



CHARGE



August 4, 2020

- Covid Update
 - Covid status statewide – Mike
 - Covid protocol review – Mike
 - Employee resources/benefits – Brianna/Mike
 - Empathy and readiness – Billy
 - Mental and physical well-being – Billy
- Current Status
 - Program updates – Angus
 - Sustainability efforts – Megan
- Community Outreach
 - CKFF & Aim High – Erich
 - #ChargeCares – Ricardo
- Questions and answers



COVID UPDATES



CHARGE

Covid-19 Update

- Re-opening paused in many areas
- Monitoring internal case count daily
- Working closely with industry experts to ensure we are leveraging most current information

June 30th Update

216,550

Positive Cases

+5,307 New Cases

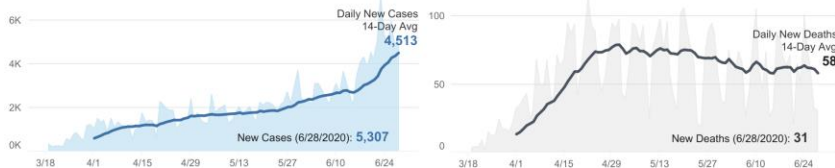
+2.5% Increase

5,936

Total Deaths

+31 New Deaths

+0.5% Increase



August 3rd Update

514,901

Positive Cases

+5,739 New Cases

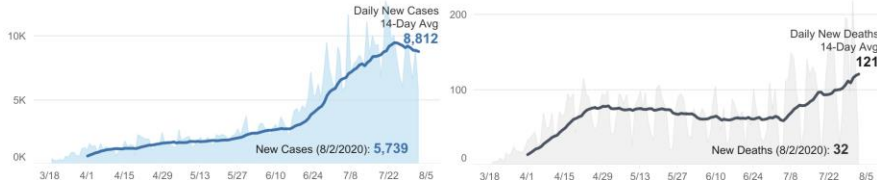
+1.1% Increase

9,388

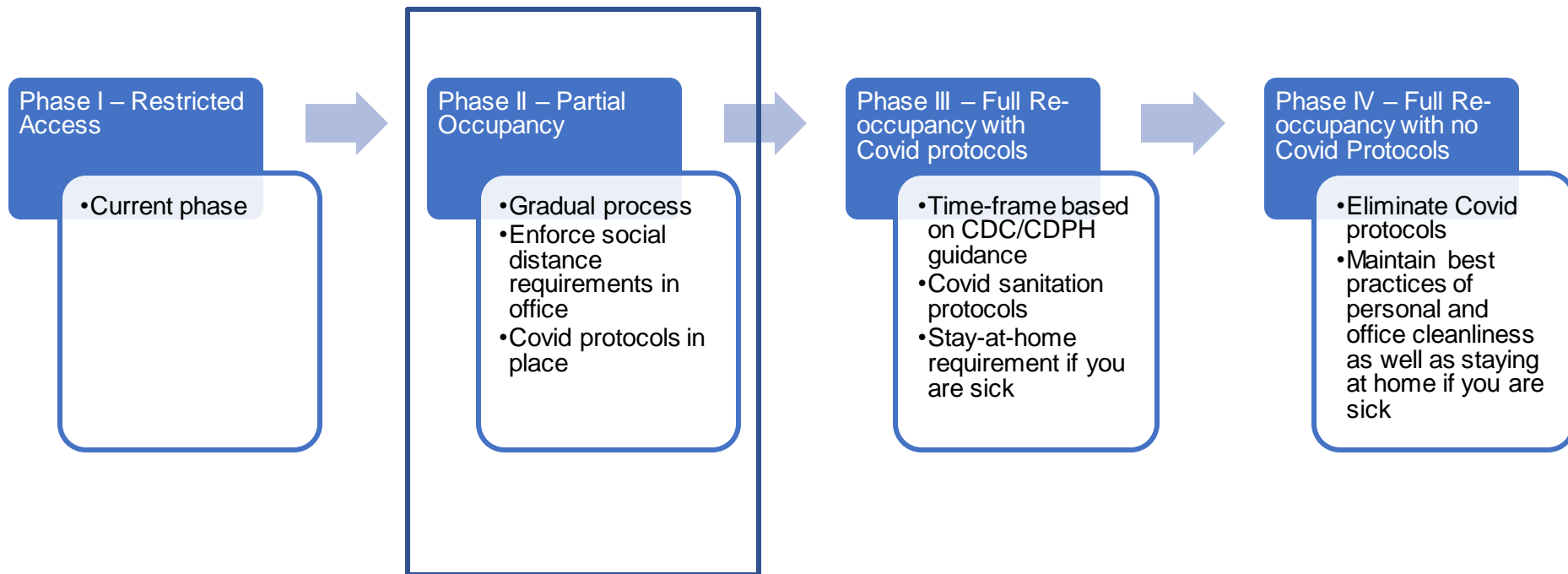
Total Deaths

+32 New Deaths

+0.3% Increase



Still in Phase 2 – Partial Occupancy



Office Protocols - Review

- Everyone who enters office buildings must get screened at the kiosk on arrival
 - If approved, sign in on the sign-in sheet
 - If fever, leave facility and contact manager
- 100% face masks outside office/cubicle, especially important in common areas
- Clean shared tools and equipment with sanitizing wipes after each use.
- Keep track of anyone you come in contact with for potential contact tracing.



Wear your mask when getting your temperature taken at the automatic, touchless kiosk



Field Protocols - Update

- 100% face masks required at all jobsites
- Designated No Mask Zones (SoCalGas is exception)
- JSAs – collect everyone's name who has been on site becomes our DB for contact tracing. Ensure JSAs get sent to jsa@chargeepc.com

Notification Procedures

- Contact Tracing Flowcharts – Figure A
 - What should I expect to happen when I have symptoms
 - What happens when one of my employees has symptoms
 - What happens if I'm exposed to someone that tests positive?
- Scenario Protocols – Figure B
 - Action plan for managers and employees.
- Risk Matrix – to identify and communicate potential exposure risks without compromising HIPAA requirements.
- **Stay home if you are not feeling well**

Figure A

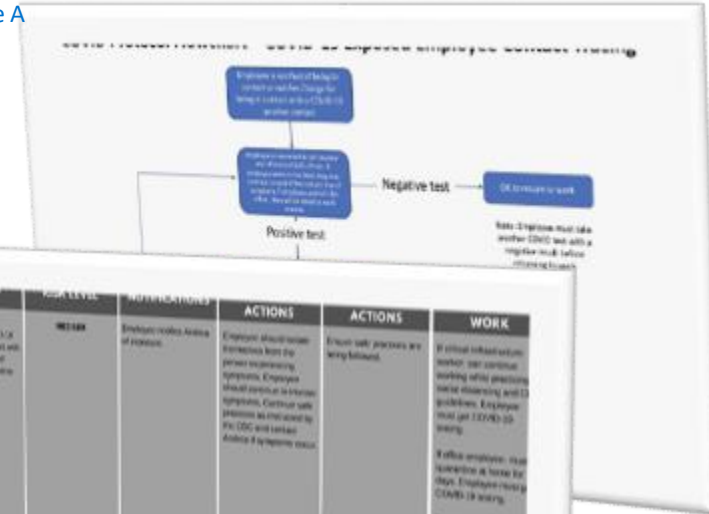


Figure B

SCENARIO	RISK LEVEL	NOTIFICATION	ACTIONS	ACTIONS	WORK
Employee has symptoms of COVID-19 or has been in contact with someone who has COVID-19.	MEDIUM	Employee notifies Admin of exposure.	Employee should isolate themselves from the person experiencing symptoms. Employee should continue to monitor symptoms. Continue safe practices as recommended by the CDC and contact Admin if symptoms occur.	Employee safe practices are being followed.	If initial infection occurs, employee can continue working while practicing social distancing and CE guidelines. Employee must get COVID-19 testing. If office employee: must quarantine at home for 7 days. Employee must get COVID-19 testing. If employee tests positive, they are to remain in quarantine. Employee must take another COVID-19 test and get negative to return to work.
Employee has symptoms of COVID-19 or has been in contact with someone who has COVID-19.	MEDIUM	Employee notifies Admin of exposure.	Employee should isolate themselves from the person experiencing symptoms and continue to monitor their symptoms. Continue safe practices as recommended by the CDC and contact Admin if symptoms occur or if the person they live with gets positive.	Employee safe practices are being followed.	Employee should continue working while practicing social distancing and CE guidelines. Employee must get COVID-19 testing. If office employee: must quarantine at home for 7 days. Employee must get COVID-19 testing. If employee tests positive, they are to remain in quarantine. Employee must take another COVID-19 test and get negative to return to work.

Options for paid time off due to COVID-19

Emergency Paid Sick Leave: Up to 2 weeks of paid sick leave

- 100% for reasons 1-3 (up to \$511 per day)
- 66% for reason 4 (up to \$200 per day)

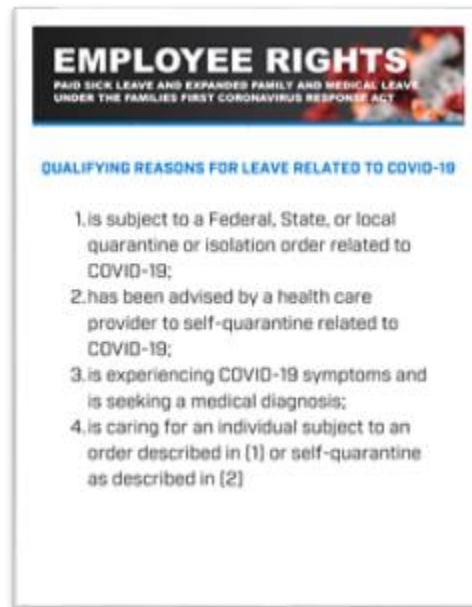
Emergency Family Medical Leave: Up to 12 weeks paid leave

- 66% (up to \$200 per day)
- Caring for child whose school or place of care is closed (or if childcare provider is unavailable) due to COVID-19

All employees are encouraged to stay home if feeling sick

- Union employees can utilize 2 paid sick days
- Non-union employees can utilize accrued time off (sick and vacation)

If employee has utilized all options above, company will work with employee on case by case basis.



chargeEPC.com/covid-19



COVID-19 RESOURCES

During this unprecedented time for our company and our communities, we want you to know we are here to offer our full support.

Submit Your Covid-19 Questions

Fill out the form below to submit any questions or concerns related to the Covid-19 pandemic, and how we at Charge are monitoring and handling the situation.

Please respond to my question or concern:

- ☐ Anonymously via company-wide emails
- ☐ Directly via email or phone

Submit

Related Resources

We have assembled this collection of documents in a central location for your convenience. Click the link to view and download the PDF resource.

#chargecares — Charge employees are coming together to raise money for those impacted by Covid-19, as well as other charitable causes through Charge Cares. Learn more, including how to donate or nominate a family at chargeEPC.com/charge-cares

08/04/20

[Request Form – COVID-19-related Leave](#)

[COVID-19 Scenario Protocols](#)

06/30/20

[Charge Town Hall #3](#)

04/22/20

[Charge Town Hall #2](#)

03/24/20

[Charge Town Hall #1](#)

Empathy and readiness

With growing spread, look ahead and be prepared for finding out you were exposed:

- Know your resources
- Consider safety for you and those around you
- Don't guilt, shame, speculate or point fingers
- Use common sense

A little empathy goes a long way:

- Careful people get it too
- Everyone must feel safe when reporting
- Teasing, joking, gossiping can be hurtful
- We all play a role to get through this together



Coronavirus stigma and guilt — about getting sick or getting others sick — hurts everyone

Coping with stress or anxiety

- Everyone reacts differently to stressful situations
- Be cognizant of how others may be feeling
- Be there for each other, have empathy
- Find your coping strategies
 - Look for the good wherever you can
 - Stay focused on building strong relationships
 - Recognize the good and the bad in this situation
 - Look forward; plan and be mentally prepared for the down times
 - Reach out to others and offer a helping hand; you get more in return!
- We're here for you – sometimes we need each other more than we want to admit
- Keep rooting for the Giants!



A blue-tinted photograph of a construction site. In the center, a large concrete manhole is being lowered into a trench by a crane. Two workers in hard hats and safety vests are guiding the manhole. To the left, another worker stands near a pile of pipes. To the right, a worker is partially visible. The background shows a residential street with houses and trees.

COMPANY STATUS

CHARGE

Bonus Program Update

- Support staff vs. Project staff bonus program
- Company is financially stable, but have seen diminished efficiency in the second quarter
- Support Staff
 - Q1 Bonus
 - Q2 Bonus
- Project Management
 - Defer payment on bonuses for Q2
- Revisit Q3 based on project and company performance in early November

Project/Program Updates - ABD

- Highlights
 - Starting new projects for SoCalGas!
- Current projects
 - Supporting Saint Francis on a 16-mile project with multiple crews working day and night.
 - Working together with ARB in Calistoga on a 12" Steel casing job in ROCK.
- Next 6 months
 - Supporting PG&E jobs
 - Supporting Henkels & McCoy on a 6" and 2" job in Healdsburg.
 - Maintain support with Saint Francis on new projects.



Project/Program Updates – VPC North



- Highlights
 - 2 new foremen started July, continuing the growth
- Current projects
 - Copper Services: 399 projects complete to date
 - Aldyl-A: 5,500LF of mainline complete and gassed and 145 services complete in July
 - MHP: BTM work restarted with entry into mobile homes | new safety protocols being followed to keep everyone safe | Agape – main, services, gas tie-in complete | El Dorado West - main complete, services in progress.
- Next 6 months
 - Aldyl-A: 24,000LF and 200 services remain for the rest of 2020
 - Copper: 564 locations remain in the 2020 program; additional work expected in 2021
 - MHP: Blue Spruce, Paradise | Sunshine, Sacramento | Almondwood, Sacramento | Rincon Valley, Santa Rosa
- Future Opportunities
 - Rule 20s
 - Kerotest Tee Repair

Project/Program Updates – VPC South

- Highlights
 - First gas tie in performed at an MHP for So-Cal Gas (2" branch saddle)
 - All TTM work completed at Saint Marie MHP
 - Pressure control and gas handling on pilot project (tapped 2" PC fitting)
 - Pilot project completion mid-August
- Current projects
 - Pilot Project (Makee & Slauson)
 - Rancho Los Alamos
 - Saint Marie
- Next 6 months
 - Pilot project #2
 - Pilot project #3
 - Superior MHP



Project/Program Updates – VPI

- Highlights
 - 117 Emergency jobs completed year to date
 - Restarted 56C work
 - Successfully completed (2) EV Charge Network Projects with another two set to be completed in the coming weeks
 - Completed the Skyline Blvd Fire Hardening Project
- Current projects
 - HWY 299 in Arcata
 - Kirker 2104 and Roundtree 56A jobs
 - Paradise Joint Trench (adding 4 new employees so far)
 - Moraga 1102
- Next 6 months
 - 56C, EV jobs and TONS of tag work!
 - Large project sprint to the end of the year



Project/Program Updates – Engineering

- Highlights
 - 417 approved copper designs
 - Completed 46 pole/EC designs
 - Completed 15 new business/WRO designs
- Current projects
 - 41 new poles and NB work
 - 8 MHP parks in planning/designing phase - Leisure Lake, Almondwood, Oak Grove Estates, Ponderosa, El Dorado, Edgewood, Mobile CC, Olympia Glade
- Next 6 months
 - Additional copper design support (100-400)
 - Potential 150-200 07D EPC pilot
 - Complete design for 2 R20As
 - Complete design for UG Fire Hardening in Sierra

CHARGE



Charge Sustainability

- Sustainability Team
 - Megan Jenkins
 - Danny Garcia
 - Matt Rumsey
 - Frank O'Connell
 - Brad Mitchell
 - Ashley Simpson
- Why we are doing this?
 - PG&E focus to work with environmentally conscious partners
 - Small Environmental Footprint
- Current Initiatives & Sustainable Practices
 - Pipe recycling for buyback
 - 100% recycle paper in office
 - Recycling batteries
 - Recycling ink

COMMUNITY OUTREACH

CHARGE

Aim High Goes Virtual

- Why support CKFF?
 - Because service families deserve a fighting chance!
- How to participate
 - Organize an event or team challenge – first 5 to commit get \$500 for planning and incentives!
 - Join an event or team challenge – \$25 donation
- When is it?
 - Virtual events to take place on or around Oct. 3
 - Live stream finale via Zoom: 5 pm, Oct 3
- Event ideas:
 - Motorcycle ride, fun run, family game night (Bingo?), long-range shooting, etc.
- What is the goal?
 - \$50,000 – and we're halfway there; Charge will contribute \$25,000



The graphic features a red background with white stars. At the top left is a logo of a hand holding a pencil. To its right, the word "VIRTUALLY" is in small white letters, followed by "Aim High" in large white letters. Below this, it says "4th ANNUAL BENEFIT FOR" in small white letters. In the center is a circular logo for the "CRUIS VIE FUND FOUNDATION" with an anchor and wings. At the bottom, a dark blue box contains a list of four items in white, all-caps text. At the very bottom, small white text reads "hosted by CHARGE • SPONSORSHIPS AVAILABLE • AimHighwithCharge.com".

VIRTUALLY
Aim High
4th ANNUAL BENEFIT FOR

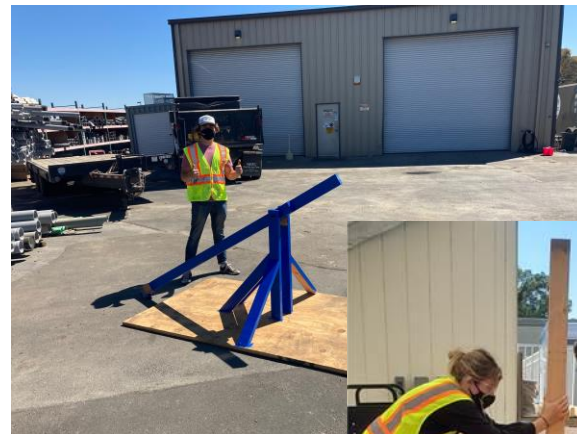
CRUIS VIE FUND
FOUNDATION

1. ORGANIZE AN EVENT
2. PARTICIPATE IN AN EVENT
3. MAKE A DONATION
4. ATTEND LIVE STREAM FINALE SATURDAY, OCT 3 AT 5 PM

hosted by **CHARGE** • SPONSORSHIPS AVAILABLE • AimHighwithCharge.com

#ChargeCares

- Last call! \$20 for 5 water balloons
- Status update as of 2 pm, Aug 3:
 - \$4,655 raised so far = 1,163 balloons
 - VPI or VPC?
- Intern project: Develop High-volume water balloon launchers
 - 3 prototypes presented, 2 selected for development
- Watch Live – 5 pm, Thursday, August 6
[Facebook.com/chargeEPC](https://www.facebook.com/chargeEPC)
- Next Fundraiser
- Website: chargeepc.com/charge-cares



QUESTIONS?

CHARGE