



April 8, 2020

To My Vulcan Family:

It's been over a month since my first message to all of you about the importance of protecting yourselves, your families and your colleagues at Vulcan from the COVID-19 virus.

As a company, we were quick to take protective measures to keep our people healthy and still continue to crush rock, serve our customers and run our business. My heartfelt thanks to you for your patience, flexibility and commitment to Vulcan, and to one another, our customers and our communities throughout this period. You're doing a great job under difficult circumstances.

The health and safety of our Vulcan Family is our top priority. **You should stay home and contact your supervisor** if you have been diagnosed with or are taking care of someone who has been diagnosed with COVID-19, or if you were exposed and are awaiting test results. Vulcan created the COVID-19 leave program to give up to two weeks (80 hours) of paid time off in these cases, and we stand by our commitment to you.

Vulcan's products are essential to our nation, and, because of this, our operations are able to keep producing and serving our customers in every state and local area that has enacted a shelter-in-place order. I am very proud of how our employees have stepped up to protect one another, and how our operators are successfully handling the challenges of adding the COVID-19 health practices to our existing safety and health programs. Our world-class safety record over the last three years underscores how committed we are to superior performance in safety and health, and that commitment is serving us in good stead at this time. I have also been very impressed by how our people have adjusted to new and necessary ways of doing business, communicating regularly and effectively with managers, co-workers and customers under new circumstances and in many cases while working remotely. Keep it up!

It is vital that you are vigilant about your own health and that of your loved ones, friends and colleagues. Stay at home if you do not feel well. Practice social distancing, wash your hands, cover your coughs and sneezes, clean and disinfect, and stay home except for work or urgent errands. As we learn more about protecting our employees and preventing the spread of COVID-19 we will continue to implement new practices and procedures as necessary.

On behalf of all the members of the leadership team, thank you for all you do for Vulcan Materials Company. If you have any questions or concerns as we move forward, please talk to your HR representative or your supervisor. We are going to get through this together, and our Company is going to remain strong, resilient, and the best in the business.

Sincerely,

Tom Hill

*Employees can keep up to date at <https://covid-19.vulcanmaterials.com>
& send questions and comments to COVID-19@vmcmail.com*