

March 24, 2020

To all Yearout Employees and their families:

These are trying and concerning times. The COVID-19 pandemic is something we as New Mexicans have never experienced. The disruption to our economy, our lives and our families is unprecedented, not since 911 has there been a nationwide event that gripped our psyche, but even 911 did not threaten us personally here in New Mexico like the COVID-19 virus.

As you know by now yesterday the Governor placed additional social restrictions on the State of New Mexico. While we are 100% supportive of the restrictions and their purpose, we are also keenly aware of our responsibility to our employees and community. We feel it is our responsibility at Yearout Mechanical to provide a sense of normalcy in these trying times. We will do everything in our power to continue to provide gainful employment to each of you during this time of turmoil. We ask in return that you be proactive and demonstrate every degree of caution in your lives to avoid **ANY** personal contact with other persons on your jobsites and in your lives. Please continue all of the previous guidelines that include, washing your hands, the required social distancing and staying home if you are sick. It is supremely important that we keep our places of business and jobsites safe and virus free. Support your fellow workers in doing so as well.

At this time all our projects and services will continue to operate on a normal schedule. About 70% of our office staff is working from home or away from the office, but their duties are still being accomplished and business will proceed as normal, or as normal as possible.

The construction industry, and especially service organizations like ours who serve essential services, are allowed to continue to operate under the social restrictions currently in place (**see the NM Dept of Health Order 3-23-20 at <https://safety.therma.com/category/covid-19-yearout-mechanical/>**). Until further notice please continue to be diligent in your daily routine and protect the safety of you, those around you and your family.

Thank you,



Kevin Yearout
President