Upcoming
EVENTS

Notable News
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3rd QUARTER 2019

CIVIL CONSTRUCTORS

Photo submitted by Dudley Rose, Driver, Civil Constructors

3rd QUARTER, 2019

Joe Rodgers, President

I wanted to lead by discussing a very important law that is critically important for all of us and that became in effect July 1st and that is the "Tennessee's New Hands Free Law". If you are not familiar with this ruling we will be happy to share the complete details with you. In short, everyone operating a motor vehicle, which includes construction equipment, while in motion is prohibited from using a handheld electronic device. In an industry that already is one of the most dangerous, distracted driving has become a major issue that has resulted in numerous fatalities and serious injuries for construction workers within our area. Rebecca Wood, president of Superior Traffic Control and past president of the Tennessee Road Builders Association lead the effort to get this ruling passed for the benefit of all of us. Her company experienced a fatality that was a direct result of a distracted driver. Our safety department has been given strict instructions to enforce this within our company as it is critical to our continued efforts in providing a Safe Work Environment.

With the summer winding down I wanted to briefly recap the first half of 2019. 2018 was a banner year for our company in that we saw outstanding results with our hard work that exceeded anything we have experienced for over 15 years. The first half of 2019 has shown even further improvement by exceeding our expectations with a 15% increase in completed work for the first six months. Coupled with this increase in work is our success in completing jobs closer to budget and together, we have improved our ability to complete work on-time and more efficiently.

In previous newsletters I have discussed the need to get a better handle on our workload that would allow us to staff our work crews with the proper number of quality and highly skilled personnel. Our recent past has necessitated us filling positions with the intent to obtain the quality worker that would help all of us perform our job better. However, the availability of dependable and experienced applicants has been minimal at best. This is a product of the vibrant construction market in our area and the regional shortage of construction related labor. This restates our need to train and develop our folks through increased efforts in providing further education and training within our company. Our partner, Dunn Investment, is committed to this process with the continued development of Dunn University led by Chris Stricklin. You will see more of this effort in the near future.

We currently have almost 70 active projects. 40 of these should be completed during

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CHAPLAIN'S CORNER

Tom Toner, Company Chaplain
1-855-257-2427

The job market is Strong, and You are what makes it that way. A few months ago, Governor Bill Lee signed into law the Abusive Conduct & Hostile Work Environment policy.

This policy is regarding our behavior and behavior of our co-workers. Civil has about 350 or so employees while maintaining 50-60 job sites at any one time. Our top-notch maintenance people care for hundreds of pieces of equipment. Civil employees have proven repeatedly that the job gets done despite the pressures that life may bring.

Our people make or break the company. Abusive conduct and hostility in our workplace are few and far between but it can happen. It happens when the pressures of life are triggered in the workplace. Keep in mind that each one of us has a life outside of our workplace. Sometimes that life is full of pressure that builds up. A couple of pressure situations could be a marriage or a personal or family health crisis. We may have some children or even grown adults that are negatively affecting our lives. Life pressures tend to accumulate over time and when something at the job triggers a strong reaction we could go overboard and cause a hostile work environment. Please understand that we are not designed to handle numerous significant emotional events at the same time.

Let me offer a few tips that may help you deal with significant life events.

1) Divide and Conquer - Think of all the pressures you have at home and work and separate them on a piece of paper. ***Take one issue at a time*** and think through each part of the circumstance. For example; you may have financial debt that needs to be addressed – Find a budget strategy to deal with your money. You may have communication issues with your spouse or loved one. Get some help to identify ways to communicate more effectively. The internet is packed with information that can help. There are numerous other issues, but the ***Key*** is to separate them instead of thinking of them all at one time. It just adds more stress.

2) You are not alone - We all have issues in our lives. People handle stress in various ways. Some folks display anger, some will become quiet and recluse. Keep that in mind when you have a co-worker who displays behavioral changes.

3) We control very Little - really the only thing we can control is our attitudes and reactions. Many times, we try to control people and circumstances but that only creates frustration and many times irrational and abusive behavior.

Here are a couple of biblical principles to keep in mind when we are emotionally pressured:

Proverb 16:3 - "Commit to the Lord whatever you do, and He will establish your plan" - That's a promise to hang on to.

Phil 4:6-7 - "Be anxious for nothing, but in everything by prayer and petition, With Thanksgiving, let your request be known to God. And the peace of God which surpasses all comprehension, will guard your minds and your hearts in Christ Jesus". It is sure good to have peace.

3RD Quarter, 2019..., *continued from page 1*

the current quarter. Available new work is plentiful but our effort to maintain a steady work load allows us to be more selective in our bidding efforts.

New projects that will be starting during this quarter are:

Buffalo Trail Apartments – A $6.2 million sitework package associated with an apartment complex on Dickerson Road in Nashville. This project was estimated by Trey Pitt and the construction will be managed by Steve Bailey with the oversite of Division Manager, Nate Phelps.
Henpeck Lane Interceptor Sewer – A $2.9 million contract with the City of Franklin that was estimated by Todd Ketner. Jake Knight is the Project Manager working with Division Manager, Adam Charriere.

Boscobel III Apartments – Sitework for R G Anderson Construction amounting to a $2.4 million dollar subcontract with Dalton Clark as Project Manager under the divisional leadership of Adam Charriere.

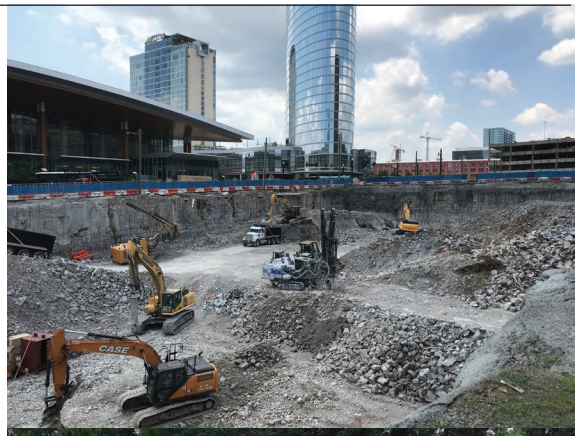
We also have several new prospective contracts that are pending which amount to over $7,880,000 that should also start prior to the beginning of the 4th quarter.

To close, our work plan to better fit workload versus capacity is starting to come to reality. Our backlog is more manageable and our focus on becoming more 'lean and mean' is on the horizon. With everyone's help we will obtain the quality of workmanship and success with each and every one of our 50+ work crews that we all strive for.

I hope your summer finishes strong and we look forward to closing out the year safely and successfully.

Top Right: Photo submitted by Tim Poteete

Bottom Right: Photo submitted by Mike Hammock, Page High. Pictured is foreman JOSH WEIMER and foreman STANLEY ARNETT.



NOTABLE **NEWS**

Human Resources and Payroll Staff job site visits – handing out popsicles and ice cream to crews in the field.

PROMOTIONS:

Daren McCabe – Survey Party Chief • Michael Dyer – Truck Foreman • Nicklas Ingram – Class B Operator

Did you know Civil Constructors has a Facebook Page? Like Us and Follow Us at www.facebook.com/civilconstructorsllc/

Check out our updated Leadership team on our webpage at www.civilconstructors.com/about-us/leadership-team

Know someone looking for a job – send them to our new online application process – any electronic device works including phones! www.civilconstructors.com/employment

Be watching for Civils new employee engagement surveys being rolled out soon via Survey Monkey! You will receive an email and a text. The survey's take less than 5 minutes and your feedback will help us in ensuring our employee's are engaged and happy! This is your opportunity to have your voice heard – confidentially!

EMPLOYEE **ANNIVERSARIES**

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

July Anniversaries	Yr.
Mike Boswell	22
Glenda Roberts	20
Dale Ingram	19
Salvador Resendez	17
Jose P Hernandez	17
Gasper Ayuso	12
Ken LaBoe	9
Lynn Norvell	9
Mark Norvell	9
Larry Rediker	9
Donald Simpkins	6
Billy Skinner	6
Wm Shawn Carter	6
Justin Roberts	4
Roy Scott Davis	3
Luis Maldonado	3
Jason Chance	2
Zach Storke	2
Daniel McElrath	2
Charles Jackson	2
Fred Lee	2
Steven Nolen	2
Jack Watts	2
Scott Davis Jr	1
John Kolendriski	1
Gary Hudson	1
Jason Hyde	1
Travis Shannon	1
Kenneth Taylor	1
Kenneth Jones	1
Neptali Ruiz Santos	1
Troy Staley	1
Charles Banks	1

Aug. Anniversaries	Yr.
Davin Bell	23
Robert Ezell	23
Randy Novem	22
Luis Castillo	17
Thomas miller	15
Mardoqueo Trinidad Orellanda	15
David Fitzgerald	15
Mark Madden	15
Jennifer Pitt	15
Terissa Waddell	15
David Demerich	14
Brady Edmondson	14
Timothy McKennon	13
Kathy Boswell	10
Edward Green	9
Mark Ray	9
Phillips Scruggs	6
Christopher Brady	5
Jeremiah Jones	4
Bradley Craighead	4
Justin Carr	3
Alvin Pearson	3
Bernardo DeLaTorra	3
S David Mills	2
Randall Bryant	2
Christopher Brewington	2
Derek Hinson	2
J David Johnson	2
Mandi Neal	2
Bandy Nelson	1
Shannon Slate	1
Jeffrey Tigue	1

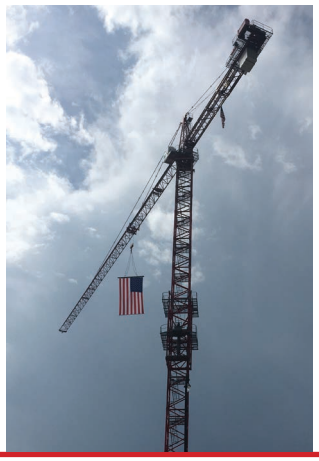
Sept. Anniversaries	Yr.
Jackie Wilson	24
Wendy Bradley	21
Glen Blair	16
Randy Young	16
Mike Fitzgerald	15
Marcos Fernandez	14
Benito Melo	14
Mike Freeland	6
Ryan Mealer	4
Mark Bennett	4
Wesley McCord	4
Jacob Burnstead	3
Kendrick Little	3
Nicholas Sanchez	2
Juan Negron	2
Kenneth Smith	2
Juel Pierce	1
Rickey Redd	1
Charles Clark	1

Civil
SAFETY BRIEFS

Mark Ray, Safety Director
615-405-9606

Hello everyone and welcome to summer! It is once again that time of year that we need to remember to stay hydrated. Heat-related illnesses are very serious and can be deadly. A lot of the time, people do not recognize the signs and symptoms and get worse from not taking care of themselves. Listed on the right are some of the symptoms and first aid actions to take. →

If you experience any of these symptoms, treat them accordingly as listed above. It is better to be aware of the signs and prevent illness by staying hydrated to avoid overheating. We need to take care of ourselves during hot weather and make sure we watch out for our co-workers to avoid over exertion.



Also, thanks to everyone that participated in the Trench Safety Stand Down week of June 17th through the 21st. Hopefully this participation gives us more insight on the dangers of trenching and the correct ways to protect ourselves when working in excavations. Thanks again for your efforts to stay safe and have everyone go home healthy every night.

Photo submitted by Randy Novem

Heat stroke	▪ Confusion ▪ Fainting ▪ Seizures ▪ Excessive sweating or red, hot, dry skin ▪ Very high body temperature	▪ Call 911 While waiting for help: ▪ Place worker in shady, cool area ▪ Loosen clothing, remove outer clothing ▪ Fan air on worker; cold packs in armpits ▪ Wet worker with cool water; apply ice packs, cool compresses, or ice if available ▪ Provide fluids (preferably water) as soon as possible ▪ Stay with worker until help arrives
Heat exhaustion	▪ Cool, moist skin ▪ Heavy sweating ▪ Headache ▪ Nausea or vomiting ▪ Dizziness ▪ Light headedness ▪ Weakness ▪ Thirst ▪ Irritability ▪ Fast heart beat	▪ Have worker sit or lie down in a cool, shady area ▪ Give worker plenty of water or other cool beverages to drink ▪ Cool worker with cold compresses/ice packs ▪ Take to clinic or emergency room for medical evaluation or treatment if signs or symptoms worsen or do not improve within 60 minutes. ▪ Do not return to work that day
Heat cramps	▪ Muscle spasms ▪ Pain ▪ Usually in abdomen, arms, or legs	▪ Have worker rest in shady, cool area ▪ Worker should drink water or other cool beverages ▪ Wait a few hours before allowing worker to return to strenuous work ▪ Have worker seek medical attention if cramps don't go away
Heat rash	▪ Clusters of red bumps on skin ▪ Often appears on neck, upper chest, folds of skin	▪ Try to work in a cooler, less humid environment when possible ▪ Keep the affected area dry

KEEP SENDING YOUR PHOTOS!

They have been incredible! Submit your pictures of Civil Jobsites, employee's or anything related to CIVIL CONSTRUCTORS to cindy@cindystonedesign.com ATTN: Civil Constructors Newsletter Photo Op with your name and employee ID#. **One winner will be selected quarterly; the picture submitted will be used on the front page of the newsletter with credit given to photographer AND a $50.00 gift card will be presented and all other photos used in the newsletter will receive a $25.00 gift card. NOTE:** One submission per quarter per employee. 4th Quarter submissions due no later than September 30, 2019.

Central East Elementary, submitted by Rich Sussen

CIVIL CONSTRUCTORS

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