



webber

FEB / MAR
2018

Bridge Construction
on US 175 in Dallas

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SAFETY FIRST

LETTER FROM SEAN SEELBACH, DIRECTOR OF SAFETY

Team,

Webber began the year with a safety-focused resolution: focusing on engagement. In February, every jobsite held extra safety meetings each week. The first safety meeting consisted of Safety Walk-Arounds for Managers, a critical component to keeping the job site safe.

Managers should regularly conduct workplace inspections since these walk-arounds will help the team's overall awareness of hazards and safety practices on their projects. This practice helps managers identify hazards in the workplace while communicating safety messages with the project team on a regular basis, keeping safety top of mind and ensuring safety is engrained throughout the Webber culture.

Having the management team fully engaged in the safety of each project by hazard recognition, completion of "HSO" (Health Safety Observations) and reviewing "JHA" (Job Hazard Analysis), takes the engagement to the next level. It will also give project management a feel for the safety culture on their specific job site. Here are a couple of questions to always keep in mind as we move forward with our renewed safety-focused mindset:

- Are the foremen and employees engaged in utilizing the correct PPE?
- Are they going over the pre-task planning for each task?
- Has adequate training been given to the employees to perform his or her job safely?
- How much time are you willing to invest to stay engaged in the safety of yourself, your co-workers and your project?



Safe Regards,
Sean Seelbach, CHST
Director of Safety

SAFETY PRACTICES | SAFETY WALK-AROUNDS

Why Conduct Weekly Walk-Arounds?

1. Inspections demonstrate management's commitment to improving safety and health by finding and fixing hazards.
2. Walk-arounds let managers see for themselves how the safety and health program is working and whether it is effective in identifying and eliminating hazards.

Anatomy of a Walk-Around Pre-Inspection

- The first step is preparation. It's important to take the time to familiarize yourself with the workplace and operations and the hazards that have been previously identified.
- You will have the opportunity to talk to site safety managers about their safety concerns and observations.
- Determine what safety equipment you will need to conduct the inspection.
- Practice wearing the PPE to make sure you know how to put it on properly and that it fits.

Onsite Inspection

- Nothing takes away credibility faster than having the wrong PPE, so be sure to wear the right PPE for each area you enter.
- Look for easily observable hazards first, such as tripping hazards, blocked exits, exposed wires, poor housekeeping, etc.
- Seek out and talk to the most recently-hired workers to get their perspective on safety. These "fresh eyes" could have valuable insights.
- Try to find solutions for hazards while you are conducting the inspection by applying your own creativity and inspiring the creativity of the team. Finding solutions "on the spot" demonstrates your commitment to making the workplace safer.

Post-Inspection

- Following up post-inspection is important to establishing your credibility as a safety-focused manager who is not just committed, but engaged! Failure to follow up can often stifle worker participation and enthusiasm, which can be hard to regain.
- Describe briefly how the hazards will be addressed and identify interim controls that will be used while more permanent measures are developed.

COMPANY NEWS

BIDS AND WINS

IH 69 EMERGENCY BRIDGE REPAIRS

Webber was awarded the IH 69 emergency bridge repair project near Kingwood, TX as part of the ongoing effort to repair infrastructure damage in the wake of Hurricane Harvey. The project was bid at \$7.5 million and consists of the removal and reconstruction of three bents and four spans of the southbound IH 69 main lanes over the San Jacinto River.

This emergency repair project was released by the Texas Department of Transportation (TxDOT) to correct an extensive amount of scouring around the piling due to the flooding caused by Hurricane Harvey, which undermined the stability of the bridge foundations. The bridge repairs will require southbound traffic to be



shifted over to the northbound main lane bridge and will reduce traffic flow to three lanes in each direction. The emergency repair project is being led by Area Manager, Ryan McCalla, and construction is expected to last about three months once bridge demolition work begins.

BRIDGE REPLACEMENT IN NOLAN COUNTY

Texas Department of Transportation (TxDOT) selected Webber to replace the existing two lane bridge that spans the UPRR mainline rail road track in Sweetwater, TX. The project was bid at \$5 million and will be led by West Texas Senior Project Manager, Michael Oliver.

The project team will replace an existing two lane bridge that spans the UPRR mainline rail road track. This route provides access to IH 20 from Downtown Sweetwater. The new bridge will be raised approximately five feet to provide needed clearance for a future second UPRR

mainline track. The project will be 0.36 miles long (1900 feet), which includes 1,455 feet of new asphalt roadway and 445 feet of bridge structure. The new bridge will be constructed using pre-stressed concrete beams and structural steel plate girder beams. The bridge also will incorporate new permanent concrete traffic rail. The existing roadway will be rebuilt using a hot mixed asphaltic concrete pavement structure and the existing bridge will be demolished and the new bridge will be built in the existing horizontal alignment.

STREET RECONSTRUCTION IN RICHMOND, TX

Webber will be working with the Texas Department of Transportation (TxDOT) to expand FM 762 (Crabb River Road) from two lanes into five lanes, including a continuous turn lane and eight foot shoulders near Richmond, TX. The project was bid at \$30 million and will be led by Senior Project Manager, John Schneider.

The project consists of two phases, first the construction of a new two lane roadway. When completed, traffic will then be diverted to the new roadway while the existing two lanes will be removed and replaced with two new lanes and a continuous turn lane connecting the four main lanes. The proposed pavement section consists of lime stabilization, cement treated base, asphalt bond breaker and concrete paving. New storm utilities, along with a series of three detention ponds, will also be constructed.



PROJECT CHECK-INS

webber heavy civil

SLAUGHTER LANE- MOPAC

- Pre-construction work kicked-off January 22. The project team is scheduled to start work on the Slaughter lane bridge in June and finish by December of this year.
- Currently in the mass excavation phase, the stripping topsoil operation has begun and a D11T dozer has been brought on site.
- The project activities for the first quarter of the year will consist of: Clearing and grubbing, SWPPP, advanced warning signs and traffic control, drainage (open cut and jack and bore), installation of portable concrete barrier, removals, excavation and embankment.
- The project includes three separate milestones. The first milestone is scheduled to kick off May 2018 and the project is scheduled for completion Spring 2020.



plw waterworks

STEWART CREEK WASTEWATER TREATMENT PLANT

- Excavation for the facility has been completed.
- The team is currently working on the base slab and underground pipe installation, filter effluent tie in and a blower facility.
- Installment of the 4" Scum and 6" WAS are underway.
- The tie-in to the existing filter line has been completed and the first piece of pipe was installed.
- The basin blowers and piping has been completed, along with the installment of the electrical and controls.



ALDINE ISD - THOMAS MEAD AND VIOLET GARCIA MIDDLE SCHOOLS

- Aldines ISD's two middle school projects are approaching their June 8th, 2018 substantial completion dates. Both buildings are substantially dried in and climate controlled, as the building exteriors are nearing completion and interior finishes are being installed in all areas of the schools, including drywall, paint, ceramic tile and terrazzo flooring.
- Millwork, laboratory equipment and kitchen equipment, as well as specialty floorings in the two gymnasiums and two stages per school are all scheduled to begin in April.
- Athletic facilities have been installed at Violet Garcia Middle School including tennis courts, running track, football field and baseball field.
- Exterior site improvements will begin in April, including outdoor teaching outdoor teaching classrooms, sidewalks, building entries, exterior canopies and landscaping.
- Both projects are on track to meet their substantial completion date and will be ready for the Aldine ISD Fall 2018 Semester.



PEOPLE SPOTLIGHT: JOSH GOYNE

“I always tell people that the biggest reason to join Webber is our people and the culture they have built. I really don’t have a good roadmap or crystal ball that can show me what the future looks like, but I can say as long as we recruit, retain and promote the best people, our growth potential is nearly unlimited.”



Leading Webber’s North and South Texas regions for the Heavy Civil business line, Josh Goynes has worked his way up the construction ladder. Now overseeing Webber’s first projects in Arkansas and Oklahoma, Josh’s determination to grow Webber from the inside out has reflected on the success of many of his projects and his team. Recently selected for ENR’s 20 Under 40 and celebrated his five year anniversary with Webber, Josh tells us all about his favorite Webber value and what it has taken for him to develop into the leader he is today.

How does it feel being selected as one of ENR’s 20 Under 40 this year?

It’s certainly an honor and I feel it’s another example of just how far Webber has come in the last five years. I think back to the issues and systematic problems Webber was facing in the past, and I rarely ever hear about those issues anymore. I see those changes coupled with the numerous awards Webber has been recognized for and it truly amazes me how we have been able to change our course towards a much brighter future.

As you’ve grown in your position, which Webber Value has helped you out the most throughout your journey?

Although I think all our Values have played critical roles in my journey here at Webber, I would say integrity has the greatest meaning for me. When you look at how many teams we have spread out over the many different projects and disciplines, I think it’s important that we hold ourselves to the highest levels of integrity in everything that we do. Great companies are built by those who are always willing to do what is right and refuse to hold anyone to a lesser standard.

Currently, what's the most exciting project/initiative you're working on?

We have a lot of exciting opportunities right now. We've recently expanded our footprint out of Texas and into Arkansas and Oklahoma. We believe these markets could be strong compliments to our core business in Texas. We are also working on analyzing opportunities to work alongside Ferrovial on several large projects across the U.S.

As a generation X-er, what do you see that millennials and boomers can learn from each other?

I've spent a lot of time reading and listening to "experts" to try and understand the dynamics that exist between the different generations today in our society. It's fascinating to me to see how different our points of view and expectations can be simply due to our frames of reference. No matter our opinions, I think the one thing we all need to agree on is that we need to find a way to work together. I see our young employees and it amazes me how technologically adept they are and how quickly they can pick up on our systems and processes. As part of an older generation, I feel we should see that as an opportunity for our younger generation to improve our existing systems and find ways to make us all more efficient. One thing I know for sure, like it or not, the "way things used to be" are no longer relevant and will continue to evolve as more millennials enter the work force over the next 3-5 years.

What's the best approach for growing your team's talents and skills?

We are constantly looking for new talent to add at all levels of the organization. Our philosophy is to continuously hire top talent regardless of whether there is an immediate need. It always seems to work out even when you might feel you have people on the "bench" it rarely lasts due to the dynamic nature of our business. Our team also makes a huge effort in creating opportunities for our employees to advance in their careers. When you look at the recent expansion efforts over the last few years, the core teams that led those efforts were made up from internal employees who stepped up when the opportunities arose.

If you were a superhero, which one would you be and why?

Superman for sure. I mean the guy can fly, has X-ray vision and can stop a train in its tracks...I can't think of much he would shy away from.

Being on the forefront of Webber's growth, where do you see the company in five years?

That's a tough one. If you would have told me five years ago that Webber would be working in multiple states, consist of four different business units and be a leader in our respective industries, I would have told you that it's about as likely as Donald Trump being elected the President of the United States. I always tell people that the biggest reason to join Webber is our people and

the culture they have built. I really don't have a good roadmap or crystal ball that can show me what the future looks like, but I can say as long as we recruit, retain and promote the best people, our growth potential is nearly unlimited.

What is one characteristic that you believe every leader should possess?

I think honesty is a characteristic that all great leaders must possess. People might be willing to follow and trust your direction, but good leaders never sacrifice being truthful and transparent with their teams.

What advice would you give someone going into a leadership position for the first time?

I would tell them to not be afraid to make mistakes. I think many new leaders often suffer a paralysis to make decisions because they are so worried about the consequences of making a "wrong" decision. The truth is, the only way to become a strong leader is to learn from your mistakes and understand what you would do differently now knowing the outcome. I believe leadership is not something that you inherit because of what's on your business card or resume. Leadership is earned from those who feel you have the ability to do what's right and communicate a clear direction for the entire team.



WEBBER BABIES

Webber is Expecting! Meet some of the newest additions to the Webber family.

A

Parents

Kara & Aaron Meyer

Gender

Boy

Baby name

William Graves Meyer

Birth date

February 12, 2018



A



A

B

Parents

Austin & Nikki Alexander

Gender

Girl

Baby name

Kristen Alexander

Due date

March 17, 2018



B



B

C

Parents

Amber & Jerry Winters

Gender

Girl

Baby name

Dallas Addison Winters

Due date

March 5, 2018



C



D

D

Parents

Justin Murphy

Gender

Boy

Baby name

Alex David Murphy

Birth date

February 26, 2018



E

E

Parents

Jimmy & Julie Kleimann

Gender

Boy

Baby name

William (Tripp)
James Kleimann 3rd

Due date

March 12, 2018



E

INSIDE WEBBER

THE WOODLANDS MARATHON

On Saturday, March 3, Webber employees gathered at the corrals to compete in the 2018 Woodlands Marathon. With most of our sponsored runners joining in just for fun, we had a couple of seasoned athletes who used the half-marathon competition as “training” for their future marathon endeavors. A few Webber employees also joined our pack to cheer on their fellow colleagues and loved ones from the start to the finish line.

A Boston qualifier and one of the top 25th fastest courses in the country, this race was no match for our inspiring runners. Procurement Manager, Thomas Neaves, ran the half-marathon as practice for the Half Ironman in Galveston with a finishing time of 1:48:33. An avid runner, Tom qualified for the Boston Marathon through the Chevron Houston Marathon back in January.

Check out all of the Webber-sponsored runners who participated and be sure to congratulate them on finishing The Woodlands Marathon!

RUNNERS

Tom Neaves	Juan Manuel Rosa
Daisy Bueno	Velazquez (GPI)
Dev Sparsh Kathuria	Brais Suarez Diaz (GPI)
Pablo Lesarri	Mario Menendez
Esther Hernandez Martinez	Amber Shaw
Alvaro Carbajo Rafel (GPI)	



LETTERS FROM THE COMMUNITY

Webb, LLC
6602 Upland Ave.
Lubbock, TX 79407

As a resident of Lubbock County, I have noticed the quality of your work and of your workers. As an example, I have noticed all of the individual workers are always at work. I have never seen anyone sitting on the job.

Neither have I seen the supervisors sitting in their pick-ups. All are busy as ants.

Furthermore, the speed and quality of the work is superb.

Finally, I feel that the reason for this devotion by each employee of the company is the result of fair treatment by ownership/management. All seem to be loyal to their work and the company. Each employee must feel as if he/she is an important part of the endeavor.

Thank you for the wonderful work you have done for us.

Sincerely,
Carmen M. Roa



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FEBRUARY / MARCH ANNIVERSARIES

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

25 YEARS

Jerry Black

20 YEARS

Gustavo Cruz Cura

15 YEARS

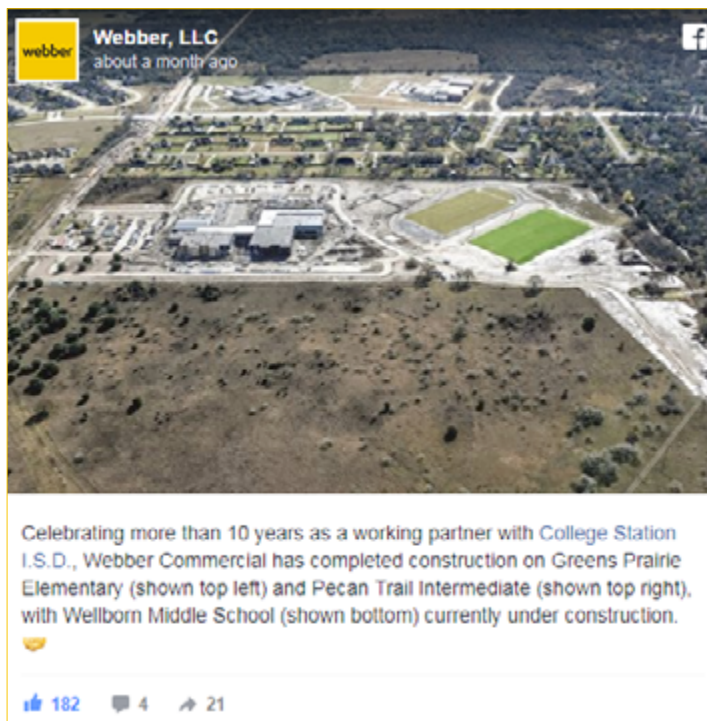
Neil J. Green
Geronimo Guerra
Anthony White
Ramon Solorzano

10 YEARS

Olga Garcia
Prafulla Bora
Adam Fields

5 YEARS

Jose Rafael Alvarado
Alejandro Rivera Arvizu
Jorge Gonzalez Bustamante
Javier Moreno Esquivel
Roberto Garcia
Josh Goyne
Juan Hernandez
Salvador Hernandez
Moises Hinojosa
Jose Leon
Francisco Zuniga Maldonado
Antonio Mendez
Arturo Mora
Gerardo Rodriguez
Rogelio Ornelas Rodriguez
Carlos Garza Serna
Curtis Van Cleve
Gelasio Alonzo Villegas
Juan Zuniga



THIS MONTH IN PHOTOS



Commercial Men That Can Cook Benefiting the College Station I.S.D. Education Foundation, two of our Webber Commercial dessert aficionados whipped up Butterscotch Mini Muffins for the 50 Men Who Can Cook fundraiser.



Women In Construction We took our hard hats off to the women who have helped build infrastructure across Texas for Women in Construction Week (March 5- 11).



PAVED TxDOT Our Diversity Contract Compliance Manager, Stella Vargas, recently visited San Antonio to speak on Texas Department of Transportation's PAVED- Projects Adding Value by Expanding Diversity panel. This initiative, developed by TxDOT's Civil Rights Division, has worked to increase Disadvantage Business Enterprise (DBE) participation in heavy highway construction projects.



Safety Training Trailer Our safety training trailer had its first visit outside of Texas in February! We made our way to Oklahoma to conduct Focus Four, Aerial Lift and Forklift training for the US Highway 77 Bridge project.



Liberty Hill Waterworks Did you know that PLW Waterworks' South Fork Wastewater Treatment Plant can process 800,000 gallons per day, compared to the old plant's 400,000 gallon capacity? Get the full scope of our Liberty Hill, TX project on The Liberty Hill Independent website: LHIndependent.com



National Engineers Week Along with celebrating our very own engineers during National Engineers Week, we also thanked those who have initiated public forums about the value of engineering and inspired our future innovators.



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