



Safety. Quality. Reliability.

June 9, 2020

Quarterly Update to All Employees

We would like to provide you with an update at BCR. Moving forward we will provide these updates periodically to you as a valued employee. As part of the BCR family we want to ensure open and honest communication with you. You will see that the upcoming projects we have for the remainder of 2020 and 2021 are exciting.

Renewable Energy

During the early part of 2020 BCR accelerated their transition into renewable energy. This was always a goal, but as you have seen there has been an increase in demand for clean energy in the U.S. With the team we have assembled, BCR has will continue to be a successful, low cost provider of construction services.

- **By 2021 we will have green energy projects approaching 50% of our services.** I just returned from visiting one of our largest new green energy construction projects, in North Dakota. The team now consists of over 40 dedicated and skilled employees, and a large amount of equipment deployed to meet strict contract deadlines. We are confident that Darren Couch, the Project Manager, will continue to lead this highly skilled work force to achieve our target deadline, meet budget costs, and achieve full customer satisfaction that is so important in this competitive industry. **Darren has over 30 years of experience in the construction industry, and he will continue to lead this new construction service as we expand this division of BCR.**
- BCR will continue to maintain all our relationships in the oil and gas industry.

Safety

As we rebuild from last year, our safety record continues to remain low and our TRIR is 0.3 for 2020. Although we did have one lost time incident that occurred, we will continue to strive for **Zero Accidents**. Greg Garrison, as you know, heads up Health, Safety & Environmental for the company, and will continue to follow-up with each of you on best practices and how to maintain a safe working environment. Bruce Parnell will also continue to support Greg in establishing best practices for the company. If you have any questions or suggestions, please let me or Greg know. We appreciate all your efforts to maintain your safety.

In closing, please continue to work safely no matter what position you are in. Also, utilize your time efficiently, and continue to outperform our competitors. As you know, the construction industry is fiercely competitive, on many of these projects. My goal is to continue to expand the company. With your continued help and dedication as a loyal team member, we are assured throughout the rest of the year, that we will be able to secure even larger projects for 2021 and beyond. With your loyal assistance and all of us working together we will certainly have a bright future ahead of us.

Sincerely,

Cord H. Johnson

Chief Executive Officer