



*How have CISCA members been of assistance to the community and their workers during the COVID-19 crisis?*

- Donated equipment to emergency workers and volunteered more.
- \* Transitioned home office team to work from home beginning 3/16
  
- \* Began regular text, email, and company website communication with all employees re: safety precautions and federal aid
  
- \* Applied to and obtained PPP funding
  
- \* Requested and obtained extended payment terms with suppliers (as a precaution)
  
- \* Dedicated more resources to collecting accounts receivable
  
- \* Began managing cash flow daily
- social distancing, but staying open to keep people working!
- Too numerous to mention, other than to say Gordon reacted immediately to the advent of a pandemic in the latter part of February and continued to increase worker safety intensity in the first week of March, and have continued to protect our people.
- Paying an extra hazard pay to manufacturing, focused on training our teams more and preparing for when everything lifts.
- social distancing, rotating shifts, remote work, additional cleaning protocols
- Continue to follow the mandate procedures to keep all employee safe. providing products to essential projects and companies in need of our product.
- We have staggered who and when office people come in to work, still paying them full time.
- We have conformed our business so that many of our support employees can work seamlessly at home
- Donated n95 masks to local hospital
- Regular cleaning and sanitizing, wearing masks when in contact with customers. Limiting contact and travel.
- worked on every site we have been allowed to, taken safety precautions to protect our workers.
- Provide extensive information to employees. Work from Home. Added field protocols to ensure employee health, safety, wellness. Added cleaning supplies.
- Maintained employees at 15% lower salary/wages and set them up to work from home in a productive manner, Donated N95 masks to local hospital, and examining opportunities to produce PPE
- Held onto staff, seeking opportunities to make essential products to support enhanced PPE measures.

- worked with contractors on project scheduling