

Whitney Briggs

From: Mike Heitmann
Sent: Friday, May 15, 2020 1:59 PM
To: ZZComplete e-mail list
Subject: COVID-19 Update 5-15-20

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:

- There have been some questions regarding the 80-hour Temporary Emergency Paid Leave benefit. Does this benefit go away if it is not used? Should I use it up so I don't lose it? We are happy to report that all hourly field craft will be paid for any portion of the 80 hours they do not use. Hopefully this relieves the pressure some may feel of potentially losing this benefit.

The exact timing of when the benefit ends (and the unused portion is paid) is still being determined. We hope to have this clarified soon. This benefit will be prorated for new hourly field craft that are hired between now and year end.

We greatly appreciate the hourly field craft who are working hard on the front line - braving the tough conditions and keeping our projects moving forward.

QUESTIONS SUBMITTED:

No questions were submitted yesterday.

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

It is still foggy up ahead but starting a clear a little. Thanks for continuing to plow forward in this face of uncertainty. With all of us supporting each other, we will continue to do great things. Enjoy your weekend and stay safe!

Mike Heitmann

Employee-Owner Since 1990

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