

June 11, 2020

CH2006-02

From: Ty Blackford, President and CEO

To: CHPRC Employees (please cascade)

Subject: IMPORTANCE OF RESPECT AND UNDERSTANDING

This week, more CH2M HILL Plateau Remediation Company (CHPRC) employees returned to Site, specifically at our Soil and Groundwater Project where they began required sampling. As with all of our teams, they did an absolutely outstanding job treating each other with respect and understanding while we all continue to learn about and implement new precautions related to COVID-19.

The terms “respect” and “understanding” have been on my mind a lot recently. We need to continue to respect and understand how this global pandemic continues to impact our community and our work. We are not in this alone; we didn’t develop these controls alone.

It is also important to understand and respect how each of us individually can make a positive impact beyond our work world. We wear face coverings at work and are mindful of our social distancing, our health and that of our coworkers. Why not take the same precautions when we are in public places? While you might be at low risk and are not concerned about getting sick, we can all understand and respect not everyone else feels the same way. We each have the ability to be leaders and all do our part to reduce the spread of COVID-19 to keep each other well and help our communities reopen and continue to flourish.

These are the same concepts you all apply here at work in addressing the many hazards we face, and you are doing a great job in that regard. As we bring people back, and as controls and resumption plans change, we must continue to exercise respectful interaction and be flexible. I continue to be impressed with how you continue treating each other with respect and understanding of the many challenges we must face together – and we will face them together.

Finally, to current events that can create even greater distraction. It's been difficult for me to see what's happening across the country, and it is clearly another impact to our ability to remain focused, vigilant and protective of each other's safety and well-being. Well-being includes each of us being able to contribute and feel valued for the contributions we can, and do, make for our mission, our communities and the region we call home. Well-being does not include feelings of marginalization or lack of respect simply because of our individual backgrounds and life experiences. Those differences are strengths we must cherish and grow; they make us diverse and all of us stronger together.

I want to reaffirm our commitment to respect and understanding at CHPRC at all times and at every level. These are values we hold closely as documented and managed under our Equal Employment Opportunity [policy statement](#) and [letter, PRC-POL-HR-11389](#), *Equal Employment Opportunity/Affirmative Action* and [PRC-POL-HR-11387](#), *Workplace Harassment*. We can accept nothing less than these values.

Please join me in continuing to seek ways for honest and caring discourse and better understanding of issues we aren't familiar with, while respecting the unique challenges we all face. Please remember during this time, when we face significant personal, professional and societal difficulties, it's so important to connect to your friends, coworkers or someone you could learn something from. Continue to take care of yourselves, your family and your friends. Stay safe and be well.

Thank you.