



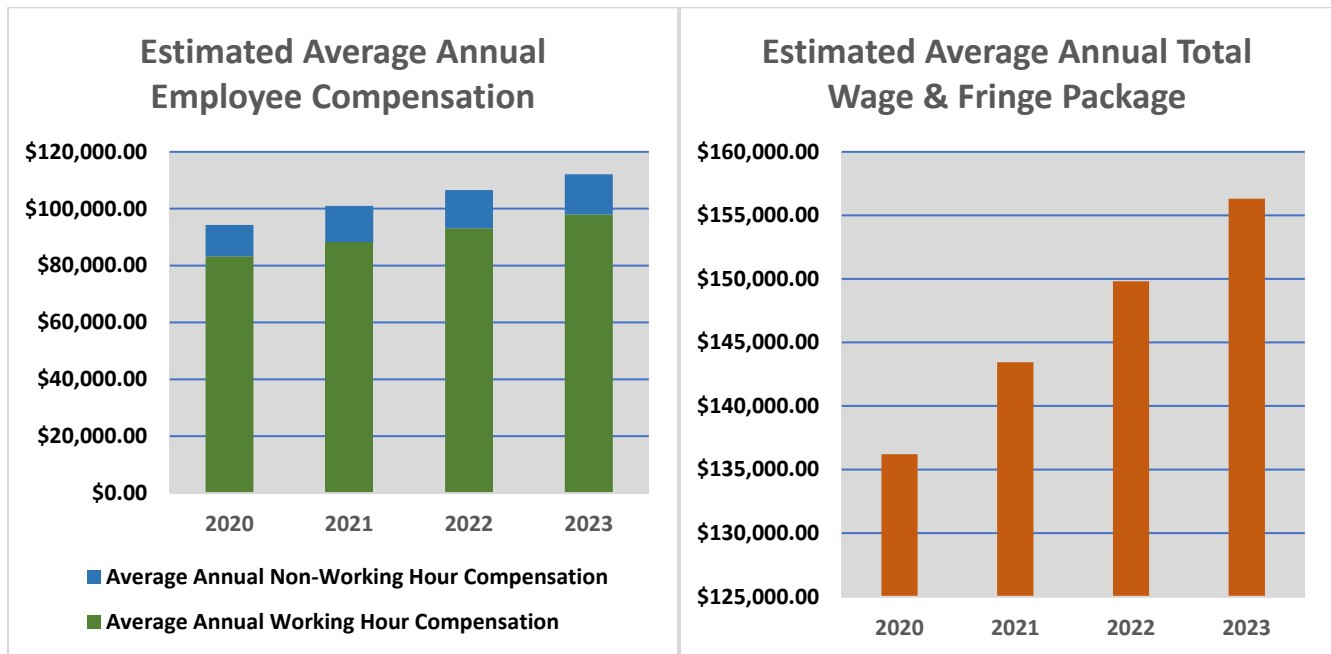
January 28, 2022

Current Status of Negotiations:

Glacier Northwest, Stoneway Concrete, Salmon Bay Sand & Gravel and Cadman, Inc. have provided the Teamsters with the best package we have ever offered which includes a 17.6% pay increase over the next three years, improves pension contributions, provides excellent medical benefits, and a generous retiree medical insurance rarely found in other labor contracts.

Mediation occurred on January 20, 2022, with the FMCS and concluded at the end of the day at the direction of FMCS without a resolution. The Companies remain committed to the FMCS process as the best way to reach an agreement. A follow up meeting has yet to be scheduled.

The Companies are material suppliers in the sand and gravel industry. Their current and proposed labor agreement includes paid vacation, paid holidays, guaranteed 8-hour minimums and many other terms and conditions such as bereavement pay and paid jury duty which the construction industry contracts do not contain.



Facts:

- The Companies are not the ones striking. The Union chose to strike.
- The Companies have not locked out the employees.
- The Union can end the strike tomorrow.
- Bargaining continues even if the Union decides to stop the strike.