

FAMILY FIRST

SUPERIOR
CONSTRUCTION

VOLUME 21 | ISSUE 3
3RD QUARTER 2021



FEATURED
PROJECT

I-65 / I-70 NORTH SPLIT

MEET THE
PASKE FAMILY

LAUNCHING SOON ...
SUPERIOR COMPANY
STORE

FAMILY APPRECIATION

The content in the previous newsletter was related to support from coworkers. Today I want to touch on the other side of that, the **FAMILY SUPPORT**.

WHY?

Without family, what do we strive for? Safety becomes less important when you don't consider impacts to a family. Earning a paycheck loses significance when it's not tied to supporting your family. Working remotely and sleeping in a hotel can be miserable if you don't acknowledge that it's so your family can sleep comfortably.

TRANSPARENCY

Growing up in the construction industry, I watched my father leave for work without knowing how long his day would be. I accepted it, but always appreciated when he told me what was going on. I do my best to explain to my family my demanding schedule, but it doesn't always come with easy acceptance.

Without communication, it can easily lead to contention and strife within a household. Our industry is demanding in regards to time. It's hard not to laugh when people talk about work / life balance. I am sure there are a lot of careers where that may be a reality, but not in our industry. We don't get summers, most miscellaneous holidays, or sometimes even weekends off. But we accept it and persevere...

We persevere because that's what our family and loved ones expect us to do. We work the required hours because our jobs demand it. We go home weary because the days are

long. We rest when we can to unload the weight off our shoulders, even if it's only for a moment.

We require our family to be there for us, and sometimes that support can go overlooked as we push from one project to another.

MY EXPERIENCE

My father would describe this industry as great highs and sinking lows that required picking the right battles and letting the others go. During my career, I have strived to raise my family with a schedule that balances priorities. This requires realistic expectations on all sides and necessary sacrifices at times.

IN SUMMARY

Be there for the ones you love in both challenging and rewarding times. Celebrate the small wins, overcome the challenges, and recognize those who have helped you do so. Look forward to the day when your current challenge will be another example for the next generation to reference.

The family has and always will be the backbone of a successful career. Make an effort to appreciate those in your household that help you succeed.

Lastly to my family, thank you.

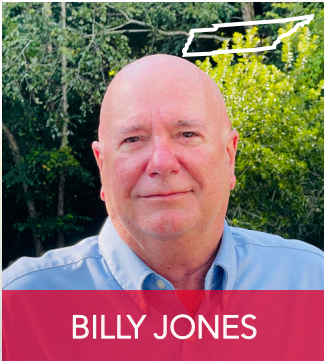
Nick



WELCOME

We are excited to announce that **JESSE HANSON** joined the Superior family as our new Industrial / Petrochemical Division Manager. Having worked with Superior for five years as a subcontractor, he seamlessly transitioned to a teammate. Jesse brings more than 24 years of industry experience as well as established relationships with pipefitter unions.

Welcome Jesse!



We want to welcome **BILLY JONES** as our new Southeast Chief Estimator. Billy joins our team with more than 40 years of construction experience with a record of working collaboratively to develop solutions and incorporating technology. While physically located in Nashville, he will support and direct all of the estimating efforts in the Southeast.

Welcome Billy!



PROMOTIONS

Join us in congratulating **JEFF ANDERSON** in his promotion to our Tennessee Division Manager. Jeff's dedication and hard work the past three years has resulted in our winning our first progressive design-build contract at the Nashville International Airport. He continues to cultivate relationships with current and potential clients, as well as industry partners. He will continue to strengthen our position in the Nashville market.

Congratulations Jeff!



INTERNS

Our internship program doesn't end in August when school starts ... it goes on throughout the year. We are excited to have eight interns staying on with us for the fall semester.

- | | |
|---------------------------------------------------|--------------------------------------------------|
| – Arion Capi – First Coast Exp, FL | Intersection, FL |
| – Charlie Current – SR A1A Bridge Replacement, FL | – Genesis Ernest, I-10 Widening, FL |
| – Dalton Terrell – I-10 Widening, FL | – Justice Binder, Industrial / Petrochemical, IN |
| – Everett Gilliard – Estimating, FL | – Martin Huerta – GL Heavy Civil, IN |
| – Franklin Quintanilla, I-10 / US 301 | – Raymond Sanchez – Wekiva, FL |

FAMILY FEATURES

As a fourth generation family-owned and operated company, family is a core value at Superior Construction. Our family culture has resulted in more than 20 families having multiple generations working for us. And some of those families have – or are currently – served us in both business units.

MEET THE PASKE FAMILY

3

GENERATIONS
of employees

2

BUSINESS UNITS
Midwest: 1974 – 2000
Southeast: 2000 – Present

13

BABIES
born while working at
Superior

1

UNION REPRESENTED
Carpenters Local 1005
(Bob Sr & Bob Jr)

5

EMPLOYEES
Robert “Bob,” Sr
Robert “Bob,” Jr
Jessica, Kyle (Robert III),
& Ryan

37

ROAD TRIPS
back and forth between
Indiana & Florida

NEXT QUARTER: MEET THE CARLSON FAMILY

SAFETY SPOTLIGHT

STATISTICS

1.2M

MANHOURS
through August 31st

20+

TRAINING
classes held

2M+

MANHOURS
estimated by
December 31st

2.34

TRIR
Total Recordable
Incident Rate

0.25

LTIR
Lost Time Incident Rate

1.23

DART
Days Away Restricted
or Transferred Rate

REMINDERS

SAFE DRIVING

It's getting darker by the day and daylight savings will end on the first Sunday in November. Some tips to driving at night:

DIM your dashboard | **LOOK AWAY** from oncoming lights | **WEAR** your anti-reflective glasses | **CLEAN** your windshield | **SLOW** down

COMING SOON

We were excited to see the number of submissions we had for our 1st annual coloring contest as a part of Safety Week in May. As promised, we are putting together those submissions – and highlighting the winners – for a 2022 calendar. Watch for more details.

PROJECT PROGRESS

FEATURED PROJECT



I-65 / I-70 NORTH SPLIT

LOCATION: Indianapolis, IN

PROJECT TEAM: Adam Birchfield, Angela Bryan, Jared Stewart, Jeff Lietzan, Jennifer Hashem, Jhon Beltran, Jordan Doolittle, Josh Kistner, Kelly Kyle, Mark Santucci, Maz Mohammed, Mo Siddiqi, Patric Tuuk, Sean Townsend

OWNER: Indiana Department of Transportation

DELIVERY METHOD: Design-Build

DESIGNER: JSE

SCHEDULE: Estimated completion Nov 2022

CONTRACT VALUE: \$318.2M

SCOPE OF WORK

- Replace all pavement
- Reconfigure the interchange into 3 levels
- Eliminate two ramp movements
- Utilize prefabricated materials
- Implement offline construction methods
- Demo and replace numerous bridge structures
- Install new drainage system
- Improve local street
- Replace ITS facilities
- Provide new aesthetic and landscape features
- Accelerate bridge construction (ABC)
- Incorporate all existing pavement and subbase

BY THE NUMBERS

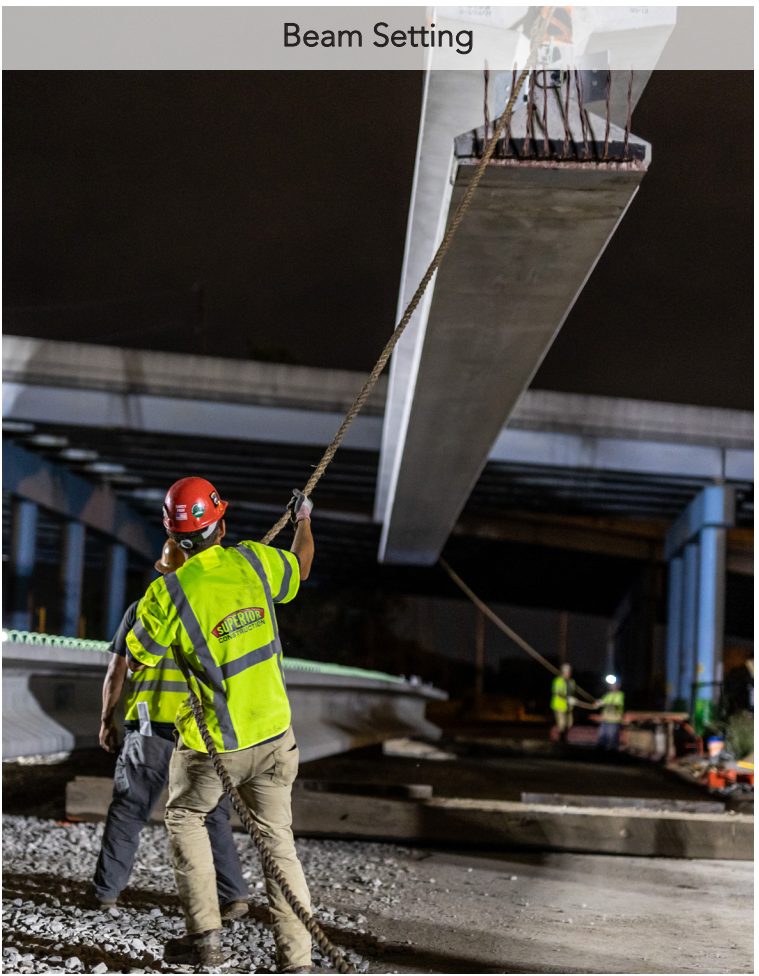
- 4 sections / phases (south leg, west leg, east leg, and interchange)
- 60,000 LF storm drain
- 300,000 SF retaining walls
- 1M CY earth work
- 50 bridge structures
- 500,000 SF bridge deck
- 6 movement closures
- 120+ skilled craftspeople
- 300,000 SY continuously reinforced concrete pavement



Earthwork Operations in Interchange



Morning Toolbox Talk



Beam Setting



Driving Pile

Beam Setting



Installing New Drainage System



Bridge Reconstruction



MSE Wall Preparation



Bridge Demolition



1 of 100+ Pieces of Equipment Onsite



Structure Demolition



Survey Crews



Earthwork



Beam Setting



PROJECT UPDATE

LOCATION: Duval County, FL

PROJECT TEAM: Bryan Stone, Hirak Desai, Jason Leegette, Jenna Weeks, Matt Schroeder, Michael Andrepont, Nina Snailham, Robert Taylor

OWNER: Florida Department of Transportation

DELIVERY METHOD: Design-Bid-Build

SCHEDULE: Estimated Completion May 2022

CONTRACT VALUE: \$17.7M



Placing Concrete



Test Section Sensor Placement



36-in Storm Drain
Placed Inside 54-in Jack and Bore



Concrete Batch Plant



BY THE NUMBERS

- 52 PCCP test sections
- 6" to 11" concrete paving depths
- 10 months ahead of schedule
- 37,360 SY concrete placed at various depths
- 28,500 CY excavation
- 11,100 CY embankment

EMPLOYEE SERVICE MILESTONES

5

- Alejandro Esquivel
- Allen Bridget
- Christopher Downey
- Dudley Snyder
- Ernest Srocynski
- Everardo Beltran
- Gage Hanrath
- Gregory Smith
- Jeffrey Gutierrez
- John Marmolego
- Jorge Hernandez
- Katie Jackson
- Mark Jachim
- Maxwell Pavuk
- Mitchell Nisevich
- Rick McCarthy
- Robert Nordyke
- Stephen Jurich

10

- Carl Clifton
- Christopher Erffmeyer
- Gregory Moore
- Jeffrey Tryon
- John Perz
- Kevin Coto
- Marvin Rudd
- Matthew Anderson
- Tim Goheen

15

- Eugene Pratchett
- Grady Kelley
- Martin Holmes
- Micheal Crisp
- Michael Wyss

20

- Jeremy Andrews



EMPLOYEE REFERRAL PROGRAM

Get paid to work with your friends. In an effort to encourage and reward our employees for referring the industry's best talent to support our successful growth, Superior Construction offers an employee referral incentive.

- Refer candidate as initial contact with Superior Construction
- Candidate is interviewed, offer extended, offer accepted, & candidate begins employment
- Both referring & referred individuals remain employed by Superior Construction for a minimum of six months

AMOUNT	POSITION	AMOUNT	POSITION
\$500	Office admin / clerical, field admin	\$1,500	Field engineer, assistant project manager, field safety manager, superintendent, estimator, survey crew chief
\$750	Foreman	\$2,000	Project manager, equipment manager, senior estimator

CONTACT HR FOR MORE INFORMATION: HR@SUPERIORCONSTRUCTION.COM

OPEN ENROLLMENT

OCTOBER 15TH – NOVEMBER 15TH

HR will be visiting each jobsite to present the 2022 benefits packages. Contact your field administrator to find out more.

Receive updates via text message

TEXT: [SUPERIORBENEFITS](tel:47177) to 47177


Visit our [EMPLOYEE BENEFITS OPEN ENROLLMENT HUB](https://www.superiorconstructionbenefits.com)

[SUPERIORCONSTRUCTIONBENEFITS.COM](https://www.superiorconstructionbenefits.com)


WWW.SUPERIORCONSTRUCTIONSWAG.COM

LAUNCHING OCTOBER 8TH


Featured collection




Sport-Tek Dry Zone Colorblock Visor
\$14.00



Sport-Tek Long Sleeve PosiCharge Competitor Cotton Touch Tee
\$19.00



Sport-Tek PosiCharge Competitor Cotton Touch Tee
from \$12.00



OGIO Colton Pack
\$51.00

GET YOUR SUPERIOR SWAG!

- Hats
- Shirts
- Outerwear
- Backpacks
- and more

BONUS

SUPERIOR PAYS SHIPPING COSTS

PRICE SHOWN IS TOTAL COST

- Employees are expected to purchase merchandise with their own money – not company Comdata cards
- Contact communications@superiorconstruction.com with any questions



WORDS ON WELLNESS



MINDFULNESS

Recognize the signs of stress and improve your health. Be mindful of:



Take breaks to clear your thoughts & control stressors

Limit interruptions, so you don't have to refocus when your attention wanders



Ask what resources are available through your employer



Listen to relaxing music when your mind is cluttered

Not getting enough sleep is linked to chronic conditions such as:

SLEEP HEALTH



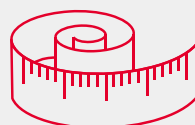
Type 2 Diabetes



Heart Disease



Obesity



Depression



Adequate sleep is necessary for good health. For more information on sleep, visit <https://www.thesleepdoctor.com>.



FREE APPS FOR MENTAL HEALTH

Learning to cope with stress in a healthy way will help you, the people you care about, and those around you become more resilient. Listed below are some tips to maintain your mental well-being along with free app resources.

- Take care of your body
- Get a good night sleep
- Spend time outside
- Make time to unwind
- Connect with others
- Take breaks from the news



MOODTOOLS



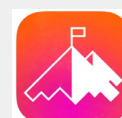
MOOD FIT



HAPPIFY



HEADSPACE



MOOD
MISSION



PAGE 16
TALKSPACE