

EXHIBIT A

Steve McCracken

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PROFESSIONAL EXPERIENCE

Granite Construction, Co., Bakersfield, CA

Manager of Construction Materials – 2011-Current

- Reports to Southern California Regional Manager
- Provide direct management (P&L responsibilities) for Southern California Materials operations
- Manage Plant Managers and Resource Development Project Manager
- Standardized multiple processes from 4 separate Areas
- Led the only materials team that achieved all 5 2011 corporate KPI's
- Led the "March to Zero Defects" initiative for the Region
- Managed the completion of key reserve initiatives
- Zero lost time injuries – 1 minor injury in 2 years
- Developing key relationships in the industry

Granite Construction, Inc., Watsonville, CA

Operations Manager – Construction Materials Group, 2006 – 2011

- Reported to the VP/Manager-Construction Materials
- Provide functional/centralized operations management for the construction materials business (+/- 75 HMA/WMA facilities, +/-50 aggregate facilities)
- Created and provide direct management of the Field Services Group, the Plant Equipment Department, and previously, the Plants Business Systems Group
- Brought the MSHA Citations/Inspection KPI to Granite.
- Implemented the capital budgeting process for our materials business
- Developed a materials budgeting and forecasting tool/process (consolidated by Area, Region, Group, and product line) for temporary use while planning and implementing improvements to our ERP system
- Created a standardized "New Plant Construction/Development" process (Estimating, Budgeting, Planning, and Construction). Piloted the process on a new \$50M facility
- Partner with our Exploration Services/Geology Group to continuously evaluate our reserves for quality, quantity, balance, and economic viability. Share engineering staff with Exploration Services to develop short and long term mine and reclamation plans
- Developed a process to create "Going Concern" models (long term financial planning) for our operations which struggle financially, or are in need of significant investments in people, equipment, or reserves
- Involved in multiple process improvement initiatives for the company (ARO, Inventory, ERP, Resource Development, Driver Based Budgeting/Forecasting, KPI's, Energy Conservation, Environmental Stewardship, etc.)
- Provided education regarding the materials business for our Board of

Directors, Controller, General Accounting Manager, and General Accounting staff. Collaborate with these teams to streamline business processes

- Provided operational/financial due diligence for acquisitions
- Responsible for our centralized Plant Engineer training (PET) (creating curriculum, developing program, selecting candidates, identifying trainers, providing training, facilitating training events)
- Career development for materials professionals within Granite. Created job descriptions, and documentation of expectations. Performed developmental dialogs with Plant Managers and their direct supervisors to evaluate performance, set goals, and articulate expectations
- Performed an additional role of “Manager of Construction Materials” for the California Operating Group
- Developed the Underperforming Asset Analysis for the Materials Business
- Represented Granite on the CalCIMA Executive Board

Granite Construction Company, Oroville, CA

Area Manager, 2002 – 2006

- Responsible for the pre-acquisition analysis, and post-acquisition transition of a local business to Granite Construction Company
- Direct management responsibility (P&L) for the Construction (Paving, Grading, Underground), and Construction Materials (Aggregate and Asphalt) operations of the Oroville Area office
- Managed materials and construction activities
- Performed all materials sales functions
- Responsible for managing safety, quality, estimating, business development, rolling stock, etc
- Received a company award from the COO and Branch Division Manager for leading a new acquisition to be “in the black” after the first year, and injury free for the first three.
- Vice President of the Oroville Economic Development Corp
- Active member of the Oroville Chamber of Commerce

Granite Construction Company, Sacramento, CA

Estimator/Project Manager, 1998-2002

- Estimated, procured, and managed large civil construction projects (grading, paving, underground construction, minor structures)
- Performed due diligence for strategic regional acquisition activities.
- Completed key aggregate resource development projects (404 permits, CEQA challenge, etc)
- Trained and mentored local Plant and Environmental Engineers

Granite Construction Company, Sacramento, CA

Plant Engineer, 1992-1998

- Created and managed operations/ maintenance budgets and plans for 2M-3M tpy aggregate facility and 500K tpy asphalt facility
- Responsible for developing short and long term mine and reclamation plans. Managed mining and reclamation activities

- Developed and implemented capital improvement projects
- Review quality testing data for compliance with internal and external specifications. Implement process changes where necessary
- Performed safety audits, and administered safety meetings. Implemented safety improvements .
- Maintained PLC/HMI automation/implemented major upgrades (ladder logic PLC programming, development of WonderWare HMI applications
- Developed and implemented efficiency/downtime recording/reporting tools
- Negotiated partnership arrangements with Teichert (wetland mitigation, creek diversion channel, flood pump station, conveyor alignment/easement, joint permitting, etc)
- Designed 3 mile long belt conveyor system to access Vineyard reserves (sizing, alignment, etc.)
- Responsible for permitting activities CEQA/NEPA, Air, Water, etc. Responsible for environmental and CUP compliance
- Performed community relations activities for on-going operations as well as new permitting activities
- Performed operational, environmental, and financial due diligence for potential acquisitions

L&M Electric/L&M Construction, El Dorado Hills, CA
Electrician/Carpenter, 1987-1992

- Installed electrical improvements on multiple residential and commercial projects
- Trouble shoot and perform service calls for residential and commercial electrical customers
- Built residential homes from site grading to finish carpentry

EDUCATION **Sacramento State University, Sacramento, CA**
BS. Civil Engineering, Class of 1994

- 3.54 GPA
- Deans Honor List
- Tau Beta PI Engineering Honors Society

TECHNICAL SKILLS

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|-----------------|-----------------------|
| • BIDS2 | • J.D. Edwards/Oracle |
| • Autocad | • JWS |
| • MS Excel | • AggQc |
| • MS Word | • Aggflow |
| • MS Access | |
| • MS PowerPoint | |
| • MS Outlook | |

LICENSURE

- EIT Certificate

**ADDITIONAL
SKILLS**

- Advanced knowledge of mobile/fixed plant equipment, construction material processing, and maintenance of applicable equipment
- Advanced knowledge of geology, quality, and specifications
- Granite Leadership Suite: EGSP, LDP, LTT, Business Acumen