



SULLY-MILLER



Dear readers,

What a historical year we have had so far! This year has filled me with gratitude, motivation, and optimism for the future. I hope you all are well and have stayed safe. May you enjoy this edition of the Road Runner. Our intention of this magazine is to keep our employees informed on the most up to date news within the company such as job accomplishments, upcoming events, and other announcements. We welcome your input on topics you would like to see in future publications. Thank you to those who submitted content for this publication. We couldn't do it without you!

If you have anything you would like to see in our next publication, please email your stories, ideas, and pictures to me at jenny.graeber@sully-miller.com or call me anytime at

(714) 745-4744.

Jenny Graeber, Human Resource Coordinator

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Cover Page Picture: Crew working at Taxiway P Los Angeles

Left to right: David Flores, Sal Cervantes (top), Martin Rivera, Jonathan Rodela, Fernando Flores

Spring Valley Lake Project: (left to right) Joe Roster, Vince Sommarito, John Harrington, Bill Boyd



A CHALLENGING YEAR

By Bill Boyd, President

Sully-Miller 2020



As I write this, fall is upon us. The NFL season is already a few weeks in, and I am pleased that the GREATEST team to never win the big game, that's right, the Buffalo Bills, are once again looking strong to win the Super Bowl.

I may be overly optimistic...but that is a choice I like to make.

Together we have faced many challenges this year, and together we have achieved success. I believe that this will continue, and we will continue our journey to be a great place to work and a leader in the industry.

Our success is dependent on many actions and many things, but the key is the safety, health, and welfare of our employees.

In March, we were faced with an unprecedented challenge to our way of life. The COVID-19 pandemic and the subsequent stay-at-home order has put at risk the economic prosperity of millions of people. Infrastructure construction and maintenance, aggregate and asphalt production were deemed essential industries and we are privileged to continue to operate.

Although we have continued to work, we were forced to change the way we operate. These changes based on industry and CDC guidelines were necessary to protect each other and the public. I am very proud that our teams have taken the changes seriously, continue to follow our protocols, and continue to responsibly protect one another and our livelihood. Thank-you for this.

Whether it be the uncertainty of the impact of COVID-19 on the economy going forward, our children returning to school, our spouses returning to work, our health, or the upcoming election, the distractions of everyday life have increased significantly this year. These distractions are creating a profound effect on our organization. We have had numerous incidents and injuries that were caused by momentary loss of focus. Fortunately, these incidents did not result in a serious injury or loss. We have been very LUCKY.

We strive for ZERO. Zero incidents, Zero injuries.

We strive for every employee returning home safely every day.

This Goal is POSSIBLE, but to reach it WE all must do OUR part.

We must look out for each other, identify the hazards, control the risk and maintain our FOCUS.

I ask each of you to participate fully in this and help ensure that OUR Family returns safety to THIERS.

For us to be truly successful, this must become a value that is held firm by each of us.

Stay Well.

Bill

Covid-19 Pandemic

Our Story - Submitted to Brea Historical Society

By: Jenny Graeber, HR Coordinator



Like many employers, Sully-Miller Contracting Co. was in a state of shock when President Trump announced a National State of Emergency on Friday, March 13th, 2020. Knowing that the future was unclear, Sully-Miller's Human Resource Department stayed at the office late that night to get out our company's first memo regarding Covid-19. The following Monday, March the 16th, our company allowed our office employees to work from home if they were able to, in which the majority did. California lead the nation in being the first state to activate Safer at Home, and Shelter in Place orders. On March 19th, Governor Newsom announced the Shelter in Place order. Things changed with the pandemic so rapidly, that our company created a Crisis Management Team who met daily to review devolving topics such as CDC updates, review pending COVID cases, discuss state and federal recommendations, and communicate updates with Sully-Miller employees. In efforts to support our communities, we donated masks and wipes to the Irwindale Police Department.

The first few weeks of the Safer at Home and Shelter in Place orders were full of uncertainties. At first, our industry (construction) was not on the list as essential. There was questioning brought to the Capital to review, and ultimately they revised the essential workers list for California to include construction. On April 1st, our industry participated in a State Wide Safety Stand Down. As a company, we had meetings with all of our employees in the office and on the jobsites, and discussed the importance of hand washings, social distancing, wearing masks, and quarantining. We felt our industry needed to show the state's government that we are taking the situation seriously and knew how lucky we were to be able to continue to work and deemed essential. We were fortunate to continue work during this time with minimal layoffs due to Covid-19, in fact, we were hiring weekly!



Before the pandemic hit, Sully-Miller Contracting Co. expanded our Human Resource Department to a

four-person department. The expansion enabled us to focus more on employee engagement in 2020. We had planned for an array of outdoor activities and group events in which we had to convert all to a virtual platform or postpone. Despite the changes, we are proud to say that we feel we have managed to keep our employees connected during this strange and unusual time. The company hosted weekly video lunch socials, monthly picture/video contests, benefit webinars, and more. Together, we continue to keep our family

atmosphere alive. In March, our company gave out nearly 500 Sully-Miller coloring books to our

employees, Cal Chambers of Brea, as well as Cal

NEWEST DRONE PILOT

United Rock Products wishes to congratulate Elyse Denault, Project Engineer in obtaining her Commercial Drone Pilot License. Elyse will work with our veteran Drone Pilot Barbara Ramirez, Administrative Assistant on all drone operations including physical inventories as well as use her creative skills to add new aerial photographs and video's to the United Rock Products library. As a graduate Mine Engineer from Colorado School of Mines, Elyse will also be integrating drone technology into our mine planning and capital project designs.

In order to be compliant with Part 107, the new FAA commercial drone regulation, Elyse was required to study weather and micrometeorology, FAA regulations, drone operations, National Airspace Systems, Sectional Charts and airport operations. She was then required to pass a two hour, 60 question FAA Aeronautical Knowledge Test for a Remote Pilot Certificate. When asked about why she wanted to get her unmanned aerial vehicle (UAV) license her simple reply was "it's cool".

By: Mark Pachura, General Manager

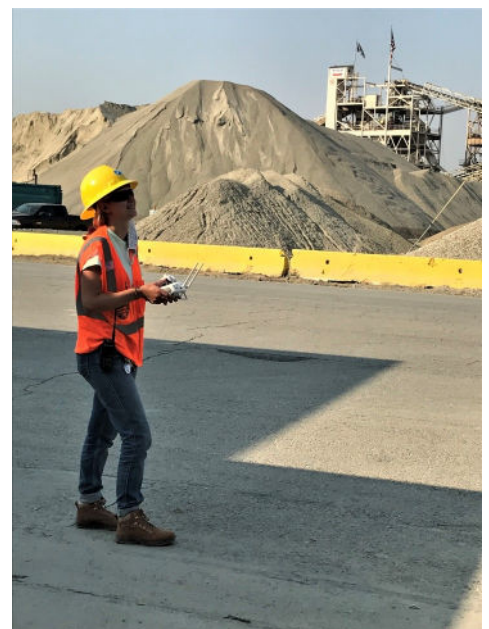
Chambers of Irwindale (where our rock quarry is

located) for them to distribute to the families in those communities as well. With almost 100 years locally in the construction, asphalt and gravel industry, we want to make sure our employees felt valued and not

forgotten during these unsettling times. On Friday May 29th, Sully-Miller put together and executed our first social distance retirement party where we handed out individual boxed pizzas, individually packaged cookies, and water bottles. The day also included a small parade at our Irwindale plant. We made sure to keep our social distancing limits as we congratulated our retiree for his many years of hard work and service with us. The beginning of June 2020 started with state

restrictions lifting and business are opening up again. Sully-Miller Contracting Co. continues to move forward with a positive attitude, yet cautious. We do not know what the future holds in regards to Covid-19 and

continue to stay on top of the news and navigate new laws. The company has prepared the corporate office in Brea and our local Southern California asphalt plants for employees to return to work. New office modifications include 6 feet space markings on the floors, conference tables with fewer chairs, and plexi-glass on cubicles, meeting rooms and in the receptionist area. In addition, masks, hand sanitizers, and gloves are readily available for our employees. We look forward to continue to serve and service the infrastructure of Southern California knowing that together we will get through these unsure times.



LAX TAXIWAY UPDATE

One year ago we were notified by Los Angeles International Airport that we were the successful bidder of the Taxiway P project, the largest project Sully-Miller had been awarded to date. Construction started in February and now we are halfway done with construction out here. For those of us who are out here every day it is hard to see the progress, but this place does not look anything like it did just 5 months ago.

- Removed and crushed 55,000 tons of asphalt and concrete
- Demolished three buildings
- Moved 60,000 cubic yards of material
- Placed 28,000 tons of base
- Placed 26,000 cubic yards of concrete and lean concrete

Even though the project is experiencing delays outside of our control, the team has been able to mitigate many of these delays and continues to keep the project on track for both schedule and cost.

There is something more important we are building than a taxiway here. This team is continually building a trust and relationship with LAX to ensure they think of us as the “go to” contractor for years to come. Sully-Miller has always carried with it a good name, but the Taxiway P team is raising that to a new level. Our dedication to safety, quality and integrity is being recognized across the airport and they are setting that bar to a level that not many contractors can meet.

What is Sully-Miller’s future at LAX? This project is just the beginning. Sully-Miller has just been given a \$3 million change to construct a new concrete taxiway between two terminals in 30 days. This work should take place in October 2020. Also, after a six month pursuit for Runway 25L, we have been notified that we are the successful bidder, again beating our competition across the board on the written proposal, cost proposal and interview. Finishing with a score of 917.1 out of 1,000. Second place scored 839.9. We have no plans of leaving any time soon.

By: Travis Clausen, Sr. Operations Manager

Before

After



Phase 1
March 6, 2020



Phase 1
August 3, 2020



Phase 8
April 15, 2020



Phase 8
August 3, 2020

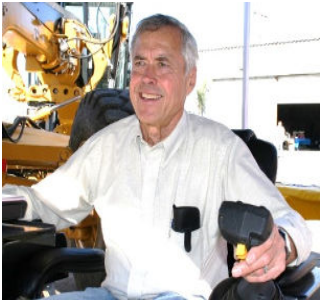


Phase 9 Tunnel
April 15, 2020



Phase 9 Tunnel
August 3, 2020

KEN'S RETIREMENT



After more than 30 years of devoted service, and with 58 years of construction industry experience, Ken Barker has decided to take a giant step— into retirement. In the late 80's Ken initially started working for the Santa Ana River Rock Company, and a series of assets and acquisitions between corporations allowed Ken to become part of Sully-Miller. Coming from a family involved in the construction industry, Ken's experience started in his teenage years shoveling and batching asphalt as well as slurry sealing pavement in a truck.

As our Environmental Manager, Ken pioneered the underground storage regulations for the company's asphalt plants and had major involvement in the process of reclamation. Ken's contributions had also aided with the management of moisture in asphalt for United Rock. Ken's hard work allowed Sully-Miller to be the first construction company to be part of the Climate Registry Agency, a program that helps companies to control their greenhouse gas emissions.

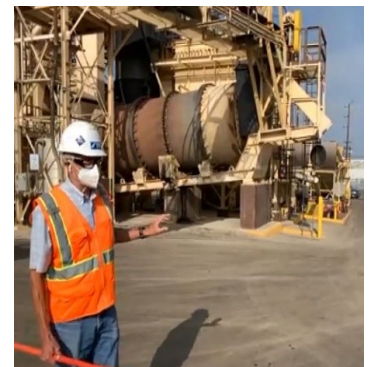
Recently, Ken's innovative initiative allowed him to host a live virtual plant tour at the Sun Valley plant for the South Coast Quality Management District. Here he showcased the plant burners, dryer drums, quality and recycling of materials, and our plant's efforts to regulate air pollution. "It's rewarding when regulating agencies and industries work together, you can come up with not perfect, but rules that are efficient." Ken shared.



With warm wishes the Sully-Miller family bids farewell to Ken as he begins this new chapter in his life. When asked what he enjoyed the most at work, Ken admitted he, "appreciated Sully-Miller's creative atmosphere for employees." We are indebted to his vision and commitment, and for driving us to our present position in the industry. Ken, thank you for your work which has assured success in the company. We know you are eager to start on your moving plans with your wife Kathy (over 40 years wed) to your hometown Louisville, Kentucky. Ken and Kathy plan to spend more time with family and grandchildren Alansters, Medeleine, Rio, Dominic, and Aviana. Ken for sure knows that retirement is not the end of the road, it is the beginning of an open highway; as he plans to spend retirement continuing running, swimming, listening to Ted talks, taking educational courses, participating in church activities, and hopefully retaking trips to Italy and Greece with Kathy.

Ken, you embody hard work and optimism. Thank you for bringing such joy to the office! Time to enjoy the good life, happy retirement!

By Karla Bonilla, HR Assistant



WILMINGTON WATERFRONT PROMENADE



The project is located in Wilmington, Ca at the cross streets of Water St. and Avalon Blvd. The job was advertised in February 2020 by the Port of Los Angeles and bid in June 2020. Construction is scheduled to begin in the Fall of 2020 with a completion date of Spring 2023.

The project consists of a complete reconstruct of approximately 10 acres of land which used to be an old Department of Water and Power (DWP) storage yard. The existing storage yard will be completely demolished and replaced with open green space and a public plaza. To achieve this wide open space concept, Sully-Miller will have to import 46,000 cubic yards of fill material to the existing site and haul away around 26,000 cubic yards of existing hazardous material. In addition, there will be a brand new restroom with a green roof, new pier structure, new floating dock, two new parking lots, new playground and playground equipment, and 1,200 linear feet of waterfront promenade along Berths 182 to 186. The job will rely heavily on our subcontractors to do some of the specialized work such as pre-stressed concrete pile installation, sheet pile installation, landscaping, electrical, exposed concrete aggregate pathways, and permeable pavers.

Once complete, the project will provide a new space for the community to engage in some fishing, boat rides and lounging along the waterfront.

By Raymond Delgadillo , Estimator/Project Manager

Lancaster Taxiway



This picture is of Phase 1 near completion of Runway and Taxiways of William J. Fox Field Airport in Lancaster. The job consists of full removal of runway and taxiways. 36000 cubic yards of excavation, 40000 tons of base, 56000 tons of AC paving, and new electrical.

The team members of this project are as follows: Project Manager: Scott Conover, Superintendent: Jim Williamson, and Foreman: Brian Yates.

ACTS OF KINDNESS

“There are still good people out there in the world, AND THEY WORK FOR US!”

Wallet Returned!

On Friday, May 1st Project Manager, Marisol De La Rosa lost her wallet and didn't realize it was missing until that Saturday. She froze her cards once she realized it. She was hoping it would show up at the Brea office. Late in the evening on Sunday, she heard the doorbell ring while at home. It was a man and he had a wallet in his hands. She was very happy to see it! As they talked about where he found it and who he works for, she discovered he was just hired on May 1st with Sully-Miller reporting to Chris Sewell! Nothing was missing from her wallet nor were any cards used. He lives in Orange County, and drove all the way out to Riverside to turn it in! Hat's off to **Augustine Lujan**, Equipment Operator for doing such a great deed!



The Crew at LAX Bought their Co-Worker a Car!



I have always believed that Sully-Miller is an amazing place to work and call home, but a recent event exceeded my expectations.

Many of the projects within the City of Los Angeles require us to hire locals near the project location. Many times we view the local hires as something we "have to do." But sometimes, if we pay attention, something special happens.

We hired a young man as a local for the LAX project as a Laborer Apprentice. He is a hard worker, always shows up on time, works any shift we ask and works any hours we need. He has only been in the country for a few years and is just getting going in life and took public transportation to work. Soon after he started with us he had to move to the Inland Empire. He never missed a beat.

He continues to make it to work early, stay however long we need and work whatever day we need. But now he is taking the bus, train and an Uber to get to and from work. He continues to come in early and work whenever we need.

His Foreman put together a silent collection, collecting money from volunteers on the project who wanted to help out this hard working young man. In just three days enough money was collected and the team purchased a starter vehicle for him. He never asked and never complained, just showed up on time and worked hard. He received his vehicle July 20th.

I want to take this opportunity to thank **Hilmar Orozco** for all of the hard work he has put in and his dedication to Sully-Miller and this project. I also want to thank the Taxiway P team members who took Hilmar under their wing and went the extra mile in setting up this amazing act and following through to make sure it happened, purchasing the vehicle on Sunday after working 10+ hours the six previous days.

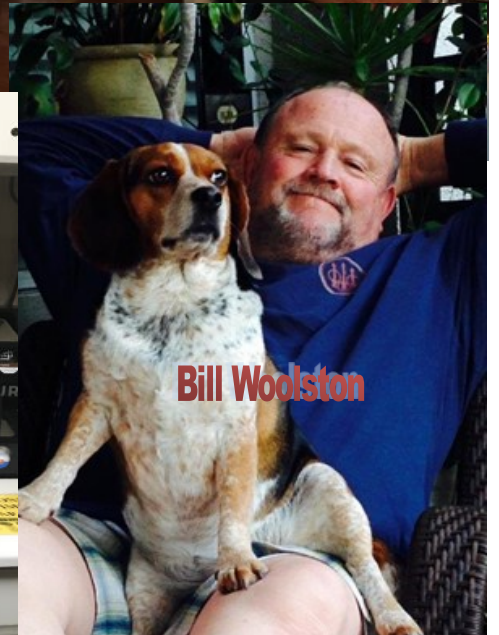
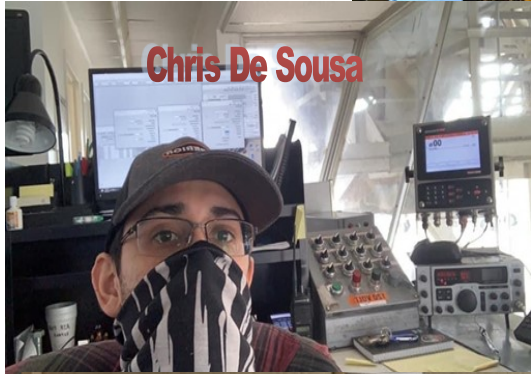
I am so proud to be a part of a team who cares so much. These men and women continue to amaze me. All I can say is we work at an amazing place, and I work around extraordinary people.

By: Travis Clausen, Sr. Operations Manager

EMPLOYEE ENGAGEMENT 2020

Due to the Covid-19 pandemic, we had to rethink most of our employee engagement activities for 2020. We still were able to have some virtual fun though and keep everyone connected!

- Biggest Loser Contest
- Paint Night (pre-COVID)
- Live Monthly Webinars
- Best Pet Photo Contest
- Home Office Photo Contest
- Random Fridge Challenge
- Employee Cook Book
- Guess Who's Picture
- Clothing Donations
- Fall Coffee Bars,

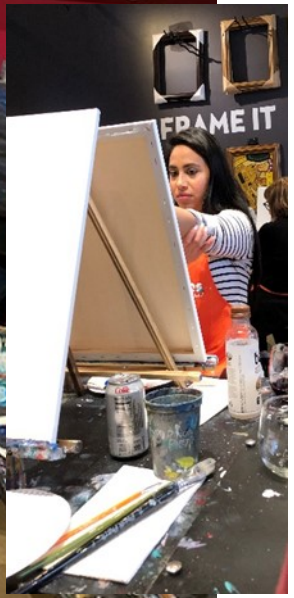


'TWAS THE NIGHT BEFORE COVID

On **Thursday, March 12th**, (the night before the Safer at Home Order from Governor Newsome was placed), we managed to get in one last night of in-person team building fun. We did not

realize this was going to be the last for a long time. About 20 employees came out to

Downtown Brea to paint at **Pinot's Palette** where we enjoyed some Rubio's tacos and painted an awesome pirate ship. Everyone enjoyed the night!



Blue Diamond Materials Receives 6S



The 6S plant safety and cleanliness program is a 3 step process. First you must achieve the 6S Bronze and 6S Silver levels before you can reach the 6S Gold. To receive 6S Gold Blue Diamond Materials had to maintain the highest level of safety, cleanliness, equipment and parts organization, environmental standards and lastly maintain those high standards for the foreseeable future. Blue Diamond Materials/Sully-Miller takes pride in what we have and what we do - which lead us to be the first company under the Colas umbrella to have all their asphalt plants receive the 6S Gold award. It was a goal that we set out to achieve and reached. In December of 2019 Sam Reed of Colas came out and took a 2-day tour with Superintendents Rick Williams and Andy Probert to all of the Blue Diamond Material plants. During the plant walks, they pointed out all the improvements in all 6 categories and most importantly, they showed him how they adopted the 6S Gold standards as a way of life. The program made daily duties easier because of its structured, easy to remember format, but most importantly it makes the company safer. **Blue Diamond Materials is proud to announce that all 6 of their Asphalt plants are 6S Gold certified** and they are proud to be the first in all of Colas North America to do so. Thank you to all of the plant crews and supervisors for all the hard work because this was no easy task!

By: Andy Probert, Superintendent

INTERN IRWINDALE PLANT TOUR

On Friday, August 21, our 2020 Summer Interns went on a half day plant and pit field trip at Irwindale where they toured the Blue Diamond asphalt plant and multiple United Rock pits. They are used to seeing the completion of projects, but not the beginning where the products come from. The day concluded with everyone eating lunch together (social distancing) and talking about where everyone has come from, and where they want to go in life. We had a great group of Interns this year!



WOMEN EQUALITY INITIATIVE



WE (Women Equality) USA is the first initiative dedicated to recruiting and developing female employees

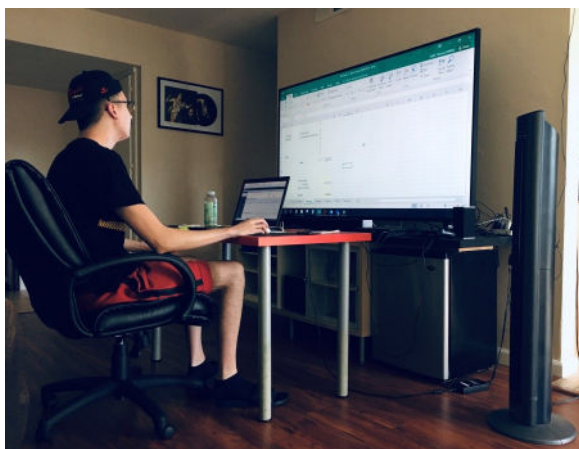
By increasing our female applicant pool and investing in our current female workforce, we can improve gender

diversity across the group leading to new ways of working and thinking. Furthermore, industry experts tell us that the top challenge facing businesses in the next five to ten years is a shortage of skilled labor. As part of this movement we are identifying existing best practices or activities that are already happening within the subsidiaries, which cultivate these four areas (leadership, management, software

technology, and communication), that can be shared across Colas USA. If you know of any interesting Colas

programs that support these topics, we want to hear from you!

By: Jennifer Vo, Regional Controller



SULLY-MILLER GIVES BACK



In May, Sully-Miller Contracting donated funds to **World Central Kitchen**. WCK is working across America to safely distribute individually packaged, fresh meals in communities that need support – for children and families to pick up and take home, as well as delivery to seniors who cannot venture

outside. To date, WCK has provided over 25 million meals in more than 400 cities. Traditional safety nets like school feeding programs, city services, and food banks are struggling to meet basic needs. Seniors, who are isolated for their safety, are

unable to access meal services. Meanwhile, the country's hospital workers are more stretched than ever before. WCK is also partnering with

restaurants to help meet this demand by providing jobs for their staff and meals for those in need.

For more information, please visit <https://wck.org>

WORKING FROM HOME

TESTIMONIAL

“I have enjoyed working from home. It has been different but great in a few aspects. I placed a new desk in my living room where I was able to set up my laptop to my TV as my second monitor which has been efficient for work. I was also able to find a nice office chair, which has helped eased the working from home.”

By Thomas Visee, Associate Accountant

INNOVATING TECHNOLOGY

When it comes to innovation and using technology to improve productivity, service and safety, Sully-Miller is the place to be. Over the past 2 years we have made vast improvements using the latest technologies. From a fully automated scale, upgraded fiber internet service to our plants in need and going paperless with our vendors, are just a few projects we have completed.

Just in the last year we setup a fully automated scale system for our Olive Pit plant with RFID to read the trucks information, Scale Watcher, a traffic signal to indicate when the driver can leave the scale and grab their ticket, which all happens under 30secs. Our United Rock's Loadout Plant was probably one of the most outdated scale houses that was using an old air tube system for tickets. So, we replaced this outdated system with two thermal ticket printers, Scale Watcher, and traffic lights. This upgrade has improved safety for the trucks and keeps production flowing since there is no need to stop at the old air tube ticket booth and wait to sign the ticket and send it back to the scale house.

This year, we installed new equipment at Irwindale. We added touchscreen monitors throughout the dispatch department and the repair shop so everyone can see which equipment is due for repair and service as well as a live view of trucks in route, shipping loads, etc. With an increase in bandwidth requirements at our South Gate and Victorville plants but no room to upgrade, we reached out to our internet service providers and were able to get new fiber lines installed to the plants. We now have dedicated MPLS circuit connections keeping our employees connected without any delay.

For our LAX jobsite office there was a need to install a camera at the front gate but there was no power, so we designed and built a solar system to power the camera and a wireless bridge access point for the network connection back to the office. Because this has worked so well, we are building more solar powered camera systems for other plant locations where we normally would not be able to have a camera, such as at the bottom of a pit.

We are now working with the latest technology, updated hardware, applications, internet service and we will continue looking at possibilities to always provide the best and safest service to our customers and our employees.

By Timothy Lee, IT Manager

WE ARE ESSENTIAL!

Even during the pandemic, Sully-Miller has not just stayed afloat, but has prevailed! Todd Roper, Superintendent (pictured on the right) is "pointing out" that we are the ones rebuilding the state of California's Infrastructure, and that we are essential!



WHAT IS THE ACCOUNTING/FINANCE TEAM UP TO?

Behind their masked faces, the Accounting/Finance department for construction has gone through some changes over the last few months. Within Sully-Miller Construction, the team of 7 individuals is involved in every aspect of the company, from payroll all the way to operations. They are not going to sing, but let us introduce you to who they are behind their masks:

Staff Accountants; **Patti Ibarra** and **Mavis Knox** have been with Sully-Miller for over 30 years and keep a happy face while dealing with tricky situations:

- They process billings to our clients, in relation to Project Managers and ensure the company is getting paid for work performed
- They ensure our subcontractors are paid in time and fulfill their compliance obligations
- They are in charge of compliance, in connection with HR, payroll and operations

Compliance is key in our activities, especially in California. Non-compliance issues can lead to large fines and most importantly, damage to our reputation. Dedicated and taking pride in a job well done, Mavis and Patti play a key role in our organization.

Irma Patino, AP Specialist and **Daquan Hodges**, Associate Accountant joined the team in January 2019. Daquan was recently promoted to Associate Accountant! If you want to know when your vendors will be paid, you now know who to call. Working closely with the Project Engineers,

Dispatch and Shop team. Irma and Daquan make sure vendors get paid accurately and on-time for every project. This is important to maintain strong credit and long-term relationships with vendors, this in turn helps with the uninterrupted flow of supplies, materials, and services. In addition, they are our guardians against fraud and theft by scrutinizing invoices for details, making sure we get proper documentation and settling any discrepancies. Conscientious and detail orientated, Daquan and Irma are real team players who protect Sully-Miller.

George Hessler, **Staff Accountant** joined Sully-Miller in 2018. He is in charge of Accounts Receivable (AR) and special projects. George may not love chocolate, but he is our Swiss Army Knife. AR consists in ensuring that we receive the money in time and for the right amount based on invoices sent to our clients. George works closely with Project Managers to ensure we do not fall behind and resolves any discrepancies. Besides AR, George is your key contact for all P-Card issues and handles different special projects such as detailed accounts analysis, and analysis of credit worthiness of potential customers. Enthusiastic and multi-skilled, George improves the Team's performance in terms of analysis and problem solving to help the company thrive.

Kristy Le, and **Jean-Frederic Lematre**, working respectively as Assistant Regional Controller and Regional Controller, acts as stewards of all accounting/finance aspects of construction and ensure the day to day operation runs as smoothly as the roads we pave. Using their insight of the business they assist management, as well as operations, in decision making in identifying areas of improvement and managing risks.

As you now notice, the Accounting/Finance team goes beyond invoices and numbers. Being at the crossroads of all functions within the company allow them to be a key partner in making things happen. Did you guess correctly on what the accounting/finance team is doing for you and for the company ?



Above (left to right): Kristy Le, Jeff Lematre, George Hessler, Mavis Knox, Patti Ibarra, Daquan Hodges, & Irma Patino

SAFETY UPDATE



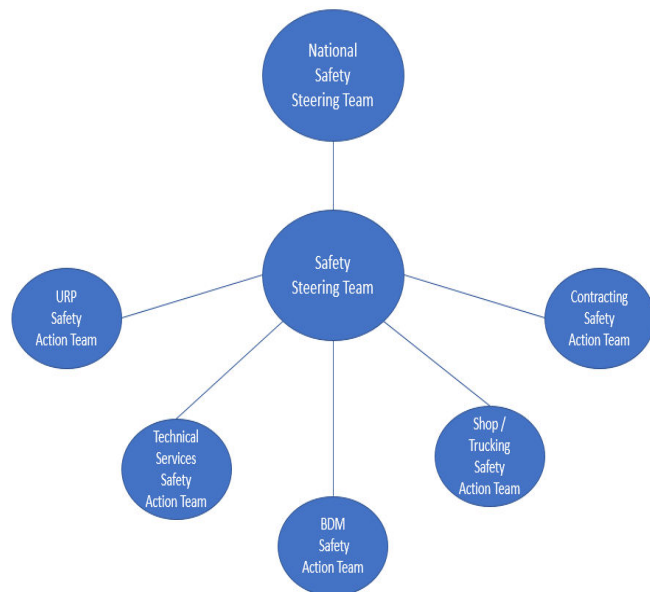
At the beginning of the year our goal was to conduct a Safety Perception Survey that would help us determine our Strengths & Opportunities in relation to our current Safety Culture status and Goal Zero Process. As we quickly found out, having all of our employees complete the surveys was going to be a very challenging task due to the Coronavirus Pandemic presenting itself at the very same time. Fortunately, we were able to complete a large percentage of the online surveys as well as some that were filled out by hand, confirming the results of the Safety Perception Survey were statistically validated for each of our individual groups.

The outcome of the survey was largely positive and the results showed us that in most cases the safety perceptions of our front line employees were very much in alignment with their supervisors and managers. This was the third Safety Perception Survey that has been completed since our Goal Zero Journey started in 2015 and I am pleased to report that our results have shown Continuous Safety Improvement year after year!

As a part of moving forward towards Safety Excellence we have created a structure of five Safety Action Teams that are made up of 6-10 volunteers per team, who as a collective group represent each of our front line disciplines.

These Safety Action Teams will be responsible to:

- Identify areas in need of improvement and/or culture change
- Focus attention in specific areas according to needs and discipline
- Provide recommendations for next steps
- Update and make changes for improvement of Safety Accountability Systems
- Measure progress through Leading Indicators
- Communicate the plan to all employees
- Provide updates and take support/guidance from the Safety Steering Team



For our Goal Zero journey to have a successful outcome, we considerably rely on the input of information from all of our employees. With the new structure of our Safety Action Teams we have a greater amount of people involved in the process of Continuous Safety Improvement and certainly more opportunity for everyone to participate in the advancement of our overall Safety Performance.

I would like to thank everyone for supporting Safety as a Core Value and to ensure that everyone stays safe off of the job as well, please make sure to use all of the same Safe Work Practices at home as you do at work.

By Brian DeTinne, Safety Director

Retirements

Ken Dunn's Social Distant Party!

After 26 years of service with Sully-Miller Ken our former Groundsman retired and enjoyed our first ever social distant retirement party & parade at the Irwindale plant on his last day of work!



Francie Stevens's Farewell!

After 25 years of service with Sully-Miller, former Credit Manager, Francie retired and was ready for traveling and relaxing.



Antonia Nieves' Early Retirement!

After nearly 3 years of service with Sully-Miller, our fearless Payroll Supervisor, Antonia "Toni" was able to enjoy an early retirement! We hope you like your first sewing machine!



Salvador Flores Que-ing it up!

After 41 years of service with Blue Diamond Materials, Sal former Asphalt Plant Foreman retired and is enjoying his new Traeger barbecue. Looks like he's putting it to good use!



EMPLOYEE NEWS

Welcome New Babies!

David Garcia,

Foreman Sully-Miller

Rena & big brother Rhett welcome home baby McKenna Shay Garcia, born on April 15, 2020. (Pictured below)



David Johnson,

Project Manager Sully-Miller

Lincoln was born on May 11th. Happy baby boy and proud papa (Pictured below).



Open Enrollment

2021 Benefits Open Enrollment Period:

(Tuesday) November 3rd—(Sunday) November 29th at Noon

Keep an eye out for upcoming notifications.

Promotions

The following employees have been promoted in 2019-2020.

Help us congratulate them!

Andre Tobar – Project Engineer 2 to Project Engineer 3

Carla Hernandez - Estimator 1 to Estimator 2

Curt Waggoner - Sr. Project Manager to Alternate Delivery Manager

Garrett Cheeseman– Project Engineer 3 to Sr. Project Engineer

Gary Downey – Sr. Project Manager to Sr. Area Manager

Jonathan King - Intern to Project Engineer

Julian Tario - Intern to Project Engineer

Megan Cox – Intern to Safety Specialist

Marcel Torres – Assistant Project Manager to Project Manager

Marisol Osuna-De La Rosa - Assistant Project Manager to Project Manager

Michelle Sykes – Contract Administrator to Contract Manager

Mike Jones - Sr. Project Engineer to Assistant Project Manager

Raymond Delgadillo – Estimator to Project Manager

Samuel Kirk - Project Manager to Sr. Project Manager

Tim Lee –IT Technician to IT Manager

New Employees

The following employees are new to the Office and Sully-Miller family.

Welcome to the team!

Payroll:

Melissa Cowles - Manager -SM

Briannah Chorak - Assistant - SM

Engineers:

Elyse Denault - UR

Jonah Wehrli – SM

Receptionist:

Tina Tran - SM

EMPLOYEE NEWS

Service Awards

The following employees have celebrated benchmark anniversaries with the company in 2019-2020. Best wishes to all and THANK YOU for your year of service and dedication to Sully-Miller Contracting, Blue Diamond Materials and United Rock Products.

5 Years

- Bret Benedickt - SM
 - Carlos Topetes –SM
 - Cory Roth –SM
 - Daniel Wysocki –UR
 - Garrett George-Cheeseman –SM
 - Gary Hearth –SM
 - Gerardo Lua Pacheco - SM
 - Jaime Urenda JR. –SM
 - Kevin Ta –SM
 - Rahel Habte –BD
 - Rod Keaster –SM
 - Salvador Garibay –UR
 - Scott McNabb –SM
 - Travis Johnson –BD
 - Ulises Adrian Topete –SM
- ### 10 Years
- Gabriel Espinoza –SM
 - Jennifer Vo –BD
 - Martin Delgado –SM
 - Martin Garcia –SM
- ### 15 Years
- Albert Alcaraz –SM
 - Alex Samano –BD
 - Antolin Hernandez –SM
 - Daniel Muro –SM
 - Darren Roth –SM
 - David Garcia –SM
 - David Ybarra –SM
 - Eileen Arceo –SM
 - Espectacion Pena Montoya –SM
 - Kevin White –SM
 - Oscar Cendejas –SM
 - Pedro Osuna –SM

20 Years

- Alvaro Valera –SM
- David Westerberg –BD
- Florencio Soria –SM
- Jesus Soto –SM
- Joe Pittman –SM
- Jorge Flores –BD
- Jose Ahumada –UR
- Jose Vidal Rios –SM
- Pam Hurley –SM
- Santiago Aguilar - SM
- Steven Gomez –SM

25 Years

- Alfredo Rodriguez –UR
- Amador Pallares –SM
- Ron Vigil –SM
- Francie Stevens –SM
- Gary Downey –SM
- Kenneth Dunn –SM
- Luis Marquez –UR
- Michael Thomas –UR
- Warren Cramer Jr. –BD

30 Years

- Alfredo Haro –SM
- Christian Ransinangue –SM
- Marvin Torres –SM
- Scott Day –SM



Kevin Ta receiving his 5 year service award pin from Bill Boyd

Visit our new
company store!



Go to the website below
www.sully-miller.com



Rahel Habte receiving her 5 year service award pin from Erle Munguia

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