

FAMILY FIRST



VOLUME 21 | ISSUE 2
2ND QUARTER 2021



FEATURED
PROJECT

WEKIVA PARKWAY
SECTION 6

SUPERIOR WORKFORCE
DEVELOPMENT

INTERN PROGRAM
HIGHLIGHTS



Hello to everyone reading this. June 2021 marks the **65TH ANNIVERSARY** of the Interstate Highway System (HIS) – as part of the Federal Aid Highway Act – that was passed in 1956. This is significant for domestic heavy civil contractors because this is when the federal push began to connect the fragmented state road systems. I am proud to be one of several families at Superior that contributed to this amazing accomplishment that now extends more than 48,000 miles of highways.

On this historic anniversary, we are optimistic that our nations leaders can pull off another bold plan to keep the vital infrastructure sustained and improved. I do want to highlight that the people signing the bill to fund these various work programs have the easy part ... the heavy burden falls upon the builders of this great nation. So how do we as an organization prepare for this massive undertaking?

I don't believe there is a simple answer for this, but there should be reassurance that the team around you is aligned with the same goals to ensure mutual success.

The **MORAL BACKBONE OF SUPERIOR IS SUPPORT**, which involves both pushing and challenging team members.

- If you are providing support and not pushing someone to excel, you are not helping them.
- If you are pushing someone to advance without providing any guidance, you could be pushing them to failure.

Our organization functions with many, many necessary gears. Each one needs the next gear to push it forward. Individual links will be tested, but it is the **COLLECTIVE STRENGTH** of the chain that keeps the company advancing.

As we further discuss our formal career advancement plan, I challenge us all to think about, "who provided us with support?"

It's a tough business, but hopefully rewarding as well. Knowing that we all take pride in what we do, it's our turn to share that knowledge and support the long-term success of the builders of the world.

Behind the scenes, a variety of experienced leaders are working on task teams to identify and outline our Workforce Development (WFD) Plan. This is not a plan that will be drafted in an office and implemented in the field. This is a plan that should be sculpted by those with dirt under their boots, and that is why I am requesting everyone to assist in the process. Over the coming months as we solicit input, I encourage you to help make the **SUPERIOR WORKFORCE DEVELOPMENT** second to none!

I am fortunate to have worked with so many who have shared their experience, support, and construction knowledge throughout their careers. And I know I am not alone. I look forward to facilitating that same opportunity for all of us who feel the obligation to pay it forward.

WELCOME

We are excited to welcome Kevin McGlinchey to the Superior family. Kevin brings nearly 30 years of industry experience to the team and will serve as VP of Operations / Special Initiative. In this role, he will leverage his extensive design-build and major project experience to better position the company to continue to grow in the Southeast. His accomplishments include projects valued at more than \$5 billion, including many award winning projects. He will be working with Superior's experienced team of construction professionals to improve processes, management systems, and employee development. Welcome, Kevin!



KEVIN McGLINCHEY

CONSTRUCTION CHAMPIONS

JOE GARAVALIA
Ironworker Superintendent



Why construction? I grew up in a construction family. I worked with my uncle and two cousins. It's just what we did. It was home construction, but I liked it.

Why Superior? For me it's all about the relationships. I've been here for a long time. I enjoy working with the guys and being around good people.

AMY HENNINGFIELD
Executive Assistant



Why construction? Although I am not physically working in the field, I feel that my involvement in construction has enabled me to mentor younger women on the multifaceted opportunities available to them.

Why Superior? Superior is extremely supportive of personal development and growth. I love working for a company that has values that align with my personal values. Every day is a new challenge that enhances my sense of inclusion and makes me feel like I am contributing to a larger purpose.

NARVAL SUTHERLAND

MOT Supervisor
I-10 Widening from I-295 to I-95



Why construction? I came to this country wanting to get into construction. It is the most appealing type of work for me.

Why Superior? Before I worked here, I heard a lot of good things about Superior. I enjoy being treated well and having a sense of job security. I am learning so much in my job and I like learning new job skills. I also enjoy being a part of the work.

EDWIN ORTIZ

Excavator Operator
SR 200 (US 301) Test Road



Why construction? My uncle works for Superior. I heard so many great things. When he encouraged me to apply, I agreed.

Why Superior? I like the people I work with. I'm currently working on edge drain, and it's challenging to dig enough out in the morning in time to start pouring when the ready mix trucks arrive at 10 am. I get a sense of pride from a job well done.

FAMILY FEATURES

We're not just a family-owned firm, but we also have many families with multiple generations of families working for us. Beginning in the next issue, we will highlight these multi-generation Superior families.

4

GENERATIONS

20+

MULTI-GENERATION
SUPERIOR FAMILIES

2021 SAFETY WEEK – HOLISTIC SAFETY

Thank you to everyone who helped make Safety Week 2021 a success.

One way to accomplish **HOLISTIC SAFETY** is to get everyone involved. This year we introduced a new component of a coloring contest. We will highlight each entry in a 2021 – 2022 Superior Safety calendar. Watch for more details.



SAFETY WEEK CONTESTS WINNERS

Congratulations!

HAZARD HUNT



Mike Sharpe

First Coast Expressway

COLORING CONTEST



Henry Ortiz, Jr.

Henry Ortiz,
First Coast Expressway



Justice Peyton

Katrina Bruner,
Trucking Division



Ryan Jack

Katie Jackson,
Estimating



Will Govert

Jake Govert,
OSU Smart Campus



PROJECT PROGRESS

FEATURED PROJECT



WEKIVA PARKWAY SECTION 6

LOCATION: Sanford, FL

PROJECT TEAM: Jhon Beltran, Garrett Jones, Kris Munoz-Brewer, Akshay Goel, Sebastian Jaramillo, Maria Ramos, Pranav Agrawal, Jose Sanchez, Brian Keith Lewis, Oscar Beltran, Vismar Pichardo, Marcel Broco, John Quinn, Alyssa Daza

OWNER: Florida Department of Transportation

CEI: RS&H

DELIVERY METHOD: Design-Build

SCHEDULE: Estimated completion Dec 2021

CONTRACT VALUE: \$241.1M

BY THE NUMBERS

- 6 miles
- 18 bridges: 3 segmental, 6 conventional, 9 wildlife crossings
- 143,070 LF piles
- 105,895 LF girders
- 17M lb rebar
- 81,634 CY concrete
- 1.4M CY excavation
- 3M CY embankment
- 57,597 LF drainage pipe
- \$5 million cost savings initiatives

SCOPE OF WORK

- Limited access toll road along SR 46
- Local travel non-tolled service road
- Multi-use trail
- Connector roads
- Roadway widening, medians, and turn lanes
- Utility coordination
- Landscaping
- Drainage improvements
- Lighting
- Signing and pavement markings
- Roundabout

Segmental Bridge Construction



Storm Drain Installation



Sinkhole Remediation



Crane Erection



Wildlife Crossing #1



Safety Week 2021



Beams Preparation



Wekiva River Segmental Bridge



Bridge Construction



Wildlife Crossing #1



Wildlife Crossing #2



Segmental Bridge – Interior Box



Planning



Wekiva River Segmental Bridge



PROJECT UPDATE



LOCATION: Columbus, OH
PROJECT TEAM: Tim Koster, Scott Mergenthaler, Jeff Carlson, Trent Becker
OWNER: Ohio State University
GENERAL CONTRACTOR: Frank Lill & Son
DELIVERY METHOD: Design-Bid-Build
SCHEDULE: Estimated Completion 2021
CONTRACT VALUE: \$5.2M

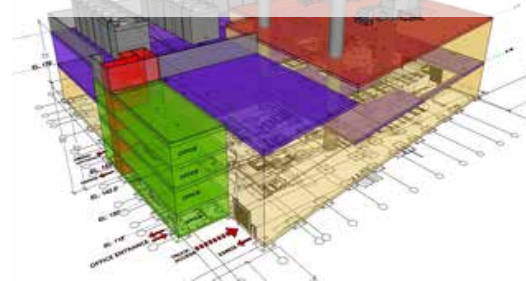
EMPLOYEE SERVICE MILESTONES

5

10

- Allen Home
- Brian Connolly
- Chris Baynard
- Jenna Weeks
- John Alford
- John Poole
- Josh Brockel
- Krysten Pierce
- Michel Vidana
- Pravna Agrawal
- Ryan Boyle
- Torrence Dorsey
- Tracey Kelsey
- Tyler Leger
- Andrea Simmons
- Brett Navarro
- Joshua Bomar
- Kenneth Kubski
- Lester Counts
- Marco Arreola
- Nicholas Uzelac
- Patrick Watters
- Richard Kidd, Jr.
- Ricky Arreola
- Ryan Nunemaker
- Tim Beauford
- Weston Van Gundy

Central Plant Model



Pumping Concrete for Steam Turbine Generator Columns



BY THE NUMBERS

- 7,000+ CY excavation
- 3,500 CY concrete placement
- 27,000 manhours
- 1,000 LF perimeter grade beam
- 1,000+ anchor bolts
- 500+ lbs embeds
- <2 acre project site

Placing Foundation Concrete



Backfilling for Slab on Grade



15

20

25

30

- Benito Gonzalez
- Carlton Wilkinson
- Eric Harris
- Henry Ortiz
- Joe Garavalia
- Jonathon Cox
- Montie Futrell
- Rodger Miller
- Thomas Morton
- Blaine Jefferson
- Brian Swisher
- Casey DeMoss
- David Hanrath
- Kelly Worthington
- Bill Ousley
- Frederick Hershman
- Steve Fernandez



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

We are proud of our internship program. This year is the biggest class we've had, and our programming continues to improve as well. Each intern is contributing valuable input to our company.

46
PARTICIPANTS

56%
INCREASE FROM 2020

12
COUNTRIES

5
RETURNING

JULY
29TH
NATIONAL INTERN DAY

JULY
15TH
MIDWEST PROGRAM PRESENTATIONS

JULY
30TH
SOUTHEAST PROGRAM PRESENTATIONS

15
SCHOOLS

SAVE THE DATE

BIOMETRIC SCREENINGS

AUGUST

16 – 31

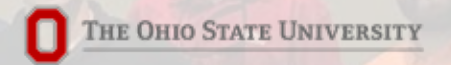
OPEN ENROLLMENT

OCTOBER

15 – 31

Additional information coming soon.

Contact either HR or your field admin for more information.





- Lake George Canal Tide Gate Project - Directs
- Lake George Canal Tide Gate Project - Indirects
- Lake George Canal Tide Gates



- #3 Sinter Plant -P2 Repairs - Baghouse Elev. 37'-6"
- Stacker Rail Alignment & Temp Slab Foundations
- Perform Emergency Structural Repairs at Sinter Plant
- Caster Outage Piler Table Repairs
- Caster Outage Tundish Car Cylinder Change
- Sinter Plant - Re-Sheet Baghouse Garage Roof & Sidewalls
- Sinter Plant Repair Conveyor Chutes
- Sinter Plant Replace Chute
- Sinter Plant Replace EF-1 Hopper Grating & Sidweall
- Cascade Tank Support Beams and Frame
- Sinter Plant - Structural Repairs Per Enspsect Report



- I-10 over Garcon Point Rd Approach Slab Replacement



- Hard Rock Casino Support Towers



- Norway Stop Log Project



- North Sunlake Blvd Phase 1 Segment 2 & 3



- #1 BOP Structural Repairs
- Stevenson Crane @ USS-GW Equipment Offload
- #5 Ladle Crane Structural Repairs
- 84 Crane Drum and Shaft Change
- 138 Crane Walkway Extension
- Pickle Line Looper Pit Structural Repairs



FAMILY FLASHBACKS



ELIO LARGURA – 1929 NOTRE DAME FOOTBALL TEAM



LARGURA FAMILY GATHERING



OFFICE BUILDING, 1968

WORDS ON WELLNESS

SUPERIOR STRENGTH PROGRAM

Approved activities include:

- Running / walking event (5k, marathon, triathlon, etc.)
- Gym membership
- Home workouts
- Exercise / fitness classes (yoga, Orange Theory, pilates, spin, etc.)
- Weight management programs with coaching component
- Active sport lesson from a certified coach (stand-up paddle, swim, tennis, etc.)
- Personal training memberships
- Fitness subscriptions (Peloton, The Mirror, etc.)
- Sessions with registered dietitian or health coach

RECEIVE UP TO

\$120

ANNUALLY

QUESTIONS

hr@superiorconstruction.com

2

SUBMITTAL PERIODS

- April 1 - Sept 31, 2021
- Oct 1, 2021 - Mar 31, 2022

2

SUBMITTAL DUE DATES

- October 8, 2021
- April 8, 2022

Will receive payment in
paycheck no later than:

- October 29, 2021
- April 29, 2022

REQUIRED FOR SUBMISSION

\$60

 PROOF OF PURCHASE

Download / screenshot that includes vendor name, date, activity completed, date of purchase, and total cost

If you are completing at home workouts and do not have any proof of purchase, please 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. We also reserve the right to discontinue the program at any time.

Please be advised that information shared on submittal form and verifications will be reviewed for approval and will be maintained as part of our internal records. Any sensitive information should be redacted to only show those details required for this submission.

HOW TO SUBMIT



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