

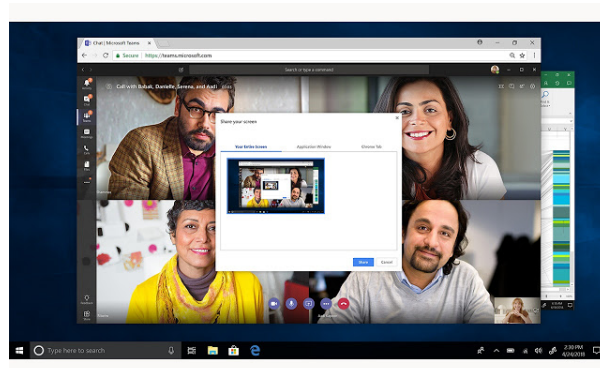
BHI Energy Health & Safety Update – May 1, 2020

ALERT: If you are traveling via air, please keep in mind that some airlines/airports have instituted mask requirements for the terminals for check-in, at gates and onboard flights. We suggest carrying a mask with you. You are also able to carry up to 3 oz of hand sanitizer or a supply of disinfecting wipes. If you have any questions, you can visit the airport or airline websites.

MANAGING CHANGE

As we enter the month of May, after 8 weeks of living with the changes COVID-19 has brought, our priorities have shifted from crisis mode reactions to the development of new, sustainable ways of doing things that require new mindsets and rhythms.

Whether we're in the field, on a job site, in a BHI office, or working from home, we've all been required to reevaluate what safety is in the light of COVID-19. Many of us have had to re-evaluate the importance of various tasks, and re-prioritize our workload. I know when I look back at my To Do list from 2 months ago, most of the action items have changed.



- As we all make this shift, one tool that is helpful is to try to focus your attention on the activities that are important, rather than urgent. Continuously asking "How does this benefit the business?" or "How is this adding value?" can help us to challenge everything we do and stay focused on things that move us toward the business's goals. Searching for different ways of doing tasks can create great value - for example, our use of drones in Wind and T&D has now been introduced to MMC and Industrial applications.



- Stepping back to listen to coworkers, inviting a questioning attitude, and offering caring and respect to your fellow team members helps to validate their contributions and creates a calm, accepting environment that builds team strength and helps everyone manage stress levels. While it might not be as easy to bond over morning coffee right now, we can take time for personal conversation and a laugh, whether that's from 6 feet away, or within a Microsoft Teams meeting.
- There's a lot of unknowns out there right now, combined with a lot of change. If we can take away some of the dark holes that we see ahead of us, we demystify the future. This crisis is simply several dramatic changes, compressed into a short timeframe, so there isn't much time to adjust and get used to what's coming.

Recognizing our emotions, avoiding emotional triggers, creating time for self-care (like mental breaks and a good sleep routine for example) and taking one day at a time, are all great ways to keep our emotions in better balance.

Sometimes the answer to our questions is simply "We don't know yet, but we're working on it." One issue we're working on is opening BHI offices safely. We don't have all the answers yet, but we've got a team focused on creating a game plan.

As BHI moves to solidify needed changes, it helps if we all help communicate the reasons why we are committing to a changing process and the positive results we plan to achieve. Understanding helps people feel more in control and more accepting of new protocols, something we can all do within our particular work group.

- And it is these processes that help bring order to the chaos we are experiencing, and protocols that help us to feel more in control. When faced with change, it's easy

to become uncomfortable with your decision-making skills, the applicability of your expertise, and the repercussions of mistakes. It's a job for all of us to help provide the tools, the processes and the accepting environment that helps empower people and gives them the mental space they need to relax and operate at their best.



Re-powering BHI's momentum, and rechanneling our energies into important, value-driven tasks while giving ourselves the safe and accepting environment we need to perform at a high level will take all our effort and attention.

Thank you and Stay Safe!

Zach Taylor, VP COE

(Excerpted from "Employee Communications and Coronavirus - How to Stay the Course Through a Long Crisis" by John Alderman and Joanna Hall at www.poppulo.com)

BHI has a **COVID-19 hotline at 1-864-622-3634** with a recorded up-to-date message with any important changes, as well as posting general notices and helpful information at www.bhienergy.com/coronavirus-info/.

Please contact staysafe@bhienergy.com if you have questions.

The most complete and recent information can be found at the CDC website at www.cdc.gov.

**Thank you all for your dedication
and thank you for your hard work.**