

To: All Team Members

From: Andi Vigue

Date: April 9, 2020

RE: COVID-19 Company Update

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Over the past 4 weeks, we all have begun the day learning of the continuous ratcheting of state mandates. Everything from limiting travel, hygiene and the further defining of social distancing standards. In response, as a company we have strived to follow these mandates and guidelines to ensure the health and safety of our team members. I could not be more proud of the approach you all have taken to adapt and comply with all the changes you have faced while continuing to carry on with your duty to fulfill our commitments.

We have had pressure from others as to why we continue to work. We are very fortunate, our Government has deemed construction essential to our country and as I reflect on what we are responsible for, it gives me a tremendous amount of pride in our Company. As examples, we have team members working at mills that manufacture tissue paper, hospitals that provided critical care, Navy facilities supporting the defense of our country, utility systems in various states, as well as the completion of vast infrastructure projects critical to our daily lives and economy.

The experts are beginning to share that there is a light at the end on the tunnel! They claim the curves are flattening and everyone's efforts with social distancing and hygiene have made a difference. It is projected that the US will be over the peak in the days ahead and a pathway to recovery will become clearer.

Now is the time we must remain very disciplined and diligent as we continue to follow the best practices. As the weekend approaches, I am reminded how special Easter is to so many. A time when families come together to celebrate over meals and Easter egg hunts. This year will be very different for all of us. Some will use technology to have virtual gatherings, others will call and talk. Regardless of how we incorporate social distancing in to our celebrations, please take the time to reflect on the good in our lives. The virus, COVID-19, has grounded us all and allowed us all to better appreciate what is important in life.

It is important that we all take a moment this weekend and thank those who are on the front lines diligently combating the virus. Those men and women in the medical professions, the first responders, and those working to provide public services are just a few who are sacrificing for the betterment of us all. I am confident a message of thanks would be uplifting for them all!

As always, I thank all of you for your effort and determination while keeping calm and carrying on. Together we will get through this time of uncertainty and be better for it. The company remains strong and we continue to pursue projects. This week we were awarded a large contract for the NECEC transmission line as well as several other smaller opportunities. The strength of the team is remarkable. Stay positive and stay strong!

Happy Easter,

Andi