

## NOTICE OF ELECTRONIC MONITORING

Certified Utility Services (the “Company”) gives notice to all of its employees and to anyone else who enters its premises of the potential use of electronic monitoring in the workplace. “Electronic monitoring” means the collection of information on the Company’s premises and in connection with the Company’s equipment about the activities or communications of employees and others by any means other than direct, personal observation. Electronic monitoring includes the use of a computer, telephone, wire, radio, camera, video-camera, global positioning system (“GPS”), tape or digital recording device, or any other type of electromagnetic, photo-electronic or photo-optical system.

The Company reserves the right in its sole discretion to engage in electronic monitoring on its premises and/or through company-issued equipment at any time for any lawful business purpose, including without limitation, to: (a) access business information; (b) provide a safe and secure work environment; (c) assist in the evaluation of employee work performance; (d) supervise employees to be sure that they are acting consistently with business objectives; (e) investigate suspected misconduct; (f) assess compliance with the Company’s policies and applicable law; and (g) ensure that the Company’s operations continue appropriately. The Company will not engage in any electronic monitoring that is prohibited by any applicable state or federal law, including without limitation, monitoring activities in areas provided for employee private, personal use (such as rest rooms/locker rooms) and/or monitoring for the purpose of interfering with/restraining an employee’s rights to engage in protected concerted activities.

The following are examples of the specific types of electronic monitoring that the Company may use on its premises and/or through company-issued equipment:

- Monitoring of e-mail, internet access, and other components of the computer system
- Video surveillance
- Telephone and voice-mail monitoring
- Monitoring of location

An individual consents to being electronically monitored by the Company for any lawful business purpose by being employed by the Company, using the Company’s equipment or vehicles for the Company’s business and/or by being on the Company’s premises.

Any employee who is determined to have engaged in any conduct that is contrary to the Company’s business as a result of information obtained through the Company’s use of electronic monitoring shall be subject to disciplinary action, up to and including termination of employment. In addition, criminal penalties and fines may apply where the employee’s conduct violates applicable state or federal laws.