



## Open Letter to NC Sturgeon Employees

For nearly half a century, NC Sturgeon employees have worked tirelessly to deliver outstanding projects, services and solutions to our customers. This hard work has yielded consistent, long-term success. We continue to gain new customers and to expand relationships with existing customers, and I am proud of our accomplishments.

One of our greatest accomplishments however, is deep within our company in the way we protect ourselves and our fellow employees by working safely in an unsafe industry. As of this date, our experience modifier is .61% which is almost unheard of in our line of work. We didn't achieve that remarkable rate by preaching, demanding, or beating down employees. We achieved this stature by educating each skilled worker on safe work practices and by watching out not only for "me" but for the person working next to "me". Our Safety Lotto reminds every person every week that there is a reason for all of us to be safe and that our company is most concerned with your safety and well-being.

We now have a third generation of workers at NC Sturgeon. Your parents and grandparents would not have encouraged you to work here if they didn't know for a fact we are among the safest construction companies in the nation which should comfort the new hires.

Our safety record is a very powerful statement about NC Sturgeon and helps keep us profitable long term. It also helps us sleep at night and never have to inform a relative that their loved one has been injured.

Remember to always report unsafe workers or work practices and that there will never be retaliation for doing so. We all have to make decisions every day, we ask you to make your decisions based on integrity.

Thank you once again for doing the right thing

Chuck Sturgeon  
President  
NC Sturgeon, LP