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4th QUARTER
2019

Photo by Mike Hammock

CIVIL CONSTRUCTORS

4th QUARTER, 2019

by Joe Rodgers, President

As we move into the Holiday Season it offers us a time to connect or re-connect with our families and friends. It should also be a time of thanksgiving to all that we have while at the same time reflect on the ones that have issues in their lives that warrant our thoughtfulness and good deeds. It is with this that we celebrate the Season and offer to each and every one of you our thanks and appreciation for all that you do for our company.

In an effort to strengthen our team members we strive to come up with new and innovative ideas on how we can provide training and development for all. I have mentioned previously the formation of Dunn University that is designed to initiate and implement additional developmental tools and procedures and, even though it is less than a year into its existence, we are beginning to see real and meaningful programs that will be rolling out early next year. The first of which is the creation of a "Training Day" to be conducted during the first quarter of next year that will involve every employee with a minimum of 4 hours training which will be split between soft skills and craft training. This is an initiative created by Joey Birckhead through his involvement with IMPACT 2020, a collective group of young and up and coming leaders within the Dunn Family of companies. The hope is that we provide everyone from the laborer to top management opportunities to better themselves by providing means to expand their horizon and be in a position to promote themselves within the company.

Now that we have fully implemented extensive software to get a more comprehensive handle on our operations from safety reporting, equipment maintenance and dispatching, estimating, and field management it is time to perfect the use and results of a system that is fully interconnected and up to date with respect to available technology in our industry. This valuable information can only be realized with the total by-in and participation from all that are involved. Continued training will be a focus as we move forward.

Over the past few years we have sent out surveys on various topics ranging from the treatment of employees to how we can improve in areas such as communication and training. We would obviously like to see 100% participation but understand that not all of us are tech savvy and returning this information is challenging. We will make efforts to reach out to those in an attempt to get full participation.

In late October we sent out a survey

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WHAT A DIFFERENCE A YEAR MAKES

Tom Toner, Company Chaplain

1-855-257-2427

Same time, same place a year later. We begin what is often called the holiday season. A season of costumes on Halloween, a Turkey Dinner on Thanksgiving and the Baby Jesus on Christmas. These three events may usher emotions that many people have hidden for 9 months. For various reasons this time of year brings memories to the forefront. Memories that have a lasting effect on us for the rest of our lives.

Not everyone has experienced the holidays in the same way, there are those that make it a point to sit down to a turkey dinner with family and open gifts on the Eve of Christmas. On the other hand, there are those who have not experienced the togetherness of family during the holiday times. Holidays are hard for some folk. Whatever your circumstances are for this season, you are the one in control. You set the stage for restoration if that's what it takes. You gather your loved ones together to celebrate. Make up your mind that you will make a difference in the lives of those you love.

Maybe this year it will be a different experience for the people you are around. Focus on really enjoying the time we spend with family and friends. We are not guaranteed tomorrow.

This season I would like to highlight a few suggestions for all of us to practice. The reason these suggestions have come to mind is that the time is passing quickly, and we could lose not only the relationships that we have developed. We are a distracted people that many times lose the opportunity to show some love to those that are in front of us during this season of the year.

First: Keep in mind those people that you have lost this past year. The folks that made you laugh, cry, the ones that you loved or worked with for a long time. Keep their families in your thoughts and prayers. Maybe you lost a loved one this past year or are experiencing a time of loss now. Tell someone how you are feeling about the void in your life. It is certainly therapeutic.

Next: Enjoy every bit of time you have with your family. Help make the season one to remember for a lifetime. Focus on the ones you love. Your spouse and children are a priority, make sure that you tell them that you love them often. Be thankful for every day you have with them.

Finally: Be Grateful for the life God gave you to share with others. You had nothing to do with that! Give it away to those you love, after all God gave His Son to you as a gift during the Christmas celebration. "For God so loved the world that He gave His only begotten Son that if you would believe in Him you would have everlasting life" not only that but that we would have life more abundantly with those you love.

Make a difference this season in the lives of others.

4th Quarter, 2019..., *continued from page 1*

through a portal named Survey Monkey. These were sent via 'text message'. While the name may not depict the seriousness of this effort, we feel this to be the most comprehensive means for obtaining your feelings towards many aspects of our company and how it operates. I can assure you that the results are taken seriously and will be used to help us maintain or adjust the way we run our business. Currently we have less than 40% participation from the hourly workers and less than 60% of the salaried employees. If you need help, please seek the assistance of others in fulfilling these requests.

We continue to exceed expectations in completing the 70 projects currently in progress. Several large projects are completing prior to the end of this year such as Tennessee Department of Transportation Projects, Robertson/Sumner and Marshall Counties. These projects, under the direction of project manager Joel Scott, have been successful through the direct efforts of Tim Agee and Davin Bell, respectively. A special thanks to all of those that have participated in these over the past couple of years.

Several new jobs will be starting during over the next few months:

Davidson County ($32.7 Million) – Improvements to Clarksville Highway from Hwy 12 to Briley Parkway. Project Manager Joel Scott and Division Manager Adam Charriere will be involved from the office perspective. This will be a joint effort from the field due to the extensive scope of utility and drainage work required along with the grading activities that come with the 2+ miles of road improvements.

Nashville International Airport Enabling & Vertical Transportation Earthwork ($4.7 Million) – Subcontract with Hensel Phelps. This is highly visible project for anyone traveling through BNA that involves extensive blasting and excavation associated with the continued $1.2 Billion master improvements that we have been extensively involved with. Dalton Clark is the Project Manager and Javan Binkley has set permanent shop and has developed a great working relationship with the Project Team. Work is set to begin in the spring of 2020.

11th Avenue Duct Bank ($3.2 Million) – A subcontract with Stansell Electric Company for the complete installation of an underground electrical conduit system for Nashville Electric Service.

Portman & Moore Office Building ($2.9 Million) – Subcontract with Hoar Construction at the intersection of 19th & Chet Atkin Place. The scope of work includes site excavation, storm drainage, and site utilities.

We continue to experience great times in Middle Tennessee and the outlook continues to be strong. Let us not take anything for granted as we have so much to be thankful for and your contribution to our company, industry, and the place we live is unmeasurable. Enjoy what this time of year offers to us and, as always, continue to prioritize the culture of a safe work place so that everyone can live accident free.

NOTABLE **NEWS**

SAVE THE DATE!

6AM-9AM-Friday, December 20, 2019
Your presence is requested at:
Civil Constructors Annual Christmas Breakfast
Rolling Hills Community Church
1810 Columbia Ave, Franklin, TN 37064
We will also be hosting our annual canned food drive at the breakfast, start collecting cans now!

Christmas 2019 Holiday Schedule:

No work on Saturday-Sunday-Monday December 21st, 22nd & 23rd, 2019

You may request PTO pay for Monday, December 23rd or choose no PTO no pay no work day

16 Total Hours Paid Holiday (8 hours each day) for those that qualify on Tuesday-Wednesday, December 24-25, 2019

New Year 2020 Holiday Schedule:
8 Hours Paid Holiday for those that qualify on Wednesday, January 1, 2020

Dunn U Training Focus 2020

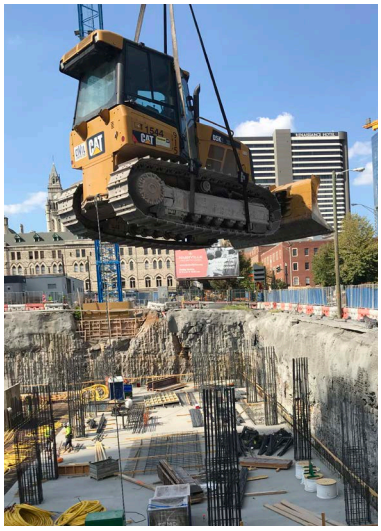
Event: Training Focus for Dunn Family of Businesses

Purpose: Advocate people as our competitive advantage

Timeline: 1st calendar quarter 2020

Content: Minimum 2 hours soft skill development
Minimum 2 hours craft training

http://bit.ly/DunnUniv



Embassy Suites, photo by Tim Poteete

EMPLOYEE **ANNIVERSARIES**

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

Oct. Anniversaries	Yr.
Jose Paguada	4
Larry Vaughn	2
Bradley Lyon	2
Samantha Whittaker	5
Ricky Harper Jr	16
Michael Dyer	19
Ladislao Villa Rios	1
Adam Albertson	3
Edwardo Reyes	4
Alexander Bridges	1
Trey Pitt	1
Raymond Navarro	1
Stephen Whitman	1
Nicklas Ingram	2
Brian Anderson	17
John Sides	2
Aaron Key	17
Calvin Brittle	1
Mitchell Tyler Hagan	3
Vanessa Blanchard	2
Trey Hardison	2
Steven Bailey	3

Nov. Anniversaries	Yr.
Roy Johnson	1
Jonathan Spurlock	1
John Warden	13
Joey Birckhead	6
Marques Locke	1
Jalen Williams	1
Jimmy Strong	1
Ethan Johnson	3
Wm Michael Sawyer	5
Hunter Arnett	1
John Tosh	15
Lekendra Hardison	3
Bryan Johnson	1
James Fish	4
Daren McCabe	2
Dillon Smith	2
Travis Agee	6
Randy Greene	5
Terence Harrison	4
Bob Luther	1
R Michael Bogus	2

Dec. Anniversaries	Yr.
Jeffery Grady	2
Caleb Overstreet	3
Severo Cerezo Marin	5
Desmond Shelton	4
Chase Thomason	1
Jeffrey Beard	14
Eliel Urbay	2
Pastor Alvarenga	5
Jacod Knight	1
C Mike Ables	19
Brent Atkinson	2
Joseph Curtis	2
Tim Poteete	3
Christopher Jones	2
James Hegwood	5

Civil SAFETY BRIEFS

Mark Ray, Safety Director
615-405-9606

Welcome to Fall everyone, finally! It's finally time to think about getting out our winter wear to protect us from the colder weather. Thinking of that, we should think about what we wear every day to protect us at work. I'm talking about our Personal Protective Equipment. We all know that our PPE is the last line of defense when it comes to protection on the job site. It is important to not only make sure our PPE is in good shape, but to make sure we use it and have it on. Our policy states that we wear hard hats, class 2 safety vests, and safety boots on all jobs. We can wear high visibility shirts, but only when there is no exposure to vehicle traffic. Failure to wear (or not to wear) appropriate PPE not only puts us in danger, but could be cause for a disciplinary write up.

Keeping that in mind, let's review our proper Personal Protective Equipment items and their requirements:

Hard Hats – Required to be worn on all projects. Should be Class G hats that have not been worn past the expiration date. Liners should be in good shape and not broken. There should be no items worn under the hardhat unless it is designed to be worn there, i.e. Helmet liners, bandanas, or thin stocking caps. Ball caps are not designed to be worn under hard hats.

Safety Vests – Required to be worn on all projects and should be of Class 2 type, yellow high visibility shirts are acceptable to be worn on projects where there is no exposure to vehicle traffic. Employees working on the ground where there is exposure to moving equipment or trucks high visibility apparel is required to improve the wearer's visibility to operators and drivers. Employees working at night or around traffic that has speeds of 50 mph or more should wear Class 3 vests that are fluorescent orange-red or fluorescent yellow-green or a combination of the two. This is in accordance with the MUTCD section 6E.02 requirements.

Safety Glasses/Face Shields – These items are required when an employee is operating a saw. There are required to both be worn together and must be in a good condition that the operator can clearly see. Operating a saw without proper protection is a violation of company policy. Also, when cutting concrete or asphalt, an engineered water system must be utilized to control dust and the spread of respirable silica. This is in accordance with CFR 1926.1153(c)(1). Safety glasses during other operations are suggested but not required.

Ear plugs, dust masks, and gloves are also available if and when needed. Gloves should be chosen to fit the task being performed according to strength and type of material.

These policies are in place to protect all of us from hazards in our workplaces that we can't engineer out or eliminate. Getting in the habit of wearing your PPE is easy since we do it every day, besides; it's a requirement of our employment. We have done a fairly good job of following these guidelines, but we have room for improvement. Thank everybody for your efforts to work safely and go home healthy.

Excavator in the shop being worked on. Photo taken for Dave Proctor who is also the Mechanic in the cab.

KEEP SENDING YOUR PHOTOS!

Submit your pictures of Civil Jobsites, employee's or anything related to CIVIL CONSTRUCTORS to cindy@cindystonedesign.com by Jan. 15, 2020.

CIVIL CONSTRUCTORS

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