

webber

JUNE 2017

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PRODUCTS FOR PERSONAL USE

National Safety Awareness Month
SPECIAL EDITION



SAFETY NEVER TAKES A DAY OFF



On June 6, Webber held a Safety Stand Down at the SH 249 project site. Both the President of Heavy Civil, Curtis Van Cleve and Director of Safety, Sean Seelbach were also in attendance to further the awareness to our field employees.

June is “National Safety” month and Webber’s Safety and Communications teams tried to ensure every employee of Webber has had the opportunity participate in this nationwide safety campaign. During the month of June, we held our Monday morning weekly safety meeting and an additional safety meeting on Wednesdays each week.

Webber’s construction teams kicked the month off with a “Safety Stand Down” on Tuesday, June 6th to stress the importance of working each day safely. We all know, there is always time for safety: to work safely, to take the necessary precautions, to do things the right way, always making sure your fellow team members are also working safely.

As a company, we should all consider the importance of safety in our daily lives, especially as we’ve begun the summer season. As our schedules become busier and the weather heats up, consider the effect these changes will have on our minds and bodies. While “getting the job done” is crucial, employee safety remains our top priority.

“Safety is our number one priority on all projects, and it is up to each employee – not just the safety team – to make sure we all go home to our families each and every day,” said Tim Creson, president and CEO of Webber, LLC



Safety is our number one priority on all projects, and it is up to each employee – not just the safety team – to make sure we all go home to our families each and every day,



in a written statement to crews during the June 6 stand down event. “Every one of us is responsible for ensuring our projects are safe. Do not walk by an unsafe situation or activity without speaking up. If you see something, say something. Do not think twice about reminding your co-workers, including your foreman, superintendent, and project manager, to practice the correct safety procedures on each task. Even the seemingly small things, like reminding everyone to wear their gloves and safety glasses, could save a pair of hands or eyes, or even someone’s life.

The Webber family is safe family. It is our job to protect and care for our family and to keep them safe every day. Let's take care of each other – like family – out here on the projects, so each of us can go home to our families.

We always start with safety, but we need to make sure that it is more than just a moment at the start of our day. We need to carry safety with us all the time, every day, hour and moment. Remember, shortcuts are never worth getting someone hurt or killed."

As we end National Safety Month, please take a few minutes to read the extended safety portion of the June newsletter with a spotlight on working while fatigued, ergonomics, and heat and sun safety. We also have photos from many of our projects' safety meetings and events throughout the month, as well as from the special OSHA tie-off safety training.

HWY 290 Segments 5, 6 & 7 teams came together for a 45 minutes "Power Line Safety" presentation from Dustin with CPS Energy.



5 MIN SAFETY TALK: ERGONOMICS



One-third of all workers' compensation claims are due to ergonomic issues, according to the U.S. Bureau of Labor Statistics. Ergonomics involves designing and arranging workspaces so people work efficiently and safely, but the study is not limited to the workplace. Ergonomics also touches people in their everyday lives. Consider the example of cars in the 1970s versus cars today. Control panels have been engineered to fit most drivers. Ergonomics issues need to be considered around the house, too, in activities ranging from painting and yardwork to knitting and crocheting.

Ergonomics are used to evaluate how you do tasks and to identify any risk factors that might lead to injury. Then, once identified, the next step is to find the best solution to eliminate risks or manage hazards. Your individual capabilities and limitations are considered to ensure tasks, equipment and your environment are best-suited to fit your needs.



WHAT ARE MUSCULOSKELETAL DISORDERS?

They are disorders that affect the human body's movement. Ergonomic conditions are disorders of the soft tissues, specifically of the muscles, nerves, tendons, ligaments, joints, cartilage, blood vessels and spinal discs.

If you experience pain or injury in your soft tissues, it might be caused by factors such as repetition (keying or mousing), force, awkward posture (is your computer monitor adjusted properly?), contact stress or vibration. To avoid confusion from other types of injuries, it should be noted that ergonomics disorders are not caused by slips, trips, falls or motor vehicle collisions. But car crashes can bring about the onset of ergonomics injury.

RECOGNIZING ERGONOMIC SYMPTOMS

Common ergonomic symptoms include tenderness or numbness in soft tissue areas, tingling, swelling and pain. Sometimes difficulty moving or using an extremity is a symptom. These symptoms may trigger trauma or a disorder related to ergonomic conditions. If you are experiencing ergonomics symptoms, contact your human resources representative or safety professional. Then, if they are unable to determine the cause of your pain, see your physician or occupational physician.

ERGONOMIC RISK FACTORS

- **Environment** - risks found in your work environment (lighting, temperature, noise)
- **Equipment** - risks associated with the equipment you use and proper fit/adjustment (desk, chair, computer, keyboard, monitor and vibrating machinery such as a jackhammer)
- **Work practices** - risks caused by work requirements, processes or procedures (standing, repetitive motions such as assembly line jobs and skipping breaks)
- **Individual** - risks that are unique to you as an individual, such as a physical characteristic, habits and behavior (height, fitness, limitations)



Repetitive movements that may be non-strenuous or strenuous can cause musculoskeletal disorders. Some conditions can be brought on by:

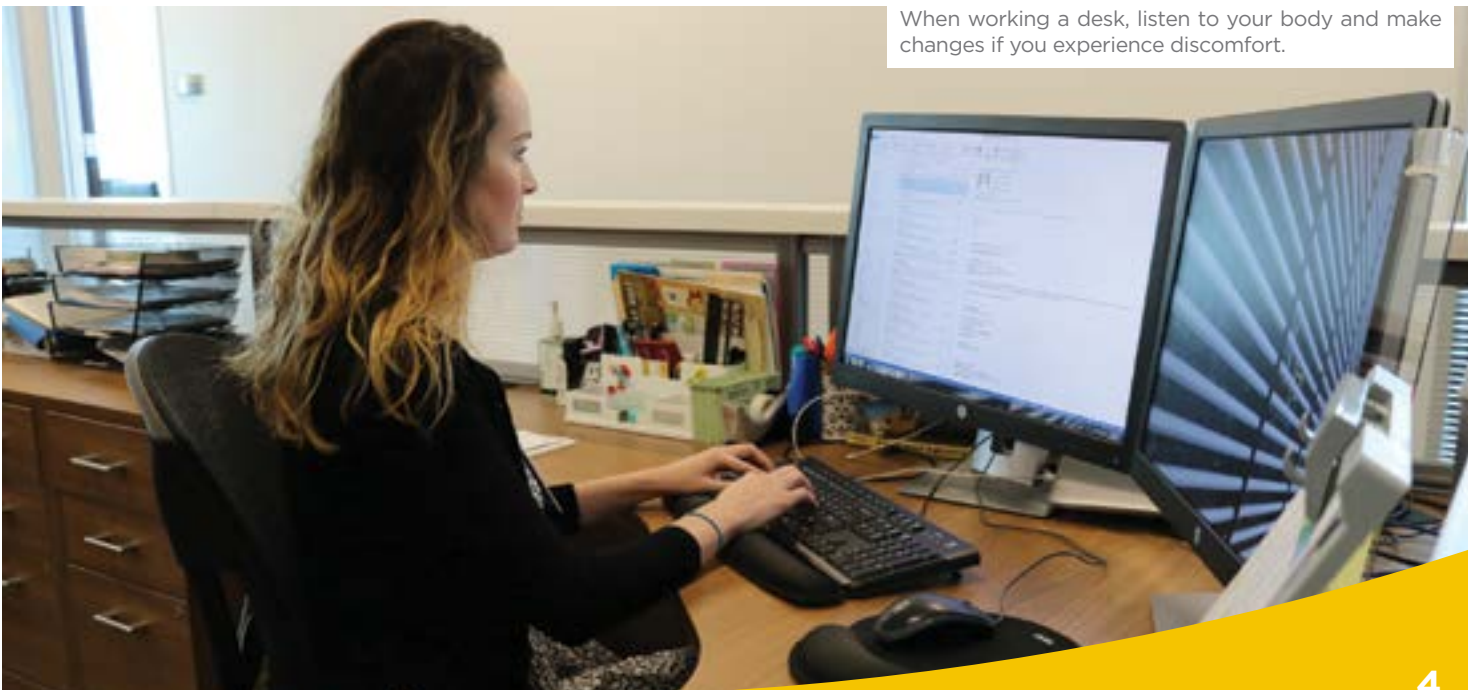
- Sudden increase in your workload
- Introduction of a new process to your work routine
- Use of vibrating tools
- Maintaining poor or unhealthy posture

COMMON ERGONOMIC PROBLEMS

You probably have heard of many of these common ergonomic problems: bursitis (inflammation of fluid filled pads that act as cushions at the joints), carpal tunnel syndrome, osteoarthritis, tendonitis, tension (neck or shoulder, often the result of a pinched nerve) and trigger finger.



When working on a jobsite, using ergonomic principals to complete tasks that require repetitive motions or standing for long periods of time make a difference!



When working a desk, listen to your body and make changes if you experience discomfort.

HEAT SAFETY

Although it has been a mild winter and spring, summer is coming. In the upcoming weeks, the sunny 90-100 degree heat will be beating down on us around the clock and it can get dangerous when the heat and humidity rise. Over one million Americans faint due to heat exhaustion every year and it is important to know the different types of triggers that can turn a sunny day into a nightmare.

FAINT TRIGGERS: BLOOD PRESSURE REGULATION AND DEHYDRATION



The summer heat makes it more challenging to regulate blood pressure. If your BP is not maintained, brain blood flow will decline and can cause a trigger to faint. By the simple action of shifting weight from one leg to another will contract the leg muscle and propel blood towards the heart and head. This will usually prevent a severe decline in blood pressure.

Another way that your body can be triggered to faint is through dehydration. Water is important to the bodies, no matter the season, but it is especially important during the summer months because of how rapidly our bodies get dehydrated by the heat. To keep your body from burning up, it needs to get rid of the heat through sweat. As sweat evaporates, it cools the tissue beneath while reducing the body's water level. This loss of fluid affects normal bodily function.

The best rule of thumb to beat dehydration? Drink water before you get thirsty, if you wait until after you are thirsty, you are already dehydrated!



Who is affected by heat illness? Any worker that's exposed to the heat and humidity is at risk, especially those who perform heavy work tasks or use bulky protective clothing and equipment. New workers, temporary workers or those returning to work after a week or more off can also be under greater risk as they don't have the built up tolerance to hot conditions. Keep in mind that working in full sunlight can increase heat index values by 15 degrees Fahrenheit, which is common when working in construction.



If any type of heat illness progresses, there's also a higher chance of a heat stroke. **The classic warning of a heat stroke is a body temperature that is above 104 degrees Fahrenheit, but other symptoms include fainting, dizziness and light-headedness,** rapid pulse, painful muscle cramps and spasms, lack of sweating despite the heat and behavioral changes including disorientation. If you or someone around you has any of these symptoms, call 911 immediately.

TIPS TO PREVENT HEAT RELATED ILLNESS AND FATALITIES:

- Drink water every 15 minutes, even if you are not thirsty
- Rest in the shade to cool down
- Learn the signs of heat illness and what to do in an emergency
- Keep it easy on the first days of work in the heat as your body needs to get used to it
- Eat smaller meals more frequently that are high in protein to keep your energy level stabilized
- Always keep an eye on your team and work together to prevent over heating



GET TO KNOW TRACY ROBLES, SAFETY MANAGER FOR THE COMMERCIAL DIVISION

The desire to succeed combined with the need to get the job done on time and budget were just some of the driving forces for **TRACY ROBLES**, Safety Manager for the Commercial Division. Like any true success in a person's career, his came with the kind of lesson he will carry for the rest of his life.



Tracy graduated high school in 1991, and like any new graduate, he was excited for his future but unsure of what his path should be. Tracy took a chance, packed up his belongings into his truck and moved to Houston, TX, with the little money he saved during high school. Fresh out of school and with little to no experience in any industry, finding a job proved difficult.

After a few months of no luck, someone eventually took a chance on the inexperienced, longhaired kid and hired Tracy as a Pepper Lawson laborer. His duties ranged from cleaning the site, filling the water coolers and placing them out in the field, and running small errands. While it was not the most glamorous position, he was grateful for the opportunity.

During this time, Tracy was living out of his truck and working a full day at PLC. A few weeks later, the job site Tracy was working on was vandalized overnight and the project management team decided to hire night security. Tracy jumped on the opportunity and after his regular working hours, he would transition to night security, and in trade, was allowed to sleep in the project trailer. This trade benefited both parties so well that they eventually installed a small shower for his use. Tracy worked this position for five months before being promoted to Labor Foremen.

Tracy was young and ambitious. He knew that he wanted to become a Superintendent and to get there, he did whatever needed to be done to achieve his goals, making sure to always go above what was expected of him. However, his drive for success blurred his judgment. In 2002, he was working as an Assistant Superintendent when he



Tracy Robles (left) and Asst. Project Superintendent Robert Cramer (right) take a break on the roof of the catalyst project, which boasts a fantastic view into Minute Maid Stadium.

experienced his first major incident. The project was on a time crunch and the workers were working too fast to consider their safety which then resulted in a man being seriously injured.

"I had never had an accident on my jobsite, so I was at a standstill on what to do. I did not know if his back or neck was broke," said Tracy. "In my mind, I was thinking this guy would never have a 29th birthday, because of me this his wife would be a widow and his kids would never see their dad again."

This incident may have been prevented with additional task-specific safety training. The weight of this event fell heavily on Tracy's heart; he felt entirely responsible for the man's injury. He felt he needed to take action to try to raise awareness on safety practices.

Tracy decided to speak to the President to enhance safety practices in the field. After a few more meetings, the president promoted Tracy to Safety Director giving him the chance to be a voice and positive influence for employees.

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We, as a company, need to remember to prioritize safety over everything else. Without our people, we have nothing.

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Thankfully, the injured man came back with zero impairment ratings and currently works for one of our subcontractors onsite.

"We, as a company, need to remember to prioritize safety over everything else. Without our people, we have nothing," said Tracy. His passion for safety is driven by his need to take care of people, as they were once the people who took care of him. He continuously strives to learn and give knowledge back to the company.

"People are the most important part of the business," said Tracy. "And by ensuring these people know how to react and what to avoid is my contribution to the company."



JIM MILLER TO RETIRE JULY 4

"I'd only been working here about a month or so and didn't know Jim well. He picked me up and he took me for a ride in his car and he didn't really say much. He drove out on top of our rubble pile at Lockwood and he parked his car and I'm thinking - I don't know what we're doing up here. Maybe this is where he goes to fire people. So we watch a truck come dump a load of rubble. Another one comes and we're just sitting there and he looks over to me as serious as he can and says to me, 'John, I f---ing love this.' And he does. And he loves this company, this industry and his passion for it is very inspirational to me and everybody that works for SCC," said John Thomas of Southern Crushed Concrete.

This is one of a countless number of impressions Jim Miller has left on his employees, colleagues and friends over the past 26 years he has been with Webber and Southern Crushed Concrete.

As Southern Crushed Concrete's original employee, Jim has witnessed a dramatic transformation of the company during its two-plus-decade history.

"Our first job involved recycling nearly 60,000 tons of old apron for Houston's Hobby Airport," said Jim. "We removed the existing pavement, crushed it on site, and it was reused as base. From there, we opened up yards to recycle old concrete materials and turn them into new products."

From a small side operation to the most profitable portion of Webber's divisions under Jim's leadership, SCC now has 185 employees and 18 locations that include yards around the Houston Metroplex, in Galveston and Corpus Christi. It also does road and building demolition, runs a

sand-mining operation, offers mobile crushing, supplies hot-mix asphalt and recently added trucking services. It runs roughly 150 trucks per day to collect, distribute and deliver materials.

The company processes the concrete and asphalt to make bull rock, cement-treated base, railroad ballast, riprap and new hot mix that includes a percentage of old asphalt. In total, it recycles close to 2 million tons of concrete, and nearly 100,000 tons of asphalt annually, turning that into approximately 2.6 million tons of usable aggregate products. It also supplies roughly a half a million tons of asphalt each year. The sand-mining operation provides additional materials, including cement-stabilized sand and concrete sand.

"Concrete and asphalt recycling is one of the greenest industries because it reduces the need for virgin materials and keeps old materials out of the landfill; in fact, our operations save almost 1.5 million cubic yards of landfill space each year," said Jim. "Another benefit is that during processing we remove 1,200 to 1,400 tons of steel rebar each month that is then recycled."

When Jim talks about SCC, he sounds like a proud father and you can hear that excitement he has for the business. Jim has approached his work with a passion and that passion will follow him into retirement as he plans to shoot rifles and pistols, continue his yoga, drink wine on the porch with his wife, enjoy time with his kids and grandkids, and spend time in his cabin in New Mexico.

See the full Jim Miller retirement video at
<http://bit.ly/2p1tr8H>.



Jim sneaks up on Jose Carlos Esteban while doing a BIM demonstration at the annual meeting.

“

He's very protective of his people and cares about them immensely. We have all seen situations where people can be very bureaucratic and- and they don't go beyond this level down to that level ... Jim doesn't have any of that. He's happy to talk to a laborer or the president of the United States, it doesn't matter to him.

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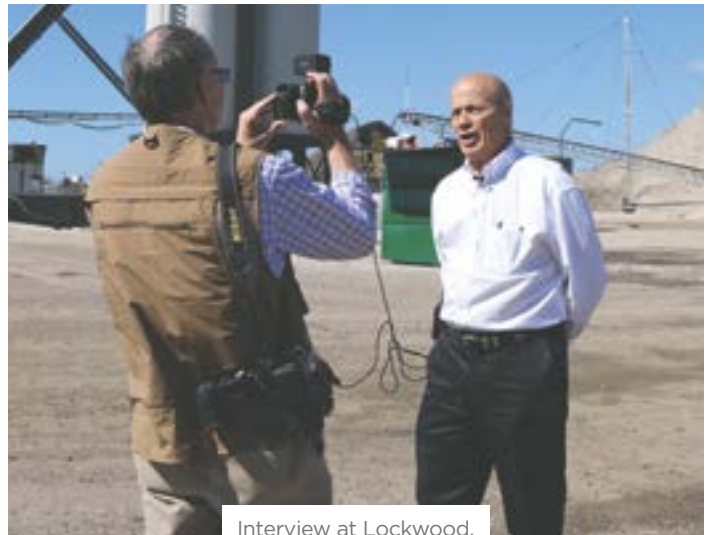
MARIO MENENDEZ,
Vice President of
General Counsel

“

Well, you know, it's interesting when we travel to Madrid. Most people don't realize that here's a guy, you know the sand and gravel guy who everybody knows as a grumpy old man, but when we go to Madrid with him, we go to a Flamenco show. This guy loves flamenco dancing. Who would know that this guy has such a love for the arts?

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CURTIS VAN CLEVE
President
Heavy Civil Division



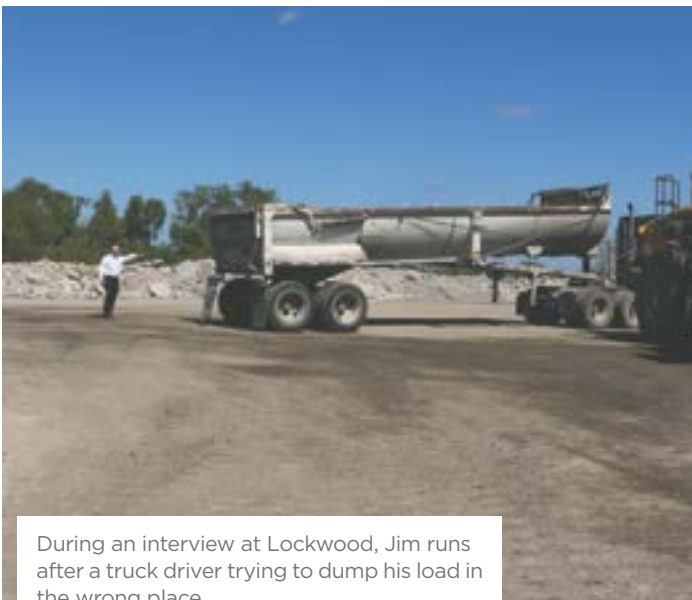
Interview at Lockwood.

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From a leadership perspective I see Jim Miller as a very interesting combination of being this tough guy but he's a tough guy with a very big heart. You just can't say enough about Jim Miller and how he has impacted so many people at Webber in the past 26 years. He's the most loveable tough guy I've ever met.

”

TIM CRESON,
President & CEO
of Webber, LLC



During an interview at Lockwood, Jim runs after a truck driver trying to dump his load in the wrong place.

DAY OF THE CONSTRUCTION WORKER

This year the Regional Hispanic Contractors Association (RHCA) celebrated Day of the Construction Worker to recognize the efforts of the construction workers that build our roads, schools, shopping centers and churches. The RHCA also felt that this was also the perfect opportunity to show the families of the workers how much they are valued and appreciated.

Please join us in congratulating our very own Michael Barefoot, Safety Manager, on his win for the Excellence in Safety Manager Award for the 2017 Day of the Construction Worker. Under his supervision OSHA recordable/property damage, IR has declined over the past 3 years averaging 25% less than the industry average. In addition, crane incidents, line strikes and equipment damage is at an all-time low within the North Texas Region.

Tim Champagne, Raymundo Rodriguez and Pedro Sanchez from the NTI Project were also nominated for awards at the event.



Michael Barefoot receives **EXCELLENCE IN SAFETY** award.

We applaud all their hard work and dedication!

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AWARD WINNER:

Michael Barefoot, Excellence in Safety

NOMINEES:

Tim Champagne, Lifetime Achievement Award
Raymundo Rodriguez, Superintendent of the Year
Pedro Sanchez, Foreman of the Year

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Tim Champagne is nominated for **LIFETIME ACHIEVEMENT** award.

MITCH BECKMAN AWARDED HR HOUSTON'S TOM BURKE AWARD

Mitch Beckman, Vice President Human Resources Health, Safety and Environment of Webber, LLC, was selected for HR Houston's Tom Burke Award on May 12 at the organization's Gulf Coast Symposium.

In naming a recipient of the award, the nomination committee searches for someone who meets seven criterion, as exemplified by Tom Burke in his career. The nominated individual must have a professional HR certification, be a member of HR Houston, be actively employed with a minimum of 10 years HR management experience, a strategic business partner, serve as a role model for the profession, be a leader who sets standards for the profession, and applies his/her professional experience outside his/her organization.

Mitch was nominated and chosen by the HR Houston Board of Directors based on this criterion and the work he does speaking to organizations outside of Webber, such

as the Texas Department of Transportation and various Universities, and professional conferences, on culture, values and safety. He also takes great pride in mentoring and volunteer work in the HR community, serving on multiple boards and committees.

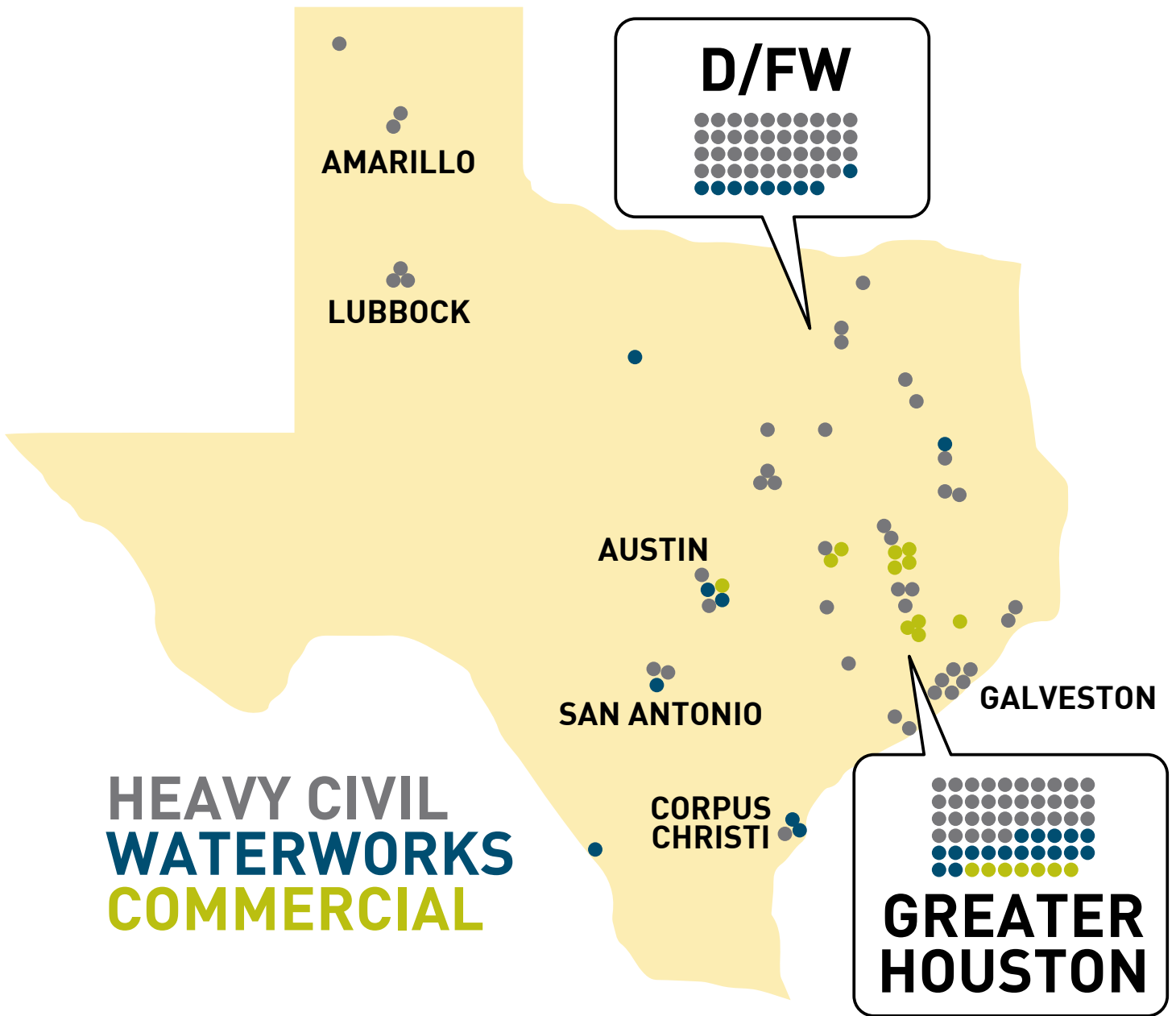
"Every company wants to be an employer of choice and that starts and ends with the Human Resources team," said Tim Creson, president & CEO of Webber, LLC. "Mitch has been a driving force in making our company a great place to work during the past 11 years and he is extremely passionate about his role at Webber and the values of our organization."

Beckman celebrated 11 years with Webber in May 2017. Congratulations Mitch!



Mitch Beckman, Vice President of Human Resources at Webber, LLC accepts **TOM BURKE AWARD** for excellence from HR Houston with his Webber HR team. From left to right: Jared Branch, Kiran Charania, Jennifer Kissamis, Mitch Beckman, Chelsea Russo and Greg Carlet.

WEBBER PROJECTS ACROSS TEXAS





Janice Conway retired on June 2, 2017 after 24 years of service with Southern Crushed Concrete. Tim Creson presented her with a gift after Mitch Beckman and many others shared stories of working with Janice over the years - particularly her uncanny ability to manage Jim Miller. Enjoy your Disney cruise with the kids and grandkids!



Two safety meetings held at corporate offices in June to encourage all employees to get involved in National Safety Month.

ANNIVERSARIES

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

20 YEARS

Carlos Nunez
Jose Macias Rocha
Cindy Parker

15 YEARS

Hugo Estrada

10 YEARS

Carlos Hernandez
Jose Marlon Mejia
Cirilo Mena
Kathy Straiton
Angela White
Sandra Woodmansee

5 YEARS

Christopher Chester
Marissa Cooney
Tim Creson
Daniel Hernandez
Leticia Lopez Espinosa
James Macoy
Manuel Montes
Cornelio Perez
Luis Reyes Avila
Jose Rios
Kyle Rook
Ruben Rosales Vasquez
Emmanuel Sanchez Rubio

DEAL OF THE MONTH



As Webber employees, we are eligible to purchase Microsoft products for home use (Office Pro 2016/ Win & MAC, Visio Pro, Project Pro, etc.)

Go to:
www.microsofthup.com/hupus/home.aspx

ENTER COMPANY EMAIL & SUBMIT

You will receive access to a personal portal to buy discounted products.

Employees who use the covered licenses at work are eligible to purchase these Office applications for use on a personal device during the term of their employment. This temporary license expires with the employer's Software Assurance coverage, or upon termination of employment with the covered organization.



GOT NEWS?

Send it to us at myWebber@webber.com!

The South Laredo Wastewater Treatment Plant is currently in the second phase of construction to improve capacity and upgrade equipment. The first phase was completed in 2012 by the Pepper Lawson Waterworks team. Combined, the project value is about \$67 million.

The second phase started in March 2017 and is currently at 12.5% completion. The scope of work consists of installing a submersible pump at the existing Influent Pump Station, construct an aeration basin splitter box and aeration basin No. 3, expand blower facility/electrical building, construct secondary clarifier No. 4 and a secondary clarifier splitter box, expand RAS pump station with new pumps, construct a chlorine contact basin splitter box, expand chlorine contact basin, modify chlorine storage and feed building, construct an effluent sample building, and all associated site work, yard piping, generator, electrical and control improvements. The estimated completion date is March 2019.

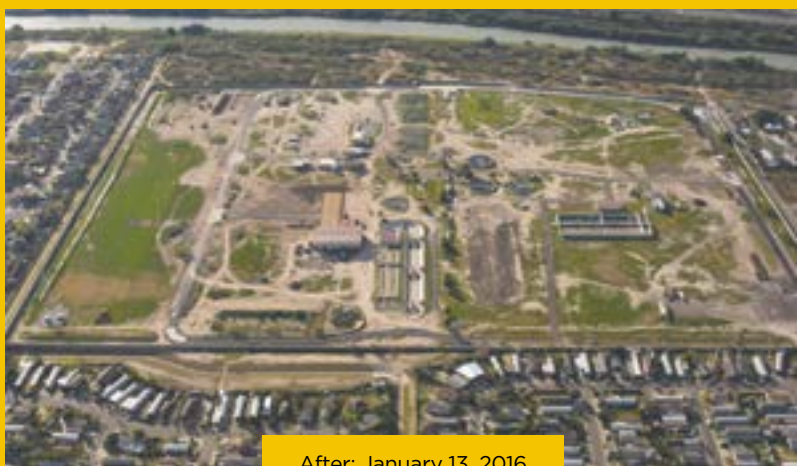
Keys To Winning: Integrity & Collaboration

*Our minority outreach efforts/ documentation of Good Faith Efforts played an important role in winning this project. Most of our MBE and WBE contractors in the Laredo area were not “certified” through any Texas Minority accreditation agency, so we knew going into it we had little chance of making the required Texas Water Development Board “goal” on bid day. Therefore, much rested on our Good Faith Efforts documentation (**all 7 volumes**), which were reviewed in-depth by the owners and helped Webber win the job.*

Before: October 25, 2012



SLWWTP Crew at Safety Stand Down



After: January 13, 2016

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