

*Dear Corporate & CET Colleagues:*

I want to take the opportunity to check in with everyone on the eve of our long *Memorial Day* weekend and the official start of the summer season. As we communicated to you earlier this month, our company is off to a good start in 2021. In addition to our growth in revenue and profitability, many of our projects are progressing as expected and we are confident we will successfully achieve objectives established at the beginning of this year.

We are also encouraged by the significant improvements in our area with regard to the COVID pandemic. With daily positivity rates hovering below 5% and the increased effort to get more people vaccinated, we remain hopeful that everyone will be able to remain safe and healthy as we move into the second half of this year. On that note, it is never too late to be vaccinated. Currently, our Cumberland population matches the general Tennessee population with a rate of 40% vaccinated. Human Resources is getting ready to process the \$100 gift cards for all who have received the vaccine so if you have not done so, please send them your proof of vaccination soon.

Additionally, I hope everyone continues to practice the safe behaviors recommended by the CDC whether you are at work or in the community. All the improvements to our offices implemented in 2020 will be maintained to provide you with a safe environment. We will also take a conservative approach to the full return to our facilities as we continue to monitor the progress made with the control of the pandemic. Our request that everyone spend 2-3 days per week in the office will continue until further notice.

Lastly, as I mentioned, the summer months have arrived. We have made the decision to continue the Cumberland tradition of offering “summer hours”. We will provide everyone coming into the office the requested 3 days per week, the option of leaving work at 2 PM on Friday to get an early start on the weekend. There is one change in that you will not need to work any additional time Monday through Thursday to enjoy this benefit. A follow-up communication and form will be provided shortly from Human Resources letting you know how to request this Summer Hours option.

Thank you for your hard work and dedication to Cumberland and I hope you and your families have a safe and enjoyable summer!

All the best, A.J.

