INSIDE This Issue

Employee Promotions
See inside

1st QUARTER
2020

Photo by Rich Sussen

CIVIL CONSTRUCTORS

WELCOME TO 2020

by Joe Rodgers, President

Welcome to 2020! It seems like just yesterday we were wondering if we were going to survive Y2K. It is hard to believe that it was 20 years ago. Time flies when you are having fun and I hope you and your family have appreciated and continue to experience the great successes and achievements offered to us by our Lord and Savior. He has blessed me and my family with seven healthy grandchildren and as I look over the past six decades and see all that has been bestowed on us it is with great enthusiasm that we live for what lies ahead.

While our company just concluded our 25 years of being in business, we have seen numerous achievements, and setbacks. Steve and I have learned so much over this time and with this wealth of knowledge we focus on ours and the future of our company's successes. Many of you have followed our journey and to you we cannot express enough the appreciation we have for your hard work and dedication.

It has been almost seven years since we joined the Dunn family of companies and one of the best decisions we have ever made was to join in this partnership. Dunn continues to grow with several acquisitions, especially along the Gulf coast, in the ready-mix concrete industry. It is with this smart and extremely successful expansion into the construction industry in the southeast that we are so excited to see what lies for us. A highly successful leadership group continuously looks for ways in which we at Civil and all the Dunn companies can achieve continued and long-lasting successes.

In order to reach our goals for success we must develop and improve on our resources. The most important resource is you and not only what you have to offer but what we can do to provide the tools needed for you to expand your potential and eventual success. Over the past several months Dunn University has been working diligently to create a plan, which has been tagged DunnAdvantage, that will offer this opportunity with on-line resources that will provide each individual information that focuses on training in numerous areas but with a special emphasis on safety. Everyone within our work family has just recently completed our Civil 2020 Impact training. Many thanks to Joey Birckhead, Wendy Bradley, Adam Charriere, Nate Phelps, Mike Wood, Chase Smagala, Mark Ray, Kerry Peck, and Glenn Rikard for all your efforts in organizing this event. Hopefully you all were able to benefit from this

Continued, page 2

Words of WISDOM

Tom Toner, Company Chaplain

1-855-257-2427

Wisdom, this article is for people who seek to be wise! Are you the type of person that likes to learn new things? It is truly amazing to gain insight into aspects of life and business that we don't know much about. Every aspect of our lives in and out of work is certainly more complicated than others see it. We know our part and our history but that's it, most of the time our knowledge is very limited. We are fed information from reputable and not so reputable sources all day long. Do you trust your sources? Where do you go for wisdom?

Our media tells us things that they want us to know, you can be assured that you will NOT get the whole story. The same principle applies to people. You only know what others are willing to tell you about themselves. You certainly won't know a person unless they share their lives with you personally. It is not a good practice to listen to other people talking about someone else. The information gets distorted easily.

Let's look at our construction industry for a minute. Unless you know all that is involved into putting in a new road, you probably just enjoy the ride on a smooth surface without caring about how it got there. We drive on it every day, yet most of us have no idea what lies below the asphalt or what it took to get the road ready for safe driving.
I was new to the inner workings of how to put in sewer lines under a road until I asked one of our very experienced foremen. He explained how we work under the ground, get the old stuff out and replace new pipes for proper drainage. I knew nothing but was very interested in what He told me. I learned things about sewer lines that gave me another perspective so I could explain it to others. We can go to the people who know about any subject and get answers.

It is truly amazing to think that anyone of us can just get Wisdom. All we have to do is ask!

Did you know that the Bible mentions the word Wisdom over 200 times? Here is some of the things it reads about being wise:

"If anyone lacks wisdom we should ask God and He will give it to us generously." (James 1:5)

"The healthy fear of the Lord is the beginning of Knowledge." It also says that fools despise wisdom and instruction (Proverbs 1:7)

"Listen to advice and accept instruction, that you may gain wisdom in the future." (Proverbs 19:20)

"An intelligent heart acquires knowledge, and the ear of the wise seeks knowledge." (Proverbs 18:15)

There is no question that we can learn about life, work and relationships. It takes a willing heart seeking Wisdom. If we believe that we were created by God, He gives His wisdom to those He created.

Thank you for allowing me to serve as your Chaplain, I seek to get wiser as I serve.

Welcome to 2020, *continued from page 1*

commitment to both educate and develop you personally with both hard and soft skills with the goal of overall advancement and team development. We look forward to making this an annual event and any feedback from you on how we can improve would be greatly appreciated.

Thanks to all of you that participated in our survey that focused on work hours and schedules. Your input was reviewed with a sincere interest in providing you the most efficient and beneficial work schedule that will satisfy the need for a proper work and personal life balance. Our industry has its advantages and a few disadvantages in that we are so dependent on weather and what it does to our work environment. We, at often, must make up for lost time by working long daily hours along with working many Saturdays. It is through you input that the most requested workload included 50 to 60 hours a week and working every other Saturday. It is our intent to try and satisfy each one of you but hope you realize that it is a daunting task. Our plan is to implement a every-other Saturday schedule realizing that weather will have a significant impact in that an off Saturday would have to be worked in most cases to make up for lost, weather related, time during the week. Where we will see the biggest improvement is during the peak work period from May through October when we have been accustomed to working every Saturday. Projects and their schedules vary greatly from one to another and because of this, there will be instances that require alterations to this and we will attempt to staff those jobs that best fits individual expectations on work hours. This will be a trial and error effort as we move forward and we will learn as we go with the expectations of creating a better work balance for everyone.

To conclude, 2019 was a very successful year for Civil and it could not have come without your efforts. 2020 is starting rather slow mainly due to weather but also a slight, but temporary, lull in work. We have several projects that will be starting over the next few weeks as new work at Vanderbilt and in the downtown area come online. New opportunities are many and our estimating department is working extensively in successfully maintaining our workload.

NOTABLE **NEWS**

PROMOTIONS!

EMPLOYEE	POSITION
Nicklas B Ingram	Class B Operator
Melissa Masso	Class D Operator
Jonathan Parker	Class A Operator
Wm Gault	Class D Operator
Thomas McDonald	Class D Operator
James Johnson Jr.	Class D Operator
Tyler Simanson	Class B Operator
Darrel Pierce	Slinger Truck Operator
Diego Garcia Primero	Skilled Laborer
James Coleman	Street Sweeper
Omar Sosa Manzo	Class B Operator
Jesse Carpenter	Class C Operator
Calvin Brittle	Heavy Duty Mechanic
Shaun Urquhart	Pipelayer

Photo by Steven Neal

EMPLOYEE **ANNIVERSARIES**

We want to take this moment to thank the following employees celebrating anniversaries with Civil Constructors for the months of January - March 2020.

Jan. Anniversaries	Yr.
Bill Hardison	25
Rich Sussen	18
George Monachino	17
Joe Robbins	17
David Dillard	17
Robert Potts	17
Jeff Weaver	16
Charles Gilliam	16
John Andy Krisle	16
Marcus Locke	16
Chris Biggs	15
Cristino Alvarado	14
Harold Welch	11
Glenn Rikard	6
Adam Charriere	6
Antonio Espinoza	4
Charles Clark, JR	3
Larry Williams, Jr	3
Sarah Armenio	3
Nakkyia Roundtree	3
Keith Carter	2
Ronald Brewer	1
Brantley Wilkes	1
Ronard Styles	1
Darrel Pierce	1
David Proctor	1
Harrison Fitzgerald	1
William Adams	1
Donna Vitrano	1
Travis Bruens	1
Joshua Gilliam	1
Carl Carroll	1

Feb. Anniversaries	Yr.
Mike Beard	26
James Field	26
Terry Judd	26
Darrell Sullivan	26
Gary Tidwell	26
Cecil Lane Slavens	18
Demille Brown	18
Barry Holeman	17
Tim Agee	16
Filiberto Martinez Guerrero	16
Jose Luis Diaz	14
Emilio Primero Jeronimo	14
JR (Billy) Craighead	14
Jeff Lane	11
Juan Grimaldo	6
Gary Jackson	3
Stan Arnette	3
Joshua Wood	3
Jason Bell	3
Jose Marroquin	2
James Peery	2
Ricky Krantz	2
Andrea Herrera Ramos	2
Jack Agee	2
Christian Fernandez Hernandez	1

March Anniversaries	Yr.
Greg Hammer	25
Todd Ketner	16
CJ Harbison	10
Eddie Perry	9
Efrain Sosa	8
Marvin Portillo	7
Steve Rochin	6
Ollie Ballard	5
Omar Manzo Sosa	5
Regina Herrera	5
Ryan Rodrigues	4
William Randolph	4
Jaime Acala	4
Dudley Rose	3
Dawson Pigg	2
Benjamin Dennison	2
Caleb Unland	2
Donald Mayton	2
Matthew Miller	2
Corey Martin	1
Cecil McGee	1
James Coleman	1
Aaron Hooberry	1
Jack Norris	1

Civil
SAFETY BRIEFS

Mark Ray, Safety Director
615-405-9606

Happy New Year to everyone. I hope everybody enjoyed the holidays and spending time with family. With the advent of the new year, Civil is making new efforts to further enhance our safety culture. We have started making Job Hazard Analysis reports daily to help us plan our work and communicate throughout the crews our daily tasks. We feel this extra effort in planning our work will enable us to better plan our work and take steps to eliminate hazards.

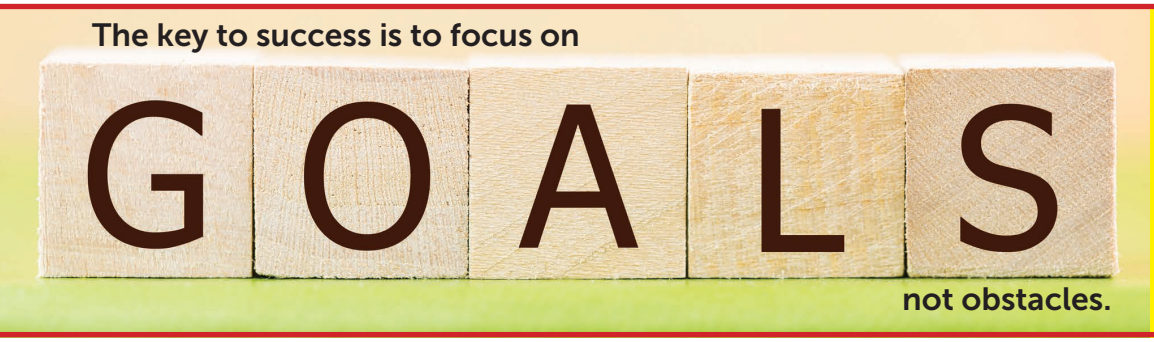
In addition to adding Job Hazard Analysis Reports and weekly observations at the jobs, we are also going to initiate quarterly training. This training will cover various subjects such as Flagger Training, and 10 and 30 Hour OSHA training. We will continue to train as needed for CPR, First Aid, and AED training as we have in the past. We are also planning to use SaferHub for online training for a wide variety of topics. Employees can get online, take a course and then take a test to validate the training was helpful and understood.

The training mentioned above is mostly for the field crews, but there is also going to be the same ongoing training for all employees. This will include drivers, shop personnel, foremen, operators, and superintendents. Office and management will also be included in training, not only for their operations but they will be exposed to other operations within the company so we can all get a better understanding of our operations across the board.

With more education and training, we feel that we can all be better equipped to address the hazards we may face every day. With this ability, we all have the opportunity to not only have a much safer workplace, but can also improve our quality and production. Those are the goals we are aiming for.

I again would like to thank everybody for their efforts in being safe and would like to say your hard work is appreciated.

Photo by Steven Neal



KEEP SENDING YOUR PHOTOS!

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

CIVIL CONSTRUCTORS
425 Downs Boulevard,
Franklin, Tennessee 37064
Phone: 615-236-9000
Fax: 615-236-9001
info@civilconstructors.com
civilconstructors.com

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