

COVID-19 Update & Our Commitment to You

03/18/2020

Good Evening Belfast Family

I hope this finds you all well. As we enter week two of the COVID-19 virus experience please know that during this constantly changing narrative, we remain committed to doing the right thing. This means caring first for the health and safety of our people, and second for the business interests of Belfast Valley and its partners. We will continue to vigilantly monitor the situation and prepare for current and future impacts to our projects and our workforce. To that end, we have developed a set of questions that we would like our front line leaders as well as our field office managers to communicate and discuss with our co-workers as they check-in each day. Please note that this is not to be recorded, only discussed and we will be issuing posters for each site trailer regarding the same in short order. We believe that keeping everyone up to date with current, vetted knowledge of the situation as well as with essential tips and guidelines for what to look for will go a long way in the protection of each-other, our families and those around us each and every day.

Please initiate and promote conversations with your site co-workers upon their arrival and discuss with them the following 3 questions:

1. Have you returned from ANY travel in the past 14 days?
2. Have you had close contact with or cared for someone diagnosed with COVID-19 in the past 14 days?
3. Have you experienced any cold or flu-like symptoms in the last 14 days (specifically a fever over 100 degrees, cough or difficulty breathing)?

Should an answer to any of them be yes, please notify Human Resources for further direction. If the answer to questions 2 or 3 is yes, kindly escort the person off-site and notify your respective GC immediately.

We understand that this may be difficult for some but please understand that it is necessary and essential to the safety and health of all. As individuals we must strive to do our part for the greater good of all during this time, even if it may not be what's easy or what comes natural to us.

On a related note, recent feedback has compelled me to address the topic of a potential work stoppage on our sites. It is worth noting that per the OSHA issued COVID 19 Guidebook, they consider our community and occupation to be in the low risk category for the virus. That said, all of our recommended policies and procedures that have been issued related to COVID 19 are OSHA compliant and should be adhered to at all times. Regarding work stoppage- we have been in contact with all of General Contractors,

insurance teams and legal teams on a daily basis and at this time there is no indication or discussion of a potential work stoppage on an executive level in our area in any capacity. It is important to share this message with our co-workers on site in an effort to ease the fears raised by hearsay.

We welcome and encourage open and honest communication and stand ready to take your call.

In closing, I'll leave you with this- author unknown

“when you can't control what's happening, challenge yourself to control the way you respond to what's happening. That's where the power is.”

Please continue to care and look out for one another.

Regards,

*TJ Goloboski
Vice President & Chief Operating Officer*