

3/24/2020

SUBJECT: GOVERNOR's EXECUTIVE ORDER 9-20; COVID-19

ALL SUBCONTRACTORS:

Each state that has restricted work has allowed for Essential Services. Those are services such that the lack of the services would lead to additional issues for the public at large during this crisis. Governor Justice has included our industry of one that is "Essential" to our State. Accordingly, like grocery and health workers, we intend to provide the essential services until the law, or our client ask for them to stop. We strongly believe that we can safely perform our services and maintain the controls by the CDC. With that in mind, we are also subject to the recent FMLA and Leave Act that addresses employee concerns during this effort. So that there is a clear understanding by our work force as to the new law's application, we are outlining our understanding of the processes below.

Bear Contracting LLC and Bear Utilities LLC have reviewed and had legal review the Governor's Executive Order 9-20. We find the language to be clear in the designation of "Construction" as "Essential Businesses and Operations" in Section 3. Accordingly, Bear Contracting, LLC and Bear Utilities LLC intend to continue operations until directed to cease under the contract language of the specific project, or the directive from the State in control of the operations modify their directives. If you have differing interpretation of the controlling Executive Order or other controlling law, we invite you to advise us accordingly. Please continue checking the Bear Contracting website (www.bear-contracting.com) for our updates.

Sincerely,



Mark D. Urso
President/ Managing Member