



**FOR IMMEDIATE RELEASE**

**STERLING CONSTRUCTION COMPANY, INC. APPOINTS KATE SBERNA  
VICE PRESIDENT, CHIEF TALENT OFFICER**

**Creates new Compensation & Talent Development Committee for the  
Board of Directors to focus on human capital initiatives**

THE WOODLANDS, TX – January 14, 2019 – Sterling Construction Company, Inc. (NasdaqGS: STRL) (“Sterling” or “the Company”) today announced that Kate Sberna has been appointed to the position of Vice President, Chief Talent Officer effective January 7, 2019. In this capacity, Ms. Sberna will lead Sterling’s talent, leadership development, and recruiting initiatives to create a best in class human capital management process and support Sterling’s growth.

“As we developed the next phase of our Strategic Plan, which focuses on driving significant growth, we realized one of our largest risks was associated with having enough of the right talent given the tightening U.S. labor market,” said Sterling’s Chief Executive Officer, Joe Cutillo. “As a result, we have added a Human Capital element to our strategy, developed this new role and expanded the role of our Board Compensation Committee to include Talent Development. We expect that this effort, combined with the skills and background Kate brings us, will enable Sterling to be an industry leader in recruiting, training and retaining both new and existing employees at all levels of the organization. Kate is an accomplished human resources executive and has a proven track record of creating people strategies and solutions, building talent, and leading teams to successfully drive business results. When coupled with the expanded focus on talent development at the committee level of our Board of Directors, we are excited to have Kate’s expertise in building an action-oriented, diverse thinking culture where current and future employees view Sterling as a career and not just a job.”

Ms. Sberna brings 20 years of experience building talent and transforming companies in a variety of sectors – from private security to energy – having held various human resources leadership roles with teams and responsibility across the globe. Most recently she was with Aggreko, a supplier of modular, mobile power, heating, cooling, and related services worldwide where she held the position of Global Director of Learning & Talent and led the company’s worldwide learning and talent function. Kate’s 11 year career with Aggreko also included roles as the Senior Vice President of Human Resources for the Aggreko’s Rental Solutions business, and The Americas division. Prior to this, Kate was Vice President of Human Resources for Corpro Companies, a global leader in the corrosion protection industry, where she helped establish a new operating model and was responsible for aligning the organization’s human capital with business strategies.

Additionally, the Company has appointed Craig Allen, previously Sterling’s Senior Vice President, Chief Human Resources Officer since 2013, to the position of Senior Vice President, Chief Compliance &

Administration Officer, where he will continue to oversee Sterling's ethics & compliance program, and Human Resource operations.

Sterling Construction Company, Inc. ("Sterling" or "the Company"), a Delaware corporation, is a construction company that specializes in heavy civil infrastructure construction and infrastructure rehabilitation as well as residential construction projects, primarily in Arizona, California, Colorado, Hawaii, Nevada, Texas, Utah and other states in which there are feasible construction opportunities. Heavy civil construction projects include highways, roads, bridges, airfields, ports, light rail, water, wastewater and storm drainage systems, foundations for multi-family homes, commercial concrete projects and parking structures. Residential construction projects include concrete foundations for single-family homes.

This press release includes certain statements that fall within the definition of "forward-looking statements" under the federal securities law. Any such statements are subject to risks and uncertainties, including overall economic and market conditions, federal, state and local government funding, competitors' and customers' actions, and weather conditions, which could cause actual results to differ materially from those anticipated, including those risks identified in the Company's filings with the Securities and Exchange Commission. Accordingly, such statements should be considered in light of these risks. Any prediction by the Company is only a statement of management's belief at the time the prediction is made. There can be no assurance that any prediction once made will continue thereafter to reflect management's belief, and the Company does not undertake to update publicly its predictions or to make voluntary additional disclosures of nonpublic information, whether as a result of new information, future events or otherwise.

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