

# webber | JAN 2018

**Aerial view of US77  
Bridge Replacement project  
in Purcell, Oklahoma**

**Letter from the CEO:** Welcome to 2018

**Safety First:** New Year's Resolutions

**Health & Wellness:** Know Your Benefits

**People Spotlight:** Jeff Hackman

**New Year, New Webber Branding Update**

**Company Updates:** Ultipro App

**AGC Scholarship Application**

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## OPENING WORDS

# MESSAGE FROM THE PRESIDENT & CEO, TIM CRESON:

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I wanted to take a moment to wish each of you a Happy New Year. Together, we start a new chapter in the Webber story!

Built on 55 years of construction experience, Webber has grown to be one of the largest general contractors in Texas. Moreover, in just three years, we have nearly doubled our revenue and backlog while strengthening our company culture with a laser focus on safety, integrity and excellence.

Despite the many challenges we have faced together over the past year, I consider 2017 our most successful year to date. Our leadership teams continually become more and more effective, our projects grow more profitable, and our client and vendor relationships are flourishing. I am especially proud of our improved planning, rates of production and singular reputation for finishing projects ahead of schedule. Delivering projects on time is key to building our reputation as the contractor of choice.

I am also optimistic about our future. The need for both transportation and waterworks infrastructure in the U.S. is at an all-time high, and there is strong demand in our commercial sector driven by population growth and a positive pro-business environment. Webber's strong market position and specialized business lines will allow us continued growth and success under the direction of our four business leaders. We are also beginning to reach outside of Texas to build new opportunities and are internally focused on our people to help us grow our leadership ranks.

In **January's ENR and DBIA** Quarterly magazines, we will introduce the industry to the new face of Webber, and we intend for our unified approach to transmit through our work as well as the relationships within Webber and our clients and partners each day. Our strategy is to specialize across the four business lines with a high level of continuity and cross-collaboration so that we can leverage the strength of the entire organization while maintaining a specialized ability to serve the unique needs of each of our diverse clients.

The strategy above will certainly require us to balance the need for specialization and standardization, but I believe that in business, as in life, it is always a matter of balance. As we begin the new year, my wish for all of us is to maintain the proper balance of courage tempered by keen awareness, trust and attention to detail, decisiveness and thoughtfulness, aggressiveness and finesse, and most importantly, determination balanced against even more determination! Let's share our mistakes and learn from them, just as we do our successes. Above all, let us never forget our resolve to send every employee home to their families each night by not only being safe ourselves but by looking out for our entire team as well.

Thank you for your hard work, dedication and loyalty over the past year. Welcome to 2018!

Best Regards,



Tim Creson  
President & CEO



## SAFETY FIRST

# WEBBER'S NEW YEAR RESOLUTION

Goodbye 2017, Hello 2018!  
As we bid farewell to another successful year, we are also welcoming a new year to refocus our attention to one of the most important Webber Value: **Safety.**



While our efforts to promote safety are constant, we want each employee to renew their pledge to help send everyone home to their families, every day in 2018.

“We are all Safety Managers and it’s our job to own the responsibility to promote safe work practices within our teams,” said Sean Seelbach, Director of Safety for Webber. “Looking out for the guy next to you and pausing to correct a hazard is part a big part of keeping everyone safe.”

It’s easy to discuss safety, just follow the **4 S’s: See, Stop, Speak, Solve.** Never walk past an unsafe action, always stop and help correct the issue.

When you start the conversation on safety, questioning the safety of an action or situation is often a more powerful teaching tool and will help everyone around you to be comfortable questioning the safety of every task, leading to the type of safety culture we are trying to build.

“Over the past 5 years, Webber has stayed well below a 2.0 OSHA incident rate consistently while the industry average is about 3.5,” said Seelbach.

“In 2018, I want our employees to give the idea of ‘Safety’ some perspective and realize that although Webber’s Safety Culture may be committed, we need to work on engagement. Engagement is what will drive our day-to-day safety efforts and will take us to the next level of safety excellence, while commitment is what will give us the underlying purpose for earning our safety goals.”

Every morning, let’s remind ourselves that a safety culture is about keeping each other alive and healthy above all else. Safety isn’t simply a priority, it an integral part of Webber’s success for 2018 and beyond.

“We are all Safety Managers and it’s our job to own the responsibility to promote safe work practices within our teams.”

Sean Seelbach,  
Director of Safety, Webber

# HEALTH AND WELLNESS

## KNOW YOUR BENEFITS

While you cannot foretell the future, there are actions you can take to protect your health—and your finances. At Webber, we want to make sure employees have access to plans and programs that can provide help when needed. Our benefit programs are available to help employees operate at their highest potential.

“A company’s success is dependent on its workforce, and for a company to attract and retain a thriving workforce, it needs to emphasize the needs of the employees. This philosophy is one that Webber holds close and will continue to strive for in the upcoming years.”

**Mitch Beckman,**  
VP of Human Resources, Webber

### Enrollment and Eligibility

All full-time, regular employees are eligible to participate in benefit programs. All new hires will receive a benefits guide which contains information on benefit plans that are available. Employees who are outside of the new hire period are eligible to make plan changes during the annual Benefits Open Enrollment.

### FAQ

#### When can I change my benefits?

Employees may add, cancel or change their benefits during Benefits Open Enrollment which usually occurs in October and November with a January 1 effective date. Employees who experience a Qualifying Event such as a birth of a child, adoption, or loss of coverage may also be eligible to make changes within thirty (30) days of the event.

#### How can I change my 401K?

There is a three (3) month waiting period for new hires to be eligible to participate in the Fidelity 401K plan. After the three months wait, employees will be eligible on the following January 1, April 1, July 1, or October 1. An employee who is past the waiting period or who is already participating in the plan can make deferral changes or request a loan in two different ways: (1) contact Fidelity Customer Support or (2) go to [www.netbenefits.com](http://www.netbenefits.com). It will take 1 to 2 pay periods for the changes to go into effect.

#### Webber HR Benefits Contact

Sharon Bowers is the Webber Benefits Specialist and can help guide you through questions or life changes. She can be reached at [sbowers@webber.com](mailto:sbowers@webber.com) or 281-907-8600 ext. 20078.

### IMPORTANT NUMBERS

#### Fidelity (401K)

Customer Support  
**800-294-4015**

Customer Support (Spanish)  
**800-587-5282**

Employee website  
**[www.netbenefits.com](http://www.netbenefits.com)**

#### United Healthcare

UHC Medical  
**888-334-6970**

UHC Dental  
**877-816-3596**

UHC Vision  
**800-638-3120**

Flexible Spending Account  
with Optum  
**866-755-2648**

Health Savings Account  
with Optum  
**866-234-8913**

## HEALTH AND WELLNESS

# Real Appeal

## New employee benefit -Sign-up today!



As we start the new year, living a healthier life in 2018 (and beyond) is something we all want to do. Though each of us may have different goals for our health, taking simple steps in the right direction leads to positive life changes and helps us to achieve these goals. This is why Webber will now offer Real Appeal, a free\* and convenient 52-week online weight loss program that is designed to solve the typical barriers to managing your health.

Real Appeal helps you lose weight and reduce your risk of developing certain diseases, like diabetes and cardiovascular disease, based on decades of proven clinical research. Most members lose an average of 10 pounds after completing only four sessions of the program. When you enroll, you receive:

- 52 weeks of access to a Transformation Coach. Your coach guides you through the program and develops a simple, customized plan that fits your needs, preferences and goals.
- 24/7 access to digital tools and dashboards that help you track your food, activity and weight.
- A success kit full of healthy weight management tools including fitness guides, a recipe book (with quick family meal ideas and fast-food eating tips), weight scale and more.
- Support from weekly online group classes to learn healthy ideas from your coach and other members who share what's helped them achieve success.

Real Appeal strives to inspire members to find the strength, the belief and the trust that change is in every one of us. **If you're ready to spark your transformation, visit [enroll.realappeal.com](http://enroll.realappeal.com) to learn more and join today.**

**The first 150 employees and / or their spouses to complete 10 Real Appeal sessions will be eligible to receive a Fitbit Charge 2!**

- \* Real Appeal is available at no additional cost to employees with our UnitedHealthcare medical plan, their covered spouses and dependents 18 or over with a BMI of 23 and higher, subject to eligibility.

### WEBBER WELLNESS- FIND YOUR STRENGTH IN SUPPORT

Whether you're beginning your journey to a healthy body or continuing your road to overall wellness, everyone can achieve greater (and faster) success with the help of a support system. This year, Webber is focusing on the wellness of all of our employees. With the launch of Real Appeal, this is the first step to getting the Webber family onboard to a healthier lifestyle. Acknowledging that we are all on different schedules and locations, we understand that creating a support system with your peers may come across logistical difficulties. To overcome that hurdle, our Human Resources and Marketing/Communications Department teamed up to provide a Webber Wellness support group on Facebook for all Webber employees! Here's what you have to do to join:

1. **Log onto Facebook**
2. **Search "Webber Wellness Team" in the Facebook Search Bar**
3. **Click "Join" and wait for membership approval**
4. **Once you're in, start engaging! Share recipes, workouts and goals with your peers. More importantly, have fun motivating the rest of your Webber family!**

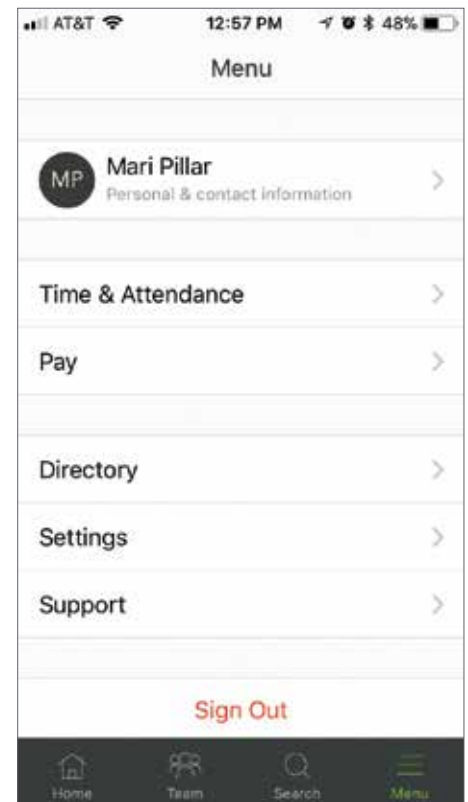
## RESOURCES AND TOOLS



# ULTIPRO® MOBILE APP AVAILABLE TO ALL EMPLOYEES

The new UltiPro® mobile app now available in the Apple and Android app stores, delivers instant access to your own personal data and relevant HR and Payroll information. Plus, all of your data is protected with state-of-the-art security that includes built-in encryption and user authentication. The UltiPro mobile app is one more way to make your work—and your life—better.

- Available 24/7 from any mobile phone with an Internet connection
- Enable Touch ID
- Search Employee Directory
- Contact Employees
- Enable Push Notifications
- View/Edit Employee Profile
- Available PTO (Paid Time OFF) Balances
- View Current and Historical Pay Statements
- Print/Export Pay Statements
- Consent to Electronic W-2
- View Electronic W-2
- Print/Export Electronic W-2
- Managers can access direct reports (MY Team) employee profiles
- View Inbox and Complete Approvals



## TO GET STARTED, YOU WILL NEED TO:

- Download the UltiPro® mobile app to your device by visiting either the Apple app store (iPhone) or the Google play store (Android)
- Enter our Company Access Code as: **W3bb3r**
- Enter your UltiPro Webber login credentials

Also, instructions can be found on the Webber UltiPro Homepage on the right side of screen.

If you have any questions or experience problems please contact the [ultiprosupport@wwebber.com](mailto:ultiprosupport@wwebber.com).

## COMPANY NEWS

# BIDS AND WINS

### LIBERTY ISD 2018 BOND PROJECTS

Webber Commercial was awarded the Liberty ISD 2018 Bond, which includes three projects.

#### A New Transportation Center

Construction of this center is approximately 15,500 square feet. In addition to the new building, the team will construct new parking areas, drives, site utilities and storm detention. This project is valued at approximately \$4,780,000. Construction will begin April 2018 and is anticipating substantial completion June 2019.

#### Renovation at San Jacinto Elementary School, Liberty Elementary School, and Liberty High School

Webber Commercial will do \$1,500,000 worth of renovations to schools in Liberty ISD. Scope includes improvements on roofing, walkway cover, tennis



court surface and parking light pole replacement. Construction will begin in April 2018 and is anticipating substantial completion June 2019.

#### New STEM Center at Liberty Elementary School

This \$3,100,000 project will add a new 10,000 square foot Science, Technology, Engineering and Math (STEM) center to the Liberty Elementary School. Construction is estimated to start in April 2018 and is anticipating substantial completion June 2019.

### Baytown Area Water Authority Project

PLW Waterworks has been selected by the City of Baytown to construct a new 6 MGD Surface Treatment Plant for the community. The project was bid at \$52.1 million and will be led by Area Manager David Brown, Project Executive Christian Annexy, Project Manager Katy Drown, and Superintendent Brian Buttry.

The Baytown Area Water Authority project work consists of raw water intake, screens and a forebay. Crews will also construct a low lift pump station, which moves high volumes of water at relatively low discharge pressures. Additional production includes a rapid mix basin, pulsed bed clarifier, a disinfection basin, and more.

The project is scheduled to start this month and will take about 36 months to complete.



# COMPANY BRANDING GUIDELINES

## WEBBER DIVISIONS GET A NEW LOOK



As Webber celebrates its 55th Anniversary in 2018, it is bringing the divisions together with new branding to bring a stronger sense of unity in the spirit of One Webber company and culture. With the PepperLawson name fading away and SCC adopting the Webber yellow color into its branding, changes will be coming soon.

The President of each organization will guide the adoption of PPE and equipment rebranding, with some being phased out over time and some being replaced with new branding immediately. Please check with your supervisor before ordering new equipment or items before replacing usable equipment.

“With each of these changes, we hope to pool resources, share talent and assets while creating the One Webber first envisioned in 2016 when PepperLawson Construction was acquired,” said Tim Creson, president and CEO. “While we still have some work to bring all processes, policies and procedures together to create the Webber family of companies, we kick off 2018 with a symbolic change to show our commitment to each division and create one Webber culture.”

The Marketing and Communications team is working with each of the divisions to convert

branding to reflect the new logos and colors. The updated style guide will be available to ensure that all logos, corporate colors, fonts and other branding is uniform. If you have a question about branding, please email [myWebber@wwebber.com](mailto:myWebber@wwebber.com).

Many changes will be coming over the first half of the year, including rebranded company vehicles, an updated website and a Webber store where both Webber and divisional branded items can be ordered.

On January 29, Webber will have advertisements in ENR’s national issue, DBIA Quarterly, Texas Contractor and issue a press release announcing the new logos and brand names, as well as re-introducing our leadership team to the industry.

“We want this new look of unity to carry through our work, relationships within Webber and to our clients and partners every day,” said Creson. “Building a strong brand will help ensure our success.”



# webber



**webber**  
heavy civil



**SCC**  
materials



Previously, the Webber brand was thought of as solely the heavy civil and transportation Business line. With the new branding, the Heavy Civil will get their own logo to help differentiate Webber from just being known as a transportation and roadway construction company. This logo can be used on hard hats, vests, shirts and will carry through on the website to help build the Webber Heavy Civil brand.

While externally, much of our branding will retain the Southern Crushed Concrete grey and orange, internally we are using a new SCC Materials logo to help streamline the Webber brand. More details will be released on long-term branding plans.

**plw**  
waterworks



**webber**  
commercial



The PepperLawson Construction name is no longer legally owned by Webber and all branding – from how we refer to the company to clients or logos on hard hats and vehicles – need to eliminate the PepperLawson name. The waterworks group will now be branded as PLW Waterworks, LLC, while the commercial construction group will become Webber Commercial, with Webber Commercial Construction, LLC as the name used for all legal documents.

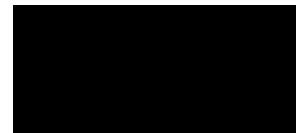
All of the colors associated with the PepperLawson branding will be replaced with the Webber yellow, black, white and cool grey below.



**PANTONE 7406 C**  
CMYK: 0 / 20 / 100 / 2  
RGB: 235 / 183 / 0  
HEX: EBB700



**PANTONE Cool Gray 9 C**  
CMYK: 30 / 23 / 17 / 57  
RGB: 116 / 118 / 120  
HEX: 747678



**PANTONE Black PC**  
CMYK: 0 / 0 / 0 / 100  
RGB: 0 / 0 / 0  
HEX: 0E0E0E

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## PEOPLE SPOTLIGHT: JEFF HACKMAN



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How advanced can technology truly get during the building lifecycle of a project? BIM Department Manager, Jeff Hackman tells us how BIM has changed the game in construction. Digging a little deeper, Jeff tells us all about how BIM can speed project completion, save costs and build better overall.

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**What is your definition of BIM? How do you usually explain it to people who do not know about it?**

BIM stands for Building Information Modeling. Building represents a structure of some kind, Information represents all the meta data attached to the structure such as weight, size, quantity, color, etc. and Modeling represents the 3D objects which are the structure. When you combine these three elements, you get a comprehensive 3D model that can be used for different construction purposes.

**What has been your favorite BIM project thus far?**

So far, I have worked on over a dozen different projects within the last year. My involvement has ranged from creating an entire 3D model to creating a Virtual Reality setup for an existing model. My favorite project so far is the Austin High School project I am currently working on. I am getting to work a lot with the Virtual Reality headset and create 3D rendered images that we will be using with our Webber V2 Cardboard glasses.

**If you could describe yourself in five words, what would they be?**

Husband, Father, Problem-Solver, Fun.

**How do you see Virtual Reality revolutionizing the construction industry in the next few years?**

In the coming years, I see the shift moving from Virtual Reality (VR) to Augmented Reality (AR). The difference between Virtual Reality and Augmented Reality is in VR you cannot see anything except what the headset shows you. In AR, you see a combination of the real world overlaid with the virtual. Augmented Reality will completely change the way we do business. Imagine never having to use a tape measure during construction, crazy right? Or being alerted to a potentially dangerous situation or event through your headset. It will happen and it is not a matter of if, but when.

**“ I try to view everyday as an opportunity to learn something new and make a difference. Not to focus on the mistakes of the past, but to seize the wonders of today and look forward to tomorrow with hope and an open mind. ”**

**What is the most rewarding part of your job?**

Getting to see the look on people’s faces when they realize the value and benefits of what BIM can bring to the table. Most folks think that BIM only helps large mega-projects. However, this is a misconception. Even small projects can benefit from BIM. I guarantee that having a BIM model on every project will pay for itself as well as save money or prevent re-work money from being spent.

**How do you practice the Innovation Webber Value?**

I try to constantly keep my eyes and ears open to new technology that is being developed or utilized for the construction industry. I read tech magazines, attend conferences, and talk with others in the industry to see what they are using. One thing I have learned is that sometimes a technology that wasn’t meant for construction could still have a huge benefit to us.

**What’s an essential piece of advice that every recent college graduate should know?**

Follow your passion. Whatever it is, follow it. If you don’t know what it is, find out and then follow it.

**From the professional conferences you’ve had the opportunity to attend, which one would you recommend to those seeking more knowledge on BIM?**

BIMForum is probably the best conference that focuses on the topic in a general sense and isn’t tailored to any one company or philosophy. This conference is hosted by the BIMForum group that is the US Chapter of the Building SMART International group who focuses on the development of open BIM standards and best practices across the AEC industry.

**Team Apple or Team Android?**

It really depends on what the end objective is. Cell phone would be Team Android for sure. However, for onsite construction team use, Team Apple due to apps for the iPad being better suited for viewing construction documents.

**What is your personal philosophy?**

I try to view everyday as an opportunity to learn something new and make a difference. Not to focus on the mistakes of the past, but to seize the wonders of today and look forward to tomorrow with hope and an open mind.



# PROJECT CHECK-INS

## SCC materials

### ASPHALT DRUM REPLACEMENT AND DRAG CONVEYOR REBUILD

- The scope of the project was to perform drum replacement and drag conveyor overhaul over a span of two weeks. The project started on December 22, 2017 with one crew working on the drag conveyor and another crew on the drum.
- On December 22, the crews began dismantling all electrical and burner components and the drum was removed on the 26th. The reason for replacement was that the drum was at the end of its expected life (10 years). The new drum has a bigger section in the middle which will allow more replacement of natural aggregates by using up to 50% Recycled Asphalt Pavement (RAP) as allowed by specification and also has better heat transfer. The new drum was installed on the 27th and was calibrated and tested through January 4, 2018. The new drum has an expected life of 15 years.
- The drag conveyor was also brought down using a 150 ton and 80 ton crane. The chain, floor plates, side liners, shafts and bearings were completely dismantled, cleaned and rebuilt. After this work was completed, the drag conveyor was hoisted back on December 30th.



Check out the time lapse  
of this project on SCC's  
Facebook page: [Facebook.com/  
southerncrushedconcretetx](https://www.facebook.com/southerncrushedconcretetx)

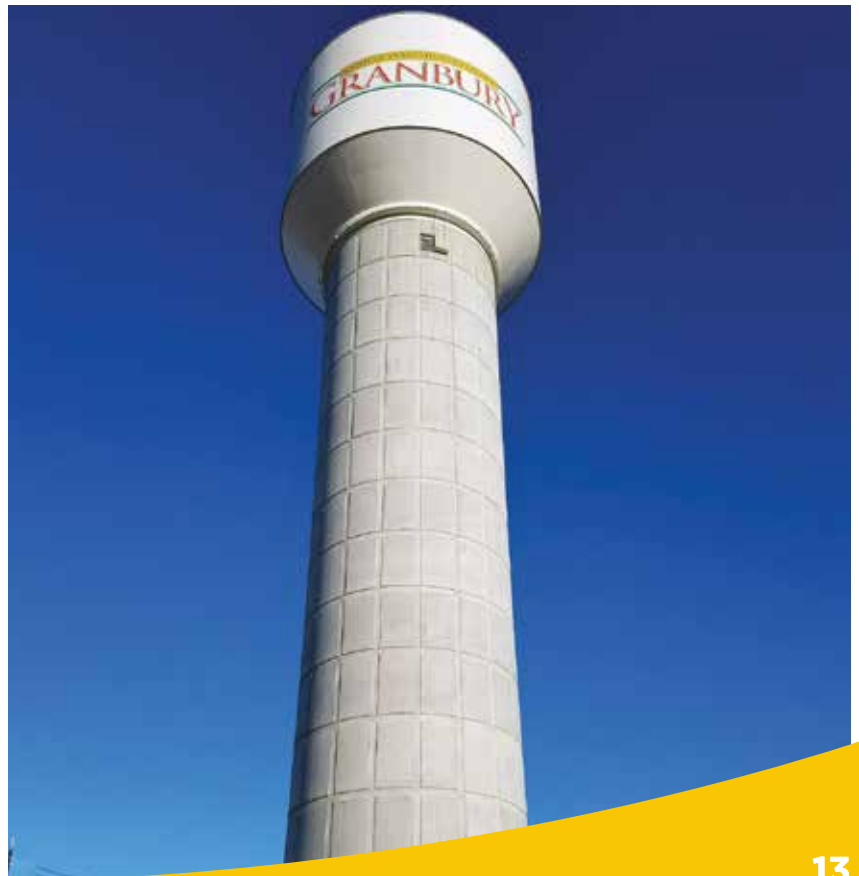
**INFINITY EARLY  
COLLEGE HIGH SCHOOL**

- The project was completed this month - congrats to the team!  
Joel Lester - Project Executive,  
Austin Shaw - Project Manager,  
Matt Kresse - Superintendent,  
Thomas Ondrias -Project Engineer
- Housed in a 50,000 square foot building, the early college program allows high school students to receive associates degree while attending high school.
- The school will feature a lecture hall, full service kitchen, outdoor basketball court and three full science labs.
- The NCISD construction program is excited about the finished product and has asked Stantec Architecture (the designer) to make this the standard for their new high school to be bid for construction in June 2018.



**GRANBURY WATER SYSTEM  
CMAR**

- The project itself is a water distribution project for the City of Granbury. There has been heavy coordination with the city to maintain water service during the construction.
- The first major milestone for this project was crucial as we had to be able to accommodate the new WTP that was also being constructed.
- We earned an additional \$1 million in scope of work from the owner.
- Through the milestones and the challenges that came with them, we were praised by the City Council members in their City Council meetings.



Project Check-ins continued on next page

# webber

heavy civil

## WWJ IH45 WALKER

- The first half of the work on the east and west frontage roads has been completed. This allowed crews to switch traffic to the second half and commence work in order to complete the section. This work, performed months ahead of schedule, alleviated delays for drivers.
- Paving started on the mainlanes, teams have continued to push to get the mainlanes paved as soon as possible to kick off the next phases of work.
- This project has completed more than 65,000 hours with no recordable incident throughout 2017.



- The project received a visit from the TxDOT Construction Division to review innovative construction and management practices.

## WWF SH249 TOMBALL

- Completed first phase of paving on the SBFR ahead of schedule, this will allow switching traffic to commence the mainlane work.
- Completed switching the Lone Star College driveway during the student holiday to avoid any impact to college operations.
- Completed installation of concrete beams over the Spring Creek Bridges, improved sequence allowed daily installation and reducing the crane time needed.
- Started work on the NBML for demolitions, storm sewer and earthworks.



# 2018 AGC SCHOLARSHIP APPLICATION PERIOD NOW OPEN!

The AGC of Texas Scholarship Committee is now accepting applications for 2018. Applicants have until March 23 to submit their completed applications. The scholarships will be awarded to Texas residents who are employees or dependents of employees of AGC of Texas members who are in good standing with the chapter. This year, the committee is placing a strong emphasis on the importance of vocational education.

The scholarship is intended for undergraduate education only at a college, university or vocational institute. The terms of the scholarship will be \$5,000 per semester for a maximum of four years/eight semesters or upon completion of an undergraduate degree or vocational educational degree.

Visit the following link for more information on the scholarship and the application:  
<https://agctx.org/private/2018SCHOLAP.pdf>

If you have questions, please contact AGC at (512) 478-4691 or [dkraus@agctx.org](mailto:dkraus@agctx.org).

## SOCIAL MEDIA POST OF THE MONTH



## JANUARY ANNIVERSARIES

Thank you to our Teammates for their many great years of service.

### 20 YEARS

Guillermo S. Valdez  
Manuel Huerta  
Juan Castilleja

### 15 YEARS

Kenny Meraz  
Hipolito Alvizo

### 10 YEARS

Benjamin Valdez  
Ivan Del Bosque  
Jose Rodriguez  
Jose Jaimes  
Larry Medrano  
Ramiro Chaves  
Abel Rodriguez Rivera

### 5 YEARS

Serjio Flores Oliva  
Mario Pina  
Rafael Cervantes Caballero  
Gonzalo Ortiz Pachon  
Stacy Long  
Jose Olguin  
Joseph Horton  
JD Vines

# THIS MONTH IN PHOTOS



Our South Texas office focused on safety and worked with the City of Pearland fire department on the rescue plans for confined spaces. Held in both English and Spanish, the Confined Space Training consisted of bringing the firemen over to the Lift Station to look at the 45' deep hole and going over a rescue plan. Working with our community on initiatives like these have truly shown our employees' dedication to the Safety and Collaboration Webber Values.



Webber participated in the 2017-2018 University of Texas Externship program. This program consists of a 1-day externship for Cockrell School of Engineering students, where they have the opportunity to experience firsthand what it is like to be a professional in the field of engineering. As Webber's first time participating, we were excited to show our students an up close scope of our US281 project and present on what Webber is all about!



The learning never stops | Check out some of our Engineering Services guys at the Accelerated Bridge Construction Conference last month!



Have you met the new office residents? There are now two baby eagles nesting in our trees. See if you can spot them from the 14th floor break room!



Santa for Seniors | Santa and his Webber elves volunteering at the Regency Care Center of The Woodlands. Each volunteer had the opportunity to distribute a gift from Santa to all of the residents this year.



Webber and TxDOT officials invited the public to hear what's being done to minimize construction-related impacts as we prepare to start improvements along Loop 1 (MoPac) in Austin, TX, during a "Meet the Contractor" open house on January 12.