



FROM THE DESK OF THE PRESIDENT

Without question, we are all living through a challenging time in our lives, so I wanted to share with you what I feel are some key thoughts relative to what we all are experiencing together right now. On almost an hourly basis, we are receiving multiple, sometimes conflicting, messages regarding the coronavirus pandemic. I want to outline what we, the leadership of COP Construction, interpret the real facts to be.

1. Government Response

I feel very fortunate that we work and live in the two states of Montana and Utah. From my perspective, both state governments have positively responded to the pandemic responsibly and are ahead of the curve. As recently as March 24, the governor of Utah outlined an excellent and very detailed health and economic recovery plan which does a great job of providing a well thought out vision of successfully navigating through the crisis. To this point, I am sure there will be additional updates and refinements, as needed, over the next few weeks until the worst of the coronavirus pandemic is behind us.

2. Responsibility

Each and every one of us must be responsible for doing our part in fighting the pandemic. While government is working hard to supply the necessary support, we all must take ownership of our personal actions as a means of stopping the spread of the virus. Please, rigorously follow public health measures such as:

- Maintain social distancing measures.
- If you feel sick, stay home!
- Adopt safe hygiene practices such as washing hands, wiping down areas with sanitary wipes and coughing/sneezing into your sleeve.

3. Respect

While we all have been affected by the pandemic in one way or another, each of us deals with its effects differently. Consequently, it is critical that we always respect our fellow COP team members beliefs and treat them professionally.

4. Communication

We want the communication channel between COP Management and our employees to remain open and fluid. As we learn of new developments that affect COP and our employees, we will keep you updated. Always feel free to reach out to your supervisor or other COP managers with questions or concerns that you may have. If you have a question, please do not assume an answer, and please do not spread unsubstantiated rumors among those you work with each day.

As always, COP is here to provide support and leadership to our COP family. In the next few days, we will be launching a section on our website that will provide up-to-date information of the goings-on inside of COP, as well as the government's and our industry's response. When this becomes "live", we will be sharing that link with you and it is critical you take the time to share it with your fellow employees who do not have a COP email address.

In closing, I am asking that each of us do our part to work through this challenging time. We at COP are used to working safely and dealing with risks on our jobsites in the safest manner possible. That is why it is important we balance the coronavirus risk with the other risks that we safely deal with on a daily basis, so that each one of us returns home every day to our families in the same safe/healthy condition as when we arrived at work each morning.

Thanks for your support in these trying times - WORK SAFE....and PLEASE STAY HEALTHY!!!

A handwritten signature in black ink that reads "Ed Bedell". The signature is fluid and cursive, with the first letters of "Ed" and "Bedell" being capitalized and prominent.

Ed Bedell
President & CEO