

COVID-19 UPDATE

FOR OUR EMPLOYEES

First, I want to take the time to thank all our employees for their fantastic response to the unusual circumstances that we are facing because of the coronavirus (COVID-19) pandemic. Your quick reaction and flexibility ensure we all can stay healthy and minimize the risk of spreading the virus, enabling us to keep the energy flowing for our customers and their communities.

With our line of work in vegetation management and utility outsource, we are critical parts of the larger utility industry and thus are considered essential/life-sustaining businesses. Many state officials have implemented mandates to non-essential businesses, which force them to cease operations until further notice. These restrictions **do not** apply to the work we perform for our utility customers. Our frontline employees will continue to serve our customers in a safe and professional manner for as long as those customers require our assistance.

Together, we should continue to do everything we can to help reduce the spread of the virus:

- Office personnel in all branches should continue to work remotely to the greatest extent possible, and to limit the number of people present in offices at one time.
- Field employees should do everything possible to promote 'social distancing' by limiting the size of groups for daily briefings and reducing the number of employees riding together in the same vehicle.
- Continuing good hygiene habits: wash your hands frequently and thoroughly with soap and water, and disinfect and clean surfaces in the workplace often.
- Do not come to work if you are sick. All employees that are ill should notify their immediate supervisor or manager. Please take the proper steps to get tested for COVID-19 if required.
- Any employee that has prolonged close contact with someone who has tested positive for COVID-19 should notify their immediate supervisor or manager.

Our company will continue to monitor developments for each state where we perform work, as well as the implementation of employee leave legislation enacted by the U.S. government. The legislation is scheduled to take effect April 2, and additional guidance will be provided to our region managers with answers to questions about the new procedures we should be following.

Although we are operating with some unique modifications to our day-to-day workflow, we expect all employees to perform their daily tasks as safely and completely as if they were conducting the 'business as usual' approach. If any changes are required of us, we will communicate these immediately. Should you have any further questions or need assistance, please contact your immediate supervisor or manager.

While we continue to navigate this pandemic together, we want to be sure that our employees have the necessary tools and resources to support themselves, their families and our customers from any location.

Again, thank you for your timely and professional reaction. We are committed to supporting you during this unprecedented time and to do our part as the COVID-19 situation continues to evolve.

Stay Safe,



Scott Asplundh
Chairman & CEO