

COVID-19 PROTOCOL UPDATE

To: ASRC Energy Services, LLC (AES) and Subsidiary Employees
From: Christine Resler, President & CEO
Subject: COVID-19 Protocol Update
Date: October 29, 2021

Christine A. Resler

As many of you are aware, President Biden has issued vaccination requirements aimed at addressing the COVID-19 pandemic. Biden's orders have two main requirements that affect AES: (1) they require that federal contracts include a clause requiring all employees working on that contract to be fully vaccinated against COVID-19; and (2) they require the Department of Labor to issue a rule requiring all employers with 100 or more employees to ensure their workforce is fully vaccinated against COVID-19 (or to alternatively implement a system requiring non-vaccinated employees to test on at least a weekly basis).

Some of you received a copy of a communication that our parent company, Arctic Slope Regional Corporation (ASRC), issued on Wednesday in response to Biden's requirements. ASRC is proud to regularly partner with the federal government, and many of its employees company-wide work on federal contracts that currently include (or will eventually include) the vaccine mandate clause. ASRC is also a large employer, employing nearly 15,000 employees across all companies. Given ASRC's federal contracting work and its status as a large employer, ASRC issued a vaccine mandate requiring all employees at ASRC corporate and at certain subsidiaries to be vaccinated by December 8, 2021 if the employees work on a federal contract that includes a vaccination mandate clause, or by January 10, 2022 for everyone else.

ASRC's communication did not include AES employees at this time, although we expect that we will need to issue a vaccination requirement very soon. AES also has large, federal contracts that we must comply with, and the Department of Labor rule is expected to be issued shortly. To the extent the federal government changes its requirements, ASRC and AES will certainly react accordingly.

Next week I will be going to the field for town halls so we can update you on AES' status, both with respect to our business and also COVID-19 protocols. We will have an opportunity for questions and answers, and I look forward to talking with you.

In the meantime, we want to provide you as much information as possible to make an informed decision on vaccination. We recently had Dr. Cutchins from the Alaska Department of Health & Social Services offer presentations to our employees concerning vaccination. Recordings of those presentations are available on Teams: [click here](#) for the morning presentation and [click here](#) for the evening presentation. Dr. Anne Zink, Alaska's Chief Medical Officer, recently presented to ASRC employees. We will make the video available soon. We also have the AES vaccination incentive program, where all employees receive \$500 by submitting proof of vaccination, and also have a chance to win another \$2,500 in weekly drawings. Please click on the link or use the QR code for further information. You may also visit www.asrcenergy.com/vaccines for additional resources.



https://beaconohss.mstack.com/forms/covid19_vaccine_verification_asrcenergyservices

I know the last 18 months have been hard. But throughout the pandemic and last year's crash in oil prices, you have continued to work with admirable resilience, adherence to safety, and exceptional customer service. I am so proud of our employees. Thank you. AES will get through this because of you.

Next week I will provide more detail regarding AES' status, and we will continue to keep you updated with company announcements. You may also contact AES Human Resources at (907) 334-1688, Option 7.