

Pennsylvania House Majority Policy Committee Meeting

Rebounding from COVID-19

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Testimony of Edward J. Sheehan, Jr.

Good morning, Mr. Chairman and members of the committee. Thank you for the opportunity to testify today on “Rebounding from COVID-19.” My name is Edward J. Sheehan, Jr., and I am President and Chief Executive Officer of Concurrent Technologies Corporation (CTC). CTC is an independent, nonprofit, applied scientific research and development professional services organization headquartered in Johnstown, Pennsylvania with offices and employees located across our nation. Together with our affiliates, Enterprise Ventures Corporation and CTC Foundation, we leverage research, development, test and evaluation work to provide transformative, full lifecycle solutions. Our client base includes the Federal Government including the Department of Defense (DOD), non-DOD agencies and the Intelligence Community, State governments and Local agencies, and industry.

In March 2020, amidst the onset of the COVID-19 pandemic, CTC was identified as an Essential Critical Infrastructure Sector as part of the Defense Industrial Base and therefore continued essential business operations. Due to the nature of our work, certain activities required employees to be on-site, including those who operate equipment in our advanced manufacturing work cells and machine shop areas in our high bay facility and others whose tasks must be performed in person due to their sensitive nature. Those who were required to be on site were required to wear masks, use company supplied hand sanitizer and wipe down equipment when finished with the day’s work assignments with company supplied disinfecting wipes. Social distancing was also required for anyone working in any part of our facilities. All other employees, where feasible, were asked to work from home to perform their job duties. An internal company pandemic committee was established in January 2020 as part of the business

continuity plan to look at actions which needed to be taken to minimize the risks of COVID-19 exposure and to ensure worker safety at our facilities.

Some of the rigorous steps we put in place included:

- The company provided masks, hand sanitizer, and disinfecting wipes throughout our facilities.
- A flexible work schedule was implemented to allow for staggered start and break times.
- Entry to facilities was not permitted to all non-critical visitors and all non-work related individuals. A Visitor Questionnaire for mission critical visitors was required to be completed prior to entry into our facilities.
- A Coronavirus web page was created on our company intranet to provide information to employees 24/7 on COVID specific symptoms and preventative measures in the following areas: travel guidance; contractual implications and updates pertaining to CTC and EVC business engagements; visitor restrictions and requirements; ongoing communications shared with employees; updates and links to credible resources (CDC, OSHA, State Health Depts.), human resources information (reporting process, sick leave, CARES Act); and state-specific vaccination information.
- Pre-entry temperature checks for all visitors and employees.
- Facility cleaning was increased in common touch point areas.
- Meetings and events are conducted via conference call, WebEx, email, or Skype when feasible.
- Conference rooms were evaluated, resulting in reduced capacity to ensure social distancing could be maintained.

We have continued operations throughout the pandemic with the controls specified herein. The main change/rebound for us moving forward will be increased travel to client sites, and we will conduct travel as we have been, in accordance with CDC, state, local, airline and CTC guidelines. The company will continue to operate in a flexible, hybrid work environment with the same controls in place in order to best protect our employees, clients, and visitors into the future.

As we move forward with the hybrid work environment, an intentional focus will be on communications and culture to recognize and engage employees because of our dispersed workforce.

Specifically, we will:

- Add specific campaigns focused on employees to let them know they are appreciated. Specific examples include featured articles on milestone anniversaries, community involvement, and welcoming new hires through social media
- Focus efforts on contributing to health and well-being of employees and overall culture
- Consistently communicate key messages – over and over - and live up to the values that we have established
- Develop a Crisis Communication Plan to ensure a proper protocol for communicating with stakeholders if a surge in cases should re-occur
- Provide tips and training to Line Managers for managing a mixed staff of in-person and off-site employees
- Provide a preferred list of equipment and recommendations to employees for better connectivity in home office settings

In summary, I believe we began rebounding throughout the COVID-19 pandemic beginning in March 2020 because of the resiliency of our employees and collaboration from our clients; although there was and, to a certain extent, continues to be uncertainty as to whether a significant resurgence could occur. We must continue to remain vigilant by encouraging everyone to be vaccinated and to practice many of the established protocols. And as I noted earlier, we will continue to operate as we have over the past year with the same controls in place in order to best protect our employees, clients, and visitors into the future. As we move toward post pandemic, we will focus on the mission-critical needs of our clients, offering innovative solutions that safeguard our national security.

Again, thank you for the opportunity to testify today. I am pleased to answer any questions you may have or respond to any comments.