

VALUED CUSTOMERS:

SUBJECT: COVID-19 STATEMENT

RE: ALL PROJECTS

The health and safety of our employees, customers, and families is our main priority. At this time, all operations will be proceeding as scheduled to the extent the current environment allows. As the COVID-19 virus continues to make impacts in all areas of our communities, we want to ensure our valued customers of the precautions Bear is actively taking to help limit spread of this pandemic. As this situation evolves, Bear will continue to take steps that address the health aspects of the pandemic, and to meet the expectations of our customers. At this time, we cannot predict potential limitations on labor, materials, lodging and supplies caused by the COVID-19 crisis.

Bear will work diligently to meet client needs and the energy demands of our country. To accomplish this, we have implemented new health and safety efforts including but not limited to those suggested, below:

- Employees are to self-quarantine for fourteen days, if they have experience COVID-19 symptoms expressed by the Centers for Disease Control and Prevention (CDC) or have been exposed to an individual with symptoms.
- Employees that have traveled to an area that has a heightened rate of exposure to the virus will be directed to self-quarantine.
- Employees whose job duties allow it, may temporarily work remotely.
- All pre-shift safety meetings will be done over telecommunication devices or at a meeting maintaining safe social distances.
- Discussing hygiene in all meetings according to the CDC recommendations.
- Removing unnecessary in person interactions with third parties and clients by coordinating prior approved drop points for the exchange of materials.

Bear will continue to review response recommendations and modify its action plan as the situation develops. In addition to these efforts, we are providing the link to recommendations provided by the CDC: <https://www.cdc.gov/coronavirus/index.html>. In our efforts to be transparent, we will continue to follow the CDC recommendations, as well as new laws that may be enacted related to the situation, and make the most informed decisions possible. We ask that you please advise us of any restrictions or quarantines mandated by your organization in the projects location that we can best prepare our employees to meet project limitations. It is our intent to be proactive in informing you of possible delays due to the effects from COVID-19. Thank you for your continued support as we continue to manage the COVID-19 crisis.

Sincerely,



Mark D. Urso
President/ Managing Member