



Fueling Conversations

July 21, 2020

For the foreseeable future, each week, Fueling Conversations - a message from Dave Bauer, President and CEO of National Fuel - will be delivered to your inbox. If you have recommendations on topics, questions, or comments, please email corpcomm@natfuel.com.

Over the last four months, many of us have missed the camaraderie of office life. Impromptu conversations that resolve issues or uncover a new idea. The in-person smile or friendly conversation while passing each other in the hallways. The ability to quickly grab each other to brainstorm a solution. While we've embraced the flexibility to work remotely, we know these interactions are foundational to our company's culture and the National Fuel family.



Slowly but surely, we have begun our Return 2 the Workplace plan. This isn't happening all at once, but in an incremental way that prioritizes our safety as well as that of the greater community. As I mentioned in an earlier communication, Utility Operations returned to 100% capacity at the end of May. Last week, the Consumer Business team went back to 100% with some employees in the buildings and others continuing to work from home. Previously, the department

had been split into two teams with each working one week on and one week off. For those employees in other departments working remotely, the plan still in place is to begin a phased return to the workplace on Sept. 8, conditions permitting.

Last week, Seneca Resources announced its first positive employee diagnosis. This individual last reported to work at Seneca's Houston office on March 15 and has been working remotely since then. As such, there is no risk of transmission to anyone within our workforce. Additionally, this individual is isolated at home and is in good condition. Our thoughts are with our colleague at this time.



Fueling Conversations



As you've seen in the media, across the country, cases of COVID-19 continue to soar. Thankfully, compared to others, the impact on the National Fuel family has been relatively modest. Nevertheless, our seventh positive employee diagnosis underscores the importance for us to practice social distancing, mask-wearing, and good hygiene. Please, remember your "4."

The Pandemic Response Team will continue to monitor and evaluate the ever-

changing federal, state, and local guidelines across our service territories as we ramp up to Return 2 the Workplace. Hopefully, schools will re-open on Sept. 8 and life will regain a sense of normalcy. But if elected officials determine it's safer for them to remain closed, the timing of our Return 2 the Workplace plan will also likely need to change to accommodate our working parents. The Team will keep you apprised of any new developments as they occur.

RETURN 2 THE WORKPLACE

The past four months have certainly been challenging for us all, and more work needs to be done before we're all together again. I encourage you to send your questions and concerns regarding Return 2 the Workplace, COVID-19 protocols, or any other topics to corpcomm@natfuel.com. The Team appreciates your honesty and feedback during this process, and we will do our

best to answer your questions and address your concerns. As always, thank you for your continued diligence and hard work.