

# webber



## AUG | '18

### webber



**CONTRACTOR  
OF THE YEAR**

**ENR 2018**

### ENR

**Best Project Winner:  
Residential**

## 2018

Webber Commercial's Catalyst project was selected as ENR's 2018 Best Residential Project for the Texas / Louisiana Region. Learn more on page 5.

## SAFETY FIRST

# WORK ZONE SAFETY

Did you know that in 2016, 683 deadly crashes occurred in U.S. work zones with 143 construction worker fatalities?

Work zones are dangerous places since they involve workers who are in close proximity to fast-moving traffic and heavy equipment. Add in distracted drivers, cyclists, pedestrians, traffic congestion, delays, stress and unexpected changes to the traffic pattern and you've got a recipe for an accident. At Webber, we are all responsible for our safety and the safety of our co-workers on the job, but practicing it in our daily lives is also vital to sending everyone in our industry home safely to their families every day.

### MAKING WORK ZONES SAFER :

**If you are in a work zone, always wear the appropriate PPE.** No exceptions or excuses - it is company policy. Wear Class 2 or Class 3 high-visibility clothing with fluorescent colors and retroreflective material. Hi-vis clothing makes you visible from at least 1,000 feet away.

**Paying attention to back-up alarms can save your life.** In a work zone, back-up alarms are blaring constantly and sometimes you might get so accustomed to hearing them, that you don't react to them. Always practice situational awareness and be mindful of the equipment operating around you.

**Almost all equipment have blind spots.** Keep two rules in mind: 1) Don't be where you can't see the operator, because then he can't see you. 2) Get an "OK" from the operator before you cross in front of or behind the equipment.

**Think about the logistics.** Put portable restrooms in safe spots that are out of harm's way and make sure workers have a safe path of travel to and from these facilities. Set up concrete barriers (Jersey barriers or K-rails) so they are between you and traffic. When you position lights to illuminate the work area, make sure they are set up so the lights won't blind oncoming motorists.



Congrats to Kevin Novak, our National Safety Month Crossword Puzzle Winner!

## When traveling through work zones, remember:

- Put your phone out of sight, don't touch your radio or adjust the air conditioner and remove any other distractions.
- Slow down and follow the work zone speed limit.
- Be alert and prepare to make sudden stops.
- Make sure you stay within the traffic control limits.
- If you're walking, take the earbuds out of your ears and don't text and walk.
- If you're on a bike, always move with traffic and ride safely so drivers can see you and anticipate your movements.



## OPENING WORDS

# MESSAGE FROM THE ACTING CEO, JOSE CARLOS ESTEBAN:

I would like to kick off my first communication by thanking Tim Creson for six years of fearless leadership and dedication; and for striking the spark that reignited our company's profitable growth. Under Tim's leadership, Webber has become stronger: we have deeper talent, sharpened capabilities, and a robust balance sheet with record backlog and operating results firmly on track.

I have had the privilege of working side-by-side with Tim for five years. During this time, one of our key achievements has been to create alignment by developing a common vision and shared culture across the organization. It is imperative that each one of us continue to expand upon this important achievement so that we can take Webber to the next level. We have a strong foundation!

**Webber was recently named the 2018 Contractor of the Year by Engineering News-Record for our region. The magazine also named Webber Commercial's Catalyst project as the Best Residential Project for 2018. These awards provide a meaningful boost as we both pursue future work and continue to recruit the best talent in the industry.**

Under my leadership, there will be a clear path of continuity focused on accelerating profitable growth and strengthening the company in key areas, such as the pursuit of design-build and projects involving collaboration across multiple business lines. **To further drive our momentum, I have appointed Curtis Van Cleve as Senior Vice President of Corporate Strategy.**

Curtis most recently served as President of the Heavy Civil business line where he helped improve margins and spearheaded the development of internal talent. In this new role, his deep relationships across the Texas construction industry as well as nationwide will maintain and strengthen our bond with key clients, subs and suppliers. Curtis will also foster the development of key strategic projects, particularly those involving multiple business lines.

**In addition, I am appointing Josh Goyne to the position of President of the Heavy Civil business line.** Josh joined Webber six years ago, and during his most recent tenure as Regional Vice President for North and South Texas, has proven to be a strong leader and excelled at driving alignment and collaboration across regions. Josh brings an energy that will be invaluable to the Executive Leadership Team.

I am excited that these promotions will create additional opportunities within our organization and reward many of our team members by advancing their careers.

Webber has a bright future. Together, we will continue to make Webber the contractor and employer of choice.

Best Regards,



Jose Carlos Esteban  
Acting CEO and EVP



# WEBBER IS ENR'S TX & LA'S 2018 CONTRACTOR OF THE YEAR

**webber**  
CONTRACTOR  
OF THE YEAR  
**ENR 2018**

ENR has named Webber LLC as its 2018 Texas & Louisiana Contractor of the Year for its impressive regional growth, expansion efforts and stellar project portfolio. The award includes all four business lines: heavy civil, commercial, waterworks and SCC materials.

In addition, Catalyst Houston won the 2018 Best Residential Project from ENR. Catalyst is a 28-story luxury apartment building in downtown Houston across from Minute Maid Park.

The ENR article also discussed Webber expanding beyond the Texas market into the Oklahoma and Arkansas markets and that three of Webber's projects were on the Texas/Louisiana 2017 Top Project starts list: Grand Parkway, US 281 and I-45, which represent a combined project value of \$1.166 billion.

Through the first five months of 2018, Webber's crews have already worked a combined 1.67 million man hours in the region and all of Webber's TxDOT projects are on time or ahead of schedule, including a US 290 segment that was picked up after the default of the original contractor. In addition, Webber's commercial and waterworks divisions continue to experience strong growth, while the material division helps recycle about 1.5 million tons of construction waste in the Houston-area that would end up in Texas landfills.

ENR also cited Webber's Hurricane Harvey programs to help our employees and the city of Houston recover. 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.







Webber also helped repair roadways after Harvey. Immediately after the flooding receded, for example, Webber reset approximately 7,500 linear feet of concrete traffic barriers that were shifted from the flood waters and replaced another 1,500 linear feet that were unsalvageable.

ENR also recognized Austin High School in Houston, Hamby Water Reclamation Phase 2 in Abilene, SH 114 Signature Bridge in Dallas, US 77 Purcell Bridge in Oklahoma, US 281 Bexar County in San Antonio, and SL1 Mopac in Austin.

For more on Webber's achievements throughout the region and a full write-up by ENR on the award, check out the Aug. 6/13 print edition of ENR Texas & Louisiana or visit <https://bit.ly/2ndbxOW>.



## **Rick Thomas**

### **SAFETY MANAGER**

As the primary operator of the Webber Training Trailer, Rick Thomas has traveled 26,000 miles over the past three years to bring safety courses directly to craft and field staff on project sites. Rick has turned the concept of a mobile training unit into his own safety-driven mission to educate employees and increase access to vital training.

#### **What does a typical day look like for you and what are you currently working on?**

In addition to being the lead for the Webber Training Trailer, I focus a lot on compliance to ensure our workers are safe and that we are meeting state, federal and OSHA regulations. I am currently working on fine-tuning mandated electronic log devices (for tracking and ensuring compliance with hours-of-service laws), as well as details regarding out-of-state operation of commercial trucks and federal operating authority. Also, I was recently added to the AGC committee that liaisons with the Texas Department of Public Safety and have been working on growing our relationships with state authorities.

#### **What three words would you use to describe your role?**

Risk management, essential and impactful.

#### **What gets you out of bed in the morning?**

Knowing that what I do today will have an impact on someone's life either by eliminating hazards or educating/instructing for better outcomes.

#### **How has Webber's safety culture changed during your time at Webber?**

There's now a stronger emphasis on training, being proactive and using past incidents to learn innovative, safe solutions to those issues. Most importantly, there's a bigger focus on how to SAFELY get the job done.

#### **What is the one piece of safety advice you would give to new hires?**

Be a sponge not a rock. Don't just be present during a learning experience but absorb and use information. Absorb information like a sponge and use it again later. A rock does the opposite...it's unusable.

#### **Where do you see Webber's safety program in five years?**

Lowering the number of incidents and in turn achieving a lower incident rating. I see a bigger focus on safety trainings not only as a requirement, but as desirable to our employees to improve our overall safety.



### Could you give us a quick overview on the Training Trailer?

This is a 38' fully equipped training facility on wheels. It can accommodate 12 students with a desk and power outlet at each station. The trailer has wi-fi, a built-in projector with screen and a full HVAC. The trailer is equipped with a 10K Onan generator which can run approximately two full days on half a tank of fuel. Once onsite, it takes about 20 minutes to be ready to start training sessions.

### How has the Training Trailer enhanced Webber's safety program?

We have been able to eliminate the need for having training space onsite or having employees travel to a central location. Bringing the training directly to the site allows us to train more employees with less time lost.

### How many employees have trained in it?

I estimate about 800 employees have been trained in the trailer.

### What was the cost to build it?

\$75,000



### What are the total miles traveled and cities visited?

26,000 miles and it has traveled to most of our work areas, which include: Corpus Christi, San Antonio, Austin, Dallas, Fort Worth, Lubbock, Amarillo, Houston and Purcell, Oklahoma.

### How can jobs request a visit from the Training Trailer?

Contact your site safety manager or me directly. We will coordinate to make sure the trailer is available and brought to the site at a scheduled time.

### Outside of our own employees, has the Training Trailer been used for the community?

Yes, the Texas Department of Public Safety has used it for the TxDPS State Inspector Challenge for four years in a row, TxDOT area meetings and the PLW Pearland project with the Pearland Fire Department for a confined space training.



# PROJECT CHECK-INS

**webber**

heavy civil

## **TOMBALL PARKWAY | HOUSTON, TX**

- Movement of the southbound traffic onto the frontage road has been completed one month ahead of schedule. All elements stayed in place, including permanent vegetation.
- Upcoming northbound traffic switch to the new frontage road was completed on July 9. This will allow for removal of remaining existing pavement and start the main lane work.
- The project team has completed 50% of the southbound main lane's Zion and Brown/Baker bridges and 80% of the mechanically stabilized earth walls of the southbound main lanes that were originally scheduled to begin in the last quarter of 2018.
- The team completed the widening of the two existing retaining walls at 2920 which was a technically complicated operation that required slotted excavation and backfilling in 12-hour periods.
- The construction of the toll plaza structures has been completed and the team received compliments from the Harris County Toll Road Authority for the good coordination with the tolling operator and the quality of the work.





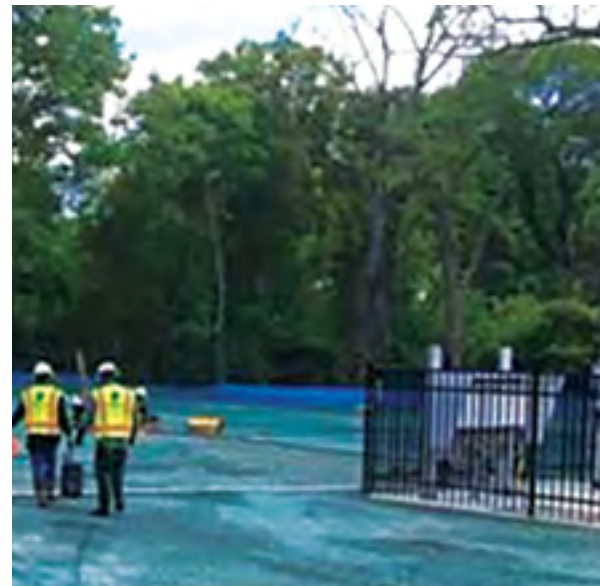
## **I-69 SAN JACINTO BRIDGE | HOUSTON, TX**

- As of July 2, the I-69 Emergency Bridge Repair project is complete and all traffic is back in its permanent configuration. The project was completed 14 days ahead of schedule.
- This TxDOT emergency maintenance project called for the demolition and reconstruction of three bents and four spans of the existing southbound I-69 bridge over the San Jacinto River due to scour around the foundations from Hurricane Harvey flooding.
- The project duration was 182 days and consisted of two phases with early completion incentives associated with each phase. Phase 1 was completed 10 days ahead of schedule and phase 2 was completed 14 days ahead of schedule. 100% of the \$500,000 in incentives were achieved!



## **TRA METER STATIONS | DALLAS, TX**

- The Trinity River Authority Meter Stations project consists of seven meter stations around the Dallas-Fort Worth area to allow the owner to meter wastewater flow from various communities.
- The new meter stations were designed to tie into existing piping at the sites. Much of the as-built information for the existing pipe was incorrect and most of the meter stations had to be redesigned due to the differing site conditions. PLW worked closely with the design engineer and owner to implement the required changes.
- Each meter station was required to have a bypass system to allow the new pipe into the old system. A gravity bypass system was designed by PLW to avoid the use of costly, and sometimes unreliable, mechanical bypass pumping. Due to the location of these meter stations in residential areas, PLW was required to implement odor control systems on the bypasses. By using the gravity bypass system, an odor control system was not required. The project team ended up saving money as well as satisfying the area residents.
- The project team has a year-to-date safety incident rate of zero!



## OPERATIONS SPOTLIGHT

# SHAREPOINT AND ONEDRIVE ARE MOBILE ACCESSIBLE

Office 365 Apps are available for download for IOS and Android. Explore a new way to reach your OneDrive documents or myWebber sites from your phone or tablet.

### DOWNLOAD AND SIGN IN

Sharepoint and the OneDrive apps work seamlessly together to provide full functionality. It is important to note that for SharePoint to work, you will need to also download the OneDrive app.

To access, search the App Store or on Google Play. Once both apps are downloaded, select "Sign in to SharePoint Online." Use your SharePoint credentials ([C###@ferrovial.com](mailto:C###@ferrovial.com) and your network password)

### STAY CONNECTED

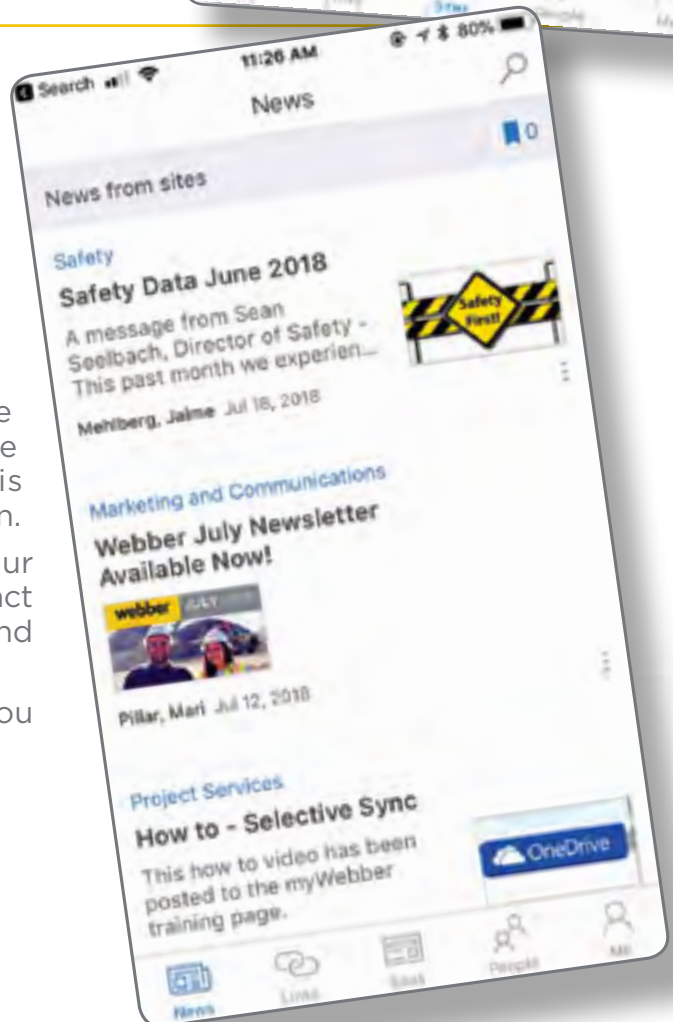
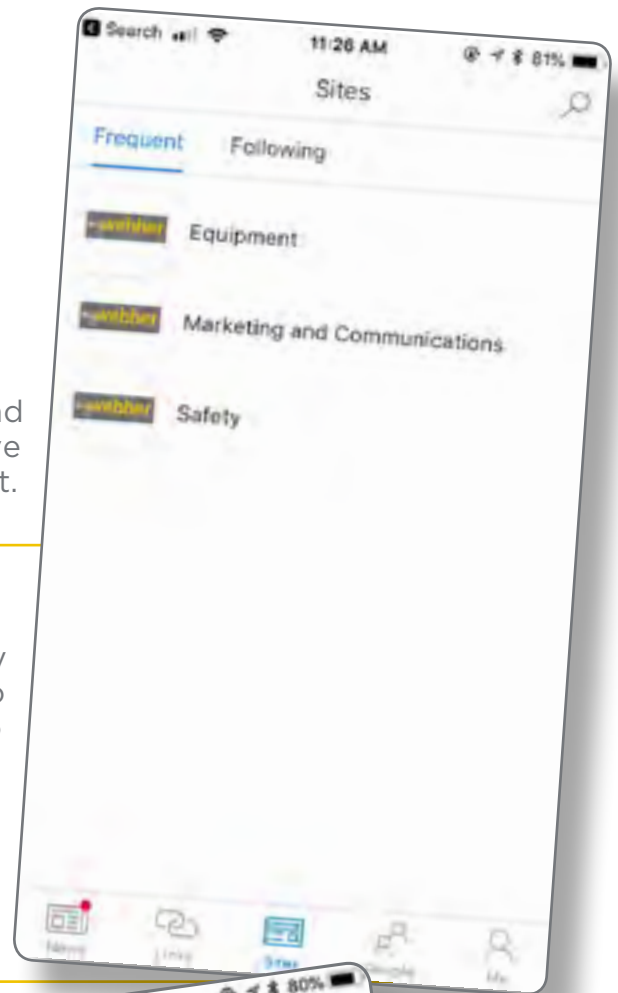
**Frequent** – On the Sites tab, tap a site under the word Frequent to get site activity and content for team sites.

**Following** – Access sites you've followed by tapping Following under the Sites tab. You'll see the same sites are the Following section of SharePoint Home in the browser.

**Search** – At the top of the app, you have the ability to search. As you type, you will have suggestions for search, and the search is contextual to where you are in the application.

**People** – Find and browse colleagues in your network. Tap on an individual to see their contact card and discover what they are working on and who they are working with.

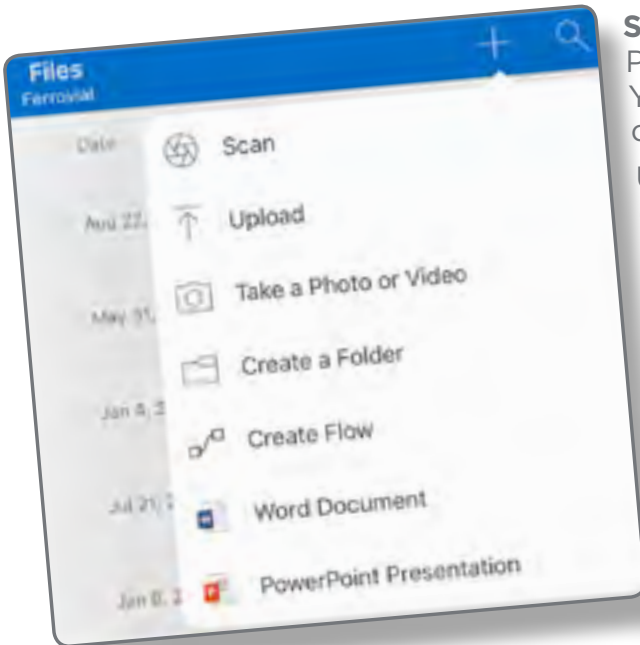
**News** – View the latest news from the sites you are following.





## ADD CONTENT

With the SharePoint and OneDrive apps, you are able to view files as well as add to your site right from your device.



**Scan** allows you to use your device's camera to capture, PDF, name and upload to your project files or OneDrive. You can even scan multiple pages and it will create one PDF document.

**Upload** allows you to browse to a file or photo on your device to upload to the location you chose. This is a great way to upload project photos taken on your phone in a batch.

**Take photo or Video** uploads your photo or video instantly.

**Create Folder** allows you to organize your files on the go.

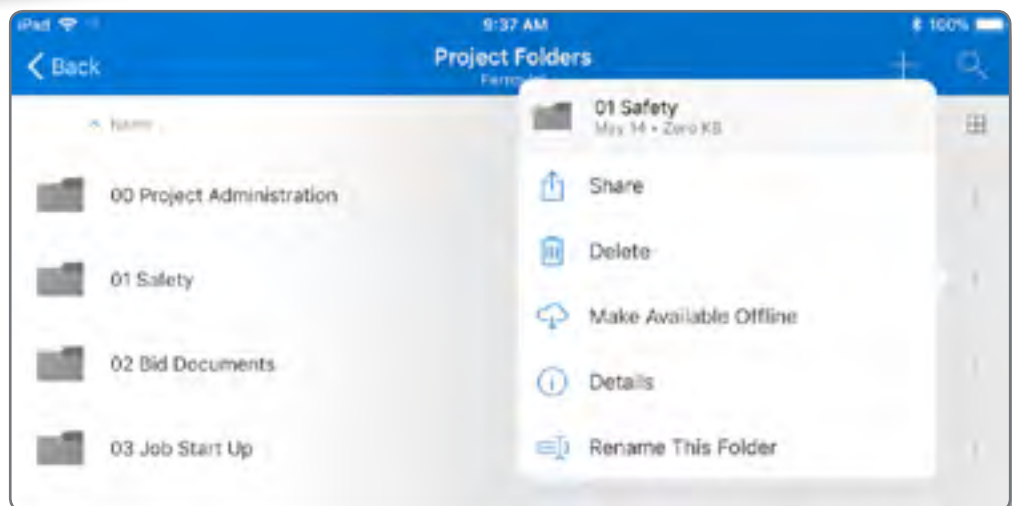
**Create flow** explores the options in Microsoft flow. Your own personalized workflows

**Word Document** allows you to create a blank word document

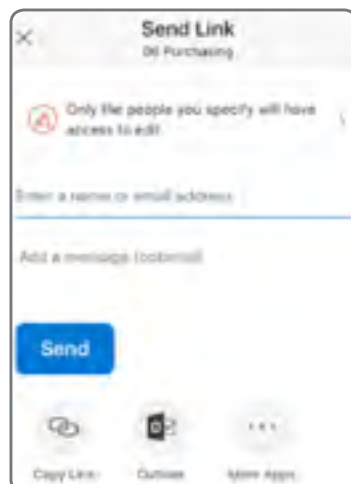
**PowerPoint Presentation** will start a new PPT file

## SHARE AND COLLABORATE

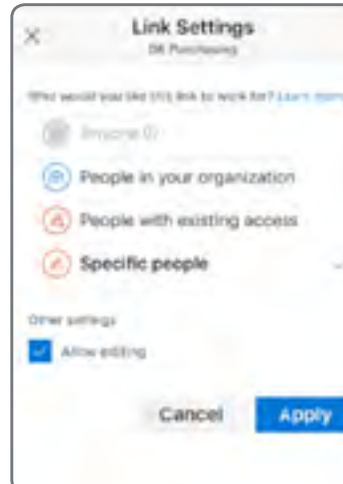
Share files and folders with colleagues



1:



2:



Decide how you want to share:

# WEBBER EMPLOYEE DISCOUNTS

Take advantage of discounts available to Webber employees.

## Microsoft

Download the 2013 Office Professional Plus (valued at \$349.99) and other software to your home computer at little cost. Though this perk, you can have access to Microsoft Word, Excel, PowerPoint, Outlook, Access, Publisher, Project, and others at a highly discounted price on your personal computer!



### How to participate:

- Go to [www.microsoftthup.com](http://www.microsoftthup.com)
- Enter your work e-mail address and the following program code: **30060B1905**
- You should receive an e-mail in your Outlook inbox shortly after you click 'Submit'
- Forward the e-mail you receive from Microsoft to a personal e-mail address that you can access on your home computer
- Once you access the e-mail on your home computer, click the 'Buy Now' link in the e-mail
- Choose the products you would like to download or purchase and follow the checkout steps to complete the download to your home computer

## AT&T Services

As an employee of Webber, you could be saving up to 18% on qualifying AT&T services.



at&t

### To start a new service – choose one of the following:

- Go to your AT&T Preferred Customer Benefit Program website at [att.com/wireless/webber](http://att.com/wireless/webber) to validate eligibility, start new service, place an order and/or add a line of service
- Call **888-444-4410 option 2** to order service by phone. Reference FAN **#4069094**
- Visit an AT&T Retail Store; provide them the discount code (FAN) **#4069094**, and bring an acceptable form of ID such as a Payroll Stub or an Employee Badge.

### Existing AT&T Customers – Instructions on enrolling in the discount program:

- Go to [att.com/wireless/webber](http://att.com/wireless/webber)
- Click on the “**Register for Discounts**”
- Follow the prompts, and that's it! You will receive a confirmation email stating that you are enrolled.



## DEPARTMENT UPDATE

# IT DIRECTIVES

Webber continues to transform itself into a company that is dynamic, scalable, aligned and ready to take on the growth that it sees coming in the future. Keep reading for status updates on some of the initiatives that are ongoing and will prepare employees to handle the future growth of their operations.

### **Electronic Timesheet Solution:**

The IT department is evaluating a solution provided by UltiPro which allows time to be captured electronically on mobile devices such as phones and tablets. The technical evaluation and testing was completed in July by payroll/IT. Next step is to get with Operations for feedback. Conclusions of this evaluation are expected after summer.

### **Jobsite Internet Speed Solution:**

The IT department is evaluating a network configuration that allows jobsites to have better speeds no matter what applications they use. Technical and security evaluation was completed in early July.

Orders have been placed for six projects (WWS, P3T, WVY, WWT, P3A, P3H) to begin with in order to standardize the provisioning process and get feedback from Operations. After greenlighting the solution & provisioning, the team will begin mass deployment in early **4Q 2018**.

The department is very encouraged with Webber employees asking questions, getting more involved and having interests in technology projects with a renewed focus on improving Webber by leveraging technology to create scalable solutions that create efficiencies for all employees. The team wants to build an environment where employees can do what they do best!

They will be working with the communications department to help IT provide regular updates and communicate changes. Taking Webber to the next level will involve each and every one of its employees!

### KNOW YOUR BENEFITS.

## PREVENTIVE CARE: WHAT YOU NEED TO BE YOUR HEALTHIEST

What if there was something that might help you live longer and healthier — and it didn't cost you any extra money? Sounds like a sweet deal, right? In fact, there is such a thing. It's called preventive care. And most health plans cover it at no additional cost to you when you see a provider in your network.\*

### IT'S ALL ABOUT KEEPING WELL

Preventive care is designed to help you stay healthy. It may help catch health problems early — before any signs of illness. Often, that's when they're easier to treat. Preventive care includes:

**Screening tests.** These help detect conditions such as diabetes and certain types of cancer — and give important information about your heart health. Your doctor can tell you what's recommended for you based on your risk factors.

**Wellness checkups.** Seeing your primary care doctor for preventive visits gives you a chance to find out what tests and vaccines you need. It's also an opportunity to discuss steps to help you live a healthier life, such as quitting tobacco, being more active or losing weight.

**Vaccines.** These aren't just for kids. And many people may not be as protected as they think. Here's something important to know: Adults need vaccines too.

#### Here are three key reasons why:

- The protection of some vaccines fade over time. So even if you got all your vaccines as a child, you may still need booster shots.
- You may be at higher risk for some diseases because of your health, lifestyle or age.
- Vaccines may reduce the chance of passing on a serious disease to your loved ones — including babies who are too young for some immunizations.

### 100,000 LIVES ARE WORTH A CALL

If everyone in the U.S. got the recommended preventive care, more than 100,000 lives could be saved each year, according to the Centers for Disease Control and Prevention. So don't put it off any longer. Make an appointment to see your primary doctor. Learn more about vaccines and other preventive care you might need. Go to [uhc.com/preventivecare](https://uhc.com/preventivecare).

\*Check your benefit plan to see what may be covered. Blood work and other lab tests may not be covered under the preventive care benefit.



## COMPANY NEWS

# SAVE THE DATE



### 2018 Montgomery County Heart Walk

NOVEMBER 10, 2018 AT 8 A.M.

Join Team Webber in our participation in the 2018 AHA Heart Walk in The Woodlands, TX to promote fun ways to be physically active and make healthier choices every day. We will once again have team shirts, a Webber booth and sponsor a water station on the walking route.

Visit [www2.heart.org/goto/teamwebber](http://www2.heart.org/goto/teamwebber) to join the walk or make a donation.



### 2019 Woodlands Marathon

MARCH 2, 2019

Employees will be able to signup under the Webber sponsorship for the run. Please contact [myWebber@wwebber.com](mailto:myWebber@wwebber.com) for more information on participating.

## AUGUST ANNIVERSARIES

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

### 15 YEARS

Marselo Pena

### 10 YEARS

Gerardo Vazquez

Francisco Gonzalez

Jose Barron

John Delagarza

### 5 YEARS

Timothy Leafé

Don Bailey

# THIS MONTH IN PHOTOS



## Slaughter Lane Beam Set

Set your eyes on this beautiful beam set at Slaughter Lane for the SL1 (MoPac) project with Project Manager Mario Rosino and Sr. Project Engineer Shawn Corbello overseeing the work.



## PLW Waterworks helped break ground this month

on the Baytown Area Water Authority new 6 MGD Surface Treatment Plant. The completed project will cost about \$46 million and will be completed in three years.



## Metro Park and Ride Deck Pour

The deck was poured at the Northwest Houston Metro Park & Ride T-Ramp bridge at US 290 and West Road. This was a critical project milestone since it is the only entrance and exit ramp to the HOV lane from the parking center.



## PLW Interns

Interns Joe Duran and Renee Raines worked the night shift at the Pearlland project and watched the sewer coat being applied to the existing influent lift station.



## Intern Appreciation Day

Felix Martin, Vice President of the Central Texas Region, took the Heavy Civil interns out to lunch for Intern Appreciation Day. (Left to Right) Grant Haralson, Stephen Bohmer, Felix Martin, Tchael Jeune, Adam Trujillo.



## Technical Onboarding

Webber now provides a Technical Onboarding for recent hires, aimed to transfer knowledge and skills related to the day-to-day work. Field Engineers, Project Engineers and Project Managers participated in the first session of this full day course in June, receiving training in common areas like Legal, Procurement or Cost Control. Webber's Acting CEO, Jose Carlos Esteban hosted a "Lunch and Learn" as well.



Send us your news at [myWebber@wwebber.com](mailto:myWebber@wwebber.com)

Feedback, questions or concerns for the leadership team, contact [WebberListens@wwebber.com](mailto:WebberListens@wwebber.com)