

Human Resources Welcomes You



We are excited to have you join us and look forward to working together as Argos to build an even more successful company.

We know you have many questions about benefits, policies and other HR topics. We will be addressing these questions through various communications in the near future. Please be patient as we go through the process of getting information to you. Depending on the type of information, some will come to your home, some through the normal internal communications at your work locations, some from your HR staff and some through your supervisor.

The HR teams in both the Cement and Ready Mix businesses will remain essentially the same and will be available during this process as they always have been to take care of your needs.

Below is some general information that we hope will answer some of your most pressing questions:

- Argos USA will be maintaining the same pay rates as your previous company. Although your pay will be calculated and paid on the same basis as with Lafarge, the design of your checks or check stubs will have a little different look due to their being processed by a different payroll system and Payroll Department. Other than that, you will see no difference in the payroll schedule or the way your pay is calculated.
- Initially you will continue essentially in the same role you currently have, with many of the same performance expectations.
- Your benefits (medical, dental, vision, life, etc.) will continue with Aetna, at the same level, through the end of December 2011. Prior to year end, there will be an open enrollment in the Argos USA benefits program.

Again, if you have specific questions or immediate needs, you can address them to the HR directors for each business segment, who remain the same:

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Sincerely,

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