

# FAMILY FIRST



VOLUME 22 | ISSUE 2  
2<sup>ND</sup> QUARTER 2022



FEATURED  
PROJECT:

I-75/SR 56 DDI

CORE RESOURCES

INTERNSHIP PROGRAM

# EXECUTIVE NOTE

## SCOTT WITT, CFO



In last quarter's newsletter, Nick outlined the challenges Superior has faced in the last decade and the transitions required to meet our goals and vision for the decade ahead. He presented our core values and how they've helped us become stronger in the face of adversity.

These core values will play an even bigger role as we seek to fulfill the vision of expanding our market presence, becoming the preferred provider for heavy civil services, and being the employer of choice in the markets we serve. While Superior will continue securing and executing profitable work, we must also proactively seek out new opportunities.

Accomplishing this vision is a company-wide effort requiring strong support from Superior's back-office functions. Collectively, Accounting & Finance, Compliance, Contract Management, Human Resources (HR), Information Technology (IT), Legal, and Marketing & Communications are known as CORE Resources. In addition, Risk Management rounds out the critical support roles. Many of these functions are relatively new to the company and some are still in their infancy when compared to Superior's long history. This presents an exciting opportunity in the next chapter of our story.

The leaders of our back-office support teams are

already implementing strategies to achieve the Superior vision. Ultimately, these teams will work seamlessly and in harmony with all components of the business, allowing Superior to adapt and grow as we expand our presence.

For us to succeed together, each of these teams must adopt an open and innovative mindset to eliminate costs and improve efficiencies. By streamlining processes, automating manual efforts where possible, and enhancing the strategic use of technology, our back-office support teams aim to eliminate 1,000 hours of inefficiency per month over the next 12 months.

### ACCOUNTING & FINANCE

Accounting & Finance have led the charge by improving the final month-end revenue and cost review process. A year ago, this required four meetings lasting several hours each. Recent enhancements have reduced the entire process down to approximately one hour per business unit. Our Legal and **Contract Management** teams are achieving similar results by implementing software that more efficiently tracks and manages contract revisions from beginning to end.

### IT

The IT team has spent the last several months implementing upgrades to our cybersecurity profile and modernizing our network architecture. These improvements provide a stronger foundation for our technology and allow needed flexibility as Superior grows. Our IT team is charged with leading the way for **innovation** and working across all functions and departments to provide a technology infrastructure that gives Superior a competitive advantage.

### LEGAL

The Legal department formally came into

existence at the beginning of the year with an immediate objective of managing and mitigating the contractual risks inherent in our industry.

This team has already streamlined the process of reviewing contracts and has upgraded Superior's contract documents. In addition, our Legal team is advising on several project-specific opportunities, strengthening our ability to achieve a profitable outcome. As Legal becomes more embedded with our operations teams, Superior will have an additional layer of **safety** in moderating the risks associated with the work we do.

### COMPLIANCE

We have also implemented a new role for **Compliance Management**. In today's environment, doing business with government entities carries complex requirements for reporting certified payroll, Equal Employment Opportunity Commission (EEOC) documents, minority business utilization, and other items specific to each jurisdiction. Each regulatory body has the power to audit and can make requests for additional information at any time. The Compliance Management team has developed processes and reports proving Superior's **integrity** and ability to self-report data that can stand up to any level of analysis. Superior is currently undergoing a major EEOC audit. Our Compliance Management team, with the help of Legal, was able to push back and avoid a very intrusive component of the audit. Compliance worked with IT, Operations, Finance, and other teams to provide an audit response that will lead to a favorable outcome for the company.

### HUMAN RESOURCES

Superior's **HR team** continues its mission of attracting, retaining, training, and developing talent as we work towards our collective vision of being the employer of choice in the markets we serve. There is no better example of **growing the Superior family** than our 2022 class of interns.

# CORE RESOURCES

The group of 42 interns includes 14 returning members, represents 14 universities, and has contributed to nearly every division in the company. This year's class benefited from an enhanced curriculum that includes reading *The Five Dysfunctions of a Team* and a weekly presentation to members of the executive team.

## MARKETING & COMMUNICATIONS

Superior is thrilled to have recently hired Charlise Goodbread as Director of Marketing. In this role, she will hit the ground running with several major initiatives that are already in the works. Our company will achieve two major milestones in 2023: It will mark 100 years since the Largura family entered the construction business and 85 years since Superior Construction was formally established. This hallmark year will be recognized with several strategic branding and promotional efforts, and we look forward to leveraging Charlise's strong leadership skills to help maximize the impact of these achievements.

## RISK MANAGEMENT

Risk Management provides critical back-office support for the company's operations and CORE resources. Given the nature of our business, we face auto/equipment claims, worker's comp claims, and other items that need to be managed through our insurance carriers. Working along with our HSE team, Risk Management's goal is to avoid losses by providing the education needed for a truly **safe** work environment.

This group has led the way with **innovation** and **safety** by implementing the Virtual Temporary Transitional Employee ("VTTE") and providing both In-person and Virtual Incident Investigation Training ("IIT") programs. The VTTE helps employees on worker's comp avoid additional lost time and provides a means for them to return to full pay sooner than was previously available.

When incidents do occur, it is important they are investigated thoroughly and properly

documented. Every level of field operations has a role in this process and the IIT program streamlines the process for describing Superior's view of the incident. This not only gives our field teams the ability to analyze and learn from the issue but also allows us to mitigate the impact or recurrence of potential loss.

Superior's back-office support leaders are **empowered** to do whatever it takes to provide meaningful and impactful support to the hardworking men and women in operations and in the field. Each back-office support team member is **committed** to delivering a best-in-class customer service experience, and we are all open to the feedback required to make us better and stronger as we grow together.

## THIS IS SUPERIOR CONSTRUCTION!



# EMPLOYEE ENGAGEMENT

## NEW HIRES

Let's welcome our newest members to the Superior family:

Meet **James Lapp**, Division Manager - Transit. He joins Superior with over 20 years of experience managing complex heavy civil projects from concept to completion. In this newly created role, James will utilize his expertise to develop and pursue large-scale transit and transportation projects to help us expand our capabilities into new markets in the construction industry and achieve our strategic goals.



JAMES E. LAPP

Southeast Division Manager

### SOUTHEAST

- **Charlise Goodbread**, Director of Marketing
- **Kaycianne Russell Wandel**, Field Administrator
- **Molly E. Conway**, Field Engineer
- **Hector Hugo Diaz**, Foreman
- **Carlos M. Osorio Osorio**, Foreman
- **Ricardo Jose Gonzalez**, Foreman
- **David Patterson**, Project Manager
- **Brian D. Krause**, Regional Crane Manager

- **Macario Pedro Baltazar**, Superintendent
- **Nicholas Sepa**, Helpdesk Level 1

### MIDWEST

- **Franklin Vargas Davila**, Field Engineer
- **Joseph Young**, Project Manager
- **Marcie Guzman**, Equipment Administrator
- **Johann Alexander Vera Mercado**, Assistant Project Manager



## PROMOTIONS

We'd like to congratulate the following employees for their recent promotions:

- **Pranav Agrawal**, Assistant Project Manager
- **Jereme Rayfield**, CAD Technician
- **Christian Puentes**, Field Engineer
- **Lester Counts**, Foreman
- **Christopher Morgan**, Foreman
- **Brandon Masciarelli**, Foreman
- **Emar Hernandez Moreno**, Foreman
- **Edva Hoxhallari**, HR Generalist
- **Ethan Schwan**, Project Manager

## AWARDS

Superior took home several awards for safety excellence from the Construction Advancement Foundation and the Northwest Indiana Business Roundtable, including:

- CAF Highway Project of the Year for the INDOT B-39807 I-80/94, US 41 and SR 912 project
- NWIBRT Safety Recognition Award
- NWIBRT Outstanding Craft Persons Safety Leader Award to Derik Donohue and Jeff Wengel

Kudos to Derik Donohue, Jeff Wengel, and the whole Team Indiana crew for their continued great work!





## 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 served – or are currently serving – us in both business units.

### MEET THE ARABIE FAMILY

**2**

**GENERATIONS**

of employees

**8**

**GRANDBABIES**

born while working  
at Superior

**1**

**BUSINESS UNIT**

Southeast

**5**

**CURRENT EMPLOYEES**

Tony; sons Cody, Alex, and  
Blake; and son-in-law Alan  
Sweatman

**1**

**PREVIOUS EMPLOYEE**

Wendy

**49**

**YEARS OF SERVICE**

**FUN FACT**

All three of Tony's sons and his son-in-law followed  
in his footsteps in construction surveying.

Next Quarter:  
**MEET THE  
RAYFIELD FAMILY**

# SAFETY SPOTLIGHT

## STATISTICS (as of May 31, 2022)

### SOUTHEAST

Total Manhours Worked:

**771,520**

TRIR: **1.30** LTRI: **0.00** DART: **0.52**

### MIDWEST

Total Manhours Worked:

**427,717**

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

### COMPANY

Total Manhours Worked:

**1,199,237**

TRIR: **0.83** LTRI: **0.00** DART: **0.33**

## SAFETY WEEK 2022

Another successful Construction Safety Week is in the books! Thanks to all who participated to reinforce our daily commitment to safe operations for our employees, clients, and the communities we serve.



# PROJECT PROGRESS



FEATURED  
PROJECT

## I-75/SR 56 DIVERGING DIAMOND INTERCHANGE (DDI)

**LOCATION:** Pasco County, FL

**PROJECT TEAM:** Toby Mazzoni, Juan Cardenas, Rodney Teel, Todd Hernly, Tyler Spurlock, Dayana Dimitrov, Sam Todd Jr, Gustavo Lopez, Todd Corran

**OWNER:** Florida Department of Transportation

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

**COMPLETION CONTRACTOR:** Western Surety Company

**DESIGNERS:** American Consulting Professionals, LLC

**CEI:** CONSOR / CDM Smith

**SCHEDULE:** Anticipated completion summer 2022

**CONTRACT VALUE:** FDOT \$33.6 million

### BY THE NUMBERS

- 270 days duration
- 10 MOT phases
- 97,600 SF MSE wall
- 8,886 LF concrete barrier wall
- 15,931 LF curb and gutter
- 15,964 LF drainage pipe
- 26,129 tons asphalt

### SCOPE OF WORK

- Reconfiguration of intersection to Diverging Diamond Interchange
- Widening and addition of lanes
- 6 MSE walls
- Drainage improvements
- ITS and lighting upgrades

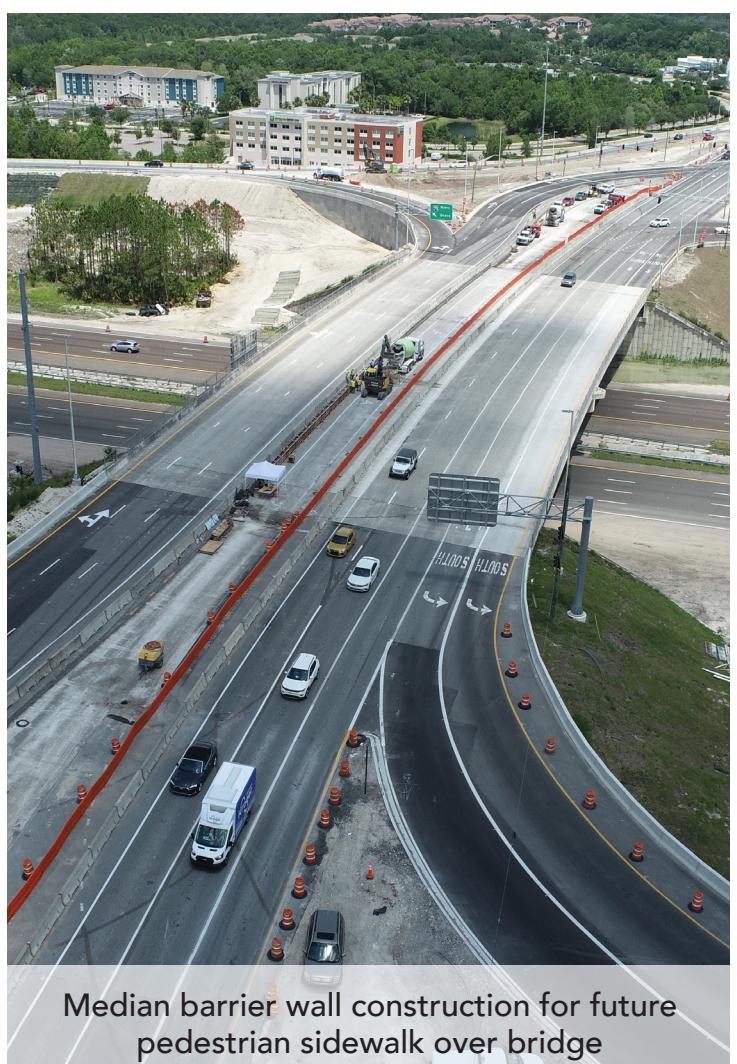
"Thank you for completing the successful traffic switch into the DDI configuration. This represents a significant and long anticipated milestone for us. You and your team accomplished this complex task in under 17 hours, despite so many challenges that cropped up during the process! Heavy overnight rain, to name one."

- Anna Geismar, Project Manager, FDOT D7 Oak Park

## I-75/SR 56 DIVERGING DIAMOND INTERCHANGE (continued)



Pond 80 excavation and expansion



Median barrier wall construction for future pedestrian sidewalk over bridge





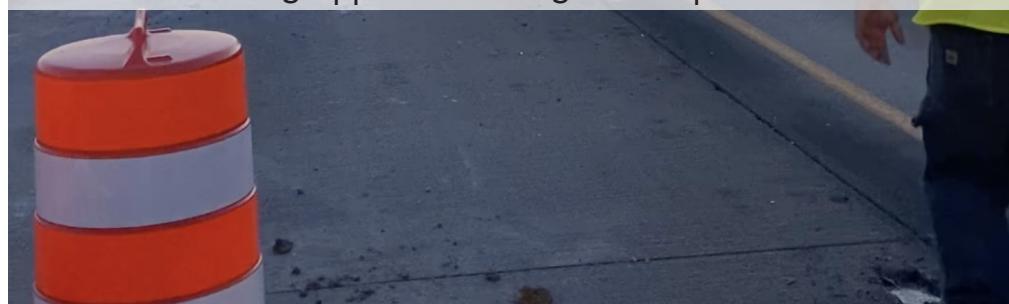
Profile grinding and longitudinal grooving completed



Moving zipper wall for nighttime operations



## PROJECT SPOTLIGHT



# I-80/I-94 CONCRETE PAVEMENT RESTORATION PROJECT

**LOCATION:** Lake County, Indiana

**PROJECT TEAM:** Mike Klemp, Tim Koster, Fabian Herrera, Omar Padilla, Martin Huerta

**OWNER:** INDOT managed by RQAW

**DELIVERY METHOD:** INDOT unit price contract

**SCHEDULE:** Anticipated completion November 2022

**CONTRACT VALUE:** \$32 million

## BY THE NUMBERS

- 1,000 full-depth patches in 15" PCCP
- 75,000 LF of temporary traffic barrier, including movable zipper wall
- 470,000 PCCP SY of profiling
- 605,000 LF of sawing and sealing
- Weigh-in-motion stations
- 7 Phases of MOT while always maintaining at least 4 travel lanes during daytime



90' of PCCP for the weigh-in-motion (WIM) station

# INTERNSHIP PROGRAM UPDATES

Internships are an excellent means for Superior to identify, train, and prepare young people for a career in the company. Superior's intern program dates as far back as when Bobby Naik first joined the company, and the program has become more formalized over the last five years. As a result, there has been a shift away from the intern being given the work no one else wants to do towards making the intern an integral part of the team.

A key objective of any internship is to enhance the skills associated with the student's field of study. However, Superior's intern program has evolved beyond that. Interns are not only gaining hands-on construction experience, but they are also getting exposed to the strategic thinking process, developing and enhancing public speaking and technical writing skills, and learning what it takes and what it means to be a leader.

The intern experience includes learning about the company in terms of the mission, vision, and core values and an opportunity to present their experience to members of our executive team. As part of the presentation, the interns are asked for feedback on how to make our program even better for future classes. Last year, the interns participated in a group/team estimating project, which was a big hit. This component is back with some changes and enhancements, and the interns are already gearing up for the challenge of preparing a winning bid.

Nicole Greene has done an excellent job advancing the intern experience into a strategic advantage for Superior. She has worked with all stakeholders throughout the enterprise to get buy-in, make improvements, and create a relevant real-world experience for the students involved. Nicole has also helped develop a brandable program that is a unique trademark of Superior Construction.



Total number of interns:

**42**

Total number of mentors:

**38**

Number of repeats:

**14**

Number of interns per division:

**MW-19  
SE-23**

Total number of schools represented:

**14**

# INTERNSHIP PROGRAM UPDATES

"I'm so proud of our internship program and truly believe we have one of the best in our industry — and it keeps getting better every year.

Our program is a one-of-a-kind experience where interns work with us full-time for 12 weeks. We offer a hands-on experience they can't get in any of their college classes. Our mentors and teams work side-by-side with each of our interns to ensure they are learning the ropes of what we do and how to handle certain situations. After interns have completed our program, they will have the skills and knowledge to become entry-level professionals in our company. Our program helps us build the future leaders of tomorrow."

- **Nicole Greene**, Recruiting and Training Specialist

## IN THEIR OWN WORDS

"Superior's welcoming environment is why I have returned as an intern for three summers. Every year, I feel I am truly a part of the team, and my mentors are always willing to help. In every project I have been a part of, I have learned something new — whether that is in construction or how to be a good leader. I enjoy interning for Superior, as there is always more knowledge to gain here and mentors ready to teach."

- **Genesis Ernest**, Returning Intern

"In my one year as a Superior intern, I have had the chance to meet people from all the levels of the company, starting from crew workers and going all the way up to the executives and the owner. Observing and working with them, I have learned more about engineering and construction than I learned in three years of taking engineering classes! I plan to keep working for this company for a long time because I believe this is the best place to learn and make connections, whether those are professional connections or very good friends."

- **Arion Capi**, First-year Intern

"My internship with Superior was nothing short of rewarding. Gaining hands-on knowledge from industry professionals was an experience I can't put a value on. To this day — almost five years into my career with the company — I still refer back to fundamentals I learned during my internship."

- **Michael Sharpe**, Former Intern and Current Field Engineer

## HELP OUR INTERNSHIP PROGRAM GAIN NATIONAL RECOGNITION - **VOTE TODAY!**

Now that you know a bit more about how valuable our internship program is, please help us earn the national recognition it deserves. We encourage all employees to vote for Superior's program to be named one of WayUp's "Top 100 Internship Programs." You can vote once a day through July 26th at [nationalinternday.com/employer-vote](http://nationalinternday.com/employer-vote).

We need your to earn a spot in **WAYUP'S TOP 100 INTERNSHIP PROGRAMS!**

**VISIT**

[Nationalinternday.com/employer-vote](http://nationalinternday.com/employer-vote)

**BUILDING THE FUTURE**  
INTERNSHIP PROGRAM

#BuildASuperiorCareer

# SUPERIOR SERVICE

## APRIL, MAY, AND JUNE EMPLOYEE SERVICE MILESTONES

**5** YEARS

Kevin Becker  
John Beltran  
James Brooke  
Michael Edge  
Tyler Houghton  
Christopher Mathis  
Joseph Minor  
Travis Stanely  
Kenneth Wooten

**10** YEARS

Oscar Beltran  
Serena Rippe

**15** YEARS

Bryant Beauford  
Robert Bonner  
Ryan Lawrence

Brian McGarity  
Charles Ross  
Michael Ross  
Elizabeth Sidwell

**25** YEARS

Derik Donahue  
Scott Mergenthaler

## HAPPY RETIREMENT

David Wasemann - Senior Estimator



### Q&A WITH DAVE WASEMANN

How old were you when you started at Superior and when you retired? 39 in 1989 when hired, 72 at retirement.

What was your favorite thing about working at Superior? When I first started at Superior, Nick's dad Tom and his uncle John told me that Superior was like their family. I think Nick also feels the same way, and being part of the Superior family was very special to me.

What are you going to miss the most now that you're retired? The people, the camaraderie.

What was your proudest workplace moment? There were quite a few proud moments over the last 33 years. But the one that stands out for me was being involved with bidding and managing the repairs to the Mathews Bridge.

What advice would you give someone just starting out in their career? Find a career that you like: that may be in construction like mine or something else. If you love what you do, you will not work a day of your life.

**Thanks for 33 great years of service! You will be missed!**



## EMPLOYEE REFERRAL PROGRAM

Know someone great who would be a great fit for our company? Take advantage of our employee referral program!

### HERE'S HOW IT WORKS

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

### OPEN POSITIONS

- **Office Manager** – Charleston, SC
- **Construction Contract Administrator** – Jacksonville, FL
- **Project Administrator** – Gary, IN
- **Civil Project Engineer** – Jacksonville, FL
- **Shop Manager** – Jacksonville, FL
- **Shop Foreman** – Jacksonville, FL
- **HSE Supervisor** – Jacksonville, FL
- **Assistant Project Manager** – Jacksonville, FL

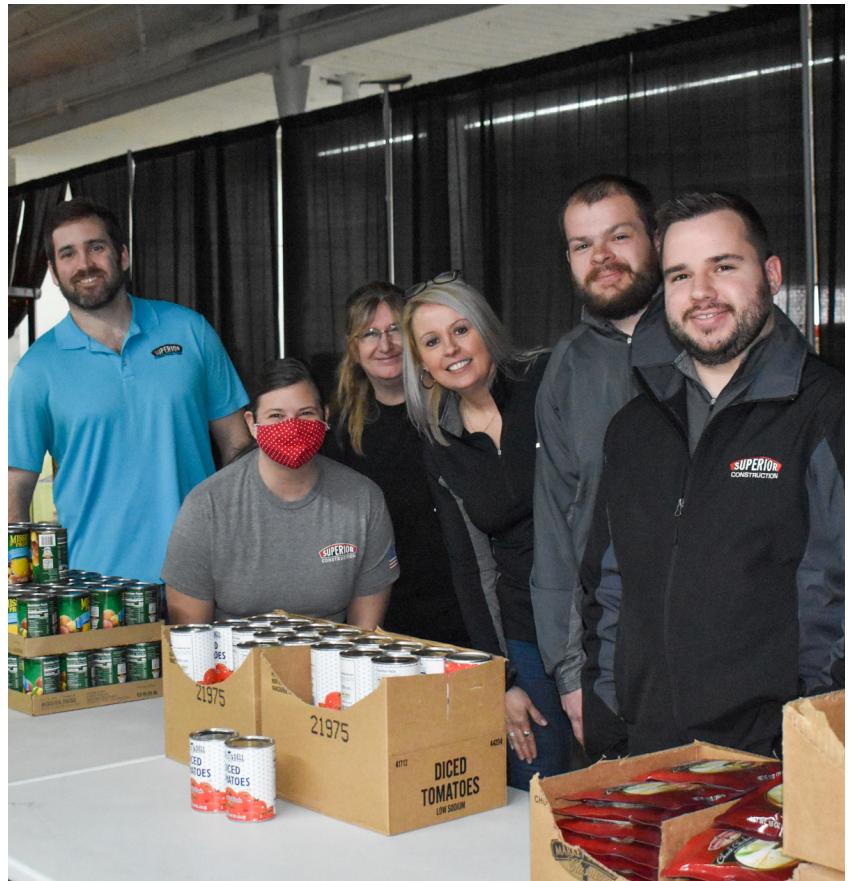
POSITION	AMOUNT
OFFICE ADMIN / CLERICAL	\$500
FOREMAN	\$750
FIELD ENGINEER, ASSISTANT PROJECT MANAGER, FIELD SAFETY MANAGER, SUPERINTENDENT, ESTIMATOR, SURVEY CREW CHIEF	\$1,500
PROJECT MANAGER, EQUIPMENT MANAGER, SENIOR ESTIMATOR	\$2,000



# CHARITABLE GIVING



First Coast Color Run to benefit the HEAL Foundation - Helping enrich autistic lives



Pack to Give Back - Foodbank of Northwest Indiana

2nd Annual K9s for Warriors Clay Shoot — Team Superior took home 1st place!



# WORDS ON WELLNESS

## HEAT AWARENESS SAFETY & HEAT STRESS PREVENTION

Summer heat can be more than uncomfortable — it can threaten your health, and even your life. At Superior, we take the safety of our employees seriously, so we recently rolled out HSEOP 28, our Heat Stress Prevention operating procedure, to help take a proactive approach to these risks through the recognition, evaluation, and control of heat stress conditions.

When extremely hot weather is predicted, superintendents will declare a "Heat Awareness Condition." At that time, leaders will execute a range of tasks to prepare — from notifying project teams of the condition to providing shade shelters and ensuring cool water is available for workers.

Here are four steps we all can take to prevent heat-related illnesses:

1. Receive appropriate heat stress training
2. Avoid caffeinated drinks when a Heat Awareness Condition is announced
3. Drink at least 4-6 ounces of water when there's a risk of heat stress
4. Observe and report heat stress symptoms in yourself and other workers

### HEAT EXHAUSTION

Heat exhaustion occurs when a person cannot sweat enough to cool the body, usually due to not drinking enough fluids during hot weather. It generally develops when a person is playing, working, or exercising outside in extreme heat.

Symptoms include:

- Dizziness, weakness, nausea, headache, and vomiting
- Blurry vision
- Body temperature rising to 101°F
- Sweaty skin
- Feeling hot and thirsty
- Difficulty speaking

A person suffering from heat exhaustion must move to a cool place and drink plenty of water.

### HEAT STROKE

Heat stroke is the result of untreated heat exhaustion. Symptoms include:

- **Sweating**
- **Unawareness of heat and thirst**
- **Body temperature rising rapidly to above 101°F**
- **Confusion or delirium**
- **Loss of consciousness or seizure**

### ACT FAST IF FEELING SYMPTOMS

Heat stroke is a serious medical emergency that must be treated quickly by a trained professional.

If you suspect you are experiencing heat exhaustion symptoms while working on the job, immediately notify your foreman or the nearest coworker that you need help. Doing so can save your life!

Superior will ensure that the appropriate help is provided right away based on your symptoms.

Until help arrives, cool down by placing ice on the neck, armpits, and groin. If you notice someone else experiencing these symptoms, notify your foreman or co-worker for assistance, then use an ice pack to help cool them down. If the person is awake and able to swallow, give them fluids.

**Did you know over 70% of heat-related deaths occur during a worker's first week? The body needs to gradually build up a tolerance over time, called heat acclimatization. A lack of acclimatization represents a major risk factor for fatal heat-related outcomes.**

(Sources: Tustin 2018, OSHA)

### STAY KNOWLEDGEABLE. STAY PREPARED.

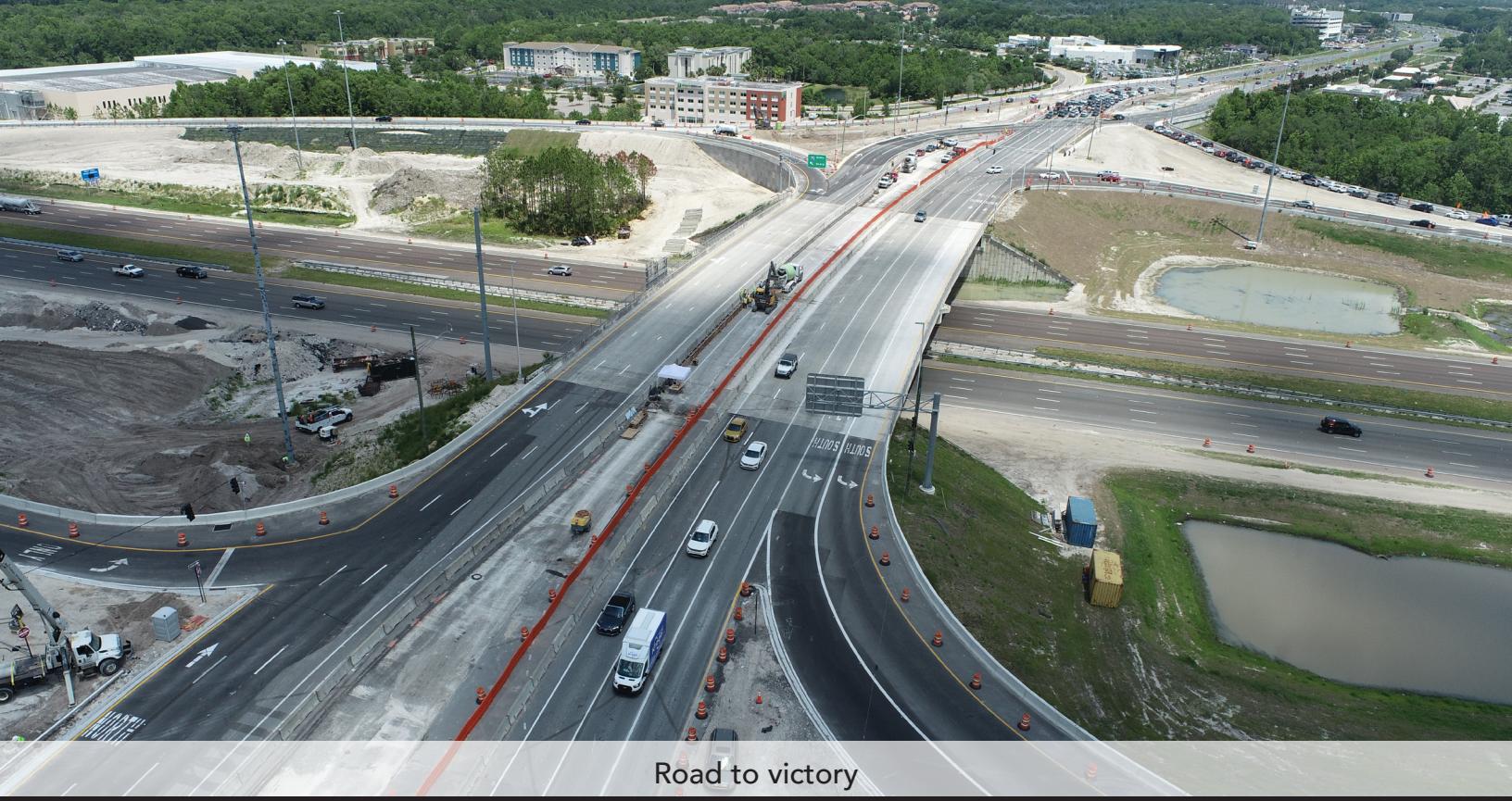
#### STAY SAFE.

Check out these resources to stay in the know on heat hazards:

Superior HSE Operating Procedures - HESOP 28 - Heat Stress Prevention

[osha.gov/heat-exposure/hazards](http://osha.gov/heat-exposure/hazards)

[osha.gov/heat-exposure](http://osha.gov/heat-exposure)



Road to victory

# WIN WINS

SUPERIOR WINS (as of June 13, 2022)

 CLIFFS :21  
CLEVELAND-CLIFFS INC.

 bp :7

 :3

 :2

 N.A. LOGAN :2

 :2

 :1

 U. S. Steel :8

THE  
AMELIA ISLAND  
CLUB™ :1

 :3

 Reedy Creek  
IMPROVEMENT DISTRICT :1

 SUMMIT  
CONTRACTING GROUP :1