



March 16, 2020

CORONAVIRUS (COVID-19)

Stahl Protocol

Trusted Partners and Clients,

I am sure you've seen announcements issued from other companies and governmental entities on the COVID-19 situation. We wanted to reach out to share our current approach and goal to be insightful and communicative during this rapidly evolving time.

We are generally following guidelines set forth by the Center for Disease Control (CDC) and the Governor of the State of Minnesota, Tim Walz, where our headquarters are located. As such, you may notice the following from our team:

- Requests for in-person meetings to be shifted to calls or video conferencing methods. We have asked our team to cancel all non-essential work travel for the next three weeks.
- Some staff may be working remotely during the next three weeks but will remain accessible via email and their phones.
- We intend to remain active on our construction sites, provided we have the workforce and ability to remain compliant with the relevant jurisdictions. We will communicate any challenges that may arise as some Cities choose to shut down, potentially impacting our ability to call for the appropriate inspections. We are preemptively reaching out to the Cities we are working in to ask for video conference inspections if they intend to close their offices.
- Increased cleaning, hand washing stations and hand sanitizer on our jobsites and office.
- Proactive communication regarding any impacts we are seeing and suggested actions to keep our work on track. We are currently tracking material supply and workforce impacts, including the aforementioned inspection issue.
- Requests to make progress on work that can take place while facilities are closed, including destructive testing or work that would otherwise be challenging in an occupied facility.

We play an important role in our communities, both in preventing the spread of COVID-19 and protecting sensitive populations, and in providing jobs to our team and our subcontractor partners. We are committed to addressing the impact this will have on our marketplace and being a communicative, engaged support to our clients and partners. Please reach out if you have any questions or considerations you'd like to discuss.

Highest Regards,

Jessie Houlihan

President

P: (612) 916-6212

Email: jthoulihan@stahlconstruction.com





March 25, 2020

**CORONAVIRUS (COVID-19) – Update with Governor’s Orders
Amended Stahl Protocol**

Trusted Partners and Clients,

You heard from us last week with our approach to COVID-19. Since then, the State of Wisconsin, which houses several our employees, issued an order requiring “shelter-in-place”. Following suite, the Governor of Minnesota issued a “stay-at-home” order today, which goes into effect this Friday. With this shift, we wanted to share our amended work approach and express our commitment to remaining an adaptable, engaged partner during these turbulent times.

First, I want to note, **in both the State of Wisconsin and State of Minnesota orders it appears that construction is considered an “essential function” and can proceed. Our in-house counsel has reviewed the orders and we plan to keep our jobsites active, unless otherwise directed by our clients.** That said, we are building on the tactics we shared earlier in the following ways:

- Office employees that work in the State of Minnesota will be working remotely for the duration of phase one of the Governor’s order (March 27 – April 10, 2020). We are supporting any employees or project partners that wish to shelter-in-place but are committed to working through back-up plans as best we can to ensure we remain effective in our work.
- We have ramped up new ways to communicate and collaborate within our Company and believe our new way of working will outlive this passing challenge and help us strengthen our teams and performance in the future. Expect to see zoom or other digital meeting options suggested by our team in lieu of in-person meetings for the next month.
- We will continue to follow the CDC guidelines on our jobsites by ensuring we have appropriate hand washing / sanitizing facilities, shifting to video / electronic connection instead of in-person huddles, increasing cleaning schedules and enforcing a 6-foot radius for workforce. Further, we will be working with our subcontractor partners whose foreman will be required to “screen” each of their team members for all the illness factors before they are permitted to enter the jobsite. The foreman will report compliance to our superintendents daily.

We continue to see this as both an opportunity – to support the health of our expanded communities and make progress we couldn’t typically – and a risk to manage. Thankfully we’ve evolved our business approach extensively the last few years to manage risk closely. You will see us living our core values – especially the Grit to forge forward in any way we can – during the coming weeks. We appreciate your partnership and wish you well as we all work to navigate this situation as best we can.

Highest Regards,

Jessie Houlihan
President
P: (612) 916-6212
Email: jthoulihan@stahlconstruction.com

