Sloan Wins Carolinas AGC Pinnacle Award

Sloan Construction Company has received the prestigious 2011 “Best General Contractor” Pinnacle Award from Carolinas AGC. The annual Carolinas AGC Pinnacle Award is given for outstanding achievement in the commercial construction industry; companies can be honored for their performance as a company, or for a specific project.

Engineers’ comments regarding Sloan included: “Sloan is a go-to for unique, tough jobs…” and “Versatile…innovative…and willing to work all kinds of crazy hours to get the job done.” Congratulations to Kevin Reed and all of our Sloan Employees who earned us the title “Best General Contractor in the Carolina’s”!

BLACKSBURG QUARRY OPENING

Sloan Construction Company is pleased to announce the opening of our new aggregate quarry located in Blacksburg, South Carolina. The quarry is in the early stage of development with defining the pit, erecting the finishing/wash plant and marketing our product to the public. The location of the operation in Cherokee County is situated just off Interstate 85 which is the main highway that connects the cities of Atlanta and Charlotte. The quarry will produce a wide range of sized material that will be both SCDOT and NCDOT approved to meet their specifications. The site is also connected to the Norfolk Southern Railroad which will add another outlet for stone in lieu of truck transportation. The stone produced at the quarry will be used to supply some of our asphalt plants in SC but will be marketed for external sales as well. The Blacksburg quarry is the first aggregate operation opened in the Southeast.
Safety First!

I’m pleased to see an improvement trend in our safety performance. While we have had 1 lost time accident through April, which is 1 more than this time last year, our total number of recordable accidents for the year are 5, compared to 10 last year. This is a significant improvement! The best way to reduce lost time accidents is to reduce the number of recordable accidents, and we are moving in that direction.

Thank you all for your continued efforts. I would like to remind our supervisors of their key role in our improvement efforts. It begins with the proper training before you put a new hire into the work environment, and continues with being ever aware of hazards, providing constant reminders, and reinforcing with leadership by example. Your Safety Guardians must play a key role if you are to be successful. Are you listening to them and relying on them?

TSPLOST

Yes, we’re still talking about this. The day for you in Georgia to cast your vote, July 31, is quickly approaching. I can’t begin to tell you how important it is for us to pass this 1% sales tax referendum to fund transportation. Consider this; last year at this time we had 512 employees working in Georgia. Today that number is 418. This situation is worsening by the day, and will continue to do so until a solution is found. You are the key to turning this trend around. It will not only take your yes vote, but that of every eligible voter in your family, your friends, members of your church, and anyone else you can think of. Please help us help you, by making sure you and everyone you know is registered to vote, and committed to be there.

Blacksburg Quarry

After several years of planning, we’re almost there. Many thanks to Irv Wilson, Joe Davis, Dwight Smith, and all the other folks that have worked on bringing this new business into reality.

The Clean Sweep

I would like to express my gratitude to Cleve Fosky, Angie Brown, and James Franklin for setting such a fine example by the way they maintain their company vehicles. Putting forth the effort to keep your vehicles clean and in good working order, is one of the best ways we have of telling our customers and the public that we take pride in our work. How does your vehicle look? What does it say about you?

CPI

There are a lot of great ideas coming out of our Colas (Continuous) Process Improvement efforts that will improve our business. Have we heard from you? Don’t wait any longer. Be a part of this important process. The only bad idea, is the one that’s that never heard.

Sincerely,

Bob Land
“A Customer is Forever”

As we get into our construction season, let’s all make a common “mid-year” resolution. That resolution is that we will all strive to exceed our customer’s expectations.

Recently, we have incorporated the “Customer is Forever” handout in with the weekly “Toolbox Talk” handout to help us all at least talk about Customer Service once a week. Everyone who talks to customers, is seen by customers, is talked about by customers impact the reflection of our company. These impressions are how our customers remember us. Unfortunately, poor customer service spreads a hundred times as fast as good customer service. That said, it makes it even more important for us to leave that POSITIVE impression. A good example we all can relate to is going to eat at a restaurant. If you receive good service and good food, chances are you will return and probably even tell someone about it. On the other hand, if you receive poor service, poor food, or both, chances are you will tell everybody you talk to about. From this example, you can see why it is so important for us to provide the good service and good products. We want all of our customers to feel we gave them more for their money than anyone else ever has. This is accomplished through everyone’s action on our projects, at our asphalt plants, at our offices, and throughout our company. Again, we encourage you to offer any and all suggestions or ideas for improving our Customer Service that you may have; please let a manager in your region or a committee member know. Thanks!!

EAST REGION LENDS A HAND

The East Region recently completed a community project for the Old Fella Burke County Animal Rescue Shelter located in Waynesboro Ga. Reeves was contacted back in 2008 while completing the four lane widening of Hwy 25 through Burke County about this opportunity to give back to the community. This project included the installation of a GDOT commercial driveway that will give access to the property for construction to begin on the animal shelter. Reeves Construction Company, along with the help of Ferguson Waterworks of Augusta and Steve Bargeron and Associates, donated over $20,000 to help get this wonderful asset to the community off and rolling. Special thanks to Michael Deas and Darrick Rush for completing a quality project for the community.
**Wellness**

Cleve Foskey, Equipment Manager for Baker, takes pride in the care of his 5 year old GMC Truck. This truck has 96,000 miles on it and looks brand new.

Angie Brown, Roller Operator with East Region, has been with the company 16 years. She has been driving herself and the crew from Thomson, GA to the job site every day for the last 3 years and still keeps her truck spotless. Angie also washes the truck every weekend at home.

James Franklin – Sloan Columbia – (Mechanic – Shop Lead) has been with Sloan for 5 years. He drives a 2004 truck with 127,704 miles on it. James has been instrumental in helping his supervisor, John Meador (Shop Superintendent), in maintaining Columbia’s Operations Group’s equipment and the shop organized and working well.

**The Name Game**

Within the next month or 2 we will be rolling out the new Sharepoint online employee information site. This site will list: benefits info, HR policies, Safety info. and policies, CPI, and much more. Please help in naming our new Sharepoint site. The winner will receive a $50.00 visa gift card. Please submit your suggestions to your local Human Resources Administrator by June 30, 2012.
Ronald Ponder, an Equipment Operator with Baker. Ronald is 1 of 12 brothers and sisters. He lives in Garden City, GA with his wife and has 3 boys and 3 girls.

What time did you get up this morning? 5 a.m.
Did you make your bed? No, in a hotel.
What did you have for Breakfast? Chips and a drink.
What time did you get to work? 6:30 a.m.
Who is the first person you spoke to this morning and what did you say? Co-workers and said another day another dollar.
Do you have a hobby, if so what is it? Fishing. Always been a stress reliever and you never come home empty handed. Likes to fish for Red Drum (Bass).
What is your life long dream? Win the lottery
If you were a super hero, who would you be and why? The caped crusader, Batman! Grew up watching Batman, I like him because he has all the gadgets, bat cave, bat car, cool costume.
Who made the most difference or biggest impact in your life and why? My mother (huge smile). She has always been there for me, keeps him going and always has words of inspiration. She always knows what his going on even on the phone.

Queen Herrington, a with Reeves Construction (EAST).

What time did you get up this morning? 4:00 a.m.
Did you make your bed? Of course!
What did you have for Breakfast? Home-made scrambled egg, bacon and cheese sandwich.
What time did you get to work? 6:15 a.m.
Who is the first person you spoke to this morning and what did you say? My foreman, Darriek Rush, who called me and said “Good morning, how are you today?” and I answered that “I’m fine.”
Do you have a hobby, if so what is it? I enjoy listening to gospel music.
What is your life-long dream? To be able to retire, to be able to sit back and relax, and to travel.
If you were a super hero, who would you be and why? I’d be myself – Because I feel like I’m blessed and because I feel like I do a my job pretty well.
Who made the most difference or biggest impact in your life and why? My Mom. She was a big inspiration to me. She would always tell me not to say “I can’t” when I had not even tried something yet to never say never, because you don’t know what you can do until you give it a try.
A DAY IN THE LIFE OF ............

Elihu Colon, a Traffic Control Leadman with Sloan’s Duncan Office.

What time did you get up this morning?
11:00 AM (On night shift)
Did you make your bed?
Yes
What did you have for Breakfast?
Mashed potatoes and meatloaf
What time did you get to work?
2:30 PM
Who is the first person you spoke to this morning and what did you say?
My wife. I said, “Good morning.”
What is your worst fear?
Getting hit by a car at work

Do you have a hobby, if so what is it?
Yes, tuner cars
What is your life-long dream?
Work my way up in the company.
If you were a super hero, who would you be and why?
Superman! I guess. Because he helps people.
Who made the most difference or biggest impact in your life and why?
My son. He makes me more responsible.

EAST REGION

Aaron Hall, the Head Baseball Coach of Thomas High School, wrote Reeves East Region a letter to show their appreciation for the load of sand clay we were able to provide for them. Thomas High School, like many other schools, is on a tight budget and needed to repair mounds and the area around the plate on their baseball field. Glad that we were able to help in keeping “America’s favorite Pass Time” going!

CUSTOMER APPRECIATION DAY

Sloan Columbia held a Customer Appreciation luncheon at their plant facility on March 16th. Approximately 75 people attended, we served baked chicken, country fried steak, mashed potatoes and gravy, mac-n-cheese, green beans, rolls and cornbread. We also had banana pudding for dessert. We had a great time and incorporated the St. Patrick’s Day theme with giving out beads and koozies to our customers.
We are now less than 2 months away from a vote that will shape the future of the State of Georgia and our company. Recently, you received a letter from our president, Bob Land, stating the importance of the July 31st vote and facts regarding our employment numbers over the past few years.

We have all been touched within our families and in our communities by the loss of employment of someone we care about. We constantly hear news about the downturn in the economy and the lack of funding for transportation at the federal, state and local level.

This time you can do something about the results. Have you shared the importance of this vote with your family and friends? Have you insisted that they register to vote (remember that the deadline is July 2nd)? Never before has a vote been so important to your future and I honestly believe that YOUR vote will make a difference. I do not want to wake up the morning after the election and say "If only I would have done something about this vote. If I would have encouraged 10 people to say YES to our future"

The list of projects is already out and many will directly impact our areas. Here are a few examples:

- Construction of the South Tifton Bypass in Tift County
- SR 133 Widening in Dougherty County
- I-16 and I-75 interchange in Bibb County
- Middle Georgia Regional Airport
- Widening of SR 388 in Columbia County
- SR 17 Widening in McDuffie County
- Effingham Parkway
- I-16 Widening from I-95 to I-516 in Chatham County

There are numerous other projects in our areas. A complete list can be found in the GDOT or Connect Georgia websites. Keep in mind that if all 12 regions approve this vote, it will mean $1 Billion in additional construction investment per year for the next 10 years. On the other hand, if we do not succeed in approving the additional funding, we can continue to expect a lack of projects bid in our areas which will result in the deterioration of the infrastructure of our state and changes in our company.

I recently read a quote by Anthony Robbins that stated "It's not what's happening to you now or what has happened in your past that determines who you become. Rather, it's your decisions about what to focus on, what things mean to you, and what you are going to do about them, that will determine your own destiny."

I am counting on YOU to make a difference. Thank you in advance.

Dan Garcia
CPI ROCKS IN OUR COMPANY!

Wow! It’s hard to believe 5 months are already gone in 2012. You have already done a tremendous amount of CPI this year. You have completed 16 CPI projects with savings estimate of $over 1,000,000.00, 2 projects are in the final stages along with 19 projects currently in-work. Approximately 150 employees across Reeves, Sloan, and Baker have been actively participating in the CPI program through suggestion submissions, data collection, attending CPI meetings and project team involvement. We could not have accomplished so much in such a short period of time without every single employee’s support and dedication to making our company the best it can be through Continuous Improvement.

1st Quarter CPI Project Spotlight
Sloan Construction completed Asphalt Plant Waste Reduction as a CPI project. The team, Adrian Kroger, David Marsland, Luther Shealy, Fred Tillison, was facilitated by Joe Davis.

The team initially identified that there was no defined measurement system in place, it was quite evident that the asphalt waste pile in the yard had grown considerably over the last several years. Through cause and effect analysis the team determined 2 primary causes of the waste; accurate moisture readings and the liquid start times were not being tailored for individual mixes. The ideal state is the produce the correct amount of asphalt for road construction while minimizing plant start-up and shutdown waste.

The team’s solution is to install moisture probes in the cold feeds and each mix’s liquid start time will be re-evaluated and adjusted as needed. Metrics were developed to start tracking; start-up and shutdown waste; ticketed waste returned from the jobsite; and materials produced but left in silo and not sent to job.

The annual projected savings of the project is $40,000.

One of the main components of a successful CPI program is employee involvement. Your involvement takes many forms but the first step is for the employees to identify improvement opportunities. Improvement opportunities are classified into 3 categories; Participation, Just-Do-It, and Project Idea. The Participation category is for suggestions that employees submit but is not related to a work process or activity within the company. It is more like an employee morale type suggestions. Even though it is not a CPI suggestion, the company still reviews the idea to see what type of action can take place. The Just-Do-It category is for a suggestion that is related to the employee’s current work or process and is a simple improvement that can be implemented immediately and requires no further review or approval. The Project Idea category is for a suggestion that will become a company CPI project and will follow the CPI Process (PDCA cycle) requiring a team approach to analyzing the process and developing improvement solutions.

At the 1st Annual CPI Training held in conjunction with 2012 Safety Day there were a total of 50 suggestions submitted by employees. The Regional Steering Committees are reviewing every suggestion and will be contacting the employees with the status. Every quarter we will be recognizing the employees who have submitted improvement opportunities in the company newsletter. Below are the improvement ideas your coworkers have submitted over the last six months. See if you have what it takes to come up with a better idea. Suggestion forms are available from your Regional CPI Coordinator.

Participation
Dean Morgan—SPS
Sean Edmonds-West
Becki Morgan—SPS
Jason Gifford—SPS
Andy Abney-West

Chico Chavarrio—RB Baker
Nathan Coughlin—RB Baker
Marty Carlson—RB Baker
Thomas Washington—RB Baker
Latron Miller—RB Baker

Just-Do-It
David Luoma—Sloan
Donnie Vanderbilt—RB Baker
Dennis Hormann—RB Baker
Stephen Trinkie—RB Baker

CPI Project
Michael Wilkes—West
As mentioned in a previous newsletter, we are tackling more processes in 2012 to make our company more competitive and efficient to capture the limited paving and construction work in this economy. To help us achieve our goals we have trained 26 employees to be project team facilitation. Please offer a high five to our new CPI facilitators below.

Baker  
Curt Bender  
Gregg Braswell  
Michael Willoughby

Sloan  
Kirsten Duffy  
Taylor Morris  
Mickey O’Sheilds  
Paul Edwards  
Wendell Powell  
Wendy Thompson

Reeves  
Will Avera  
Don Deriso  
Greg Angle  
Clay Brookins  
Richard Crochetiere  
Stacey Deloach  
Steve Drake  
Mike Schriver  
Jack Trude  
Tony Yawn

SPS  
Tim Clay  
Patrick Lynch  
Lee Smith  
Becki Morgan  
Tim Kindig  
Hernan Juarez  
Shane Childres

The LEAP program has just finished another good year with 17 people participating in the program for the 2011/2012 year. Each participant finished 2 training modules consisting of 2 weeks during the year. With each module the LEAP Participant would have to travel to different regions to complete their training. We would like to thank each region who helped in mentoring and coordinating the travel and the modules because without the cooperation of all in the program and the regions, the program would not be as successful as it is today.

The 2012/2013 LEAP program year was kicked off on April 16, 2012 at the Augusta Marriott with a Luncheon to start a new year and wrap up the past year. We are pleased that we have selected 3 new participants, Phillip Bertsch, Heavy Equipment Operator, East Region; Marc Jones, Truck Driver/Safety Guardian, Southeast Pavement Services, and Antonio Villegas, Shop mechanic, West Region. These 3 employees were selected from 25 applicants who applied.

We are excited to have a total of 20 employees participating in the program for the 2012/2013 year.
On May 11, 2012, Reeves Construction Company and Baker Infrastructure was honored to once again be part of the 13th Annual Sports Camp and Celebrity Golf Tournament for Bethesda Academy. This year, the event was kicked off with guest speaker and winning news reporter, Jeremy Schapp from ESPN, at the opening banquet attended by boys from the school and supporters.

On Friday, the Celebrity Golf Tournament was held at The Club at Savannah Harbor. Approximately $125,000 was raised and all proceeds were given to Bethesda Academy.

The final day wrapped up with a sports camp at Bethesda. The students were paired up with players and coaches from NFL and MLB. Area kids were also invited to participate.

The proceeds are used to raise funds for the school to purchase new equipment, fund the academic and athletic program as well as help build the confidence of these young men.


Kenny Knox, PGA winner

Dr. David Tribble, President of Bethesda Academy and graduate and scholarship recipient, Naji

Above: Boys from Bethesda

Left to Right: Richard Shelton An 11th-round draft choice by the Denver Broncos in 1989, he played one season for Denver and another four years for the Pittsburgh Steelers. He earned All-America honors as a cornerback at Liberty University; Greg Coleman: Led the team in punting his entire 10-year career with the Vikings Holds team career records in punts (721) and punts inside the 20-yard line (154); Johnny Rembert: played linebacker for ten seasons for the New England Patriots. Rembert was a key member of the 1986 American Football Conference Champions

Left to Right: Jeff Yeates—Former defensive lineman with the Buffalo Bills & Atlanta Falcons, Billy Ray Barnes - 3 time Pro Bowler, a world champion, and the second round pick of the Philadelphia Eagles in the 1957 NFL draft; Jim Nemeth—Baltimore Colts, and Ed Bradley won 2 Super Bowl Championships with the Steelers.
There was fun for all at the 2012 Relay for Life in Jones County. The West Region was well represented and raised over $700.00 in donations. We sold hot wings and pork skins. We also took full advantage of the captured audience and began spreading the T-SPLOST Message.

WEST HAULS

To the left is a photo of the work that was donated to Tiftarea Academy. Tiftarea Academy is located across from our Tifton Asphalt plant. The field was recently re-graded and grassed by several local companies, all of which was donated. Reeves Construction participated by loading and hauling sand from an off site pit.

EMPLOYEE SPOTLIGHT

Bernard Williams is being recognized for going above and beyond on his recent work activities at the Augusta Regional Airport. During the week of Masters, the Augusta Regional Airport becomes a very busy center of travel with visitors coming from all over the world. Reeves Construction Company is under contract to complete an all new short and long term parking lot for the Airport. The week prior to the Masters, Bernard Williams could be found grading, dressing, picking up miscellaneous construction debris and even hand cleaning sidewalks to provide the best possible image for Reeves Construction Company. Bernard is always going the extra step to make sure that he and his crew always represent Reeves Construction Company in the best way possible. Thank You, Bernard.
Congratulations to Bethany Danielle Dechman (daughter of Ted and Dee Dechman of R B Baker Construction in St. Augustine, FL) for her dance proficiency enabling her acceptance into Florida State College "DanceWorks" company in Jacksonville, FL. Bethany has just completed a recent tour in Los Angeles, CA meeting with dance greats including Mia Michaels, Choreographer of the hit TV series "So You Think You Can Dance", and many others. Along with her company acceptance, Bethany has recently been chosen as "Dance Company Manager" for Florida State College "DanceWorks" for the 2012-2013 season.

Bethany Danielle Dechman
April 20, 2012

Christian S. L. Padgett graduated Magna Cum Laude from Georgia State University with a degree in Early Childhood Education – ESOL Endorsement on Sunday, May 6th. He is the son of Nancy Jackson and Alvin Jackson. Nancy works in the Accounting Department at R. B. Baker Construction, Inc. We congratulate Christian and his family on this great accomplishment.

Christian S. L. Padgett
May 6, 2012

Kathryn Poss is an 2012 Honor Graduate of Lincoln County High School ranked #4 in her class.

She plans to attend Augusta State University in the fall & major in Pre-Med/Biology. Kathryn is the daughter of East Region Foreman Tal, and his wife Melynda Poss.

Kathryn Poss
May 6, 2012

Mitchell Langham, nephew of Kay Langham in the East Region, graduated from Thomson High School on Friday, May 18. He will be attending Augusta State University in the fall, and will be working with Thiele Kaolin Company this summer in their summer work program for students advancing their education post-high school.

Mitchell Langham
May 18, 2012

Bob Williford of the West Region would like to announce the graduation of his daughters Laura Ann and Tabitha Nell Williford.

Laura Ann graduated from University of Georgia with a Bachelors of Science in Agriculture, a Degree in Agriculture Education and a Minor in Turf-grass Management.

Tabitha Nell Graduated from Georgia Southern University with a Bachelors of Science in Biology and Bachelors of Science in Mathematics.

Both Laura and Nell graduated with a Magna Cum Laude Status.

Bob Williford
May 18, 2012

Sophyra Avalon Clements
February 28, 2012
8lbs 9oz
Daughter of Brian Clements (West)

Tytus Lee Bertsch
April 20, 2012
(Pictured: Grandpa Jeff and Daddy Phillip with Baby Tytus.—East)

Rylan Rae Griffin
April 12, 2012
6lbs 5oz
With Grandpa Gene Mock (West)

Sean Christian Clayborne
January 30, 2012
6lb 8oz.
Grandson to Lily Peacher (East)

Sophyra Avalon Clements

Tytus Lee Bertsch

Rylan Rae Griffin

Sean Christian Clayborne

Christian S. L. Padgett

Kathryn Poss

Mitchell Langham

Bob Williford

Sophyra Avalon Clements

Tytus Lee Bertsch

Rylan Rae Griffin

Sean Christian Clayborne

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