

A Message from the CEO: Financial Group Organization

After serving as Executive Vice President & Chief Financial Officer for more than 15 years, [Current CFO] has announced his intention to retire from his duties as a Company officer at the end of February. [Current CFO] has played a key role in URS' growth and development over the past decade and his contributions to URS have been invaluable.

I am pleased to announce that [New CFO] will succeed [Current CFO] as Chief Financial Officer. [New CFO] will join URS this month as Vice President, Finance, and he will become URS Chief Financial Officer when [Current CFO] relinquishes these duties on February 28. During the six-month transition period, [New CFO] will report directly to [Current CFO], who will retain all of his duties as Chief Financial Officer until the succession.

[New CFO] has more than 25 years of financial experience and currently serves as a Managing Director with Merrill Lynch Investment Banking specializing in the Engineering & Construction, Information Services, Aerospace and Defense sectors. In his position at Merrill Lynch, he served as an advisor to URS on several strategic activities, including the acquisition of EG&G. As a result, many of us have had the opportunity to work with [New CFO] over the past several years.

I am delighted to welcome [New CFO] to URS. He has strong operating experience at the corporate level and a solid understanding of the financial characteristics of our industry. The unique perspective he has gained from his experience at Merrill Lynch, Litton Industries and Science Applications International Corporation (SAIC) will be very useful to us as we continue to build URS. I am confident that, based on [New CFO]'s strong track record and his familiarity with URS, he will be a valuable addition to our management team.

Previously, [New CFO] was Vice President, Corporate Development, at Litton Industries, where he led all strategy and merger and acquisition activities. Before joining Litton, [New CFO] held several high-level financial positions at SAIC, including Vice President, Finance and Administration; Corporate Vice President, Finance; and Corporate Vice President, Mergers and Acquisitions. He also served as Director of Finance and Administration at Computer Sciences Corporation (CSC) and Controller of CC's International Division.

I am also pleased to announce that, in addition to his current responsibilities as Vice President, Corporate Controller, [New CAO] has been promoted to the position of Chief Accounting Officer. This new position was created in response to the increased size and complexity of URS' financial operations and the current regulatory environment. [New CAO] is assuming his new duties immediately.

Since joining URS two years ago, [New CAO] has been responsible for all accounting, external reporting, budgeting and government compliance. He also has been instrumental in several of the Company's most important initiatives, including our ERP conversion, our Sarbanes-Oxley compliance program and our deleveraging program. I am very pleased that he will have an expanded role in the future.

[New CAO] has more than 25 years of financial experience. Prior to joining URS, he was Senior Vice President & Controller of Washington Group International, Inc., where he was responsible for all aspects of accounting and financial reporting for the company. He also served as Vice President, Government Accounting and Internal Audit for Washington Group. Earlier in his career, [New CAO] was Corporate Controller and Corporate Secretary at Scientech, Inc. and Senior Associate Dean for Finance & Administration at Stanford Medical School.

Please join me in welcoming [New CFO] to URS and congratulating [New CAO] on his promotion to Chief Accounting Officer.

Those of you who have worked with [Current CFO] know that he will be fully engaged as Chief Financial Officer until his retirement as an officer of the Company on February 28. He will oversee our financial results for the three remaining quarters and the full fiscal year, and co-sign our Sarbanes-Oxley certification. He will continue to be employed as a senior advisor to URS, and will work closely with [New CFO] and [New CAO] to ensure a smooth transition.

On behalf of all employees, I want to thank [Current CFO] for his innumerable contributions to the Company. When he joined URS in 1991, we were a regional engineering firm with approximately \$100 million in annual revenues and fewer than 1,000 employees. Today, we are one of the largest engineering design firms in the world, with annual revenues of approximately \$3.3 billion and more than 27,800 employees. [Current CFO] has been a true partner to me in building URS throughout his time with us, and I am personally grateful to him. I know you will join me in wishing him the very best in his retirement.