

## Whitney Briggs

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**From:** Mike Heitmann  
**Sent:** Friday, July 17, 2020 11:25 AM  
**To:** ZZComplete e-mail list  
**Subject:** COVID-19 Update 7-17-20

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:**

- Happy Friday!

### **QUESTIONS SUBMITTED:**

1. I wanted to pass along the attached information for EO's. Atrium Health in North Carolina and local sponsors are helping communities by offering free masks. The email provides a link that will give locations as to where they can be picked up. Although this is stating NC locations, there may be a similar event happening in each state.

ANSWER: Thank you! Here is the [link](#) for additional information.

2. Please confirm that question #4 ("Have you been medically directed to self-quarantine due to possible exposure to COVID-19?") of the new jobsite entry questions provided in the updated Covid-19 Response Plan carries the same 14-day time parameter as questions 1, 2, and 5. As written, it is unclear if a person who has previously quarantined per medical direction would ever be able to answer "no" to this question and remain on the jobsite. Assuming it does carry the same 14-day time parameters, could it be written as follows? "Within the last 14 days, have you been medically directed to self-quarantine due to possible exposure to Covid-19?"

ANSWER: We will modify the question to state "Are you currently under a medically directed self-quarantine by a medical provider?" If you have been quarantined and have passed the directed timeframe then you are OK to enter the job site. The 14-day parameter does not necessarily apply to this question. The timeframe is whatever duration your medical provider has directed you to quarantine. The questionnaire, QR code and event response plan will be updated.

3. Over the past few weeks with more states and counties requiring the use of facemask to fight against the spread of COVID-19, I have been seeing videos and articles with people claiming they are medically exempt from wearing a facemask. In the potential event an EO claiming that wearing a facemask inhibits their breathing and that they are medically exempt, how should this scenario be addressed?

ANSWER: If someone is medically exempt from wearing a face mask, they are not required to wear one. If this is the case, please submit documentation from the medical provider to [HR@garney.com](mailto:HR@garney.com). The documentation must state the medical reason why the person is exempt.

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

How is everyone doing? Is this pandemic thing ever going to end? It is wearing on me as I'm sure it is wearing on all of you. Please hang in there and know that we will all get through this.

The last month or so has been tough. It feels like the situation hasn't improved and may have gotten worse. The good news is, we are working safely, we have plenty of work in front of us, and our profits continue to be strong. There are a lot of companies and industries that do not have this same fortune. Let's be thankful for our situation and continue plowing forward. We are navigating these uncharted waters well, but we need everyone on deck and performing at their best.

Please take a 15-minute break today and check in with someone you haven't spoken to in a while. See what's up in their world and let them know you care! This type of love and support helps keep us all sane during these crazy times. Enjoy your weekend.

**Mike Heitmann**

*Employee-Owner Since 1990*

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