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2nd QUARTER
2019

Belmont University Performing Arts Center. Crews shown are Daniel Gilliam and Mike Beard.
Photo by Joseph Birckhead

CIVIL CONSTRUCTORS

2nd QUARTER, 2019 by Joe Rodgers, President

In previous newsletters I am usually starting out discussing the season we are entering and what to expect. I could not do so without stating how great the first three months of this year have been. We have exceeded all of our projections in both work completed and anticipated profit levels. Due to normally obstructive weather conditions, we usually are working vigorously the balance of the year to make up for the losses in production normally experienced in January thru March. Our successes are a direct result of the kind of market the Nashville area is experiencing along with the dedication that you all have in making our company successful. It is all about teamwork and with a continued effort to develop a vibrant and safe work place should be the goal of each and every one of us.

There are a lot of projects that are wrapping up over the next three months and we are finding ourselves in the middle of the 'finishing stages' of work at a lot of different locations that can present difficulties in moving people and equipment. This type of work can seem tedious and sometimes overwhelming in efforts to acquire the necessary working conditions such as getting other subcontractors 'stuff' out of the way and suitable weather for effective ground work. It is equally important to keep our focus on this phase of each project and not lose momentum in its' overall completion.

As we finish projects, new ones are coming on board and opportunities for new work abound. Joey Birckhead will be beginning a new project on the Peabody Campus of Vanderbilt University as they continue to upgrade infrastructure all across the University's system. Extensive underground excavation and backfilling makes up the over $3.79 million in upgrading underground steam, electric, and chilled water lines. Working in and around the campus can offer challenging obstacles with dealing with this type of work. The protection of landscaping and hardscape is of the utmost focus of our client which is only secondary to the safe and consistent movement of student traffic. Our success and experience with ongoing projects such as the West End Neighborhood Project greatly influenced Vanderbilt and Messer Construction in choosing Civil Constructors to be their partner in this endeavor. Congratulations to Joey, Brian Anderson, and Juan Gutierrez in promoting our good will with Vanderbilt.

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Watch your MOUTH

Tom Toner, Company Chaplain

1-855-257-2427

Communications in the workplace is a vital link from top leadership throughout the organization. I have been in the workplace for over 45 years and the message is always the same. Poor communications confuse, misdirect, and break down morale. We have the opportunity to communicate a message to our sphere of influence that can enhance, develop and build morale.
There are always three factors to consider when communicating anything to others:
1. The sender
2. The message
3. The receiver of the message

Communication in the workplace is vital to a great place to work. I'm going to outline some proverbial communication principles that will enhance the way we communicate. Your co-workers will thank you for them. Let's look at 10 principles that if practiced will make our workplace something to be proud of: It will be amazing just how much impact these principles will impact others.

Principle #1
Let no corrupting talk come out of your mouth, but only such that is good for building up, as fits the occasion, that it may give grace to those who hear it

Principle #2
A Soft answer turns away wrath, but a harsh word stirs up anger

Principle #3
The tongue of the wise promotes knowledge, but the mouth of fools pours out indiscretion or carelessness

Principle #4
If one gives an answer before he hears, it is recklessness and shame

Principle #5
A fool takes no pleasure in understanding but only expressing his opinion

Principle #6
Death and life are in the power of the tongue, and those who love it will eat its fruits.

Principle #7
Put away anger, wrath, malice, slander and obscene talk from your mouth

Principle #8
Finally, brothers, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things.

Principle #9
The heart of the righteous ponders how to answer, but the mouth of the wicked pours out evil things.

Principle #10
A gentle tongue is a tree of life, but perverseness in it breaks the spirit.

Therefore encourage one another and build one another up. Let's face it we spend more time at work than we do at the house most of the time. We can build up our fellow co-workers in stressful situations. If that happen, we will be more productive, the morale will increase, and the stress level will be subdued.

We are entering a season that will allow us as Civil employees to increase productivity. The weather will be cooperative on most days. Always keep in mind that your co-workers have lives outside of the workplace like you. They way we communicate with each other will make our place of work encouraging and pleasant.

May God bless the beginning of the second quarter and keep us safe in His hands. Thank you for allowing me to serve you. All principles listed above were taken from the bible. I can give you exact references if you would email me at Tomt@ourcompanychaplain.com.

2nd Quarter, 2019..., *continued from page 1*

Our successes continue to bring on new projects at the Belmont University. While we are in the midst of excavating the basement for the new Performing Arts Center, work is just starting on adjacent $3.72 million parking garage as the Belmont Campus continues to see tremendous growth. Mike Beard and Charles Gilliam have been instrumental in maintaining our relationship with R C Mathews Contracting and Belmont University and their efforts are greatly appreciated. We also want to commend Ricky Harper and his crew that participated in the relocation of a 16" water line under difficult vehicular and pedestrian traffic conditions within Belmont Boulevard.
Jake Knight will be the project manager on new apron and hangar pads for the Gallatin Regional Airport. Civil has been involved extensively in the development of this local airport over the years and we look forward to another successful project that will amount to $1.8 million.

I personally want to thank all of the supervisors that went through the Leadership Training that Blankenship and Seay presented in March of this year. It is Steve's and my hope that you took this opportunity to expand your development as a managing supervisor and utilize it to promote the development of your work force. We as leaders are only as good as the staff we have around us and it is in our best interest to understand the need to train and develop them to the best of our ability.

Photo by Jack Tayse

NOTABLE **NEWS**

Dale Ingram was promoted to Excavation Foreman on April 22.

PROMOTIONS!

DATE	EMPLOYEE	POSITION
4/1/2019	Joshua Wood	Class A Operator
4/1/2019	James Fish	Class B Operator
3/25/2019	Wesley McCord	Class A Operaotr
3/25/2019	Larry Williams	Class A Operator
3/25/2019	Billy Skinner	Class A Operator
3/25/2019	Severo Marin	Class D Operator
3/25/2019	Neptali Ruiz Santos	Class A Operator
3/25/2019	Jose Paguada	Pipelayer
3/25/2019	Nicklas B Ingram	Pipelayer
3/25/2019	Juan Angel	Class B Operator
3/25/2019	Antonio Espinoza	Pipelayer
3/25/2019	Octavius Lee	Pipelayer
3/25/2019	Luis Maldonado	Pipelayer
3/25/2019	Christopher Barnhill	Class B Operator
3/25/2019	Brett Dennison	Class A Operator
4/15/2019	Matthew Miller	Class A Operator
4/15/2019	Fred Lee	Pipelayer
4/22/2019	Dale Ingram	Excavation Foreman

Civil Constructors has launched a new ONLINE ONLY APPLICANT PROCESS.

We are currently hiring for all positions including Equipment Operators, Skilled Laborers, Pipe Layers, Unskilled Laborers, Project Managers, Foreman. Please send applicants to: www.civilconstructors.com/employment

Civil Constructors has MANY EMPLOYEE DISCOUNTS on our CURRENT EMPLOYEES WEBPAGE.

Please go to:
www.civilconstructors.com/login?redirect_to=https%3A%2F%2Fwww.civilconstructors.com%2Femployment%2Fcurrent-employees
USER NAME: First Initial, Last Name and Your Employee ID#
EXAMPLE John Civil 1234 would be USERNAME: jcivil1234
PASSWORD: Is Your Employee ID# EXAMPLE: Password: 1234

CIVIL HAS LAUNCHED A NEW TICKETSATWORK DISCOUNT PROGRAM:

We are offering this complimentary perk that gives you access to 20 – 60% off on movies, hotels, shows, concerts, sporting events and more. This is just a small token of our appreciation for your hard work. Please take 2 minutes today, and sign up for these complimentary perks.

1. Click this link: https://ticketsatwork.com/tickets/account.php?sub=enroll
2. Fill out the information to become a member
3. Click on 'Company Code' – 2nd bubble
4. For Company Code, use "CIVILC"
5. Enter in the rest of your information (use your personal or work email address)

CIVIL CONSTRUCTORS NIGHT AT THE BALLPARK SOUNDS GAME:

Saturday, July 20, 2019 6pm FOOD SERVED 7:05pm First Pitch
4 tickets per employee – Contact your Foreman to sign up!

EMPLOYEE **ANNIVERSARIES**

We want to take this moment to thank the following employees celebrating anniversaries with Civil Constructors for the months of April - June 2019.

Apr. Anniversaries	Yr.
Virgil Blair	19
Kevin Neal	17
Abdias segura	17
Johnny Krantz	15
Mike Wood	15
Chris Barnhill	10
Chad Wooten	10
John Hooper	8
Ronnie Bailey	8
Marshall Dale Redden	5
Jimmy adkins	5
Jeff Nolen	5
Joey Nolen	5
Chris Springer	5
Chase Smagala	4
Lisa Dean	4
Daniel Blair	4
Jose Serrano	3
Brandon Parchesky	2
Richie Carroll	2
Mike Hammock	1
Chris Atnip	1
Stacy Sharpe	1
Victor DeLaRosa	1
Melissa Masso	1
Joel Scott	1

May Anniversaries	Yr.
Jimmy Hedgepath	25
Bobby Parker	21
Robbie Johnson	21
Russel Jackson	15
Kenny Thomas	13
Jorge Luna	12
Donald Taylor	10
Michael Lamb	9
Matt Tidwell	9
Lonnie Higdon	9
Mark Winters	7
Steven Neal	5
James Anderson	5
Melinda Johnson	4
Juan Gutierrez	4
Robert Badtke	4
Barry Blanchard	2
Dalton Clark	2
Brandon Fleming	1
Kolbi Reed	1
Zackary Hooper	1
Whitney Johnson	1
Charles Roberts	1
Stoney Roberts	1
Josh Weimer	1
William Kinnaird	1
Timothy Harris	1
Dale Scheller	1
Courtney Brown	1
Michael Hargrove	1
Boyd Sanders	1

Jun. Anniversaries	Yr.
Emmitt Holt	25
Bobby Johnson	19
Tandy Sullivan	18
Al Gilliam	16
David Surrat	15
Nate Phelps	15
Dianne Scott-Bowen	14
James Mitchell	13
Shawn O'Hara	9
Daniel Gilliam	7
Peggy Neal	6
William Dennis	4
Javan Binkley	4
Travis Binkley	4
Wayne Christy	4
Brett Dennison	4
Jeff Hand	4
Tyler Simanson	4
Jamie Westbrooks	3
Jack Tayse	3
Walter Hudson	2
Juan Angel	1
Octavious Lee	1
Tom Jones	1

Civil
SAFETY BRIEFS

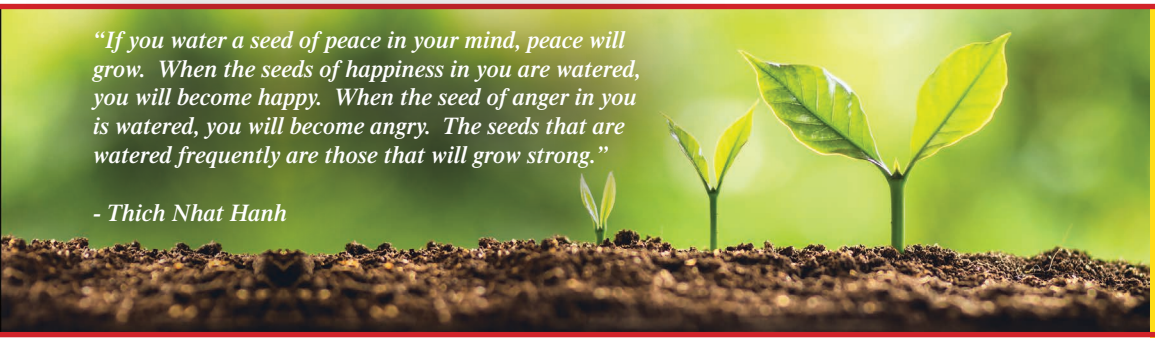
Mark Ray, Safety Director
615-405-9606

Welcome back spring! We are all happy to see warmer weather and hopefully, lots of sunshine. This also brings the opportunity for a lot of work to be done. We have done a good job of planning our work and performing it safely. We have additional resources with the addition of our HCSS Safety software. This gives us the ability to fill our daily Job Hazard Analysis out on site so we can identify hazards before the work begins and eliminate those hazards. This also provides clear communication inside the crew to what tasks we are doing and what is expected. This is also the best time for questions and clarifications concerning the work. JHA's can be done daily or as needed if the task or the work site changes. This is a great way to build in safety on the front end of our jobs.

We also have asked that we perform an inspection once a week on your projects. These inspections take the details we input and give us areas where attention may be needed. This is important and useful because these items can be addressed before, as a group, and corrected. These are called leading indicators because they are indicators that are leading up to a potential incident or injury. Lagging indicators are flagged issues that are identified through an incident or accident report. These can also be addressed and corrected, but not in time to prevent that particular incident. I explain this to make you aware there are reasons for make these reports.

Also very important is the use of our Personal Protective Equipment. Please understand that PPE is not a guarantee for safety, but in reality it is the last line of defense for accident or injury. Civil's policy is that we wear hard hats, high visibility shirts or vests, and safety toe shoes while on all jobs. If you are working on a road or highway, a Class 2 vest must be used. If you are using a saw, a hard hat, safety glasses, and a face shield must be used. There are no exceptions to this rule. These policies are meant to help protect everyone, not to inconvenience anyone. Lets help watch out for each other and keep each other safe. Thanks again for your efforts and stay safe everybody!

Photo by Vanessa Blanchard



KEEP SENDING YOUR PHOTOS!

Submit your pictures of Civil Jobsites, employee's or anything related to CIVIL CONSTRUCTORS to cindy@cindystonedesign.com by July 15, 2019.

CIVIL CONSTRUCTORS

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