) 746-7263.

It is our understanding that a medical clinic or organization cannot shut our job sites down. If asked by a government official, you should present the Notice of Exemption from Travel Restrictions letter distributed last week. In the event of a positive COVID-19 test on a jobsite, our COVID-19 Event Response plan outlines procedures that should take place.

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

I hope all of you have an enjoyable weekend. Many thanks to everyone's efforts as we plow forward!

Mike Heitmann

Employee-Owner Since 1990

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