



June 30, 2009

Each year at this time CH2M HILL takes the opportunity to reaffirm our company's policy with regard to advancement of our Supplier Diversity and Small Business Program. Please take time to share it with your staff so that they know and appreciate the importance of the policy for our company.

"It is CH2M HILL's intention to aggressively pursue, wherever practical, subcontracting opportunities with small, disadvantaged, minority, veteran-owned, and woman-owned enterprises in the performance of commercial, industrial, and municipal contracts. In performance of federal contracts, it is the policy of CH2M HILL that small, veteran-owned, service-disabled veteran-owned, historically underutilized business zone, businesses owned and controlled by socially and economically disadvantaged individuals, and woman-owned small businesses, as well as Hispanic Serving Institutions, Historically Black Colleges and Universities/Minority Institutions, and Tribal Colleges and Universities, shall have the maximum practical opportunity to participate in subcontracts awarded by CH2M HILL, in accordance with Public Laws 99-661 and 100-180."

This program is important:

- For CH2M HILL, because we are able to establish positive working relationships with qualified small businesses and meet client contract requirements on small business objectives.
- For the business enterprises, particularly small, disadvantaged, veteran-owned, service-disabled veteran-owned, minority, historically underutilized business zone, and women-owned small business businesses, as well as Hispanic Serving Institutions, Historically Black Colleges and Universities/Minority Institutions, and Tribal Colleges and Universities for whom we provide meaningful subcontracting opportunities.
- For our clients, as we demonstrate our commitment to meeting diverse supplier base and small business goals and helping to carry out the socioeconomic mission for which Supplier Diversity and Small Business Programs were designed.

Our Program is coordinated by the company's designated Supplier Diversity and Small Business Program Manager, Willie Franklin, in accordance with all applicable federal laws, regulations, and company policies. This policy is in place to help the company fulfill its commitment to commercial, government, municipal and industrial clients and subcontractors who help us serve those clients. All employees involved in procurement activities are charged with the responsibility of understanding and implementing our Program. If you have questions or need assistance, please contact Willie Franklin in Denver at extension 62274.

A handwritten signature in black ink, appearing to read "Lee McIntire", with a horizontal line underneath.

Lee McIntire
Chief Executive Officer