

# FAMILY FIRST

**SUPERIOR**  
CONSTRUCTION

VOLUME 21 | ISSUE 4  
4TH QUARTER 2021



**FEATURED  
PROJECT:**

I-10 WIDENING  
FROM I-295 TO I-95

PROMOTIONS

GIVING BACK





## TIME FOR REFLECTION

When it comes to year end, I always reflect back on the year and consider what we planned to do and if we accomplished our goals. As an organization, I feel we made great strides in 2021. Entering into a new year, my concern is *"how do we achieve our goals and end up with that same success for the coming year(s)?"*

## MY PERSPECTIVE

Growing up and watching the company from the outside, I was always amazed at what a group of people could accomplish together. The Superior workforce appeared seamless and always moved in the same direction, without force but naturally.

I was amazed that an office and field could blend and support each other as necessary to build incredible things. From my uninformed perspective, it seemed nothing short of a miracle that all of these professionals could work together with simple two-way radios; yet, everyone was working in balance with each other. It wasn't until recently that it dawned on me how all of this is possible.

That revelation was when I uncovered the common bond amongst us all: **OUR MOTIVATION AND DRIVE.**

We all have morals that encourage sincerity and honesty. We all have similar motivation based on betterment – personally and professionally. As a result, we all want to advance ourselves and know we can do so by advancing our organization.

## CULTURE

Culture is a hard thing to define and most attempts sound disconnected and can come off as very cliché. I think we have created something that is different, it's unwritten but its tangible. It's known more than explained and it's the glue that keeps this company together.

I can say in 2021 I am more proud than ever of what we ALL have accomplished. Where companies struggled, we worked and persevered. Where some companies' empty "culture" collapsed, ours solidified. We are on the other side of the biggest social and economic disruption of our generation and we are better, stronger, and more capable.

The reason we could accomplish all of this? We all kept our course. The same way the company has excelled for nearly a century. We are all pushing together and there is nothing that can stop the force of the Superior Family!

Merry Christmas, Happy Holidays, and Happy New Years to all!



# EMPLOYEE ENGAGEMENT

## PROMOTIONS

One of the founding principles of Superior Construction was creating opportunity. That opportunity is for both the company and our employees. The following six individuals represent that hard work is recognized and their dedication rewarded.



**PETE KELLEY**

**Chief Operating Officer**



**KEVIN McGLINCHEY**

**President, Southeast**



**JULIAN ROZO**

**VP, Southeast Operations**



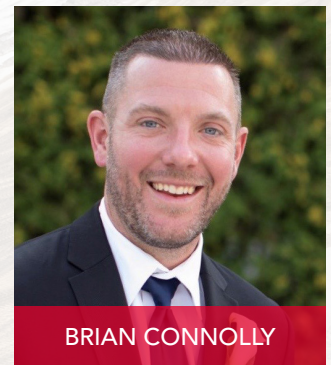
**DOUG NICHELE**

**VP, Midwest Operations**



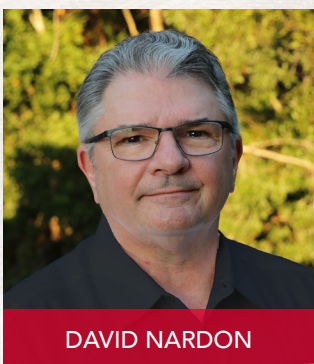
**RICK McCARTHY**

**Division Manager, Great Lakes Heavy Civil**



**BRIAN CONNOLLY**

**Corporate Equipment Manager**



**DAVID NARDON**



**CRICKET ROBERTSON**

## AWARDS

David Nardon and Cricket Robertson are both on the Design-Build Institute of America Florida Region board of directors, and both received individual awards at the region's annual conference. David was honored with the *Fostering Collaboration Award* recognizing his contributions to increasing owner participation within the transportation sector. Cricket received the *Rising Star Award* thanking her for her efforts in elevating the DBIA Florida Region brand through marketing and communications. We are proud of their hard work and dedication to not only Superior, but also representing us well in the industry.



## VETERANS

Superior is proud to have many US military veterans as a part of our team. We're honoring each of them and their families. Thank you to each and every one of you for your service.

Aaron Ferguson • Adam Birchfield • Alton Chamberlain  
Brad Reschke • Bryant Beauford • Carl Washington, Chris Luke  
Cleve Buie • Daniel Monroe • Daurys Cabrera • Eric Chaney  
Ethan Schwan • Franklin Quintanilla • Gregory Bollich • Hilton Mullis  
James Cochran • Jace Johnson • Jake America • James Teel  
Jeff Loesche • Jeremiah Clar • Jinoh Park • Joseph Gause  
Kevin Lordon • Lemar Clemons • Marc Jacobs • Martin Huerta  
Mike Iacovetti • Paul Armstrong • Robert Tiller • Rodney Ball  
Rodney Teel • Royce Grant • Steve Bechtol • Tim Clay

## 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 CARLSON FAMILY

3

GENERATIONS  
of employees

17

BABIES  
born while working  
at Superior

1

BUSINESS UNIT  
Location?  
year – present

5

UNIONS REPRESENTED  
Laborers (1)  
Carpenters (4)

2

CURRENT  
EMPLOYEES  
**Rory**  
**Jeff**, son of Bill

7

PREVIOUS EMPLOYEES  
**Rick**, son of Bill  
**Michelle**, daughter of Bill &  
married to **Steve** Michaels  
(Corporate Treasurer)  
**Dottie**, wife of Bill  
**Bill**, 2nd generation  
**Harold**, 2nd generation  
**Knute**, 1st generation

“

*“I worked with Tom Largura when he was a carpenter apprentice. So I treated him like a typical apprentice and gave him a hard time. I worked him hard until he climbed up the ladder and one day he spoke to Elio Largura. I called him out and ask him if he knew who he was talking to. He responded with yes, that’s my dad.” – Bill Carlson*

“

*“The whole time Bill was working with some apprentice named “Tom” and never knew it was the owner’s son! Tom never let Bill forget about that the rest of his Bill’s career when he became Bill’s boss.”*

### FUN FACT

2nd generation Harry served in the US Air Force, came home and built houses with 1st generation, then came to work for Superior.



## STATISTICS (as of October 31, 2021)

### SOUTHEAST

Total Manhours Worked:

**1,560,886**

TRIR: **2.31** LTRI: **.026** DART: **1.28**

### MIDWEST

Total Manhours Worked:

**560,170**

TRIR: **1.07** LTRI: **0.00** DART: **1.07**

### COMPANY

Total Manhours Worked:

**2,121,057**

TRIR: **1.98** LTRI: **.019** DART: **1.23**

## HOLIDAY SAFETY TIPS

It's a challenge to stay focused at work during this time of year. This is when it is especially important to take time for safety. When you find yourself working hard and your thoughts start to run wild with all the plans and activities of the holidays, you have to **STOP**, take the time to look around, and come back to the present moment. Look for a hazard in the middle of your activity. Are you standing on the top step of a ladder? Are you in an awkward position or about to trip on something lying on the floor? Hazards do not go away. Only our awareness of the hazards gets dim. And when we ignore hazards, our records show that we get injured. In fact, every year, injuries increase twice as much during the holiday period. Why? Because we lose focus.

Holiday injuries put extra stress on everyone. Imagine yourself sitting around the dinner table with your leg in a cast because you fell off a ladder or tripped over something. Unfortunately, these stories are more common than we admit. Injuries around the holidays seem to magnify how many people are affected by an injury to one person. How many people count on you each day to come home safely? If you add them all up, you might be surprised.

The holidays can be dangerous if you don't follow safe practices, so before you start to "deck the halls" this year, do these simple things at home:

- Check the insulation on electric cords and inspect for any other damage before using them.
- Make sure your tree lights are approved – look for the "Underwriters Laboratory" tag.
- Never place electrical cords under rugs and don't overload circuits, match the plug to the outlet.
- Use a fireplace screen and NEVER burn a Christmas tree in the fireplace. Keep candles away from the tree.
- Use electric cords approved for outdoor use for your outdoor display.
- If you use an extension ladder, be sure to set it up to a 4:1 ratio and that it extends 3 feet above the roof. Ladder safety is as important at home as it is at work.
- Designate a non-drinking driver before you go to that holiday party. If you are the designated driver, be extra alert for drunk drivers on the road.
- Check your heating unit and hot water heater for defects. Remember the silent killer: carbon monoxide. Remove any combustibles from the furnace area.
- Check your smoke and carbon monoxide detectors. Do they have fresh batteries?
- Store flammable liquids away from heat and electricity and out of the reach of children.

**Remember these precautions and have a fun, safe holiday at home and at work!**



# PROJECT PROGRESS



Ellis Rd Bridge Deck

FEATURED  
PROJECT

## I-10 WIDENING FROM I-295 TO I-95 DESIGN-BUILD

**LOCATION:** Jacksonville, FL

**PROJECT TEAM:** Alek Albach, David Blair, Ethan Schwan, Brodgen Duffy, Chris Smith, James McMillan, Miguel Martinez, Dan White, Brian Ridenhour, Jacob Lawrence, Mark Walker, Travis Browning, Jim Avery, Lexie Modawell

**OWNER:** Florida Department of Transportation

**DELIVERY METHOD:** Design-Build

**DESIGNER:** WGI

**SCHEDULE:** anticipated completion March 2024

**CONTRACT VALUE:** \$177.8M

## BY THE NUMBERS

6 miles (project length)  
11 bridge locations / 19 widenings  
19 MOT phases  
130,476 CY excavation  
87,718 CY embankment  
44,800 TN asphalt  
121,306 SY concrete pavement  
26,703 LF barrier walls  
9,752 LF storm drain pipe  
170 storm drain structures  
26,386 LF piling  
8,391 CY structural concrete  
3.4M lb reinforcing steel  
9,128 LF girders

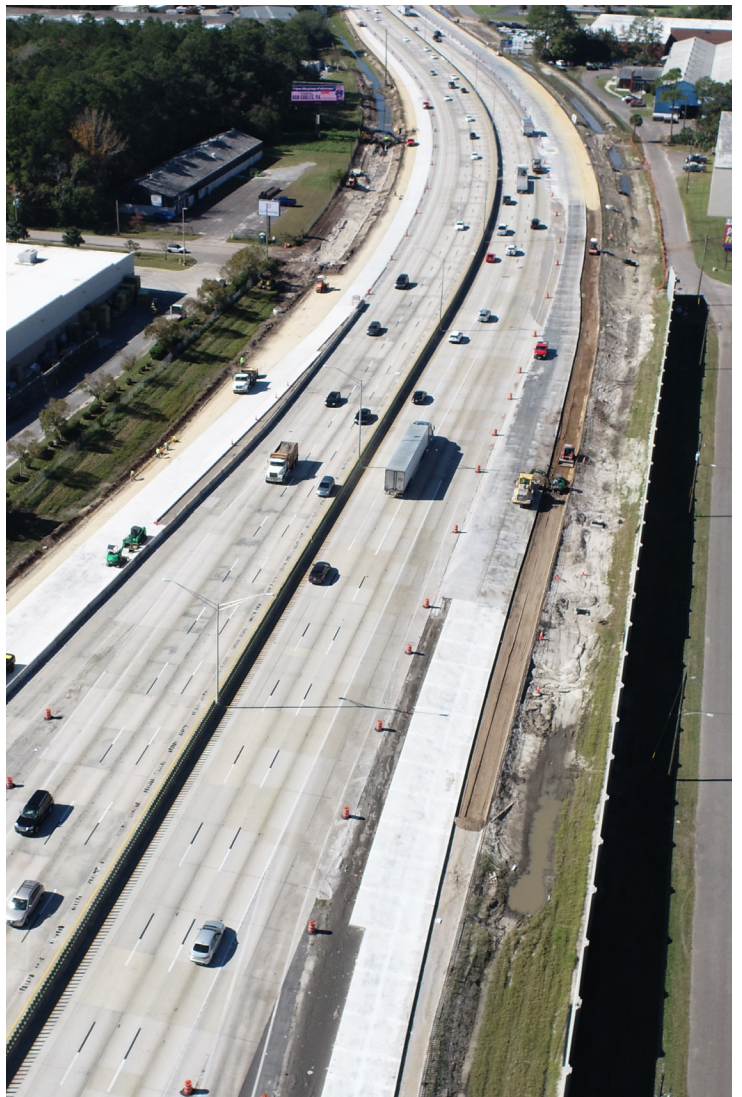
## SCOPE OF WORK

- Widen I-10 from 6 to 10 lanes
- Project located in extremely tight site constraints
- Replace major box culvert under I-10
- Construct pedestrian underpass
- Place pavement for additional 6 miles
- Construct sound barriers
- Bridge over CSX tracks
- Concrete pavement: Using our mobile concrete batch plant





I-10 over CSX



Concrete Paving



I-10 over Nelson Pile Driving



Pile Driving at US 17 Interchange





Edgewood MSE Walls



Edgewood MSE Walls



Cedar River Box Culvert





I-10 & US-17 Interchange 01



I-10 over Ellis Rd



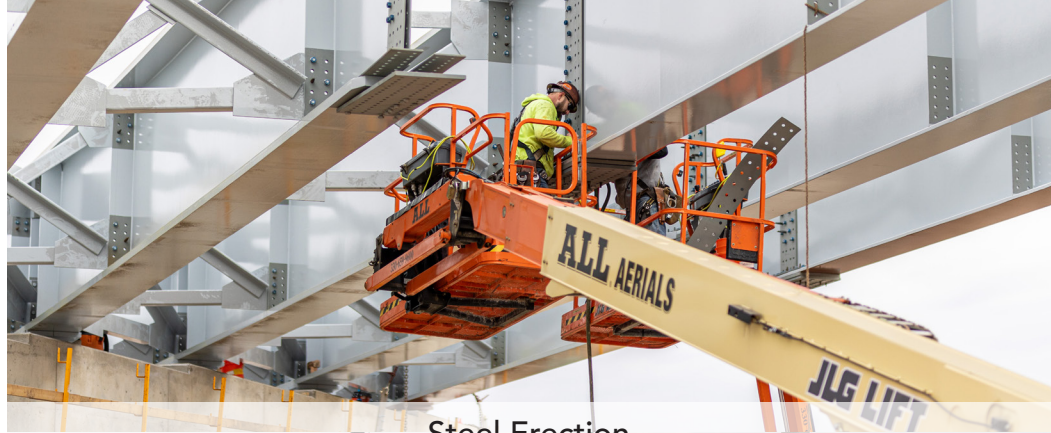
Earthwork & MSE Wall Construction





Beam Delivery

PROJECT  
SPOTLIGHT



Steel Erection



## CHICAGO O'HARE PROJECTS

- Western Access Tollway (I-490) Advanced Earthwork, Drainage and Retaining Wall Construction (*subcontractor to Curran Contracting*)
- Bridge Construction O'Hare to Westbound Illinois Route 390 Ramp at I-490 and Illinois Route 390 Interchange

**LOCATION:** Chicago, IL

**PROJECT TEAM:** Larry Staal, Joe Pfaff, Fabian Herrera, Ryan Boyle, Martin Huerta

**OWNER:** Illinois State Toll Highway Authority

**DELIVERY METHOD:** Design-Bid-Build

**SCHEDULE:** estimated completion Summer 2022

**CONTRACT VALUE:** \$20M

### BY THE NUMBERS

23,000 LF H-pile

7,100 FT pre-coring for pile driving

135,600 SF MSE wall

300 CY mass concrete structures

600 CY superstructure concrete



MSE Wall Construction

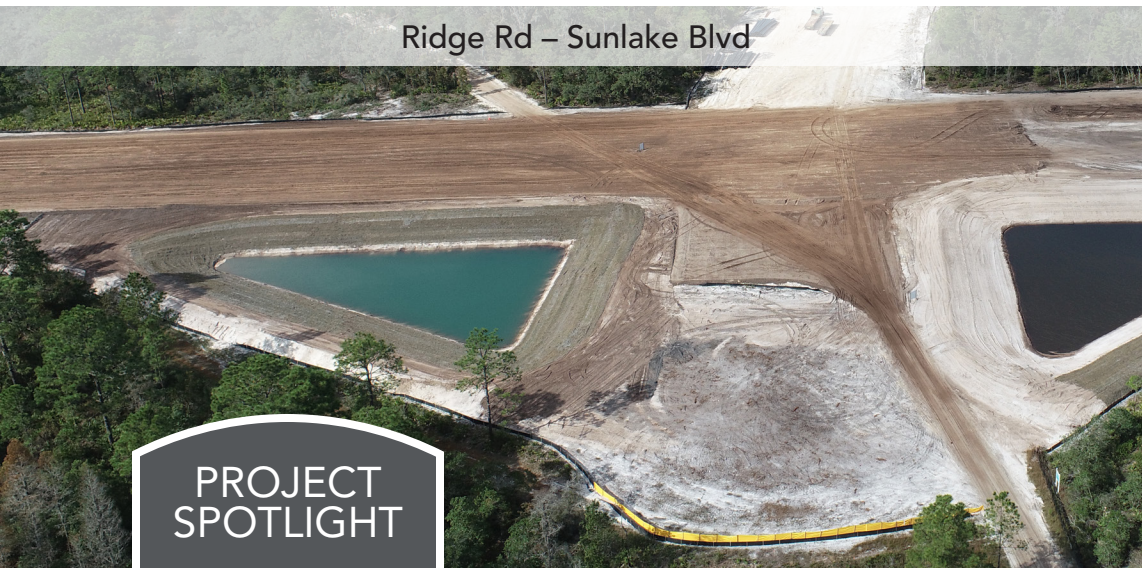




Pond 2-34, Bridge 6



Roundabout Segment



Ridge Rd – Sunlake Blvd

PROJECT  
SPOTLIGHT



Bridge 10 Pile Driving

## N SUNLAKE BLVD PHASE 1 SEGMENTS 2 & 3

**LOCATION:** Tampa, FL

**PROJECT TEAM:** Matt Stuart, Victor Retana, Angel Figerora, Daniel Puyo, Devon Cherkes, Johnny Carpenter, Jeff Loesche, Dan Palumbo, Ernie Christman, Kayla Conrad, Henrey Sowers, Todd Hernly

**OWNER:** Len Angeline (developer)

**DELIVERY METHOD:** Design-Bid-Build

**SCHEDULE:** estimated completion Nov. 2022

**CONTRACT VALUE:** \$39M



Concrete Test Pile



Concrete Pile



Burrito Crossing



# SUPERIOR SERVICE

## EMPLOYEE SERVICE MILESTONES

**5 YEARS**

Akshay Goel

Ben Elver

Cain Camarena

Donald Anderson

Doug Nichele

Garrett Jones

Lionel Benoit

Luis Ortiz

Nicholas Pitts

Ryan Hammrick

**10 YEARS**

Amy Henningfield

CePonce Brewer

Michael Filter

Rene Sanchez

**15 YEARS**

Gene Howard

**25 YEARS**

Rodney Carpenter

**HAPPY  
RETIREMENT**

Steve McGrath

## MISSION, VISION, & CORE VALUES

You may have heard some talk about us developing our mission statement, vision statement, and core values.

- A **MISSION STATEMENT** focuses on where we are today and what we do.
- A **VISION STATEMENT** focuses on what we ultimately want to become.
- And **CORE VALUES** are our fundamental guiding principles that dictate how we do business.

These are important foundational aspects of our business because it defines who we are and why we exist. They also give us focus as we continue to grow in our markets and attract new talent. Finally, they provide purpose for each of our employees as you continue to work for Superior.

We are excited to roll these out in the new year. Watch for more details.



# HR HIGHLIGHTS

## SUGGESTION BOX UPDATES

COMING SOON: web / mobile version of suggestion box launching January 2022

[superiorsuggestions.com](http://superiorsuggestions.com)



SCAN ME

## SUPERIOR WORKFORCE DEVELOPMENT

First training in October: SUPERVISORY TRAINING

- 8 attendees: wide range of supervisors across NEFL
- Completed 6 of 10 sessions
- Classes consist of reading, discussions, and group activities

SUPERIOR STRENGTH PROGRAM  
SUBMITTAL DATE REMINDER:  
**APRIL 8, 2022**

### SUPERIOR STRENGTH PROGRAM

Approved activities include:

- Running / walking

RECEIVE UP TO  
**\$120**  
ANNUALLY

QUESTIONS  
[hr@superiorconstruction.com](mailto:hr@superiorconstruction.com)

**\$60** PROOF OF PURCHASE  
Download / screenshot that includes vendor name, date, activity completed, date of purchase, and total cost

HOW TO SUBMIT



SCAN ME

- Go to website
- Complete form
- Upload receipts / proof of activity
- Submit

**12** HOME WORKOUT ACTIVITY LOGS:  
12 logs, 30 min or more from fitness tracking app

Eligible employees will be reimbursed for monies spent up to \$60 each submittal period.

Superior reserves the right to decline incomplete submissions, requests purchased or submitted outside of the program dates, verifications without the required information, or submissions that have been falsified. Employees will be reviewed for approval and will be maintained as part of our internal records. Any sensitive information submitted is restricted to only show those details required for this program.

**Congratulations to our growing families!**

SUPERIOR BABIES  
BORN IN 2021:

**7**

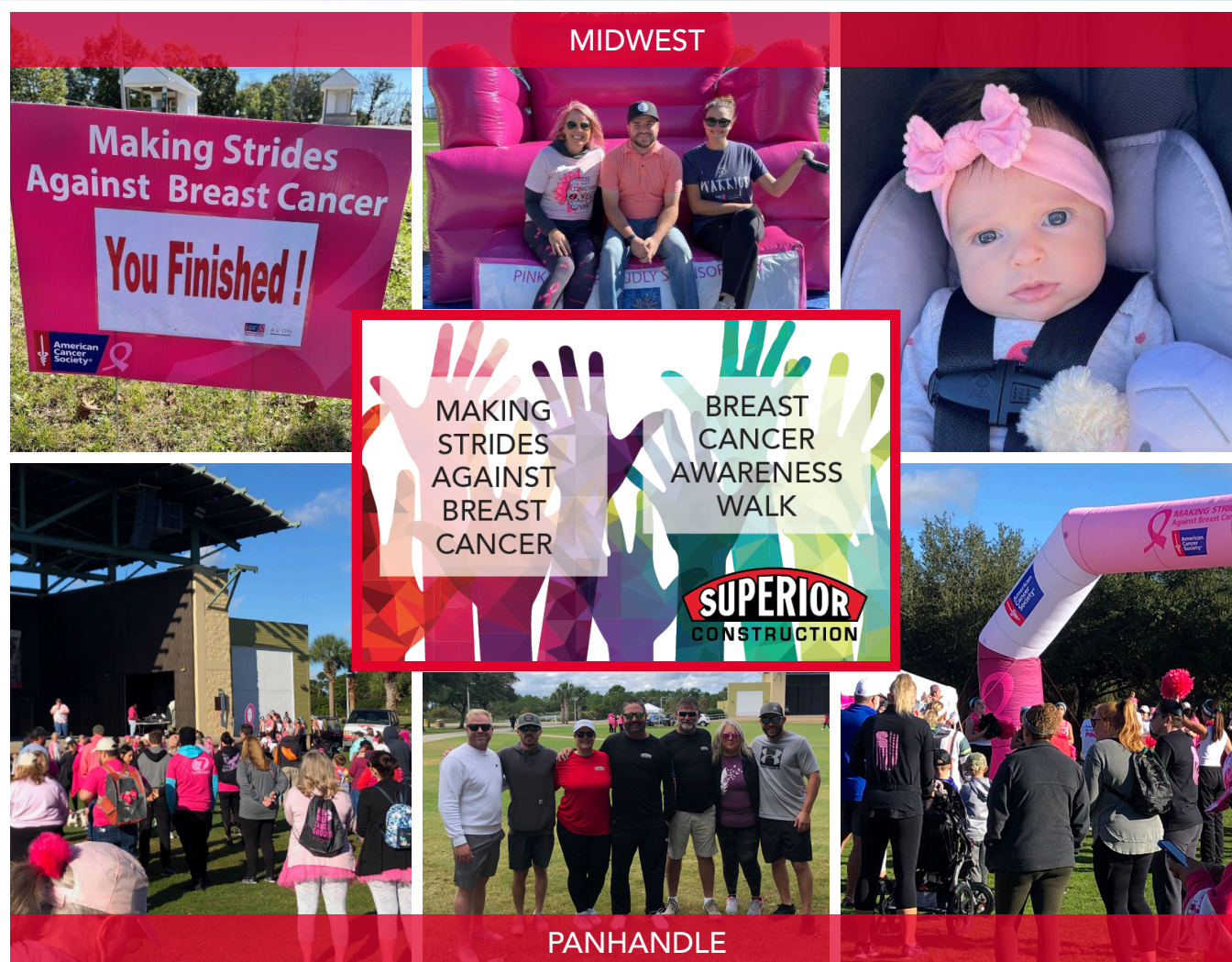
BABIES

**5**

GRANDBABIES



# CHARITABLE CONTRIBUTIONS



## THANKSGIVING FOOD DRIVES

- **Jacksonville:** Daniel Kids
- **Tampa:** The Salvation Army
- **Central Florida:** United Way
- **Portage:** Hilltop Neighborhood House
- **Indianapolis:** Gleaners Food Bank





## DONATION & TREE DECORATING CONTEST



JACKSONVILLE



ANGEL TREE:  
ALL DIVISIONS



PORTAGE



TAMPA



NORTH SPLIT



# WIN WIN & COMPANY STORE

## SUPERIOR WINS (as of December 22, 2021)



## SUPERIORCONSTRUCTIONSWAG.COM

Your resource for Superior branded gear. New products coming in January!

NUMBER OF  
ORDERS SINCE  
OCTOBER  
LAUNCH:

34

ORDER YOUR  
MERCH TODAY!

SUPERIOR PAYS  
SHIPPING COSTS

BONUS