



webber

AUG / SEPT
2017

Christian Annexy and Atul Raj at
The Pearland Reflection Bay Water
Reclamation Facility
(See more on page 13)

Safety First: School Zone Reminder

People Spotlight: Christian Annexy, PLW Waterworks

Healthy Living: Hospital vs Urgent Care

Webber Values Innovation: I-45 Project Spotlight

Sharepoint: Shortcuts, Tips & Tricks

Win a Fitbit Charge 2: Details Inside!

Social Media: The Good and the Bad

Monthly Project Check-Ins

Harvey Clean Up & Employee Support Efforts

August & September Anniversaries

2018 Safety Calendar Contest Entry Form

SAFETY FIRST

BACK-TO-SCHOOL

School Zone Rules Refresher

With the back-to-school season beginning, we need to remember to be more aware of school zones as they are much more active. According to TxDOT, there were 663 vehicle crashes last year in Texas school zones, which resulted in 21 serious injuries. August and September alone had 107 crashes.

Most accidents result from driver distractions, failure to yield the right of way and failure to control speed. By following the tips below, we can reduce the number of crashes and keep our children safe!

Tips for school zone safety:

- Obey the speed limit signs. Failing to do so will result in a traffic fine, which is often doubled in school zones.
- Put your phone down! The use of a cell phone in a school zone is prohibited and results in a fine up to \$250.
- Obey the crossing guards.
- Pay attention to your surroundings and expect the unexpected. Students may run into traffic or between vehicles to get to school.
- You must stop when a school bus stops to pick up children, regardless of the direction you are driving. Violations will result in a \$1000 fine.
- Remind your children of the “danger zone.” This is the area surrounding the bus where children are hard to see. The “danger zone” is within 10 feet of the bus (or five giant steps). A good rule of thumb is if you cannot see the bus driver, then the bus driver cannot see you.
- Webber urges drivers to practice caution and be more alert in these zones to avoid injuries to parents, students and teachers, and of course Webber employees.

Remember, **“Safety, it’s all about family!”** and by using these tips, we are protecting those closest to us.

SCHOOL SAFETY STATS at a Glance



UNSAFE DROP-OFF OR PICK-UP

behavior was
observed
in nearly
1 in 3 drivers



33%

UNSAFE STREET CROSSING

behavior was
observed in
about 80%
of students



80%

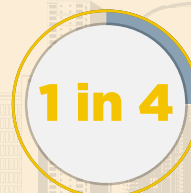
There has been
a 13% increase in
the pedestrian death
rate for 12-19 year
olds since 2013



13%

DISTRACTED WALKING IS ON THE RISE

We observed it in 1 in 4 high
school students and 1 in 6
middle school students



high school
students



middle school
students.

Statistics courtesy of <https://www.safekids.org/infographic/school-zone-infographic>



Ask your Safety Manager for your new hard hat stickers



Left to Right: Pete Flores, AGC TX Safety Chairman and Webber Safety Manager, presented award to Sean Seelbach, Director of Safety and Josh Goyne, Vice President, Webber's Heavy Civil North and South Texas Regions, with Seth Schulgen, AGC President.

ASSOCIATED GENERAL CONTRACTORS OF AMERICA REWARDS WEBBER FOR AN "EXCELLENT SAFETY RECORD" SINCE 2013

Certificate was presented to Webber on July 10, 2017 in Austin, TX at the 27th Annual National AGC Safety Awards

Webber, LLC was recognized for its Excellent Safety Record in 2016 at the 27th Annual National AGC Safety Awards. Pete Flores, AGC TX Chairman and Webber Safety Manager, presented the award to Webber's Director of Safety, Sean Seelbach and Vice President, Webber's Heavy Civil North and South Texas Regions, Josh Goyne. Webber's Highway / Heavy Civil Division maintained an incident rate 25% below the industry average.

For the award, the AGC Nomination Committee looked at each company's submitted OSHA form 300A "Summary of Work-Related Injuries and Illnesses" for 2016. The committee

also looked at fatality information, cases with days away from work, cases with job transfer or restriction, other recordable cases and total hours worked.

"The importance of safety in our daily lives is one that we never forget at Webber," said Tim Creson, President & CEO of Webber. "We make it our job to protect our Webber team, care for them and keep them safe every day. I'm proud that our team is getting recognized for the results that our early morning safety meetings and extensive safety trainings made in 2016 and we need to maintain the commitment now and in the future."

What does this mean?

AGC members must have participated in the National AGC Safety Awards Program for three consecutive years in order to be eligible for an award. This means Webber participated in the program for the years 2010, 2011 and 2012 to be eligible to receive our 1st award in 2013. Our winning streak began in 2013 and we have won four years in a row.

SPOTLIGHT ON

Christian Annexy



Why did you choose to go into Waterworks?

A friend of mine got me started in construction and I was immediately fascinated with the industry. From inception to completion, the job process is a complex and challenging venture that requires the teamwork and effort of so many different people/entities. Ultimately, this effort culminates in a tangible, lasting product that has meaningful value for the community, which is tremendously rewarding.

Which waterworks project has been your favorite so far and why?

From best project practices to being the best dad, Christian Annexy has embodied the true meaning of our Core Values as one of Webber's Senior Project Managers.

Serving as a key leader in some of our Waterworks projects, Christian tells us all about what defines a successful project and what millennials need to learn to make it.

Abilene's Hamby WWTP – this Emergency Drought Response project embodied what I love most about our business, which is positively impacting the community. To be part of PLW's innovative Progressive CMAR process where so many different collaborators, even competitors, came

together to accomplish such a daunting task was remarkable.

Personally, what defines the success of a project?

There are so many ways to define the success of a project, but I think it mainly boils down to client satisfaction and profitability. If the client is satisfied, the goals for quality, schedule, relationships, etc. have likely been achieved. If we're meeting or beating our profit goals, the same markers (quality, schedule,

teamwork, etc.) are typically present, while also ensuring financial success.

What has been your biggest "lesson learned" moment?

My biggest lesson learned, which I'm still learning, is to shut up and listen. I'll never forget the first phone interview I had with PLW a few years ago; I realized that I was talking too much, and could sense some frustration on the other end of the line. I got quiet and just listened for a little while. Afterward, Bennie Fretwell made mention of such, and I explained how I realized that I was interrupting him and rambling on at times. He was appreciative of my honesty and my ability to gauge the situation; I think shutting up might have secured my job offer at PLW.

How do you practice Webber Values at a project?

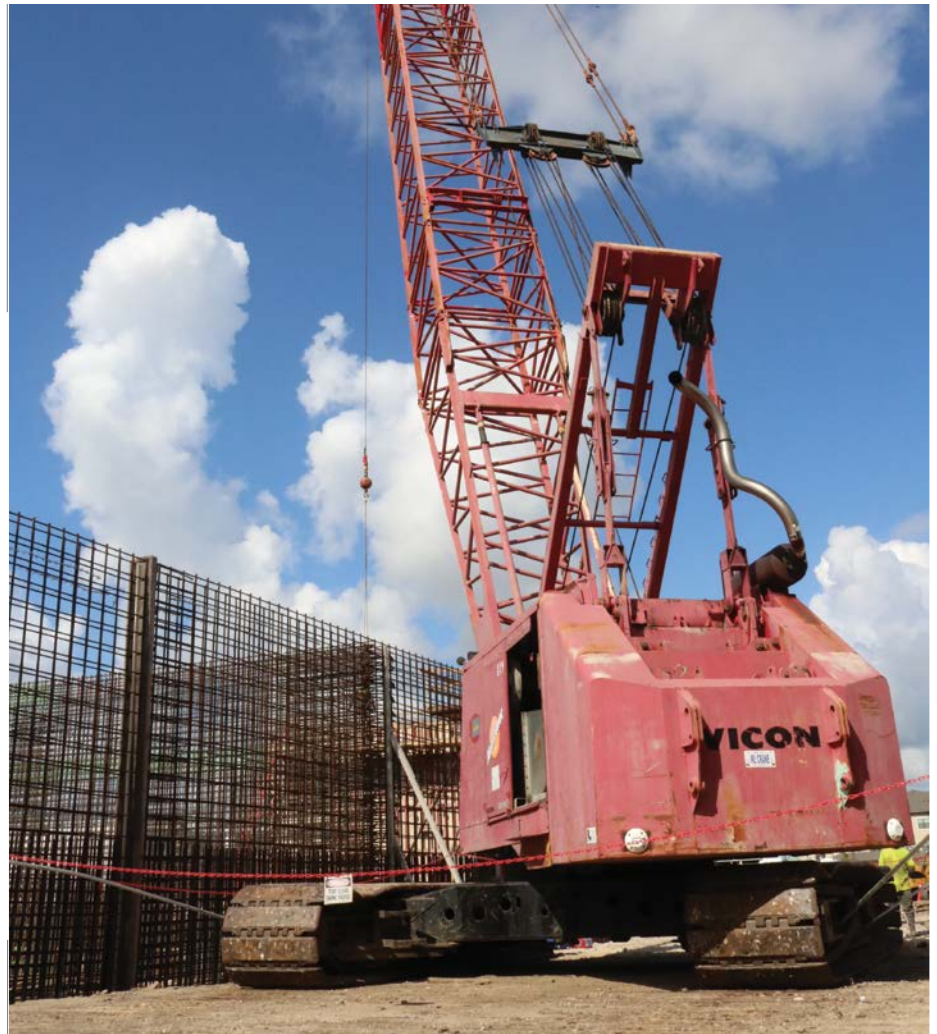
The Webber values embody best practices for any project, and I know we're mindful of that when executing the work. From initial collaboration, to job safety and ultimate excellence, all our values play an important role in the success of our projects. When considering collaboration, it's important to remember that Webber's projects start way before the construction phase. From conceptual to final design, piloting and even the bidding phases, it takes a while to be shovel-ready. Unlike other companies, Webber is more influential in these early phases due to our reputation as thought leaders, and the relationships we have with engineers and owner's alike. But once the project hits the Estimating Department, that's where the real work inside Webber begins. While estimators do much of the heavy lifting and takeoffs, having a project manager and other members of the construction team involved allows us to get a head start on project understanding, ownership, etc. This collaboration also leads

to innovation (another Webber value) amongst the group – we embrace this forward thinking as innovative ideas are discussed and ultimately executed in the work.

“From inception to completion, the job process is a complex and challenging venture that requires the teamwork and effort of so many different people/entities.”

One of the best examples of how our values proved to be the foundation for best practices is the current project in Pearland; a \$45 million WWTP expansion that went CSP- with a best value/tech proposal selection. The collaborative effort to land that project was company-wide. Having the operations team involved in the estimate ensured a seamless transition to the construction phase, while providing a more forward vision of the project team's approach. While this is an early investment, the ROI is much greater, as we're often more successful bidding and prosecuting the work.

Moreover, after award several innovations were contemplated; most notably changing the foundation from drilled slurry piers to auger cast piles, saving both time and money. Since this was a CSP, the process of VE/ redesigning the foundation was initiated prior to actual Contract Award, and the time savings offered was substantial. The owner is thrilled at the prospect of finishing early and saving money, as-is Webber. Also, conventional wisdom tells us to go after our deepest, largest structures first, but we decided to attack a different structure first, the Headworks Facility (which is typically the most complex). By doing so, we freed up an entire separate crew to work that structure, and were able to concurrently execute more work while accelerating the project schedule



even more. This type of innovation clearly embodies best values for all stakeholders, and is a perfect illustration of how we act on our core values.

While all of our core values are important, safety is the one value that mustn't be forgotten when discussing best practices, as it's rooted in our culture. A safe, clean and respectful jobsite shows how much pride and integrity we have as a company for our work, our people and all stakeholders. But safety is about more than just feel-good buzz words. When considering best practices operationally, safety is paramount. Safety is crucial to the project schedule, quality, excellence, etc. Having the right tools, resources and equipment are all part of safety, which leads to efficiency and ultimately production. A safety-first culture creates and maintains a productive jobsite, which is often profitable. This production can't be any more apparent

“When considering collaboration, it's important to remember that Webber's projects start way before the construction phase. From conceptual to final design, piloting and even the bidding phases, it takes a while to be shovel-ready.”

continued on page 6

than how safety is measured...“lost-time”. If we really consider what that means to a project (lost-time), operationally that is, I think we all can agree just how important safety is to project success.

By reinforcing our core values, working safely with integrity and innovating ways to work smarter and not harder, collaborating a little more or earlier than usual, you’d be amazed at the level of excellence we’re all capable of together.

What does true leadership in this organization mean to you?

First, it means that the leaders within the organization are exemplifying the Webber core values. I firmly believe in each of our core values and expect leaders within our company to live by them. Second, true leadership is about finding ways to release the potential of those around you. **Being a leader is not about the individual, or power of one, but rather the collective greatness of the whole.**

What is your personal philosophy?

My personal philosophy is focused on two things: integrity and enriching the lives of others. Integrity encompasses some core character traits – respect, honesty, ethics, safety, values, etc. I firmly believe if you do the “right” thing, the “right” thing will happen

to/for you. And what I mean by enriching the lives of others is that we should all strive to live outside of self, both personally and professionally. Whether that’s being a good friend, colleague, boss, employee, collaborator... it’s all the “stuff” we do outside of ourselves that truly has value.

Who is your biggest motivator?

My wife and kids. They motivate me to work 12 hour days so we just see each other in passing. In all seriousness, it is my wife and kids. They keep me grounded when my insatiable appetite for achievement kicks in, and most everything I do, I do for them and couldn’t do it without them.

What professional development advice would you give millennials fresh out of college?

1. Be honest (to yourself and others).
2. Be decisive. The best decision is the right decision, the next best decision is the wrong the decision, the worst decision is no decision.
3. Work hard. Stay late. Offer to help and get involved. Don’t ever say “that’s not my job.”
4. Lastly, realize we are in a people business. Spend time building relationships and actually talking to people, meeting with people, listening and truly trying to understand people is the best way to make the business successful.



How do you practice your Webber Values at a project?

- If anyone thinks that safety doesn’t have something to do with schedule, you’re mistaken. Safety can help us start a job early and/or complete it early.
- A safe, clean and well-kept jobsite leads to efficiency, which leads to production. **Having the right equipment and resources to do the job right and in a safe manner also is crucial.** Safety also is crucial to employee morale, which is imperative to creating and more importantly, maintaining, a productive jobsite.
- There’s a reason that safety is measured in “lost-time” - it can’t be any more apparent than that. God forbid there’s a serious safety issue or several onsite, the project could be shutdown, so safety is something that also is a factor when considering early completion and best practices.

Urgent Care vs. Emergency Room

Have You Noticed?

Free standing Emergency Rooms are popping up on every street corner. While these facilities seem convenient and advertise “no wait time,” they are rarely in any insurance carrier’s network and the cost does not count toward your in-network medical deductible. Furthermore, since these facilities are not “in-network” they are able to balance bill their patients, which leads to exorbitant out-of-pocket costs!



DID YOU KNOW?

- The average cost of care at a freestanding Emergency Room in Texas was \$2,199 in 2015, compared with \$168 at an Urgent Care.
- It is estimated that \$18 billion could be saved nationwide if patients avoided ER's for non-urgent issues and utilized Urgent Care, Primary Care Physicians or Teladoc!

It's important to know the difference between an Urgent Care and Emergency Room (ER) to potentially avoid large out-of-pocket costs!

HOW TO IDENTIFY A FREE STANDING EMERGENCY ROOM?

Facility is open “24/7”

Signage includes “Emergency” or “Ambulance”

Website may state “All Insurance Accepted” but that does not mean they are “In-Network!”



When Should You Go To Urgent Care?

- Allergic reactions
- Eye swelling or irritation
- Fever, cold, flu, sinus pain, sore throat
- Mild to moderate asthma attack
- Nausea, vomiting, diarrhea
- Stitches
- Frequent or painful urination
- Rashes, cuts, scrapes
- Bone X-Rays, sprains or strain



When Should You Go To The Emergency Room?

- Heart attack symptoms
- Chest pain, numbness in limbs or face, difficulty speaking, shortness of breath
- Coughing up or vomiting blood
- High fever with stiff neck or mental confusion
- Stroke
- Wounds that won't stop bleeding

*** If experiencing one of the conditions above it is recommended that you visit an ER attached to a hospital**

WEBBER VALUES: INNOVATION

@ I-45 Walker County

PROJECT TEAM

Area Manager:

Fernando Pizarro

Senior Project Manager:

James Kennedy

Superintendent:

Nick Scott

“In the hard bid business, there is still room for innovation in our projects: safer construction processes, expedited schedules, reduced impacts to the public, higher quality or cost savings proposals are just some of the results of Value Engineering and continual improvement approach that help us build better relationships with TxDOT and other clients.”

- Curtis Van Cleve,
President of Webber's Heavy Civil Division

The I-45 Walker County project team has worked with Engineering Services to redesign the I-45 Main Lanes traffic control plan that has resulted in more productive work areas and has greatly reduced a number of detours.



The remaining detours in the revised first phase were completed in one weekend when I-45 was closed down in June for the bridge demolition of FM 1374, allowing the team to remove 16 night shifts of work from the schedule.

In addition to Main Lanes revised traffic control plans, (TCP) the project team, assisted by Engineering Services, also redesigned the frontage roads detour structure and traffic control plan which has reduced cost and time to the owner, as well as creating a safer flow of traffic for the traveling public on the frontage roads.

The project team is also making strides to redesign complicated underground drainage culverts by ways of cut & restore, shifting alignment and filling with Flowable Fill, and inspecting then repairing an existing box culvert to remain in place.



“The I-45 Walker County project team developed a revised traffic control plan and an approach to simplify the crossing culverts construction processes, which demonstrates Webber's ability to enhance plans provided to us by our clients. We think ahead. We innovate. And we make changes because we believe it is the right way to manage projects and provide the utmost value to our clients.”

- Curtis Van Cleve,
President of Webber's Heavy Civil Division

mywebber

Tips and Tricks

Did You Know?

myWebber, previously known as "SharePoint," is an internal tool created for operations to have a one-stop-shop for everything from document control to training tools. This cloud-based service can be accessed from any computer or mobile device and does not require VPN to log in.

Accessing myWebber

The Project Services site was designed to enhance collaboration and communications, maintain consistency for easy navigation, and ensure security for all files. Within Project Services, there are resources for scheduling, procurement, cost control, project document control, contract issue management, forms, templates, training and more. By utilizing all that myWebber has to offer, employees will be able to stay current on processes, procedures and tools available to them.

Users must be granted access to utilize myWebber. To do so, send your request to documentcontrol@wwebber.com. Once access is granted, you will be sent a link.

If you have received the site link you can log in using your expediente "C111@ferrovial.com" as the user name. Click enter. You will then be directed to a second page where you will use the same login with your computer password.

You may also access myWebber by going to www.wwebber.com. Scroll to the bottom of the page and click "Employee Portal."

Tips and tricks to improve your myWebber experience

If you or your project has its own site, you can "follow" it by clicking the star icon located in the top right corner of the home page.

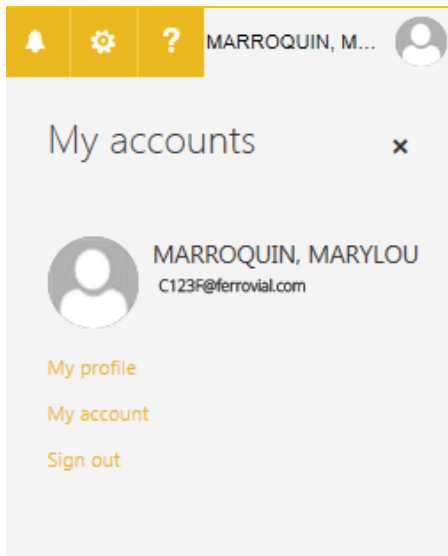
You can set alerts for any library, list or document. To do this, navigate to the library or list you would like to set the alert on. Click the ellipses and choose "Alert Me." A drop down will appear, select "Set alert on this list." A new alert form will appear. Modify alerts to your preference and click OK. You will receive an email notification that your alert has been set up.

You may edit the view of your document library by using the "All Documents" drop down menu. At this point you can choose between four views: list view, thumbnail view, grid view or no folder view.

With the proper permissions you can sync any myWebber contact list or calendar to your outlook account. By doing this you are able to view and update the information right in your Outlook. Open the list tab and click "Connect to Outlook." Follow the prompts to connect.

There are more tips and tricks located on the Project Services page. This includes "how-to" video training and more!

Contact Laura French at lfrench@wwebber.com for more information or training.



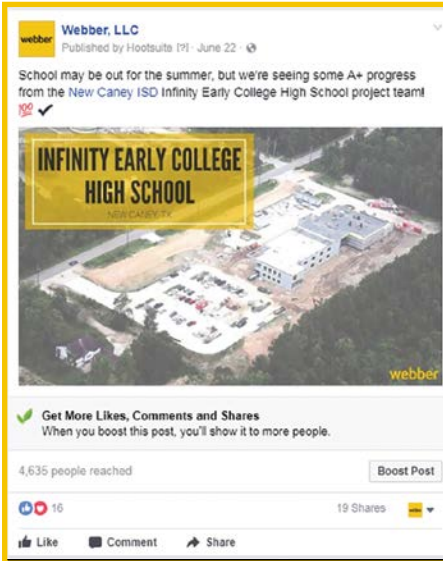
webber | UnitedHealthcare



Take your benefits to the next level by downloading and registering for the Health4Me UHC app by September 15, 2017. You will automatically be entered in a raffle for a Fitbit Charge 2 - with more than 100 winners to be announced!

WEBBER & SOCIAL MEDIA

The Good



If you have any questions or concerns about whether something should be posted related to Webber or client work, please first send it to the Marketing and Communications Team at myWebber@wwebber.com. We are happy to make sure your post meets all guidelines and ensure that our official Webber channels share your post to our followers as well!

How To Submit Content

Make sure your photo is at least 300 dpi and 1200 x 628 pixels. In the email, include a 2-3 sentence description of what's going on in the photo, including names, titles and project.

Send to:
myWebber@wwebber.com

As one of the largest construction companies in Texas, it's important for Webber's digital presence to be active and current, especially on our website and social media. In the past few years, social media has evolved from being a source of entertainment and socialization to the go-to place for your local and national news. There's also companies, like ours, that use social media as a tool for our employees to keep up to date with the latest happenings around the office or on the field, as well as use for recruiting and client relations.

As we're growing it's important to educate our employees on the importance of Webber's social media advocacy and what you, as a Webber employee, should and should not do on the web if you choose to associate yourself with the company on these channels.

Webber Social Media 101

Webber is currently active on three social media platforms: **LinkedIn**, **Facebook** and **Twitter**. While we serve three completely different audiences on each network, we push out the similar information to each one for that reason exactly. The more people that are exposed to our content, the bigger our digital presence becomes. On average, we will post 2-3 times per week to

allow our posts to "get some air" on the platform and to avoid overwhelming our follower's newsfeeds with updates every day. Our content ranges from employee highlights to project updates. Whatever the content, we encourage our employees to like and share our posts with friends, family and colleagues.

How Can You Help?

Our employees are Webber's biggest advocates. Putting this into perspective, people love companies who love their employees. Wouldn't you trust a company that does good for others as well as their own? So how can you, as a Webber employee, help Webber showcase our company culture and successes? Here's how:

- **Engaging with Webber's social media posts.** The biggest thing to remember is that every like, comment, retweet and share counts. Not only do the Facebook and LinkedIn algorithms favor posts with a high engagement rate, but when done properly you're helping us extend the reach and impact of our messages. In turn, this can dramatically expand our total following. One of the biggest rewards that can come out of sharing our posts is putting our messages in front of the right people, aka business

and sales leads. When our employees share Webber's messages, they're also sharing the capabilities that our company can offer to potential clients.

- **Share Your Successes with Webber.** Did you know you could submit content by sending it to myWebber@wwebber.com? Not only should you share your individual successes with us, but feel free to share exciting news about your colleagues as well! The same way we want you to be our advocates on social media, we want to help you build your professional reputation online by posting about your accomplishments with the company.
- **Follow us!** Now that you know why engagement and sharing your content with us is so important, follow us on all of our channels! See box on next page for all of our handles/URLs.

WEBBER & SOCIAL MEDIA

The Bad / The Ugly

As one of the largest construction companies in Texas, it's important for Webber's digital presence to be active and current, especially on our website and social media channels. But it is also important to know how social media can impact our business and even your job when things go awry. Not all publicity is good and with the pervasiveness of nearly everyone walking around with cameras in their pockets, a small moment in time can become a big, very public problem almost instantly.

What Could Possibly Go Wrong?

On average, the Webber Marketing and Communications Team receives 2-3 messages per week from the traveling public on what is going on within our work zones or even when you are in a Webber vehicle driving home. Our employees are Webber's biggest advocates, but when a good post goes wrong, jobs and lives can be put at risk.

Here's how:

- **The traveling public is always watching with camera phones in hand.**

A photo was submitted by a morning commuter raising a concern that someone in an unmarked vehicle was stealing from one of Webber's jobsites. The project manager was contacted immediately and an investigation was launched. It turned out that it was an employee loading something into a personal vehicle for use on the job site without wearing safety gear. A simple misunderstanding could have led to major consequences, so consider what you are doing, how it would appear to the traveling public and how always wearing your safety gear while on the clock protects you in more ways than one.

- **The little things can turn into big trouble.**

In July, a mother contacted Webber on Friday evening via Facebook that a memorial cross was removed from its location right before the anniversary of her seven year old's death and crews onsite weren't aware of where it was relocated. The project manager was contacted and by Monday morning the cross was located, cleaned and replaced to allow the grieving mom to place flowers on the memorial.

- **Safety first, last and always.**

Multiple complaints were made over several days on our Facebook page about a reckless driver in a Webber truck after hours. The issue was dealt with internally but reflected poorly on our company to the public and could have become a much bigger issue involving the media.

- **The perfect picture isn't always what it seems.**

An employee posted a beautiful jobsite sunset photo on their personal page and tagged the company page. In the background of the photo, a sub-contractor wasn't following safety procedures while operating a crane. The employee was contacted by the safety team, the photo was removed and the contractor was cited. In this case, no one was hurt and corrections were made, but posting photos with unsafe conditions can cause a variety of issues for everyone involved. Even the Marketing and Communications Team runs every photo by our eagle-eyed Director of Safety, Sean Seelbach, to ensure our posts demonstrate a safety culture at Webber.

Webber wants our employees actively promoting the company on social media, but we also have to balance that with how it could be perceived by other employees, clients and the public.

Below are some tips to practicing safe posting:

1. Before posting jobsite related posts to your personal feed or tagging Webber, make sure that you are comfortable with everyone, from your co-workers and manager up to Webber's CEO and Webber's clients, viewing your post.
2. If you post photos, it is important to ensure that there are no safety or privacy concerns that could put the company or your co-workers at risk. Check with the safety team or send to myWebber@webber.com to get the photo cleared for posting.
3. Once posted, it lives on forever. With a simple screen shot, something you post can never be fully deleted or taken back from the internet.

Choose your posts wisely.



WEBBER PROJECT CHECK-INS



FM 2499 PROJECT Heavy Civil

- The FM 2499 Project in Denton, TX is nearing completion. The final phase of construction is slated to begin in early July, with final completion scheduled for late-fall of 2017.
- This project involved construction of approximately three miles of a new six-lane roadway, 72,000 SF of noise walls, retaining walls, and a bridge.
- The project team faced several challenges due to the proximity of homes to the roadway improvements. In the end, they were able to overcome these challenges by developing a good relationship with the public and ensuring constant communication with each affected homeowner.



UPRR ANGLETON YARD PROJECT 250,000 TONS CRUSHED CONCRETE SALE SCC

- At the end of June, Southern Crushed Concrete has been selected by W.T. Byler to supply 250,000 tons of crushed concrete base for the UPRR Angleton Yard Project.
- They began supplying the material immediately and have already shipped over 45,000 tons in July alone.

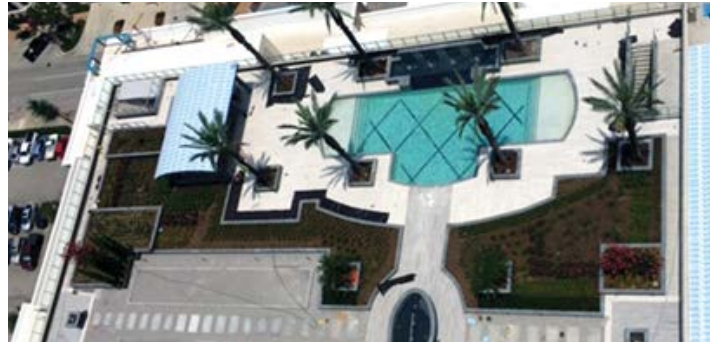
To include your project updates, please email information to myWebber@wwebber.com.

See "How to Submit Content"
on page 10 for details



CATALYST Commercial

- The ninth floor amenities deck is soon to be completed.
- The team has also finished the front entrance Catalyst sign.
- The project is expected to turnover in early September.



PEARLAND REFLECTION BAY WATER RECLAMATION FACILITY

PLW Waterworks

- As part of this 3 year project, PLW had 365 days to complete Sludge Process Phase 1 (sludge dewatering). While Pearland is tracking ahead of schedule, this incredibly tough milestone had 1 day of float the entire time.
- A portion of the work included structural demolition and modifications to an existing building by removing an entire wall and reinstalling with two overhead doors, masonry, facebrick, new concrete slabs/containment pedestals, etc., all while procuring and installing AIS (American Iron and Steel - Made in America) Metals, \$1.5 million worth of two new Belt Filter Presses, Sludge Conveyors, Polymer Systems and associated MEP work.
- PLW is proud to say that it has successfully completed Milestone No. 1, and started-up/turned over the new Belt Filter Press equipment several weeks early to the city, much to their great appreciation. Way to go team!



HOUSTON FACES HARVEY

and How You Can Help

Through the midst of tornado and flash flood warnings, Houston braced to be hit by the “dirty” side of what was Category 4 Hurricane Harvey on Saturday night. When the sun rose, many Houstonians found their driveways flooded by the overnight rainwater not knowing how much closer it would get to their front door by the end of it all.



Like the majority of Houston, many Woodlands residents did not expect to fall victim to Harvey's floodwaters but Legal Risk Specialist, Randa Robinson had suddenly become one in a matter of hours. On Sunday morning, first instinct called for her car to be moved to higher ground, and by 1 p.m. the street had completely flooded. Three hours later, water had finally touched the front door and she had to face one of Houston's worst flash flood disasters. As her and her husband moved their valuables to the top of their closet and off the floors, a Fire Marshall had shown up to evacuate them before the floodwaters got too high. A few minutes later and after maneuvering their way to their car through their neighbor's backyards, Randa, her husband and their cat made their way to safety.

Returning the next morning, Randa found her house flooded with 3 feet of water. Devastated and not knowing how much worse the situation would get throughout the week, they grabbed their essentials and headed back to her mom's house. By Wednesday, Cypress Creek had crested and rapidly reduced within a couple of hours and the Robinsons were finally able to access their home safely to inspect the damage. Throughout the entire weekend, VP of Legal Counsel Mario Menendez kept a close eye on his team to make sure they were all safe during

the storm. Hearing back on the extensive damages Randa's home suffered, Mario and Executive VP, Jose Carlos Esteban contacted some of the Webber team for assistance.

Within hours, more than 15 Webber employees showed up and were able to remove all of the furniture and gut the entire first floor of the house in one day.

“My neighbors were shocked and they said ‘wow you had a whole crew!’ It felt amazing being able to say: Yeah, those are my co-workers,” said Randa. “I felt so overwhelmed, but for two reasons. One of them was because it was a shock to come back to our home in the state

that it was, but more than anything, I was also overwhelmed by how grateful I felt for the help my Webber family provided. Because of them, I'm ahead of the game with rebuilding and the repairs my home will be going through these next few weeks.”

Seeing her entire downstairs being gutted wasn't the easiest thing to go through, but Randa has kept her spirits high and is taking this as

an opportunity to have a “fresh start.”

When we think about losing our possessions we immediately think, “It's just stuff.” Nevertheless, it is your stuff. Your memories and things that you have worked hard to collect to create a home. After losing so much of her downstairs possessions, Randa is one of many Webber employees that fell victim to Harvey's floodwaters but are grateful for

their lives and loved ones. Through the good and the bad, it is times like this where family and friends – including your co-workers – shine the brightest. Many of our employees have volunteered their time to the community through donations, shelter work and cleanups for their own co-workers.

If you wish to donate to help with the relief efforts to co-workers who have experienced significant damage or loss of property – particularly those without flood insurance, Webber has created the “Hurricane Harvey Employee Participation Fund.” This fund will permit employees to donate financially to assist other affected employees. Webber and Ferrovia Agroman will match employee contributions to this fund and 100 percent of funds will help our affected Webber families rebuild.

continued on page 16

There are several ways to voluntarily contribute:

- Payroll Deduction - You can participate by completing the payroll deduction form on page 15 and send to Kpoteetvick@wwebber.com.
- Personal Check - You can write a personal check with the following information:

1. Make Payable to: Webber, LLC
2. Note it is for the “Hurricane Harvey Employee Participation Fund”
3. Send in care of:

Mr. Matt Little, CFO
Webber LLC
1725 Hughes Landing Blvd., Ste 1200
The Woodlands, TX 77380



webber

HURRICANE HARVEY DONATION AUTHORIZATION FORM

I, _____,
(Print legal name - it must be legible)

Employee # _____, authorize
Webber to deduct from my weekly pay check
for the donation to Hurricane Harvey Help Fund
as follows:

Employee Signature

Date

1. One time deduction of \$ _____ on
the next paycheck

2. A weekly deduction of \$ _____
/ per paycheck.

For _____ total deduction payments,
starting on the next paycheck.

**Webber and Ferrovial Agroman will both match
all employee donations for this recovery fund.
Your \$25 donation becomes \$75
with the match program.**

For questions regarding the payroll deduction authorization form, please contact:
Karen Poteet, Kpoteetvick@wwebber.com, 281-797-8138
or Joanna Nguyen at Joanna.Nguyen@wwebber.com, 214-406-7110.

WEBBER FACES HARVEY CONTINUED



"Rest assured, as an organization we will work with local and state authorities to help with what we do best, building infrastructure to get Texas back on its feet," said Webber President & CEO, Tim Creson.

In Houston, the millennium storm has soaked our lives. It is painful to know that we have colleagues who have lost everything or experienced having to be rescued, or to learn that the work that has taken many months for some of our crews has been destroyed.

For all of us it has been a first-hand experience, well summed up by Creson: "My family and I were stranded in our home

just north of Houston since Saturday morning, when water covered the only two exit roads from our neighborhood. On Monday, we watched helplessly as the water continually rose until it came within a foot of our house. While I knew we were not in immediate danger, the mere thought of losing our belongings and evacuating our home was unsettling."

When the storm clouds and flood waters receded, the Webber team immediately jumped in to help co-workers in need - ripping out dry wall and removing wet furniture to minimize water and mold damage.

In addition, Webber established a "Webber Helps" disaster process to help employees in need and to give other employees the opportunity to volunteer and lend a hand. We have appointed a Disaster Manager, Mohammad Ayubi, that is coordinating employees, connecting co-workers who have home damage due to flood waters with those volunteering to help.

As part of our Company's continuing effort to ensure that our employees are recovering from the damages caused by Hurricane Harvey, Webber will be hosting a Hurricane Insurance 101 Clinic on Tuesday September 26, 2017 at 10 a.m. at our offices in the Woodlands.

For this clinic, we have invited Katherine Henry, the Chair of the Policyholder Insurance team for Bradley, a law firm that regularly represents Webber, to discuss the various types of coverages (flood, home, renters, auto) and federal programs (e.g. FEMA) that are critically important when a storm causes damage. Katherine will answer any related questions you may have and will review your policies in order to provide preliminary coverage assessments. Spanish translators will be available to assist attendees.

"Webber is here to help its employees get through this difficult time," said Creson. "If you weren't impacted, please donate - your time and manpower or to the matching fund program on page 15 where for every \$1 donated by an employee, combined Webber and Ferrovial Agroman will donate \$2 - to help our teammates recover. If you were impacted, there are resources available to help you get through the aftermath of the storm."



WEBBER & SCC : REPAIR EFFORTS



Southern Crushed Concrete

Published by Hootsuite (?) - September 8 at 9:11am ·



Happy to help Texas Department of Transportation finally open up the northbound lanes of Beltway 8 West. We hope your commute was just a little better this morning Houston! 🙌 #TGIF



Beltway 8 West northbound reopens near Memorial after floodwater pumped out

Crews Thursday discovered a massive sinkhole one day after they began pumping water out of a flooded section of Beltway 8 near I-10 in west Houston.



CLICK2HOUSTON.COM

2,563 people reached



Congressman Kevin Brady visited the Webber Corporate offices on August 7, 2017 and conducted a town hall meeting to discuss tax reform. Tim Creson presented the Congressman with a Webber shovel, hard hat, vest and safety glasses as a thank you for his visit and remind him of the importance of infrastructure development and improvement in Texas


webber ON

We're working hard and all over the city to [#rebuildHouston!](#) Last week we worked alongside [Texas Department of Transportation](#) to reset the concrete traffic barrier and remove debris displaced by the San Jacinto River along north bound and south bound US 59.  




162 Likes · 2 Comments

 Like  Comment

- 

Laura Fox Webber rocks!!!!

Like Reply

3d ...
- 

Stephanie Beaton Awesome photo!

Like Reply

3d ...

 Add a comment... 

AUGUST & SEPTEMBER ANNIVERSARIES

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

20 YEARS

Juvenal Barrientos
Mariano Barrientos
Juan J. Cano
Timmy Edwards
Mario Flores
Onofre Martinez
Antonio Ortega

15 YEARS

Jose Cortez
Gregory Kipe
Gabriel Ortiz

10 YEARS

Tony Cain
Jesse Gonzalez
Mark Griffin
Jose M. Gutierrez
Joel Herrera
Randall Nonhof

5 YEARS

Jose Esquivel
Jose Gaytan
Alfonso C. Hernandez
Adan Montez
Thomas Neaves
Martin Olivio
Rene Orozco
Domingo Salas
Ronnie Scott

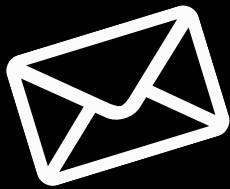


**American
Heart
Association®**
Learn and Live

SAVE THE DATE!
10.28.2017

Montgomery Count Heart Walk
Aon - The Woodlands

MontgomeryCountyHeartWalk.org



GOT NEWS?

Send it to us at myWebber@webber.com!



Photo submitted by Lupe Suarez from the SCC Lockwood yard.

webber



www.webber.com



[/WebberConstruction](https://www.facebook.com/WebberConstruction)



[/company/webber](https://www.linkedin.com/company/webber)



[/webberllc](https://twitter.com/webberllc)



2018 Safety Calendar Entry Form

The 4th annual safety calendar contest is underway and we are accepting submissions! Any child ages 1 – 15 are welcome to participate. Entries should be drawings of a safety moment or safety idea either at work or home. If he or she participated in the previous years, please do not duplicate the picture previously submitted.

13 WINNERS WILL BE SELECTED!
WINNERS SELECTED WILL RECEIVE A \$50 VISA GIFT CARD

ENTRANT INFORMATION

DOB: _____ Age: _____ Grade: _____
Child's Name: _____
Home Address: _____

EMPLOYEE INFORMATION

Employee Name: _____
Employee Number: _____
Entrant's Relationship to Employee: (Check your selection)
☐ Child ☐ Grandchild ☐ Sibling ☐ Other: _____
Job title: _____
Work phone: _____
Work Email: _____

CONTEST GUIDELINES

- The deadline to submit drawings is **Friday, October 13, 2017 at 5 pm**
- **One** entry per child
- **Tracing is not allowed and please do not fold the drawing**
- Please submit an **8.5"x11"** white sheet of paper in a **horizontal or landscape** layout
- List the **artist's name** and **age** on the **back of the drawing**

HOW TO SUBMIT

- Attach by paper clip and turn in to **Hailey Kerr (12th Floor, Cube #12.083A)**
 - A completed entry form (this form)
 - The original drawing
- Please also **email a photo of the artist and employee** (together in one photo) to Hailey Kerr at hkerr@wwebber.com by **Friday, October 13, 2017, at 5 pm**

Please send questions to myWebber@wwebber.com.

Formulario de Inscripción para el Calendario de Seguridad de **2018**

¡El cuarto concurso anual del calendario de seguridad está en marcha y estamos aceptando diseños! Cualquier niño de 1 a 15 años de edad es bienvenido a participar. Las admisiones deben ser dibujos de un momento de seguridad o de una idea de seguridad en el trabajo o en casa. Si él o ella participó en los años anteriores, intente por favor de no duplicar la imagen que se entregó anteriormente.

¡SE SELECCIONARÁN 13 GANADORES!

**LOS GANADORES SELECCIONADOS PARA EL CALENDARIO RECIBIRÁN
UNA TARJETA DE REGALO VISA DE \$50**

INFORMACIÓN DE ENTRANTE

Día de Nacimiento: _____ Edad: _____ Grado: _____

Nombre del Niño: _____

Dirección de Casa: _____

INFORMACIÓN DEL EMPLEADO

Nombre del Empleado: _____

Número del Empleado: _____

Relación del Entrante al Empleado: (Marque uno)

☐ Hijo(a) ☐ Nieto(a) ☐ Hermanos ☐ Otro: _____

Título Profesional: _____

Número de Teléfono del Trabajo: _____

Email del Trabajo: _____

REGLAS DEL CONCURSO

- La fecha límite para entregar los diseños es **el Viernes 13 de Octubre de 2017 a las 5 pm**
- **Una** admisión por niño
- **No está permitido copiar y por favor no doble el dibujo**
- Por favor, envíe una hoja de papel de "8.5 x11" blanco en un **horizontal o paisaje** diseño
- Escriba **el nombre y la edad del artista** en la **parte posterior del dibujo**

COMO ENVIAR

- Use un clip para unir los siguientes documentos y entréguelos a **Hailey Kerr (Piso 12, Cubículo #12.083A)**
 - Una forma de inscripción completada (esta forma)
 - El dibujo original
- También **envíe por correo electrónico una foto del artista y empleado** (juntos en una foto) a Hailey Kerr a la dirección hkerr@wwebber.com. Puede enviarlo hasta **el Viernes, 13 de Octubre de 2017, a las 5 pm**

Envíe sus preguntas a myWebber@wwebber.com.