

To: All Team Members

From: Andi Vigue

Date: April 6, 2020

RE: COVID-19 Update

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The world as we know it is changing before our eyes. The effect of COVID-19 on the economy and our personal lives is unprecedented. We are not alone; the virus continues to spread around the globe and is proving difficult to combat. Our state and federal governments are taking action to provide financial support to individuals and businesses most impacted by the economic shock. It is expected that these relief programs will invigorate the US economy and return us to a state of normalcy in the months ahead.

In the meantime, a number of The Cianbro Companies (Cianbro / Starcon / AZ) projects and corporate activities have been curtailed requiring a number of our team members to be sent home while other team members have taken significant reductions in pay. It is important that everyone understands, our number one goal remains the long term health and wellbeing of our team members. To deliver on this goal, it is important we preserve the stability of your company and position it for the significant wave of activity that will be forthcoming in the months ahead.

It is important to note, these challenging times have highlighted amazing leadership and teamwork throughout the company. People caring and sharing with each other, teams delivering on customers' critical needs, and a determination to prevail. These are just a few examples that can be seen on the front lines every day.

Please know I am confident we are all going to overcome this COVID-19 obstacle. I thank each and every one of you for the sacrifices you are making as we forge ahead.

We will continue to make every effort to keep you informed as we take on the challenges ahead. Most importantly, please use every precaution to keep yourself, your family and your co-workers healthy. Do not hesitate to reach out if you have any questions or concerns.