

webber

Annual Meeting Edition
April 2018



Webber 290 Structures Crew Placing the EBML Hollister Bridge Deck. This work is associated with EBML Completion Milestone # 4.

Safety First

A message from CEO, Tim Creson

New: Project Completions

Project Check-Ins

People Spotlight: New HR Employees

2018 Webber Annual Meeting Recap

Full List of Annual Meeting Award Winners

Project Win: Liberty ISD

SAFETY FIRST

SAFETY WEEK 2018 – MAY 7-14

Fall protection and safety continues to be a key issue within the construction industry is addressing. In the 2017 OSHA's Top 10 Most Cited Violations list, OSHA added Fall Protection – Training Requirements (1926.503) to the list for the first time to highlight the need for awareness and training. At Webber, our 2018 Safety Week kicked off with Fall Protection training for North Texas at the SH 114 project and South Texas at the US 290 project – a joint training with OSHA, CPS and several of our vendors.

It is critical that our crews be 100% tied off every time. Every employee plays a vital role as a safety manager, for both yourself and for your team. Always speak up if you see something unsafe on a job site. It could save a life.

Below is an important reminder on Fall protection safety:



PREVENTING DEADLY FALLS

Every year hundreds of workers die as a result of falls. These deadly falls involve workers falling from roofs, ladders, stairs, steps, moving vehicles and even falling on the same level. Consider what these statistics reveal about fatal falls: You're exposed to fall hazards whether you're climbing a ladder, working on a roof or even walking down the stairs.

Falls continue to be the leading cause of death in the construction industry. In the last 10 years, the percentage of fatalities has remained nearly the same. Subpart M (starting at 29 CFR 1926.500) of the Occupational Safety & Health Administration Standards addresses fall protection requirements for the construction industry. Take time to familiarize yourself with these regulations and how to put them into practice; then make fall protection a priority during all construction activities.

Keep in mind that anytime you are exposed to a fall of six feet or more to any surface below (whether it's the ground, a floor or some other surface), you must use fall protection. The most common fall protection systems are: guardrail systems, personal fall-arrest systems and safety net systems.

Consider some fatal fall headlines:

- 5 fall, 2 hurt in construction site collapse
- 18-year-old sheet metal helper falls to his death
- Son sees father fall to his death while jacking a tower crane
- 23-year-old ironworker falls 85 feet off a steel beam to his death
- 39-year-old electrician's helper falls through a domed skylight to a concrete floor 16 feet below
- 21-year-old laborer died after falling 27 feet

This is just a tiny sampling of deadly falls in construction during the past decade. Many, and perhaps all, of these deaths could have been prevented. Stop for a minute and consider how many times you've seen someone fall on a jobsite. That person may have been hurt or killed. You've probably witnessed the dangers of falls first-hand.

When you select or set up a fall protection system, make certain that it is set up, connected and working properly. Don't become a "Deadly Falls" headline or statistic.

Safety Reminder: A fall protection system will protect you only if you use it correctly. Learn how to use each system properly. If you're unsure, ask questions.

OPENING WORDS

MESSAGE FROM THE PRESIDENT & CEO, TIM CRESO:

Every year, our management team comes together and considers how to best provide employees with a clear and realistic picture of the current State of the Company as well as our plan for future growth and expansion. This year, I found myself reflecting on the current state of our culture and where I want it to evolve in order to truly drive growth, and build reputation, to build our company.

At the annual meeting, I thanked you for a year of hard work and improvement of our financial results. Webber's financial position is strong: 2017 ended with cash of \$170 million and zero debt. Our operating results showed great improvement, although margins remain tight. **In order to grow profitability, we must maintain strong project execution (run fast, value engineer, know your numbers, manage your client) as well as search for markets with higher margins while holding overhead steady and making strategic investments.**

I mentioned Hurricane Harvey, and how despite the crisis, the nation saw Houston's great spirit. The hurricane also proved that we have a solid team, coming together to support our team members that were more severely impacted. Webber employees donated their time and money to help one another, and the company doubly matched the funds raised. Webber also contributed \$750,000 in payroll to employees that could not work during the hurricane. It's important to remember that the best way for us to be able to take care of our people is by taking care of business every day, which provides the resources needed to help in times of need.

I emphasized that Webber will continue to focus on its core business lines in Texas and surrounding states. The market is still very competitive, but remains strong with indicators of further growth in highways, water and building construction. The strong economic drivers will allow Webber to continue growing and creating opportunities for our employees. We are conducting market studies of other regions to identify opportunities for geographic expansion and are investigating unique opportunities for development work that would promote our building division.

Finally, I shared my vision of the culture that we are building at Webber and what I hoped people would say about our organization and our team: we are high energy and low ego. We respect our employees at every level. We question everything. We not only expect to be questioned, we appreciate it, because we know it improves results. We are always more interested in getting to the right answer than being right. We work as a team. We take risks. We don't crucify honest mistakes and we don't tolerate people who won't learn from them. We know Leadership is a privilege and an awesome responsibility that is earned every day, it is not an entitlement. We trust one another's intentions which allows us to argue freely about our ideas and promotes innovation. I want people to say that WEBBER PERFORMS!

In closing, I want to thank everyone for the great work you do every day. Webber is only as good as each individual contributor, and together we are building our future.

Best Regards,



Tim Creson
President & CEO



WEBBER 2018 ANNUAL MEETING WRAP-UP

The 2018 Webber Annual Meeting was held at The Woodlands Resort, a few miles from the corporate headquarters. Representatives from across the company gathered to share successes, discuss challenges and celebrate the good work and progress Webber has experienced in 2017.

Below are highlights from the presentations and general company updates overall.

Jose Carlos Esteban, Executive Vice President of Webber, focused on the five values, what each one means to him and how they translate into actionable components within our culture.

Collaboration = Adaptability, Humility, Empathy and No Tribes

Innovations = Continuous Improvement, Tenacity, Curiosity and Critical Thinking

Excellence = The Webber Way, Rigor, Talent Development, Data Driven Decisions

Integrity = Work Ethic, Dedication, Commitment, Meritocracy

Safety = A company with 2,000 safety managers

In addition, Esteban emphasized the ongoing need to hit the ground running at the start of each project, the importance of knowing our numbers and driving profitability while closing early and strong.

"Excelling within projects means that we have to run our projects on time and we think and plan ahead of what's to come," Esteban said.



HEAVY CIVIL

- For the past 2-3 years, Webber Heavy Civil has seen stable financials and a steady core business w/heavy civil with TxDOT. Despite challenges with high competition among general contractors in Texas and a freeze on toll road projects, Webber has continued to chase hard bid work and look outside of Texas for new opportunities to expand and grow.
- Focusing on strengthening in-house capabilities, working with GPI on the Grand Parkway is an opportunity to develop the Webber team on design-build contracts and the coordination needed on such a large-scale project. Webber plans to cross-train employees to help build our experience in the future while supporting the massive job efforts through crews, machinery and skill.
- As part of their long-term goals, Webber Heavy Civil is working to grow the central Texas office to a full size region, restart design build activity in Texas ports and airports and work closer with WBS to increase revenue opportunities outside of Texas. In addition, Heavy Civil is working with the Commercial and Waterworks groups, to help create new, bigger Design-Build opportunities.

SCC MATERIALS

- In 2018, SCC Materials will be focused on the opportunities with GPI, the Houston Ship Channel and the Harbor Bridge.
- Taking a peek into the future, SCC Materials is planning to move forward with a variety of internal and external initiatives such as equipment transition, the sale of frac sand, JWS-Insite Transition, a bigger focus on safety and environmental and the utilization of shared services.

“We want talent that we know will adapt and adopt the Webber way”
Felix Martin,
Regional Vice Pres. - CTX, Webber



“We want employees to know that they matter. That Webber is strong because we make sure that everything starts with the employees.”

Mitch Beckman,
VP of Human Resources, Webber

COMMERCIAL

- 2017 ended with 0 injuries of Webber Commercial personnel.
- With a revenue growth of 35.51% from 2016 to 2017, Webber Commercial averaged their revenue per employee at \$2,292,307.
- Holding a strong and steady relationship with College Station ISD, Webber Commercial completed 8 projects in 2017.

PLW WATERWORKS

- President of PLW Waterworks, Atul Raj gave us an overview of the new PLW. Along with the recent name change, the executive team has evolved and their professional staff saw 22 new employees added to their team in 2017.
- With a 2020 goal to reach \$250 million in revenue and a 3.5% EBIT, PLW is shifting their focus to a changed mindset of training and development, increase their project size and complexity and enforce more PMs and Superintendents to focus on development of project discipline.



2018 WEBBER VALUES AWARD WINNERS

The goal of the Webber Values Awards is to share and reward key behaviors that reflect the five Webber values—Safety, Integrity, Innovation, Collaboration and Excellence. The program rewards specific acts that benefit Webber and demonstrate exemplary application of these values .

CEO'S EXCELLENCE AWARD



Award Winners: Ryan McCalla, Will Bradley, Savanna Magee, Kenny Dykstra, Rinu Abraham, Monica Monroy, Eloi Ferran, Rachael Ashton, Thomas Rush, Anthony White, Victor Lopez, Alex Magro, Cassidy White, Melissa Murphy, Kate Sly, Jeanette Kriticos

This project team is currently collaborating to successfully manage segment 5 of the US 290 corridor. To effectively do this, constant communication and an unselfish, team-first attitude is a necessity. Their team spirit has resulted in a safer, efficient and profitable project that has the potential for early completion and additional bonuses. From bid time to execution, the team has reevaluated, identified and mitigated risks on a continuing basis on a complex project awarded by a surety after the original contractor defaulted. The team identified hidden risks that were not properly disclosed by the original contractor as well as found opportunities not readily apparent at execution, including by rephrasing the project. As a result, the team has increased project profitability, stayed ahead of schedule, and kept an outstanding safety record while continually building a strong client relationship. Their mindset, energy and attitude should be modeled by every Webber employee on every project.

EXCELLENCE

Award Winners: Michael Burkholder, Thomas Ondrias, Randy Scroggins, Miguel Hernandez, Maria Rincon, Henry Avila

Group: Commercial

The team worked on a high school renovation project with a very short completion schedule, further complicated by Hurricane Harvey, which made landfall at the very start of the project. The team nevertheless worked seven days a week for four months, often in 24-hour shifts and through Thanksgiving, Christmas and the New Year. The project was successfully completed such that teachers had access to the building by January 4 and students returned to school on January 8.





EXCELLENCE

Award Winner: Rosanna Brock

Group: Commercial

Rosanna has collaborated with all levels of management and subcontractors to successfully implement commercial preconstruction software and its application to our subcontractor default insurance program. Her efforts ensure that workflows are streamlined and efficiently managed.



EXCELLENCE

Award Winner: Nick Wolf

Group: Heavy Civil

Nick trained a relatively new team to push for results while maintaining a high level of professionalism and excellence. On the Tyler Toll 49 project - Nick rebuilt a frayed client relationship and showed what Webber can bring to a project.



EXCELLENCE

Award Winner: Savanna Magee

Group: Heavy Civil

After joining the project team on 290 Segment 5, Savanna developed processes (especially with respect to value engineering) and procedures that streamlined the necessary project controls functions. She also developed talent by training new employees on Webber systems and processes so that she could continually take on more complex responsibilities. Recently, Savanna received a promotion to Project Manager where she will continue to support the project team on 290 Segment 5.



SAFETY

Award Winner: Jesse Gonzales

Group: PLW Waterworks

Jesse Gonzales has had an outstanding safety record with zero OSHA recordables. He has done an outstanding job maintaining a safe work environment, teaching his crews to work safely and challenging himself with additional safety training.

2018 WEBBER VALUES AWARD WINNERS, **continued**



COLLABORATION

Award Winners: Lola Romero, Edgar Acosta, Austin Alexander, Armando Alvarez, Donny Garcia, Adam Mikesell, Matt Sloan, Daniel Morrow, David Salazar, Jacob Pead, Cliff Warren, Yvette Hinojosa, Sarah Cooper

Group: Corporate & Heavy Civil

This diverse group of employees from different departments have served as instructors for multiple training courses in the TWC Skillfunds Program and trained all levels of Webber employees while building a strong relationship with Lone Star College.



COLLABORATION

Award Winners: David Brown, Delaney Holender, Christian Annexy, Katy Drown, Brian Buttry, Sergio Vargas, John Le, Dana Buttry

Group: PLW Waterworks

The Pearland Reflection Bay Wastewater Reclamation facility team has exemplified the Webber core value of collaboration by pulling together to redirect a project. This group transformed a slow performing project.



INNOVATION

Award Winner: Leticia Lopez Espinosa and Javier Arriagada

Group: Corporate

Leticia and Javier developed various traffic control re-phasing solutions in collaboration with the operations team that resulted in reduction of the construction schedule while reinforcing safety.



INTEGRITY

Award Winner: Fernando Boyero Bravo

Group: Commercial

On a Catalyst Project with challenging deadlines, Fernando rolled up his sleeves and increased client confidence by implementing tools that improved team performance through efficient subcontractor management.



INTEGRITY

Award Winner: Thomas Arbuthnot

Group: Heavy Civil

Thomas led construction of the Tomball Parkway Phase II and redefined the project by revising the traffic control plan and positively transforming a client relationship that had been eroded,



INNOVATION

Award Winner: Joanna Nguyen, Abel Rodriguez and Lupe Suarez

Group: SCC Materials

By thinking outside the box, Joanna, Lupe and Abel obtained an exemption for utilities consumption sales tax at SCC's yards granting the company a one-time retroactive savings of \$130,000 that will continue to benefit the company each year.



INNOVATION

Award Winner: Tim Landry, Laura French, Paul Bailey

Group: Corporate

Tim and Laura, in collaboration with Paul Bailey, developed, implemented and trained on a valuable project document control system that will improve Webber by digitizing processes and fostering collaboration in a secure platform.

PEOPLE SPOTLIGHT:

New HR employees join the webber team:

CARLA REPRESA

Born in one of Spain's most beautiful cities, Sevilla, Andalusia, Carla Represa was constantly surrounded by the area's infamous architecture, flamenco dancing and friendly people. After completing her degree in Psychology, Carla moved to Madrid to begin her career in Human Resources. In 2016, she joined Ferrovial as their new Talent Specialist and was responsible for redesigning and improving the HR processes that applied to all business units. Now, as Webber's Talent Development Manager, she spearheads promoting the development of talent throughout the organization, drives a culture of career growth and enhances employee engagement and leadership.

ANDREA QUINNEY

As a full-time military kid, primarily raised in New Braunfels, TX, Andrea Quinney pursued her bachelor's degree from Texas State University. She now continues to live in the New Braunfels area with her husband, daughter and three dogs. As the Central Texas HR Business Partner, Andrea's objective is to serve as a constant resource for all business lines in the region. Her biggest focus is to ensure her availability to all Webber employees by promoting a positive, professional working environment.

TORI ERHLE

Tori Ehrle was the previous Strategic Account Manager and Staffing Manager at Fluor in Sugar Land. As Webber's newest Talent Acquisition Manager, she is responsible for managing all of the recruiting and hiring across all business lines and regions.



CARLA REPRESA
Training / Development Mgr

What is the one piece of advice you would give recent college graduates for their first interview?

The best piece of advice I would give to recent graduates is to take time to prepare for the interview in advance and think about their achievements made thus far. It is also important to support their explanations with objective and quantifiable data (numbers, figures...). Finally, the success is guaranteed if they are authentic, sensible and they show their enthusiasm for being part of the company.

As an HR professional, what is the most exciting part of your day to day responsibilities?

The main reason that motivates me as a HR professional is the possibility to influence positively and improve the professional development of our employees. Specifically, our mission is to help them achieve their objectives aligned with the strategy of the company. Without any doubt, HR responsibilities are so exciting and challenging!

If Hollywood made a movie about your life, whom would you like to see play the lead role?

Because of the physical resemblance and being European, I would like to be represented by Melanie Laurent. She is one of the actresses in *Inglourious Basterds*, my favorite film written and directed by Quentin Tarantino and starring Brad Pitt, Christoph Waltz, Michael Fassbender and Diane Kruger.

In today's age, do you think millennials and beyond should invest in an MBA?

This is a personal decision that depends on the professional situation and sector of each individual. From my point of view, an MBA is a good option to boost your professional career but only after you can accumulate several years of work experience.

What are you the most excited about with joining the Webber family?

Working at Webber is a unique experience for me! This opportunity allows me to be part of a prestigious company formed by great professionals. Besides, it also gives me the possibility to continue to be linked with the construction industry (where I have developed my professional career since the beginning). Finally, I am very excited because I am going to discover a new country (since I am from Spain), culture, people and different ways of working and doing things. This is a great gift for my personal and professional development.



ANDREA QUINNEY
HR Business Partner - CTX

What is the one piece of advice you would give potential Webber candidates for their first interview?

Be confident! You were asked to have an interview because someone saw potential in you. The first interview is the perfect opportunity to show the hiring manager that you are the right candidate for the job.

For those of us not familiar with the role, can you please describe the primary function performed by a Human Resources Business Partner?

The idea of the HR Business Partner is to have a team that is boots on the ground, providing support across all divisions in the North, Central and South Regions. Ultimately, it is the goal of the HR Business Partners to be an ally and a resource for the regions in which we represent. I am excited to be the Central Texas representative and work with my counterparts, Chelsea Russo (South) and Kiran Charania (North).

If you could trade places with any other person for a week, famous or not, living or dead, real or fictional, with whom would it be?

Hmmm.... what a difficult question! I feel like I should have someone fabulous and inspiring that I would want to trade places with but I am drawing such a blank. I love food, learning about different cultures and traveling, so I would say Anthony Bourdain. To travel the world, interact with fascinating people and eat new and different foods, sounds like a pretty great way to spend a week.

What do you think is most important to ensure employee satisfaction?

I believe that maintaining a positive work environment is crucial to employee satisfaction. This can be achieved many ways, however no matter what, communication is key (breakfast tacos help too).

As a new employee, what was your impression of Webber after your first day?

I thought Webber was awesome! (And I am not just saying that because I am in HR). The culture, the positive environment and mostly the people, really make Webber stand out.



TORI ERHLE
Talent Acquisition Manager

What is the one piece of advice you would give potential Webber candidates for their first interview?

Don't go into the interview blind. Conduct research on our company. Know what projects we are working on, projects we have completed in the past, and/or any upcoming projects we may have. It always stands out to me when a candidate makes it clear that they know the specifics of what we do. It shows they are seriously interested and invested in joining the team.

What are some of the key traits and characteristics you notice in superior candidates?

Superior candidates are able to clearly talk about their skills and experience. Some candidates find it hard to talk about themselves, but superior candidates can confidently discuss their strengths in a clear and concise manner.

What was the last book you read?

I'm currently reading 'In a Dark, Dark Wood' by Ruth Ware. It's a psychological crime thriller. I'm a huge book nerd!

What made you want a career in Human Resources?

I knew I wanted a career in HR because it's important for me to feel like I'm contributing to something bigger than myself. My role is specifically rewarding in that I work across all regions and divisions by recruiting and hiring new talent. It's exciting for me to watch the employees I onboard become fully integrated into the company and accomplish great things. It's an awesome feeling!

Where do you see yourself in your career in 5 years?

I'm very interested in upward mobility and continued education. I'd love to continue working my way up within the organization and possibly enroll in graduate school. Stay tuned!

PROJECT CHECK-INS



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heavy civil

US HIGHWAY 77 BRIDGE PURCELL, OKLAHOMA

- Substructure work is continuing on the US Highway 77 Bridge Project in Oklahoma.
- The project set beams on March 22 on three of the 34 spans for Phase 1, and continued over the next two weeks with two more spans.
- Need to have the five spans over the river completed by April 30 due to a critical habitat area that exists along the Canadian River.
- Dirt work for Phase 1 is nearly complete and subcontractors will begin subgrade stabilization and get ready for asphalt and concrete paving started in April.
- Need to have traffic switched to Phase 1 of the new bridge and demolish the old bridge by July 17 to maximize the first milestone bonus.

webber
heavy civil

US 281 | SAN ANTONIO, TEXAS

- The project is currently at 61% complete with drill shafts and 36% with substructure.
- Earthwork is 65% complete in Phase 1.
- Joint Bid Utilities (Water, Sewer, Gas and AT&T) are 55% complete.
- The first bridge beams were set on March 5-6, in total 155 slab beams were set in two days.
- Asphalt paving was placed on March 12.



I-530 | PINE BLUFF, ARKANSAS

- Over 20" of rain and 5" of snow in January and February impeded earthwork progress but did not keep crews from achieving the first traffic switch to begin main lane reconstruction on January 31, placing northbound and southbound traffic into head to head configuration in the southbound lanes. This enables crews to begin the main lane reconstruction phase in the southern two miles of the project.
- Concrete panel replacement and asphalt pavement inlay is progressing on the southbound lanes. This will temporarily repair major defects in the existing pavement caused by ASR (Alkali Silica Reaction).

The southbound lanes must carry all traffic in a head to head configuration until northbound reconstruction is completed and traffic is moved to the northbound lanes.

- Median crossover and ramp detour construction continues throughout the project.
- Webber's subcontractor, RMI, began rubblizing the existing northbound pavement utilizing a resonance breaking machine. This breaking method preserves the existing cement stabilized base which will be re-used in the new pavement section. The rubblized concrete is then crushed into class 7 base to be re-used in the shoulders.



COMPLETED PROJECTS

US 84 RAILROAD CROSSING OVERPASS

Location: US 84 and Frankford Ave,
NW of Lubbock

Completion: March 9, 2018

Value: \$29 million

Owner: TxDOT

PROJECT DESCRIPTION:

The US 84 project was designed to reduce the amount of traffic on the at-level railroad crossing at the US 84 and Frankford Ave intersections. These two railroad crossing areas were major safety concerns due to the amount of accidents they caused. The solution was to eliminate these hazards by constructing a new 1,668 feet, 16 span, 84 foot-wide bridge that would act as main lanes while bypassing the Frankford Ave and railroad crossing overpass. The bridge would be accessed through two U-shaped MSE walls, about 42,000 SF each. The project reconstructed the existing main lanes into frontage roads that now provide access to the Frankford Ave intersection, which was rebuilt and upgraded as well.

PROJECT SUCCESSES

- Identified design issues at an early stage and addressed them with TxDOT with full transparency
- Collaboration and communication was top priority throughout the project with the TxDOT area engineer
- Identified bridge constructability issues regarding beam and PCP setting, as well as deck pour complexities due to skew angles ahead of time.
- Value engineering expedited bridge construction (building columns out of phase) and MSE walls (detour redesign).
- Aligned the team with project objectives, which fostered great team chemistry.





US 62 CENTER MEDIAN WIDENING PROJECT

Location: Downtown Lubbock, TX
Completion: February 28, 2018

Value: \$17 million
Owner: TxDOT

PROJECT DESCRIPTION:

The US 62 center median widening project through downtown Lubbock converted six miles of the existing two lanes each direction configuration into three lanes each direction. The existing grass median ditches were graded and compacted, prior to 20,000 tons of 4" type-B Asphalt being placed. Webber crews then constructed 85,000 SY of 10" concrete paving, before Webber Barrier Service poured 30,000 LF of permanent barrier.

PROJECT SUCCESSES

- With last summer being extremely rainy for the Lubbock area, Webber was only able to complete \$5 million dollars of work through August 2017. That left \$12 million to complete in the remaining six months of allowable project time, much of which would be in the winter months, not leaving much room for error. With thorough coordination between the Webber Lubbock team and the Dallas Area office, we were able to get crews out of Dallas and Amarillo to assist in 'fast tracking' the project schedule. With two other projects still finishing in the Lubbock area, it took a lot of communication to make sure nothing was missed. The project team held daily planning meetings, in which the completed work was highlighted on the plan sheets plotted on the office walls, and the remaining work was constantly being planned for. Negotiations with TxDOT allowed the project to utilize a temporary barrier from another Webber project in Lubbock, to install the temporary barrier throughout the entire project length at once, rather than having to finish one phase prior to moving the barrier to the next phase.
- Due to the single-digit temperatures through December and February, every night the concrete had to be covered by blankets and plastic.
- Regardless of the obstacles, the hard work of our team paid off and the project finished on time and under budget.

The US 62 project made it to the front page of the Lubbock Avalanche-Journal!

Click [HERE](#) to read the article.

Completed Projects, Cont'd

US 87 DALLAM COUNTY PAVEMENT PROJECT

Location: Dalhart, TX
Completion: January 15, 2018

Value: \$26.95 million
Owner: TxDOT

PROJECT DESCRIPTION:

The team removed and replaced asphalt roadway through Dalhart, TX with concrete pavement. The project was set up in three major segments with the intention of sequencing the work through end to end completion. The project team was able to work with the owner to perform work in all three segments concurrently drastically shortening the project schedule. The project included new drainage and driveways along the project as well as a very large detention pond to relieve flooding under a railroad bridge during large rain events. The roadway itself was also lowered and flattened under the railroad bridge to increase clearance for a bridge which proved frequently to be too low for trucks. The project involved added shoring and new walls at the bridge as well. These walls were unique in that they were a new wall design where precast wall panels were temporarily secured in place while permeant foundations were poured at the base of the wall. This process was intended to essentially replace a cast in place wall where the foundation would be poured first and then the wall section would be poured on top of the completed footing. The work was challenging due to the remote location of the project and an unexpectedly high volume of truck traffic in the area. The traffic is a result of US 87 being the main corridor to Denver from DFW and the fact that Dalhart serves as a hub for the area's dairy farms and grain producers. The keys to success included the utilization of local subcontractors for dirt and grading operations as well as the partnering with TxDOT to improve the traffic control plan and phasing of the work.



PROJECT SUCCESSES

The Traffic Control Plan

The original plan started work on the southbound side of traffic on CSJ 058 (the southern part of US 87). Leaving the project sequenced this way would mean that business owners would be impacted for the entire duration of the project with temporary driveways and detours. Webber worked with TxDOT to agree to work the northbound side first, allowing the greatest disruption to be completed first, as well as leaving the business and home owners with new pavement and relatively final conditions half-way through the project. Webber also convinced TxDOT to work in multiple areas of the project concurrently. The original plan called for us to finish one area then move to the next which extended the construction impact to the community.

The People of Dalhart

We engaged local subs that worked with changing plans to make the project a success. G&G Operators, The Water Department of the City of Dalhart, Fluhrman Concrete and XIT Concrete were major partners in providing the resources needed to implement the changes agreed to by Webber and TxDOT.

UPRR Soil Nail Wall

Due to the spacing of the piers on the UPRR Bridge Abutments, soil nails were not a safe option as originally designed. Working with TxDOT, Webber presented a design which would eliminate the need for soil nails and we were able to avoid a timely and costly complete redesign of the wall system and the required shoring.

Plan Imperfections and Drainage issues

No plan is perfect and that proved true for the drawings and grades on the Dalhart project. Mistakes were made and identified as the project progressed. The key was always the solution to the problem.

Early Planning Efforts and Expression of Shared Interests

Early on, it was agreed that both parties wanted to finish early. It also was established that we all wanted transparent efficient operations and pre-activity meetings, and daily planning were essential to that. Communication was key to planning work and identifying challenges to meet the early completion goal.

BIDS AND WINS

WEBBER COMMERCIAL AWARDED \$9.5M BOND FOR EDUCATIONAL FACILITIES AND RENOVATIONS IN LIBERTY, TX

The Liberty Independent School District selected Webber's Commercial business line to manage \$9.5 million of construction work that will begin in May 2018 and include multiple projects across the district.

During the next 14 months, Webber Commercial will construct a new transportation center, STEM learning center and conduct multiple school renovations. The new transportation center will consist of a new bus maintenance building with office space and parts storage. The transportation center site will provide the district with additional bus parking, fueling station and bus wash. The new STEM learning center at Liberty Elementary School will add 10,000 square feet of additional learning space in order to allow students to work specifically on Science, Technology, Engineering and Math at a young age with more hands-on applications.

In addition, an estimated \$1.5 million will be used for multiple renovations across three schools, including San Jacinto Elementary School, Liberty Elementary School and Liberty High School (pictured below). These improvements include updates to existing facilities, such as roofing, walkway cover, tennis court surface and parking light pole replacement.

"With the Liberty ISD bond, the district will bring new services to students and teachers while improving existing educational facilities," said Todd Granato, president of Webber Commercial. "Our relationship with Liberty ISD and Stantec Architects has allowed us to help the district maximize their budget throughout the planning and design process."

Substantial completion of the projects is expected by June 2019.





FUTURE LEADERS

36 employees from across the three regions participated in the program "Being an Effective Webber & Ferrovial Leader" on March 8-9, 2018. While learning tools and best practices for goal setting, communication and conflict resolution, these future leaders were able to understand the manager's role and contribution to Webber business vision and values.

The executive team visited with attendees and networked with colleagues from other divisions.





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APRIL ANNIVERSARIES

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

20 YEARS

Lamar Braswell

15 YEARS

Santiago Landaverde

Francisco J. Loreda

Daniel Solorzano

10 YEARS

Samuel T. Martinez

Aaron Lozano

5 YEARS

James Cotton

Loretta Smart

Cornelio Rodriguez

David Jackson

Blake Hays

Michael Pullen

Evaristo Liscano

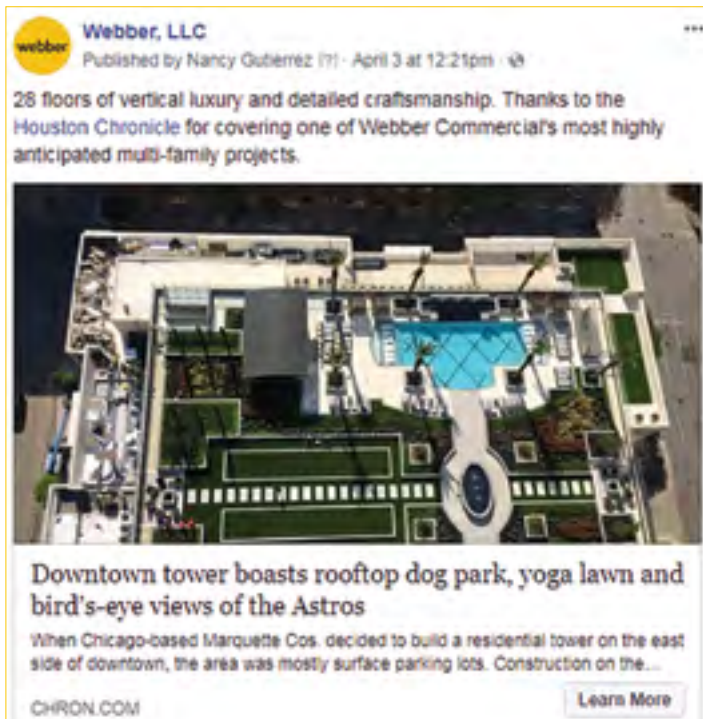
Julio Ramirez Montenegro

Myriangelie Torres

Troy Childers

Alison Campos

Ryan Ballengee



THIS MONTH IN PHOTOS



DBIA 2018 We were happy to have our top design-build leaders on the forefront representing Webber in Philadelphia for the DBIA Transportation and Water Conferences.



Texas Tech AGC Chapter Meeting Mike Oliver, Senior Project Manager, attended Texas Tech's monthly AGC Student Chapter Meeting to share information about Webber opportunities and encourage students to apply for summer internships and full time positions.



Commercial Catalyst Grand Opening Congratulations to the Houston, TX Catalyst team! With 28 floors of vertical luxury and detailed craftsmanship, Webber Commercial's most highly anticipated multi-family projects finally had its grand opening.



Fall Protection Training Certificate Safety starts with each and every one of us. At SCC, we keep safety training on the forefront of our priority list. Congrats to Armando Lamonth (pictured above) and all of our guys who recently received their Fall Protection Training Certificates!



IH69 Repair The IH69 emergency bridge repairs are underway! Webber is happy to continue to be part of the city's Harvey recovery efforts. **#RebuildHouston**



LSC Gala Webber is proud to partner with the Lone Star College System as part of the expanding education efforts for the Texas workforce.



Send us your news at myWebber@wwebber.com

Feedback, questions or concerns for the leadership team, contact WebberListens@wwebber.com