



## An Update from us on COVID-19

To our Valued Subcontractors:

### NEW PREVENTATIVE MEASURES:

Each morning, Bear employees receive a COVID-19 Daily Check-In text message containing a link to 5 mandatory COVID-19 screening questions. Employees are required to answer the questions prior to arriving on site. This allows us to screen employees while maintaining a safe distance and employee confidentiality. For more information on our process, contact Tia Reppert at (304) 203-2243 or [mreppert@bear-contracting.com](mailto:mreppert@bear-contracting.com).

We have been working diligently to update our employees, customers, and subcontractors on our position and actions during the COVID-19 crisis. Below are the Bear standards in response to COVID-19. We expect our subcontractors and their staff to abide by these standards on all Bear Contracting and Bear Utilities projects. **It is imperative that all individuals practice social distancing.**

### IF YOU HAVE SYMPTOMS:

- **IMMEDIATELY** notify the Bear superintendent
- You cannot come to work
- Following CDC recommendations, remain home for 14 days after the onset of symptoms
- You are encouraged to seek testing as instructed by health authorities or by medical providers

### IF YOU HAVE BEEN EXPOSED TO COVID-19:

- **IMMEDIATELY** notify the Bear superintendent
- You cannot come to work
- Following CDC recommendations, remain home for 14 days after the onset of symptoms
- You are encouraged to seek testing as instructed by health authorities or by medical providers

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## IF YOU HAVE QUESTIONS OR CONCERNS

Contact Tia at (304) 203-2243 or [mreppert@bear-contracting.com](mailto:mreppert@bear-contracting.com)  
We will not respond to questions seeking medical advice. Employees with questions about the COVID-19 virus should consult their health care provider or call the State's 24/7 COVID-19 hotline: 1-800-887-4303. General information is also available from the West Virginia Department of Health & Human Resources at [www.coronavirus.wv.gov](http://www.coronavirus.wv.gov).

### Submit Questions or Concerns

- The operations of Bear Contracting and Bear Utilities fall under the category of ESSENTIAL INFRASTRUCTURE in the Executive Order 9-20 issued by the Governor on March 23, 2020. Bear will continue to perform its essential services based upon the evolving guidelines by the controlling governmental entities and to the extent the projects can proceed safely.
- At this time, all operations will continue using social distancing and other precautions implemented in the original COVID-19 memo to employees. Currently, our projects throughout the state of West Virginia, as well as operations outside of the state, are functioning and will continue as the Federal, State and local governments, and Center of Disease Control and Prevention (CDC) allow.
- If an employee is confirmed to have COVID-19, we will inform fellow employees of their possible exposure to COVID-19 in the workplace, but maintain confidentiality as required by the ADA.
- We would like to remind all employees to follow guidelines provided by the CDC at ([www.cdc.gov](http://www.cdc.gov)). We highly urge employees whose job duties allow it, to contact their supervisor and coordinate plans so that you may temporarily work remotely effective immediately.
- Employees with questions about COVID-19 should consult their health care provider or call the State's 24/7 COVID-19 hotline: 1-800-887-4303. General information is also available from the West Virginia Department of Health & Human Resources at

www.coronavirus.wv.gov. Please check our website ([www.bear-contracting.com](http://www.bear-contracting.com)) for updates, as we are monitoring the COVID-19 crisis daily.

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**Bear Contracting LLC & Bear Utilities LLC | [www.bear-contracting.com](http://www.bear-contracting.com)**