



4/22/2021

Gravity Team;

I want to take a few minutes to thank you for the excellent work you are doing to uphold Gravity's safety standards. As a company, April marked one year, and 1.8 million employee hours, during which we had no recordable incidents. I am so proud of your accomplishment. Very few companies in our industry have ever accomplished this goal.

We all take safety seriously because we care about our fellow employees and the communities we are privileged to work in. There is nothing we value higher than everyone returning home from work safely every day to their family and friends. Working together, we achieved this substantial milestone. Every day your attention to safety sets an example for everyone you interact with throughout the company. Please continue to be the best example for safety you can be. I want to thank each of you for your individual contributions to working safely.

We are proud of the Gravity safety program and the subsequent results we see daily from our efforts. We have developed a safety program that is proactive rather than reactive, by strategizing potential hazards, empowering our employees to take charge of situations they feel are unsafe, and implementing safety precautions to ensure our employees, customers and vendors are protected. At Gravity we will continue to focus on our safety program and develop strategies to ensure we are operating in the safest manner possible.

Congratulations and thank you for helping Gravity reach one year with no recordable incidents. In the coming weeks, each of you will be receiving a small token of appreciation for achieving this great milestone. Thank you for all that you do every day and please continue to make your example for safety a priority. Target zero is always our goal!

Rob Rice