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Photo by Mike Hammock

CIVIL CONSTRUCTORS

2ND QUARTER 2020

by Joe Rodgers, President

It seems like it has been years since I last wrote my article for the first quarter of 2020, but it was only a few months ago. So much has transpired since then and I only have space to briefly discuss what we as a company have experienced as a collective group. Individually, each of us have had, and continue, to experience life's obstacles and endure situations that are unprecedented and it is my hope that all of you are able to learn and grow from this and appreciate all that we do have and make the most of them.

The pandemic that we continue to experience has affected us all and the way we live life's basic activities. We have made changes in our work habits, the way we communicate with each other, the way we greet and show emotions to others, altered our hobbies and past times, strained personal relationships, placed undue financial burdens and uncertainties, and even the way in which we worship. As a Company, we have made numerous adjustments in a sincere effort to prevent the spread of COVID-19 and to date we, as a collective group, have been successful in this task. Proper planning helps us navigate against times of uncertainty and I believe God HAS been preparing me for times such as this and he has instilled in me the faith needed to navigate these troubled times.

I want to personally thank everyone in our HR department for their hard work in getting the much needed and ever-changing information out to our folks in a concerted effort to educate and implement social guidelines. Thank all of you for following these recommendations and I hope that you continue to practice proper procedures in eliminating this threat to us, our families and our company. Most importantly, my staff and I will continue to push for these practices as we have yet to solve the spread and treatment of this virus. Until we can successfully draw up and distribute an effective vaccine will we be able to put all of this behind us and move on in our lives in the 'new' normal.

Considered an "essential" business we have been able to continue our operations and have been extremely fortunate in not having to do what so many companies have had to in having to issue furloughs and/or layoffs. Mandatory layoffs have not been required in the 26 years that we have been doing business and Steve and I will continue to make this our goal moving forward.

2020 with all its adversities, with the inclement weather during the first quarter and the pandemic in the second, is meeting all our budgets which is remarkable and again is a direct result of your hard work. The balance of the year looks very promising with numerous projects starting over the next couple of months. The following Projects have recently, or will be, starting very shortly:

Nashville SC MLS Soccer Stadium - $16,750,000. The project with a joint venture with Mortenson/Messer involves the excavation of over 280,000 cubic yards of which a third will require blasting, 4,800 linear feet of water line, 3,700 feet of storm drain, and 2,100 feet of sanitary sewer. The successful estimators were Todd Ketner and Jake Jones with the assistance of the rest of the department Nick Tidwell, Bradley Wooten, and Donna Vitrano. Joey Birckhead will serve as Project Manager.

Centennial Oncology MOB -

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Am I Doing A **Good Job?**

Tom Toner, Company Chaplain

1-855-257-2427

It is amazing what happens when we purposely give positive reinforcement to our folks at work. Transformation!

Pandemic, riots, bad news from all angles. Staying away from people because of fear only fuels the people and environment with negativity. We are surrounded by negative news, events, and people every day. Turn on any TV station and all you will find is what is wrong with our nation and its people. Aren't you sick and tired of all the negativity?

The workplace should be our practice field for positive, encouraging stimulus. We know the job at hand, and we do excellent work to complete our assignments. The very least we should do as leaders is to consistently and honestly point out how much we appreciate those we work with each day. We have a perfect place to practice the construction of our team. We need a good dose of verbal appreciation from the people we see everyday at our offices and worksites.

I heard a statistic earlier this week that 68% of employees have **NEVER** heard the words "Thank you" from their bosses. I was thinking, does this apply to our company or are they speaking about other companies? Well, I asked a few employees about this and I believe it can be applied in any industry. We just do not give out positive reinforcement like we should.

Do not get me wrong, people enjoy the Christmas bonuses and the hats, BUT a sincere Thank you from a supervisor or a leader will go much further to build the camaraderie of the team. The folks on our team are guaranteed to respond with a strong sense of belonging, when reinforced with an environment of consistent encouragement and praise.

Here are a few keys to giving out positive reinforcement:

1. **Be sincere in your praise and thankfulness – this is a heart issue.** Look at folks and Thank them for their hard work. May be uncomfortable at first but it can be second nature with a little practice
2. **Be purposeful and direct.** Each person is interested in how they are treated on the job. Each person is unique, so they should be treated that way.
3. **Watch - your team will respond to positive reinforcement - prepare to be amazed how well they come together.** You will see the results of a solid team when you practice consistent encouragement and gratitude on the job.

The principles practiced are ancient and proven: The bible says.". "Let each of you look not only to his own interests, but also to the interests of others".
"Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear".
This especially goes for the leaders in this strong company. Always lead with an attitude of compassion and service.
Finally, I thank you for sharing your hearts with me as I get to know you better. God bless the people in our workplace.

2nd Quarter 2020, *continued from page 1*

$2,170,900. This project is in another in the many that we have been fortunate to be involved in with Layton Construction. Todd Ketner provided the estimate and Chase Thomason will be assuming the project management role on this project that includes 12,000 cubic yards of excavation, 2,800 feet of storm drain, and over 1,000 feet of sanitary sewer and water line services.

Broadstone @ The Nations - $3,684,400. This will be the third project we have done for Alliance Residential and will be managed by Caleb Unland utilizing the original estimate prepared by George Monachino. While there is over 13,000 cubic yards of excavation underground utilities make up the bulk of the work with 5,800 feet of storm drain and 1,670 feet of water and sewer service.

Marshall County, TDOT - $1,874,000. Dalton Clark is the project manager for this highway project that includes new curb, sidewalks, and 4,200 linear feet of storm drain. Todd Ketner was the bid manager.

Williamson County, TDOT - $836,000. Jake Knight is managing this local DOT job that includes adding turn lanes and signalization.

Taylor Place, Phase II - $2,106,000. This is another project for one of our most valued clients, R C Mathews Contractors. Todd Ketner put the bid together and Steve Bailey will be the project manager for a job that is made up of 25,000 cubic yards of excavation, 540 feet of storm drain, and 2,470 feet of sanitary sewer and water services. We will also be performing the asphalt paving for Phase 1 and 2 with a value of $248,000.

In addition to the above we have 11 projects totaling over $63,560,000 that are in various stages of final contract negotiations that will all start in the latter half of 2020. It is without question that the future couldn't be any better even though our overall economy has seen a drastic downturn. Thanks to all that continue to make Civil the premier site contractor in Nashville and the surrounding area.

While all of what I have talked about thus far is important to us as a working family, I want to take this opportunity to point out the need to address what is going on in our company, nation, and the world, as it relates to social injustices. Civil Constructors has and will continue to stress the values that this company has as it relates to equal opportunities for everyone as it relates to race, color, religion, national origin, sexual orientation, age and gender. Every year we all meet as a group to review our policies regarding harassment, ethics, and how to treat our fellow workers. Monthly we review our overall EEO Policy and the expectations that management has as it relates to adhering and administering this policy on and off the job site. We expect each manager to keep in their vehicle or desk a copy of the EEO Policy and it is posted on all site bulletin boards where applicable. All of this is in effort to ensure of all us review and understand the provisions stated without prejudice.

Companies like ours that embrace inclusionary policies and build diverse workforces will see real results in performance. More importantly it is just the right thing to do. Meaningful change will be the result of many voices in different places and the best place to start is with our own. As a leader, it starts with me and I challenge each one of you to help me understand the unequal injustices that this company might exhibit. It has always been my goal to treat everyone the same way as I want to be treated. NO EXCEPTIONS!

NOTABLE **NEWS**

EMPLOYEE PORTAL:

www.civilconstructors.com
Click "Current Employees"
This will take you to a login:

Your Login is your first initial of your first name, full last name and four digit employee ID#

Example: John Doe employee #1234
LOGIN NAME: jdoe1234

Password is four digit employee ID#
PASSWORD: 1234

From the portal you can:
1) View employee discounts
2) View DUNN ADVANTAGE Training (use the same login and password as for the Civil Constructors website)
3) View Newsletters
4) View past event photographs
5) View COVID-19 Updates
6) View Disaster Relief resources

CIVIL GEAR:

https://dunngear.com/
You can select the item and the Civil Logo

For questions on any of the above topics please reach out to Wendy Bradley, Director of Human Resources, 615-236-9011 or w.bradley@civilconstructors.com

Chicago iron workers recreate the iconic 'Lunch atop a Skyscraper' photograph from 1932

www.dunnadvantage.com

We have recently rolled out our new Dunn Advantage training module. As stated above you can get to this training through the CCL website or you can go directly to the Dunn Advantage portal by using the above link.

You will be given assignments (tasks) based on individual or crew specialties and needs. You will be notified by email of your task training. Training MUST be done during work hours. Your supervisor is aware of this and can help you and provide an electronic device to perform the tasks if you do not have one available to you.

EMPLOYEE **ANNIVERSARIES**

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

April	Yr.
Virgil F Blair	20
Kevin Neal	18
Abdias Rincon Segura	18
Johnny Eugene Krantz	16
James M Wood	16
Chad D Wooten	11
John Stephen Hooper	9
Ronnie Bailey	9
Marshall Dale Redden	6
Jeffrey N Nolen	6
Joseph N Nolen	6
Christopher R Springer	6
Lisa Dean	5
Jose Diaz Serrano	4
Brandon S Parchesky	3
Richie L Carroll	3
Michael Hammock	2
Christopher R Atnip	2
Stacy Sharpe	2
Victor DeLaRosa	2
Andrew Walker	1
James Bruce	1
Tami OHara	1
Bennie Massey	1

May	Yr.
Jimmy L Hedgepath	26
Bobby Wayne Parker	22
Robert Maxwell Johnson	22
Russel Jackson	16
Kenneth R Thomas Jr	14
Donald Ray Taylor	11
Jason Chance	10
Michael A Lamb	10
Matthew Ashton Tidwell	10
Lonnie S Higdon	10
Jorge Nazario Luna	9
Charles Mark Winters	8
Steven J Neal	6
James Ricky Anderson	6
Melinda K Johnson	5
Juan Gutierrez	5
Robert W Badtke	5
Donald LMayton	5
Adam Michael Fries	5
Bradley D Wooten	4
Tyler Higdon	4
Dalton Clark	3
Leslie Brandon Fleming	2
Zackary Hooper	2
Whitney Johnson	2
Joshua Weimer	2
William A Kinnaird	2
Timothy Harris Jr	2
Dale E Scheller	2
Courtney Brown	2
Boyd Sanders	2
Kolbi A Reed	2
Salomon D Briones	1
Tony Warf	1
Tyler Cagle	1
Homero Leyva	1

June	Yr.
Robert E Holt	26
Bobby Dean Johnson	20
Tandy R Sullivan	19
Henry Alan Gilliam	17
David W Surratt	16
Nathaniel C Phelps	16
Cornelia Dianne Scott	15
James Lee Mitchell SR	14
Shawn Patrick OHara	10
Daniel Gilliam	8
Peggy A Neal	7
William D Dennis	5
Harvell Javan Binkley	5
Travis Javan Binkley	5
Cledith Wayne Christy	5
Brett J Dennison	5
Jeffery H Hand	5
Tyler B Simanson	5
Jack Tayse	4
Walter L Hudson	3
Juan D Angel	2
Christopher Hartwell	1
James Johnson Jr	1
Dustin Walker	1
Diego Garcia Primero	1
Nicholas Tidwell	1
Justin M Westerbeck	1

Civil SAFETY BRIEFS

Mark Ray, Safety Director
615-405-9606

Hello again to everyone, I hope this 2nd Quarter is finding everybody healthy and safe. Well, to say the least, we all have had one busy year so far. With the storms and weather we have had and the added threat of the Coronavirus, these have impacted all of us to some point. Luckily, we have no one that has tested positive for the virus. I appreciate the efforts of everyone protecting themselves from exposure during these changing times. We still need to continue to follow the CDC prevention guidelines for protection. If you would like to review the guidelines you may do so at CivilConstructors.com and look under Current Employees/ Disaster Relief.

In other areas of discussion, we need to stay vigilant in making sure we are performing our work in a safe manner. That means protecting ourselves through the use of proper personal protective equipment for individual protection, and protection in excavations through the use of trench shields or shoring while working in an excavation if it cannot be sloped or benched. A ladder is also required for appropriate means of access and egress.

Another thing everyone needs to be aware of is proper body positioning. In other words, are you in the line of fire and be subject to be struck by, hit by, or caught in between? An example of this is standing in front of a person running a saw or working under a load or a bucket. Try to anticipate what is supposed to happen next and if a failure occurs, am I protected, or what means of escape do I have. If you are not sure of the process that is taking place then ask questions to get a better understanding. Communication is a great preventer and knowledge is empowering. By taking part in planning and creating a JHA, this should help everyone perform their work safely. I again would like to thank everybody for their efforts in being safe and would like to say your hard work is appreciated.

Estimating Team on the go., Photo by Jake Jones

A person who feels appreciated will always do more than is expected.

KEEP SENDING YOUR PHOTOS!

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