



Your Questions Answered

Merger FAQs

buildersarrowmerger.com

Why was the decision made to merge with Arrow Road Construction, and what are the strategic goals behind this move?

The decision to merge with Arrow Road was driven by our strategic goals of achieving market leadership, revenue and profit growth, geographic expansion, and cost synergies. By bringing both companies together, we aim to strengthen our position in the market, increase our revenue and profitability, expand our geographic reach, and realize cost savings through synergies.

How will this merger impact job security for employees at both companies? Are there plans for layoffs or workforce adjustments?

Your jobs are secure, and we genuinely appreciate the contributions each one of you brings to our team. We hold our employees in the highest regard, recognizing them as our most valuable asset. We are wholeheartedly dedicated to ensuring job security throughout this process and beyond. While we may introduce certain optimizations to enhance our operations and take advantage of synergies, we want to emphasize that there will not be any layoffs. Our commitment is unwavering, and our primary goal is to retain and fully support every member of our combined workforce.

How will employee benefits, compensation, and retirement plans be affected, if at all?

We are committed to maintaining competitive employee benefits, compensation, and retirement plans. While there may be some adjustments to align policies, our goal is to ensure that all employees continue to receive comprehensive and competitive compensation and benefits packages at a minimum equal to what they were receiving before.

What will happen to the management teams of both companies? Will there be any leadership changes?

When it comes to management teams, there may be opportunities for integrating their functions, which could result in opportunities for employees of both companies. Our aim is to combine the best of both organizations' leadership to drive the success of the newly expanded entity. Any changes will be communicated transparently to ensure a smooth transition.

How will the integration process be handled, and what can employees expect during the transition period?

The integration process will be carefully planned and executed to minimize disruption. Effective immediately, Arrow will begin bidding as Builders Asphalt. As we move forward, employees can expect a structured transition period with clear communication and guidance. Builders Asphalt will conduct introductory meetings with each Arrow team member to facilitate a seamless integration. Updates on the integration progress and any changes that may impact roles or responsibilities will be conveyed on a regular basis. By January 2024, both teams will be fully integrated together, creating a unified and stronger approach to the future. Additional information and updates are on the horizon, stay tuned!



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Merger FAQs continued

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Will there be any changes in company culture or values as a result of the merger?

We value the unique cultures and values of both companies. While there may be some adjustments to align with our overarching mission, we will strive to preserve the positive aspects of each company's culture. Our goal is to create a supportive and inclusive environment for all employees.

What opportunities will this merger create for career advancement and development within the newly expanded organization?

This merger will create exciting opportunities for career advancement and development within the newly expanded organization! As we grow and expand our operations, there will be openings in various departments and locations, providing employees with avenues for career growth and professional development.

What measures will be taken to ensure a smooth transition and maintain operational efficiency during the integration process?

To ensure a smooth transition and maintain operational efficiency during the integration process, we will enlist each department in mapping out their respective integration plans with guidance from leadership.

What can employees expect in terms of communication and updates throughout the merger process?

Communication is a top priority throughout the merger process. Employees can expect regular updates, departmental summits, and opportunities to ask questions and provide feedback. We are dedicated to keeping everyone informed and engaged throughout the transition.

What support and resources will be available to employees who may have concerns or questions about the merger?

We understand that employees may have concerns or questions about the merger. To address these, we will provide support and resources, including access to HR representatives, FAQ documents, and open forums for discussion. We are here to assist employees in navigating any changes or challenges that may arise.

Two industry leaders. One incredible future.