

March 20, 2020

Attn: Sharpe Lead Persons,

What interesting times we are going through: Personally, professionally, our community, country and around the world. There are plenty of unknowns relating to the Covid-19 virus, and an abundance of speculation. However, I would like to note some of the things we do know.

First and foremost, the health and safety of our employees and your families is our priority. The government has issued guidelines for limiting travel, social gatherings, etc. It is important for our workers and their families to do their part in adhering to these guidelines to reduce the risk and spread of the virus.

Additionally, we do know our projects are currently still active. However, there are some companies that have preemptively shut down their company and/or projects. While we understand their rationale, as of today, according to the CDC (Centers for Disease Control), "the risk of exposure for most Americans remains low". Maintaining active projects facilitates continued payroll for all of our workers, which we feel is important in uncertain times. The financial impacts of a government shutdown for not just our workers, but our entire community may be substantial. And considering we do not have an understanding how long it could last if it does happen, it will put many people at financial risk. Therefore, we want you to know we will do our best to ensure our supply chain remains intact and our projects continue to operate in a safe, efficient manner, providing the opportunity for you to continue working and earning.

In light of the uncertainties, we also know there are governing bodies, such as the CDC (Centers for Disease Control), WHO (World Health Organization) and OSHA (Occupational Safety and Health Administration) who are providing guidance to maintain safe work environments and mitigate the risk of exposure/spread of the Covid-19 virus. We are continually monitoring these agencies as the situation is very fluid, to ensure we are staying informed and providing best practices to keep you safe.

We thank you for your efforts and appreciate your leadership in these difficult times. Please share this letter and the following page of CDC guidelines with our workers to remind them of the current best practices. History has shown if we all do our parts, we can "flatten the curve" of this virus' impact and move beyond it quicker.

Please contact your Superintendent, Project Manager, Keith Costanzo (President) or myself if you have any questions or concerns.

Regards,



Ken Asmus
Director of Operations



Keith Costanzo
President