

**Office:**

Q: Are there going to be snacks in the office again?

A: Jazmine, we will get a budget together and get snacks ordered

Q: Office expansion into SoCal & OR – will there be opportunities to work in these areas?

A: Angus – expansion into these areas is going well, although there has been a pause in the SoCal area due to some safety related issues. The team there has rallied and are very optimistic. There is forecasted growth with a large contract for a project at Point Mugu. For Oregon and Washington, we are working through business development. If you are interested in relocating, talk to your supervisor, and let HR know. It will be a while, but opportunities will be there.

Q: Moving to the new locations – how is it coming a long?

A: Mike/Billy – For Oak Road, the contractor and architect have completed their site assessments and we are in the process of design work so we can get City approval. Our tentative move out time frame for Oak Rd. is February 2022. For Dixon, we are in a similar process and expect it to be ready after the 1<sup>st</sup> of the year, but it depends on obtaining County approvals.

Q: With the expansion, will we continue to be able to work remotely?

A: Mike – we will find the right balance. We feel the hybrid work schedules works well for most but will continue to explore options. There will be some employees who will need to be in the office 4-5 days per week, others can be there 2-3 days per week, but we would anticipate that employees will average ~3 days per week in the office.

Q: In regard to the new offices, is there a plan as to which groups will be working where? Are we able to choose an office to work from?

A: We will be working with your supervisors for the best configurations for each person. If there is a specific request, we encourage you to talk to your supervisor.

**Holiday Party**

Q: What kind of entertainment is planned?

A: There will be a DJ, presentation, awards & video horse races.

Q: COVID test, do we bring to the party?

A: You will get your test at check-in and then you will need to bring your negative test to the party for admittance.

Q: Should we require COVID test prior to traveling to the party/take COVID tests before?

A: At your own expense, you can take a rapid test prior to leaving for the party if you want. Rapid tests are available but might be hard to find in stock.

Q: Are vaccination cards needed?

A: No, they aren't necessary.

Q: Do we have to wear mask?

A: Masks aren't required. We want this to be a mask free party, which is why we are requiring negative COVID tests to attend the party.

Q: Can we wear mask?

A: if you are more comfortable with a mask, you can wear if you want.

Q: Is the negative test required for everyone or just unvaccinated personnel?

A: It is required for everyone.

Q: Will the dinner have vegetarian options?

A: Yes

Q: Could we take COVID tests prior to arriving? I would hate to travel 6 hours and find out to be positive

A: At your own expense, you are welcome to test before you come.

Q: Is there a dress code?

A: This is a casual party, but some individuals will choose to dress up to more formal attire (shirts/ties/suits for the men and dresses for the women). Use your best judgement.

Q: For those who can't attend, will the presentation be available and shared later?

A: Yes, we can make this available for those who can't attend.

Q: Regarding Veterans Day, it falls on Thursday could we potentially get off Friday?

A: We are currently evaluating the Veterans Day holiday schedule. Thursday is the official holiday and we are working now to understand client and operations requirements before finalizing the schedule.

Q: If we are sharing a room and one person is negative and the other positive, how will that work?

A: If there is a positive test with you or your guest, you can't attend the party. We will do what we can to get you dinner to your room and make sure you have everything you need. We need everyone to carry themselves with integrity and complete the test accurately and then report it to us if there is a positive result. We will certainly make sure you are taken care of throughout the evening.

Q: What is the number of attendees?

A: 277 and for those who can't attend in-person because there is not childcare available, we welcome you to still come to the venue and utilize the complimentary night even if you can't attend the party.

Q: Is there going to be an open bar?

A: There will be an open bar for a period of time. How long it stays open depends on consumption and availability.

### **COVID**

Q: COVID sick time expired 9/30/21, are there other options for COVID sick pay?

A: See attached separate document on options for home office employees as well as IBEW and Nor Cal Laborers members.

Q: What is the update on the Vaccine mandate?

A: We are waiting for official guidance from OSHA. We know we will need to be compliant because we have more than 100 employees. There are still a lot of questions related to the testing protocols, work on Federal installations, and how we document who is vaccinated. As we get additional guidance, we will understand how we will need to maintain compliance and communicate the process to the entire organization. Our commitment remains that we will keep everyone safe.

### **Electric Vehicle Work**

Q: There is massive growth in this industry – what does the future look like?

A: We are pursuing leads throughout California and Oregon. We are optimistic about the opportunities and look forward to continuing to better understand the market.

Q: What about Electric Vehicles for our fleet?

A: Yes, we are looking into ways to do it as we look out to 2022 (middle of year) we should see our first electric vehicles in the fleet.

### **AAA**

Q: Will there be AAA reimbursement?

A: We will look at this again.

### **Aldyl-A design**

Q: Will we be getting into Aldyl-A design in the future? I keep hearing there's a lot of work out there for it?

A: Andrew & Angus – Generally PG&E performs their own design on this work, but we will continue to stay engaged on how to expand our offerings in hopes that we can perform this type of design.

**Health/Benefits:**

Q: Is there any way we can get a wellness program created for the company? Help the employees work toward a healthy lifestyle?

A: Mike – Great idea! We will look at how to incorporate this into our 2022 planning efforts.

Q: Can Charge possibly make an FSA program to help with dependent care or assist w/purchases not covered in our current health plan? (Glasses, Lasik, etc, or health equipment)?

A: Mike – we are in the process of renewing our health insurance plan now and will inquire how to make this benefit available.

Q: Have there been any changes to the Company Incentive Program?

A: At this time there have not been any changes. We do foresee, however, changes coming in 2022 that will bring transparency and simplicity to the program.

**Consultant findings:**

Q: What was your biggest surprise/take away from the consultant findings?

A: Angus - I'm working on a roll out plan for the results (we only have the first consultant's results so far). To answer your question, though, there haven't been many surprises so far. More to come.

**Question to Mike & Billy:**

Q: What question did you expect that no one asked?

A: Mike - What does 2022 look like? We are in the process of closing out 2021 and looking forward to great opportunities in 2022. We anticipate growth in SoCal & Oregon, expanding our current PG&E work including more copper service replacement and focusing on the initiatives from Bridge to 2030. We're excited!

A: Billy – we expected someone to ask why we picked this platform? We picked this platform because we don't want to let things get stale and we like changing things up.