

March 23, 2020

Since early reports of the evolving effects of COVID-19 (Coronavirus) emerged, Haugland Group, and its affiliates and subsidiaries, have actively monitored the information and guidance made available by the Centers for Disease Control and Prevention and the World Health Organization. The health, safety and well-being of our employees, partners, vendors, customers and the communities that we service are at the forefront of our efforts as we continue to best perform the essential functions that we proudly serve. Haugland Group's dedication to providing our industries and communities with the highest level of service, while implementing precautions to increase our health and safety practices have led us to:

- Review our current safety policies and procedures to ensure best practices are being upheld or modified as needed.
- Hold daily meetings with our COVID-19 response team to remain up to date on current government guidelines and the response efforts of our organization.
- Institute procedures that allow office personnel to work from home.
- Reduce population density within our offices to facilitate social distancing, while continuing to serve our essential functionality.
- Require all sick or symptomatic employees to stay home and update our COVID-19 response team daily.
- Advise all Unions, subcontractors and vendors that they are not to send individuals experiencing symptoms to our offices or jobsites.
- Convert in-person meetings to video or tele-conferences.
- Discourage all business related travel and event participation.
- Increase the frequency of cleaning services in our facilities.

Haugland Group is committed to providing essential construction, utilities and disaster relief services; with our fully-staffed workforce remaining available to our customers and government agencies 24/7.

It is in times of crisis that the agility and strength of an organization and its people are tested.

Like the concrete we pour, we get stronger each day.

We build and fortify infrastructures and relationships that strengthen our communities;
as a community we will emerge stronger.