

March 19, 2018

Tom Schaeffer
Chandler Architectural Products, Inc.

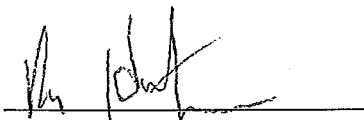
Dear Tom,

Safety is a deeply held value at Gilbane Building Company. We believe that there is nothing more important than ensuring that every worker on our projects returns safely home to their loved ones every night.

The Taconic team has informed us that you and your crew continue to set a great example for the project's safety culture. To quote Andrew Leitch and the project team, "Tom's dedication to pre-task planning and morning safety huddles are exemplary". Tom is always looking ahead to what can happen, but more importantly as to how a task can be made easier and safer. He is a great example of how safety should be led. Tom executes the way he does through thorough communication, whether it's with deliveries, crane picks, and even means and methods, he is always in contact with at least one of the Gilbane team members. Chandler Architectural Products management provides Tom with not only the tools he needs, but more importantly, supports his dedication and attention to safety details. Tom's composure plays a huge role in his leadership. He and his crew were working up to sixty hour weeks during the hot summer days. Tom's positive attitude and attention to safety was evident. He never took any short cuts and was able to make his deadlines by the time winter rolled around to keep the building warm and protected. The Taconic team is grateful to have him as a foreman on the project and admires his leadership. We also commend Chandler Architectural Products for their dedication to the health and well-being of all of their employees. "

Please accept this gift card as a small token of our appreciation of your efforts to work safely and for making the Taconic High School project a safer site for your coworkers.

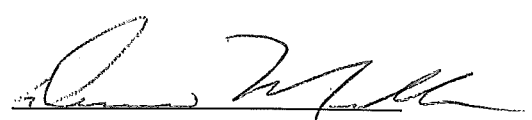
Sincerely,



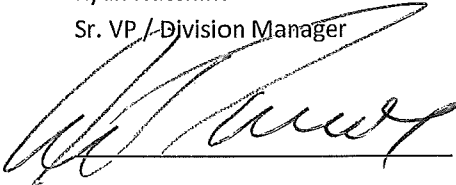
Ryan Hutchins
Sr. VP / Division Manager



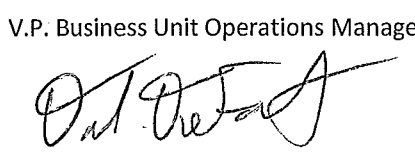
Michael O'Brien
V.P. Business Unit Operations Manager



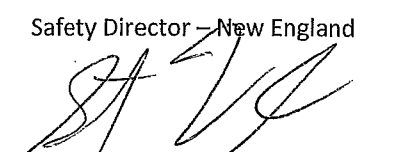
Dennis Mullen
Safety Director - New England



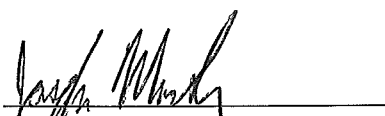
Andrew Prochniak
Sr. Project Executive



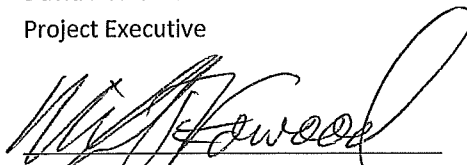
David DeForest
Project Executive



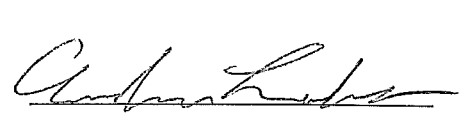
Stephen Verdura
General Superintendent



Joseph Martin
Project Superintendent



Michael Forwood
Sr. Project Engineer



Andrew Leitch
Project Safety Manager