



From the Desk of Dale

Safety Day is in the books and it was quite a success. I want to say a huge thank you to all of our employees that attended and those that helped to make Safety Day happen. We can now turn our attention to the upcoming season.

Many new and exciting things are happening on the employee portal and I ask that everyone check it regularly. Spouses of employees can check it as well, if that is easier for some, they will simply need the employee's username and password. On the portal you will find news and updates regarding your benefits, the company and the employees. We will also be posting very important updates regarding Covid-19, which means checking the employee portal is even more important now.

While things may seem uncertain with Covid-19 upon us, I have great confidence in President Trump and confidence that his plan will help to address the issues affecting Americans during this unprecedented time. We will be sending out a survey very soon so we can better learn how Covid-19 has affected you. In the meantime, wash your hands often, stay safe, stay healthy, and I look forward to a busy and successful season alongside all of the great BRC employees.

-President, Dale Zoerb

Building Restoration Corporation Annual Review Schedule

Beginning January 1st, 2020 Building Restoration Corporation has issued a new company policy regarding annual employee reviews. Moving forward we will be completing all field employee reviews followed by all office and shop employee reviews. For all field employees, please see the green chart below for the order in which the review process will follow. For all office/shop employees, please see the red chart.

Field Reviews

Self-evaluations will be sent out to all members of the field. This MUST be completed prior to the date scheduled for your review.

Following self-evaluations, all Superintendents and Foremen will have their reviews completed by their designated supervisors.

Following Superintendent and Foremen reviews, all field employee reviews will begin. They will be scheduled and conducted by the Foreman that managed that employee the prior year.

Upon completion of all field reviews, all digital and hard files will be required to be turned in to the corporate office for filing.

Shop/Office Reviews

Self-evaluations will be sent out to all members of the office and shop. This MUST be completed prior to the date scheduled for your review.

Following self-evaluations, all Directors and Supervisors will have their reviews completed by their designated supervisors.

Following Director and Supervisor reviews, all remaining office and shop employee reviews will begin and will be scheduled and conducted by their direct supervisor (As defined by the company org. chart).

Upon completion of all office and shop reviews, all digital and hard files will be required to be turned in to Human Resources for filing.

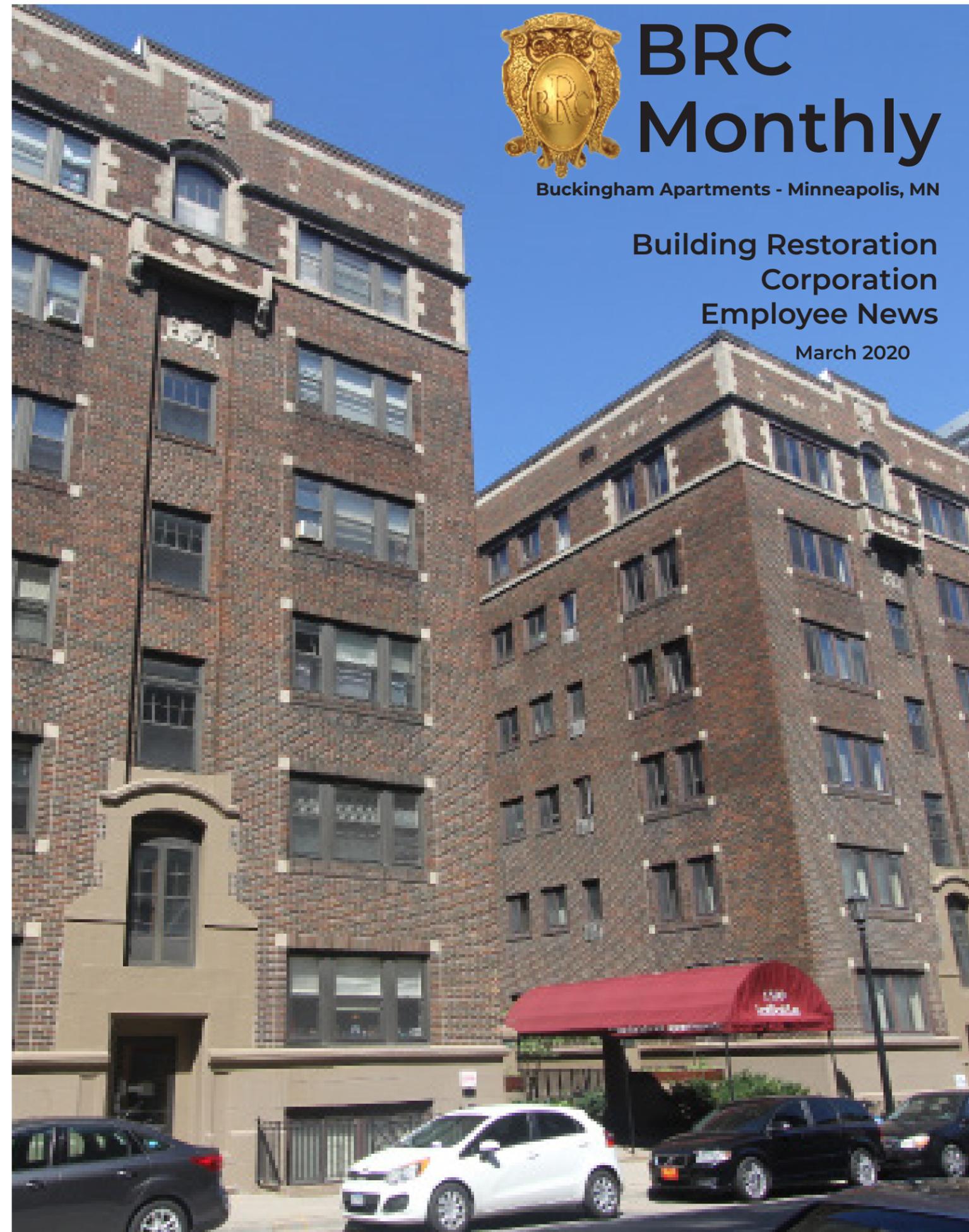


BRC Monthly

Buckingham Apartments - Minneapolis, MN

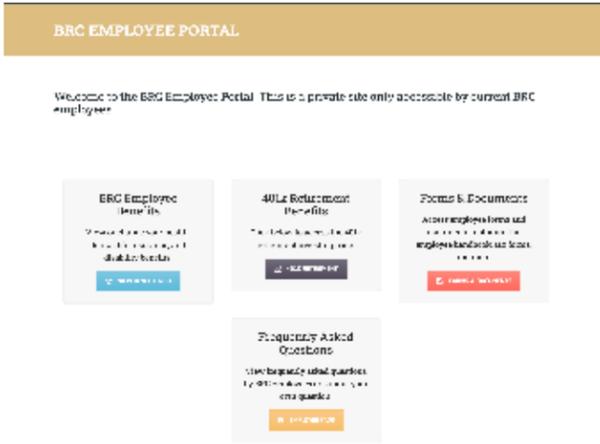
Building Restoration
Corporation
Employee News

March 2020



Employee Portal

With the new season fast approaching, we want to make sure that everyone not only has access to the employee portal, but that they are familiar with where it is located and how to access it. Please take time and familiarize yourself with the steps below



You can find the link to the employee portal on the top right corner on the BRC home page of the website. Upon clicking that, you will be taken to the Employee Portal Login page.

At the Employee Portal Login Page, you will enter either your username or your BRC company email address along with your password. If you need assistance with your username or password, email Alex Shun at: **alexander.shun@buildingrestoration.com**

Once logged in, you will be able to see the updated employee benefits guide for your health, dental and life insurance plans, as well as other forms and documents including the employee handbook, tax forms, company news, and frequently asked questions.

BRC Social Media Pages

We want to remind everyone of the BRC social media pages. We have pages on Facebook, LinkedIn, Twitter and Instagram. The best way to help grow those pages is to have the company's employees like and follow them. So if you're on social media, we kindly ask that you follow the company pages. I have listed the pages on the right for your convenience. Thank you.



Facebook: Building Restoration Corporation
LinkedIn: Building Restoration Corporation
Twitter: @brcusa
Instagram: @brcusa

COVID-19: Keeping BRC Safe

With Covid-19 upon us, we want to make sure that everyone in the company is taking the necessary precautions for themselves and for BRC. We want you to know that with accurate procedure and precautions taken by everyone, we have the potential for little to no disruptions in this 2020 season. Always feel free to reach out to your supervisor with any questions you may have.

Remember, information regarding Covid-19 is being released by the hour, so BRC is going to try its hardest to get all relevant information to you as quickly as possible so be sure to regularly check the "Company News" tab on the employee portal for updated information. Thanks everyone.

If you are sick with any symptoms, not just those listed as Coronavirus symptoms, please refrain from coming into the office, shop, or field until your symptoms are gone or you have been cleared to return to work. Also, If you are sick, work with your healthcare provider to determine the best approach.

Please be proactive and vigilant as it relates to your personal space. Some suggestions for the short-term are:

- Wash your hands regularly.
- Do not touch your face.
- Maintain appropriate social distance (6 feet), especially on the job site and in public.
- Sanitize your work area. Including washing any dishes or silverware you've used.
- For now, on the job sites, try and eat lunch in your own vehicles and avoid group gatherings as much as possible.



BRC Safety Day 2020

Building Restoration Corporation would like to thank everyone who attended Safety Day 2020. Safety is our number one priority and one of the many pillars upon which BRC operates, and this day of top-tier, interactive training helps to provide our employees with the information and knowledge necessary to maintain safe practices, reduce injuries in the field, and return home safely to their loved ones.

We want to thank everyone who made Safety Day 2020 such a success, including BRC President Dale Zoerb, EVP Eric Kobeska, Safety Director Chris Towle, and Superintendent Brian Hable. We look forward to a safe and successful 2020 season.

