



**Olympic Companies, Inc.**  
**COVID-19**  
**PREPAREDNESS PLAN**

**REVISED JULY 23, 2020**

# COVID-19 Preparedness Plan for Olympic Companies, Inc.

**Olympic Companies, Inc.** (“Olympic”) is committed to providing a safe and healthy workplace for all of our employees. To ensure our commitment to a safe and healthy workplace, we have developed this COVID-19 Preparedness Plan for Olympic (“Plan”) in response to the COVID-19 pandemic and are providing a copy of this Plan to you. All employees (whether managers, foremen, office employees, or field employees) are responsible for implementing this Plan. Our goal is to mitigate the potential for transmission of COVID-19 in our workplace, job sites, and community, and achieving that goal that requires full cooperation and compliance with this Plan. Should you have any questions related to this Plan and/or its implementation, we encourage you to direct your questions to the Plan’s designated Plan Administrator, Mike Sturgeski, by e-mail at [msturgeski@olympiccompanies.com](mailto:msturgeski@olympiccompanies.com) or by telephone at 612-221-8603.

Olympics’ COVID-19 Preparedness Plan follows State of Minnesota Industry Guidance for our business, Centers for Disease Control and Prevention (“CDC”) Guidelines, federal Occupational Safety and Health Administration (“OSHA”) standards related to safety and health precautions required in response to COVID-19, and applicable Executive Orders.

This Preparedness Plan addresses the following:

1. policies and procedures that assist in the identification of sick employees and ensure that sick employees stay home;
2. implementation of engineering and administrative controls for social distancing;
3. worker hygiene and source controls, including face coverings;
4. workplace building and ventilation protocols;
5. workplace cleaning and disinfecting protocols;
6. drop-off, pick-up, and delivery practices and protocols;
7. communications, training, and supervision practices and protocols;
8. additional protections and protocols for managing occupancy;
9. additional protection and protocols for access and assignment;
10. additional and protocols for the use of face coverings;
11. additional protections and protocols to limit face-to-face interactions; and
12. additional protections and protocols for distancing and barriers.

## **1. Policies and procedures that assist in the identification of sick employees and ensure that sick employees stay home**

All employees have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess employees’ health status **prior to** entering the office or job site and for employees to report when they are sick or experiencing symptoms.

All employees are required to self-assess each morning before entering the office or job site for signs and symptoms of COVID-19. By entering the office or job site, the employee is verifying the following: (1) that he or she does not have a temperature of 100.4 degrees Fahrenheit or higher; (2) that he or she does not have any of

the symptoms of COVID-19 (as outlined by the CDC)<sup>1</sup> that he or she cannot attribute to another separate health condition; and (3) that he or she has not been in contact with anyone with suspected or confirmed COVID-19.

If an employee is exhibiting any signs of COVID-19, the employee should stay home. Office employees should work remotely if they are able to effectively do so. If an employee experiences COVID-19 symptoms while at the office or on a job site, he or she should leave immediately. Field employees are required to inform their foreman and office employees are required to inform their immediate supervisor or Plan administrator of their possible infection of COVID-19. If the employee seeks medical care and tests positive for COVID-19, the employee must contact their immediate supervisor/foreman/Plan administrator as soon as possible to inform him or her of the result. At that time, the employee may be asked to provide a Medical Excuse Form, a note from his or her health care provider, or a copy of his or her test results. The employee will be asked to provide a list identifying anyone with whom he or she had contact with (generally, working within a physical distance of six feet for more than ten minutes or anyone who was present during the employee's unprotected coughing or sneezing) during the prior 14 days.

Employees who have experienced COVID-19 symptoms must remain at home until they have been both fever-free (without medication) for 72 hours AND 10 days have passed since their first symptom unless cleared by a doctor through testing negative in at least two consecutive respiratory specimens collected at least 24 hours apart.

Olympic has leave policies in place that promote employees to stay at home when they are sick, when household members are sick, or when required to isolate or quarantine themselves or a member of their household. Olympic offers medical coverage to all full time employees that generally should cover treatment for impacted employees and also provides sick leave that impacted employees may utilize if available. If you have any questions about Olympic's medical coverage or sick leave policies, please contact HR. In line with its existing policies, Olympic will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of their job, unless doing so causes a direct threat to the individuals or others and the threat cannot be eliminated by reasonable accommodation, or if the accommodation would create an undue hardship for Olympic.

Olympic will inform other employees if they have been exposed to a person with confirmed COVID-19 and require them to quarantine for the required amount of time. In addition, the Plan's designated Plan Administrator will contact any impacted General Contractor(s) at the job site and inform them of their possible exposure to COVID-19. At the same time, Olympic will protect the privacy of the infected employee's health status and health information as required.

## **2. Social distancing – maintaining six feet of physical distancing**

Social distancing of six feet will be implemented and maintained between employees through the following engineering and administrative protocols.

**Office employees:** All office employee workstations and offices are at least six feet apart. Any office employees in the office are working more than six feet away from other employees. Any office employees who utilize common areas – namely the kitchen, back break room, lobby, or bathrooms – must maintain a distance of six to ten feet away from other employees. To further Olympic's social distancing requirement, several other protocols have already been put into place including: (1) no more than two people allowed in any one office at the same time; (2) no more than two people allowed in any bathroom at the same time; (3) no more than three people allowed in the kitchen or back break room at the same time; (4) the seating area of the lobby is closed; (5) non-essential interactions with non-employees during the pandemic have been limited to phone, email, or other electronic means; (6) employee meetings have been severely limited and if an in-person meeting is required, it is held in one of the two large conference rooms that allows employees to social distance; and (7) in any instance where social distancing of six feet cannot be maintained, office employees are required to wear a face covering.

**Field employees:** All field employees are required to maintain a minimum of six feet between themselves and

---

<sup>1</sup> According to the latest guidance from the CDC, COVID-19 has a wide range of symptoms, such as: (1) fever or chills; (2) cough; (3) shortness of breath or difficulty breathing; (4) fatigue; (5) muscle or body aches; (6) headache; (7) new loss of taste or smell; (8) sore throat; (9) congestion or runny nose; (10) nausea or vomiting; and/or (11) diarrhea.

all other persons while on the job site. When social distancing is not feasible, field employees are required to wear a face covering, such as the 3 PLY Disposable Mask.<sup>2</sup> Field employees should note that some General Contractors require individuals on the job site to wear a face covering at all times, regardless of the ability to maintain six feet of social distance. This Plan expressly incorporates any and all of the applicable requirements that each job site's General Contractor's COVID-19 Preparedness Plan implements. It is each field employee's responsibility to cooperate and comply with each job site's General Contractor's COVID-19 Preparedness Plan and address any specific questions or concerns to his or her foreman.

To further Olympic's social distancing requirement on job sites, several other protocols have already been put into place including: (1) limiting field employee interaction across job sites; (2) managing traffic flow by closing off access points (such as stairways) to non-employees/other contractors; (3) monitoring hallways, entrances and exits to avoid "bottle-necks"; (4) holding smaller group meetings for Toolbox Talk ("TBT") and Site-Specific Training; (5) practice social distancing at break/lunch time; (6) limiting freight elevators/skip hoists to two people; and (7) in any instance where social distancing of six feet cannot be maintained, field employees are required to wear a face covering.

### **3. Worker hygiene and source controls, including face coverings**

**Office employees:** Worker hygiene and source controls are being implemented at our office at all times. Office employees are required to wash their hands frequently (washing for at least 20 seconds with soap and water) and to social distance as detailed above. Olympic will monitor each bathroom's handwashing stations regularly to ensure soap dispensers are stocked. Office employees are required to inform the receptionist if the soap dispenser is out of soap. Olympic will provide tissues for proper cough and sneeze etiquette and provide no-touch trash bins in both restrooms as well.

Other basic infection prevention measures are required at our office at all times. Office employees are encouraged to create habits and reminders to avoid touching their faces and are required to cover their coughs and sneezes, to cough and sneeze into their elbow, and to sanitize their hands frequently. Olympic is supplying hand sanitizer located at multiple areas of the office, including but not limited to the front desk, kitchen, back break room, mail room, and copy room. Further, Olympic will provide paper masks available to any office employee who wants to wear one at work or for a work meeting. Olympic has already placed posters within the office encouraging good hygiene in the office.

Non-essential visitors are not permitted into the office. Any essential visitor who enters the office will be required to wash or sanitize his or her hands prior to or immediately upon entering the facility, and to refrain from handshaking. All essential visitors are required to wear a face covering while in the office as required by Executive Order 20-81 (unless the essential visitor informs Olympic that he or she falls under one of exemptions for people who are unable to wear or tolerate a face covering due to medical or mental health condition or other reason listed in the Executive Order). Olympic will provide paper masks available to any essential visitor who fails to bring his or her own when entering the office.

Office employees shall not provide food and water to be shared communally.

Workers are required to wear a face covering while in the office as required by Executive Order 20-81 (unless the worker informs Olympic that he or she falls under one of exemptions for people who are unable to wear or tolerate a face covering due to medical or mental health condition or other reason listed in the Executive Order). Further, Olympic will provide paper masks available to any office employee who fails to bring his or her own when entering the office. There are specific circumstances listed in the Executive Order when workers are not required to wear a face covering while in the office or when workers are allowed to temporarily remove his or her face covering while in the office. This includes when eating or drinking in an indoor business or public space, provided that at least 6 feet of physical distance is maintained between persons. In addition, when an individual is alone, including when alone in an office, a room, a cubicle with walls that are higher than face level when social distancing is maintained, a vehicle, or the cab of heavy equipment or machinery, or an enclosed work area, a worker is not required to wear a mask. In such situations, the individual should still carry a face

---

<sup>2</sup> This face covering requirement does not replace a field employee's duty to use the correct protection for the activity he or she is performing. For example, if the field employee is sanding, insulating, fireproofing, or in areas where dust levels are high, he or she must use the N95 Respirator.

covering to be prepared for person-to-person interactions and to be used when no longer alone. Please direct your questions to the Plan Administrator.

Olympic expressly affirms it does not discriminate or retaliate in any way against any worker for wearing face coverings or personal protective equipment in accordance with the Executive Order.

**Field employees:** Worker hygiene and source controls are being implemented at the job sites at all times. Field employees are required to wash their hands frequently<sup>3</sup> (washing for at least 20 seconds with soap and water), as available, and/or use hand sanitizer and to social distance as detailed above. Olympic will provide hand washing stations at some job sites and will provide hand sanitizer at all job sites. Other basic infection prevention measures are required at job sites at all times. Olympic is committed to the safety and good hygiene of its field employees, as such, Olympic foremen are required to monitor the portable toilets and/or handwashing/sanitizing stations regularly and inform the General Contractor if any of the supplies need to be re-stocked.

Field employees are encouraged to create habits and reminders to avoid touching their faces and are required to cover their coughs and sneezes, to cough and sneeze into their elbow, and to sanitize their hands frequently. Olympic supplies all field employees with individual apparel (e.g., high visibility vests, t-shirts) and gear (e.g., hardhat, safety glasses, ear protection, gloves). Field employees are required to launder their apparel daily according to the clothing and/or detergent instructions. Field employees are required to disinfect their tools and PPE daily, but if they are working in more than one work area or job site, field employees are required to disinfect their tools and PPE between moving to their next site to minimize potential cross-exposure. Olympic has already held multiple TBTs encouraging good hygiene on work sites.

Field employees shall not provide food to be shared communally.

#### **4. Work site building and ventilation protocols**

**Office employees:** Olympic has remained open throughout the pandemic as a critical business. Nevertheless, Olympic is ensuring building safety and addressing necessary sanitation, assessment, and maintenance of building systems, including water, plumbing, electrical, and HVAC systems. More specifically, because of the high temperatures due to the time of the year, Olympic is unable to increase the outdoor air-percentage to increase the dilution of possible contaminants and minimize air recirculating from the building's HVAC. As such, Olympic will update its central-air filtration to at least the MERV-13 or the highest compatible with the filter rack and seal the edges of filters to further limit by-pass around the filters, and run systems on full economizer as outside air-conditions allow. To minimize air-flow potentially cross-contaminating other areas of the office, office employees are highly recommended to keep their office doors closed.

Olympic has increased efforts at sanitizing the workplace and keeping a safe building. This has included requiring social distancing and face coverings where social distancing of six feet cannot be maintained, requiring limits on how many people may be in one office, the kitchen, the back breakroom, and the bathrooms, offering sanitizer in multiple areas of the office, and upgrading overall building hygiene and disinfecting practices during the pandemic as detailed below.

**Field employees:** Many job sites that field employees work at are open-air job sites without a running HVAC system. In compliance with any General Contractor's instruction, Olympic will maximize the outdoor air-percentage to increase the dilution of contaminants to the extent possible. Field employees are highly encouraged to minimize air-flow caused by fans blowing across them (potentially cross-contaminating other areas of the job site) as much as possible. When it is not possible to avoid a fan's air-flow, all field employees impacted by the fan's air-flow are highly recommended to wear face coverings.

Olympic has increased efforts at sanitizing and keeping a job site safe. This has included requiring social distancing and face coverings where social distancing of six feet cannot be maintained, offering sanitizer, and upgrading overall disinfecting practices during the pandemic as detailed below.

#### **5. Work site cleaning and disinfection protocols**

---

<sup>3</sup> Particularly when entering and exiting the worksite, and before and after eating or drinking, using tobacco products, using restroom facilities, and using devices, tools and equipment used by other workers.

**Office employees:** Regular practices of cleaning and disinfecting have been implemented, including a schedule for routine cleaning and disinfecting of work surfaces, equipment, and areas in the work environment, including offices, restrooms, the back-break room and the kitchen. Olympic will be cleaning and disinfecting all common areas, common surfaces, and high-touch areas (such as door handles, printers, and copy machines) twice per day, every business day. In addition, Olympic already has and will continue to provide cleaning supplies for office employees to disinfect their own offices and workspaces. Office employees are encouraged to frequently clean and disinfect high-touch equipment (such as phones, keyboards, door handles, chair arms, and light switches in their own offices and workspaces. Office employees are also encouraged to frequently clean and disinfect their personal items (such as purses, briefcases, cell phones, and car keys). Further, Olympic's office will be professionally cleaned and disinfected three times per week, on Tuesday, Thursday, and Saturday.

Appropriate and effective cleaning and disinfecting supplies have been purchased and are available for use in accordance with product labels, safety data sheets and manufacturer specifications, and are being used with required personal protective equipment for the product.

If an employee is diagnosed with confirmed COVID-19, upon notice to the designated Plan Administrator, the Plan Administrator will immediately vacate the office for the day and a third party cleaning service will be contacted to perform a thorough clean prior to reopening the office for employees.

**Field employees:** Regular practices of cleaning and disinfecting have been implemented, including a schedule for frequent cleaning and disinfecting of work equipment, tools, and areas in the work environment, including lunch room tables. Frequent cleaning and disinfecting is being conducted of high-touch areas (such as phones, iPads, and "shared" tools). In addition, Olympic already has and will continue to provide cleaning supplies for field employees to disinfect their "shared" tools. Field employees are required to disinfect any "shared" tool after each use. Olympic highly recommends field employees bring their own disinfectant to disinfect their personal items (such as cell phones, car keys, hardhat, safety glasses, ear protection, and gloves) frequently. Furthermore, field employees are required to clean and disinfect work vehicles between the use of each worker or work crew. Vehicle-sharing is prohibited in company owned vehicles if the number and arrangement of occupants within a single vehicle does not allow for proper social distancing.

Olympic is committed to the safety of its field employees, as such, Olympic foremen are required to monitor the portable toilets regularly to ensure they are frequently cleaned and disinfected, are emptied frequently, and that all trash is regularly disposed of and will inform the General Contractor if cleaning is required.

Appropriate and effective cleaning and disinfecting supplies have been purchased and are available for use in accordance with product labels, safety data sheets and manufacturer specifications, and are being used with required personal protective equipment for the product.

If an employee is diagnosed with confirmed COVID-19, upon notice to the designated Plan Administrator, the Plan Administrator will immediately contact the General Contractor and will comply with whatever immediate cleaning and disinfecting procedures are required.

## **6. Drop-off, pick-up, and delivery practices and protocols**

**Office employees:** Olympic requires postal and delivery workers (e.g., FedEx, UPS) to stay outside of the building when making deliveries. Olympic is generally using a contactless delivery system that promotes delivery by drop off at the front door. Office employees shall not sign for deliveries to eliminate the need for close contact between employees and delivery personnel.

**Field employees:** In the event a material supplier is making a delivery to a job site, the foreman will be notified that the material supplier has arrived and will direct the material supplier where to stock the material on the job site. The foreman shall maintain social distancing of six feet from the material supplier at all times. In a circumstance where six feet of social distancing is not possible, the foreman is required to wear a face covering.

## **7. Communications and training practices and protocol**

This Plan is a collaborative effort that requires employee engagement. All employees are all responsible for implementing and complying with this Plan.

**Office employees:** This COVID-19 Preparedness Plan was communicated via email to all covered office employees on June 29, 2020 and training was provided at mandatory small group meetings by July 6, 2020. Additional communication and training about this Plan will be ongoing and provided as needed. Going forward, all office employees must monitor how effective this Plan is and if necessary, may propose changes to this Plan, which will be updated, as needed. This Plan was officially revised on July 23, 2020 and the new requirements are effective July 24, 2020 at 11:59 p.m. as required by Executive Order 20 81. Olympic informed its office workers how the plan was updated on July 24, 2020.

Olympic will maintain signage at the office that reminds employees and essential visitors of the protections and protocols implemented by this Plan, including social distancing and good hygiene practices. Further, Olympic will post one or more signs visible to all persons, including workers, customers, and visitors, instructing them to wear face coverings as required by Executive Order 20 81.

**Field employees:** This COVID-19 Preparedness Plan was communicated via hardcopy and delivered by mail to all covered field employees last known mailing addresses, on June 29, 2020. Training was provided during mandatory TBT training by July 6, 2020. Additional communication and training about this Plan will be ongoing and provided as needed. Going forward, all field employees must monitor how effective this Plan is and if necessary, may propose changes to this Plan, which will be updated, as needed. This Plan was officially revised on July 23, 2020 and the new requirements are effective July 24, 2020 at 11:59 p.m. as required by Executive Order 20 81. Olympic informed its field employees how the plan was updated on July 24, 2020.

Olympic will maintain signage at job sites that reminds field employees of the protections and protocols implemented by this Plan, including social distancing and good hygiene practices. Further, Olympic will post one or more signs visible to all persons, including workers, customers, and visitors, instructing them to wear face coverings as required by Executive Order 20 81.

## **8. Additional protections and protocol for managing occupancy**

**Office employees:** Olympic will not allow any non-essential visitors into the office. Impromptu visits are not allowed as stated on the signage posted at the front door. Essential visitors will be allowed to enter the building only with advanced appointments and if wearing face coverings as required by Executive Order 20 81. Office employees are required to advise any essential visitors scheduling an appointment of Olympic's added COVID-19 precautions that will be placed and the essential visitor must agree to follow the requirements of the Plan. In addition, any employee allowing an essential visitor into the office shall request the visitor conduct a health assessment (as described in Section 1) prior to attending the pre-scheduled appointment.

The Plan Administrator is required to ensure all persons wear a face covering as required by Executive Order 20 81.

**Field employees:** Olympic will not allow any non-essential visitors onto the job site. Impromptu visits are not allowed. Essential visitors will be allowed to enter job sites only with advanced appointments scheduled through the foreman and if wearing face coverings as required by Executive Order 20 81. Foremen are required to advise any essential visitors scheduling an appointment of Olympic's added COVID-19 precautions that will be placed and the essential visitor must agree to follow the requirements of the Plan. In addition, any foreman allowing an essential visitor onto the job site shall request the visitor conduct a health assessment (as described in Section 1) prior to attending the pre-scheduled appointment.

The foreman is required to ensure all persons wear a face covering as required by Executive Order 20 81 at his or her respective worksite areas.

## **9. Additional protections and protocol for access and assignment**

**Office employees:** Olympic will maintain an attendance log to account for all persons entering and present at the office each day for tracing purposes. Each office employee is required to inform the receptionist via email each day he or she is in the office. In addition, any employee who allows an essential visitor into the building must inform the receptionist via email (following the visit) of the visitor's name, which employee(s) the visitor came into contact with, and what office(s) and/or conference room(s) the visitor was in.

**Field employees:** Olympic will maintain an attendance log to account for all persons entering and present at the job site each day for tracing purposes. This log is already being created through the weekly timecards. In addition, if a foreman allows an essential visitor onto the job site, the visitor's name, which employee(s) the visitor came into contact with, and areas of the job site the visitor was in will all be recorded in the foremen's Daily Log.

Upon arrival to the work site, the foreman must ask each field employee to verify that he or she can respond "no" to all screening questions (as listed in Section 1 or as provided by the General Contractor).<sup>4</sup> If a field employee's answer to any of the health screening questions indicates they are experiencing symptoms of COVID-19, they should be sent home immediately and the office will be notified. Regardless of the field employee's answers to the screening questions, a foreman shall inform any field employee suspected that they are sick with COVID-19 or symptomatic to leave the job site. Furthermore, all field employees shall comply with any additional screening surveys or requirements as mandated by the General Contractor.<sup>5</sup>

It is the responsibility of the foreman and each field employee to ensure proper social distancing is maintained at all times and if they are unable to maintain the six foot social distancing requirement, field employees are required to wear a face covering. Field employees are encouraged to maintain social distancing even while outside of the job site during meal breaks and other work breaks. Olympic further discourages congregating during meal breaks or other work breaks, whether on site or off site.

To the extent possible, Olympic will coordinate work schedules and work activities to limit field employees' travel between multiple job sites each day and will maintain the same work partners and crews whenever feasible.

## **10. Additional protocols for the use of face coverings**

Olympic is committed to evaluating whether social distancing can be maintained between all persons in the office and on each job site and identifying the circumstances and/or activities where social distancing is difficult to maintain. Workers must wear a face covering that covers their full mouth and nose. Olympic shall take reasonable steps to ensure that workers, customers, clients and essential visitors wear face coverings in accordance with Executive Order 20 81 and shall conspicuously post face covering policies for workers, customers, clients and essential visitors to view.

Olympic will ensure that workers, customers, clients and essential visitors bring their own face coverings and/or provide paper masks available to any office employee who fails to bring his or her own when entering the office or if the worker's face covering becomes saturated, dirty, or compromised during use during the workday.

There are specific circumstances listed in the Executive Order when workers are not required to wear a face covering while in the office or when workers are allowed to temporarily remove his or her face covering while in the office. This includes when eating or drinking in an indoor business or public space, provided that at least 6 feet of physical distance is maintained between persons. In addition, when an individual is alone, including when alone in an office, a room, a cubicle with walls that are higher than face level when social distancing is maintained, a vehicle, or the cab of heavy equipment or machinery, or an enclosed work area, a worker is not required to wear a mask. In such situations, the individual should still carry a face covering to be prepared for person-to-person interactions and to be used when no longer alone. Please direct your questions to the Plan Administrator.

Olympic will provide reasonable accommodations if not unduly burdensome if a worker informs the Plan Administrator that he or she falls under one of exemptions for people who are unable to wear or tolerate a face covering due to medical or mental health condition or other reason listed in the Executive Order.

---

<sup>4</sup> This requirement is in addition to Section 1 (requiring employees to self-assess each morning before entering a job site for signs and symptoms of COVID-19 and verifying by entering the job site that he or she does not have any signs or symptoms of COVID-19).

<sup>5</sup> It is each field employee's responsibility to cooperate and comply with each job site's General Contractor's COVID-19 Preparedness Plan and address any specific questions to his or her foreman.

## **11. Additional protections to limit Face-to-Face interaction**

Olympic is committed to ensuring proper social distancing is maintained between all persons in the office and on each job site. If social distancing cannot be maintained, all employees are required to wear face coverings. Olympic has been and will continue supply face coverings for any employee who requests a face covering.

## **12. Additional protections and protocol for distancing and barriers**

**Office employees:** Olympic's office is set up so that all workspaces and offices are at least six feet apart. For any in-person meetings, Olympic will utilize one of the two conference rooms where social distancing can most easily be maintained. All large gathering and/or large in-person meetings have been canceled. Other existing meetings that could be altered to limit the number of people attending have been altered to limit the number of people attending.

**Field employees:** To the extent feasible, the foreman shall space, configure, and flow each job site and work areas to allow for maximum physical distancing. If the job site's job-office or office-trailer still allows workers to enter the space, field employees shall utilize a "walk-up" protocol to speak through a window or door as opposed to entering the office or trailer. Foremen shall hold smaller group meetings for TBT and Site-Specific Training and whenever possible, shall conduct meetings or conversations outside or in large area spaces.

**Certified by:**

**Jeffrey M. Schwartz**

**President of Olympic Companies, Inc.**