

July 19, 2021

To All Employees,

Regretfully, I have to inform you that our Company failed to meet the required vaccination ratios to allow us to safely have our Summer Picnic. It pains me as the President, as well as a father, that we have to cancel this long-established tradition of our company/family reunion/picnic.

Our vaccination rate is not unique, however, it is actually lower than the Los Angeles County vaccination rate. On July 16th, we were officially notified of the LA County new mask mandate and our management team has and continues to spend resources determining what this means to our company and our projects.

I am sure you are all aware of the growing percent of people getting sick with the virus again and we are hopeful the death rates do not grow in proportion. I was stunned by this latest statistic as we were not expecting this spike until the fall or later, similar to last year. Currently, we have no sick employees and we encourage all employees to take proper precautionary procedures to protect your families and yourselves.

We did not make this decision in haste or unilaterally. This was a committee effort with the inclusion of field employees to assist us in making this important determination. We thank our Event Committee who put many hours of time, effort and love into this event.

I personally am tired of dealing with COVID, tired of wearing a mask and am looking forward to putting COVID behind our company in the near future. The thousands of hours our team has exhausted dealing with this distraction is better spent expanding our company, training, skills, customer service and employee benefits.

In closing, I am sure we will all have mixed emotions and strong opinions on the virus and the decisions we all make for ourselves and our company. Whatever decisions you make for your family, and we make as leaders of the company, can be debated. However, I learned something early in my drywall career...you can't talk it on or off the wall. It either goes up, on time and it looks good...or it doesn't. The same thing might apply to the virus.

Sincerely,



Keith W. Costanzo
President