

**1. What did CIS announce?**

- We announced a sale of CIS's assets to an affiliate of our largest lender, Owl Rock Capital Corporation.
- This change will fuel our company's next phase of growth.
- To facilitate this asset sale, we filed for a restructuring and started a court-supervised sale process that will make it as efficient as possible.
- Importantly, we expect to continue operating in the normal course during the asset sale process and remain committed to safely serving our clients.

**2. Who is Owl Rock?**

- Owl Rock is an investment firm and CIS's largest existing lender.
- Owl Rock is a longtime investor in CIS, and their interest in acquiring CIS is a testament to the value they see in the business – both now and in the future.

**3. Why is CIS taking these actions? Why now?**

- CIS, along with the rest of the industry, has faced significant litigation in recent years, including wage and hour claims and other lawsuits.
- The restructuring process for CIS was necessary to facilitate the sale of the assets free and clear of these legacy liabilities.
- The actions we are taking are intended to make us an even stronger partner for our clients and build on our role as an employer of choice in our industry.
- We are poised to capture new opportunities as our markets improve and look forward to meeting our clients' complex construction management needs as we position CIS for a successful future.

**4. What does this mean for employees?**

- It is business as usual for all of us at CIS.
- You should expect to continue to get paid and that this process will have no impact on your job or benefits.
- All projects and active job sites should continue as they have been, and we expect to pick up more projects in the coming year.
- We are counting on you to stay focused on your day-to-day responsibilities and serving our clients.

**5. What kind of restructuring did CIS file?**

- CIS filed for a restructuring under Chapter 11 of the U.S. Bankruptcy Code, which is a legal tool that companies use to restructure their finances through a court-supervised proceeding.
- The restructuring process for CIS was necessary to facilitate the sale of the assets free and clear of legacy liabilities.
- Many other companies have filed for Chapter 11 to facilitate a restructuring or asset sale.

**6. Why did CIS have to file for Chapter 11 to complete this ownership transition?**

- We considered a number of options to position the company for success, and we determined that a court-supervised restructuring was the best path forward to facilitate this asset sale free and clear of legacy liabilities.
- Chapter 11 is a legal tool that enables CIS to complete the asset sale in an orderly and efficient manner.

**7. Is CIS going out of business?**

- No, a restructuring allows CIS to continue normal operations.
- We are taking this action to position the business for long-term success as we continue providing clients our broad range of construction management and inspection services.
- Importantly, we expect to continue operating in the normal course during the asset sale process and remain committed to safely serving our clients.

**8. How will the court-supervised asset sale process affect day-to-day operations?**

- We expect to continue operating in the ordinary course and this will have no impact on day-to-day operations.
- We remain committed to safely serving our clients.

**9. Will I continue to be paid?**

- Yes, you will continue to receive your wages and reimbursements as usual.

**10. Will I continue to receive my benefits?**

- We do not expect this process to have any impact on your benefits.

**11. Should employees continue to come to work or active job sites as scheduled?**

- Yes, you should continue to report for work as scheduled.

**12. Will there be layoffs?**

- The actions we are taking today are intended to build on our role as an employer of choice in our industry.
- We expect to see a number of new projects and job opportunities in 2023 and beyond, and we are going to need to staff up to capture these new opportunities.

**13. Will current management remain in place?**

- Yes, the current management team will continue to lead CIS.

**14. What should I say if I'm asked about this process by clients, suppliers or my friends/family members?**

- You can tell them that CIS is taking steps to position the company for long-term success without legacy liabilities.
- All projects and active job sites should continue as usual.
- We are serving clients like we always have and will be on site and working, just like we do every day.
- We remain committed to working safely and serving our clients.

**15. When does CIS expect to complete the asset sale process?**

- We expect this to be an efficient process and are targeting completion of the asset sale within 60 days.

**16. Is there anything I can do to help?**

- The best way you can help is by working safely and serving our clients, like you do every day.

**17. Where can I find more information?**

- If you have additional questions, please contact your CIS manager.

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