

Jobsite Discovery

Fossil Discovery at Twenty Mile Creek Frankstown, MS

In the summer of 1990 during the construction of U.S. Highway 45 (south from Corinth to Tupelo) about seven miles south of Booneville (near Frankstown), road workers uncovered a section of ancient shoreline revealing two concentrated fossil beds. One contained hundreds of thousands of sharks' teeth and the other an abundance of oyster shells. Storms, ocean currents and tides sorted and concentrated the future fossils in a sandy layer, 12 - 18 inches thick. This sand layer was excavated by Museum staff for display. Over 600 hours of preparation time was required to remove the sand grain by grain to expose the fossils. Many HBCC employees were present and remember the details of this discovery.

The fossils in the Frankstown creekbed are about 75 million years old. These fossils come from the base of the Demopolis Formation, just above the Coffee Sand. The Coffee Sand can be seen in the exposure along Twenty Mile Creek near where Highway 45 crosses it. One interesting aspect of the Coffee Sand is the large boulder-sized concretions that are scattered along the creekbed. Concretions are rounded masses of rock that formed by the cementation of sediments where lime or silica is concentrated in certain layers of ground water. Many fossils from the Frankstown site are from groups of animals that died out in a great extinction at the end of the Mesozoic, indicating that the site is no younger than the Cretaceous Period. These animals include the oyster *Exogyra*, ammonites, some of the sharks (*Hybodus*, *Squalicorax*), some of the rays (the sclerorhynchid sawfish), some of the bony fishes, the mosasaurs and the dinosaurs.



7995 TDOT Retaining Wall Settlement Repair Fayette Co., TN



7920 Harvey Canal Jefferson Parish, LA

HBCC BIRTHDAYS

January 2012

- Leon Felix - 1/04
- Telesforo Montoya - 1/05
- Jayson Lopez - 1/07
- Apolinar Godinez - 1/08
- Willie Royston Jr. - 1/08
- Grace Robertson - 1/09
- Gonzalo Gomez - 1/10
- Roberto Ruiz - 1/10
- Samuel Walker - 1/11
- Antonia Evans - 1/12
- Rob Hill - 1/12
- Winn Shelton - 1/14
- Robert Terrazas - 1/14
- William Edwards - 1/15
- Creed Young - 1/15
- Jordan Barnhill - 1/16
- Donald Bates - 1/17
- Kenneth Starcher Jr. - 1/17
- Zack Wood - 1/18
- Richard Calevro - 1/19
- Martin Robertson - 1/23
- Ildefonso Rios Santibanez - 1/23
- George Turner - 1/23
- Ryan Hammons - 1/26
- James Marshall Hill - 1/26
- Chris Turner - 1/31



February 2012

- Mark Robertson - 2/01
- Richard Gaillard - 2/02
- Sandra Ealy - 2/03
- David Stephenson - 2/03
- John Chance - 2/04
- Chris Holley - 2/04
- Clarence Wilbanks - 2/04
- Martin Rodrigues - 2/05
- Donald Byther - 2/06
- Shane Martin - 2/06
- Juan Velasquez - 2/07
- Remedios Ponce - 2/09
- Donna Singleton - 2/10
- Larry Street - 2/10
- Sterling Akers - 2/11
- Jesus Delgado - 2/11
- Jason Ralph - 2/14
- Tina Robertson - 2/14
- Ruben Vital - 2/14
- Reed Hill - 2/15
- Beth Lockhart - 2/16
- Ivan Bonilla-Granados - 2/18
- Clyde Robertson - 2/18
- Phil Shoffner - 2/18
- Olivario Thompson - 2/18
- Alvaro Linan - 2/19
- Derek Edgeston - 2/22
- Eric Rainbolt - 2/22
- Ian McCarter - 2/23
- Francisco Sevilla - 2/23
- Betty Hill - 2/24
- William Bishop - 2/25
- Gary Keefer - 2/25
- Robert Ruffin - 2/25
- Jamie Breazeale - 2/28
- Rufino Martinez - 2/28
- Pedro Garcia - 2/29
- Jose Guzman - 2/29



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Hill Brothers ❄️

TIMES

teamwork • integrity • management • employees • safety



*7955 Maury County, TN—Site #1 on S.R. 7
 New Bridge Replaces Damaged Section of Roadway*

Message From CEO

As 2011 comes to a close, I want to thank everyone for the hard work, dedication, and commitment displayed throughout our organization. Our safety statistics have continually improved this year and we all know this doesn't happen by chance. The teamwork shown on some of our more dangerous construction sites is commendable and deserves recognition. I also want to acknowledge those who have paid close attention to detail and monitored project costs. These practices have a positive impact on Hill Brothers' bottom line and will ensure its' continued success.

Just as we have projects that will be closing out, there are several major bid opportunities approaching in early 2012 that we will be gearing up for. I want to wish everyone a Happy and Safe Holiday and I look forward to working with you in 2012.

Be Safe!



Kenny



Project Management Tip

A change to the project plan is really a mini-project and therefore the team needs to follow the same set of steps that it did to create the original project plan. However, if the changes are simple, the team can go through the steps quickly. Let the priorities of the project guide the team in deciding how to modify the project plan. For example, if the schedule is the most important and a change has been requested to the scope of the project, look for ways to change the staff time and budget before modifying the schedule.

Project Management Memory Jogger, A Pocket Guide for Project Teams

Employee of the Month/Core Value Champion

I would like to nominate Carlos Diaz as HBCC Employee of the Month. Carlos has been with company for 7 years. He began working at HBCC as a laborer on a pipe crew at the Highway 72 intersection of S.R. 385 in Collierville. Carlos is very dependable and will help out as needed in many different areas. When asked to take care of a task, it is completed and done well. I would never hesitate to work with or for him. Carlos is a quiet sort of fellow, but he definitely knows his work. He is very polite and willing to do all he can to help for the success of a project.

- Darlene Hopkins



Teamwork / Quality

Tim Lindsey shared with me recently his appreciation for the team spirit embraced by the operators at the Ward Pit. As you can see in the picture below, the soon-to-be fill material is handled by three different machines prior to being loaded. The Volvo 290 Long Reach Excavator is casting-out the extremely wet material from a 30' cut. The 320 Cat Long Reach Excavator then places the material onto dry ground to be processed by the D6N LGP Dozer. From there, the D6 Dozer spreads the material over a 12 to 18" lift so it can go through the drying process. The excavators have to work off mats for the entire length of the 3,200' cut. By the time they have made it the full length of the cut the material has been dried and loaded as fill material. At that point, they start the process again. Tim maintains that the production runs smoothly because the operators are in complete sync with one another. They are not only conscious of their own role, but how their actions affect the other (and the entire operation). Thanks to the folks at Ward Pit for giving us an excellent display of the ingredients and benefits of one of our Core Value's: **Teamwork.**



Also, thanks goes out to Tommy Lindsey for catching an erroneous billing for replacement hardware on a scraper's cutting edges. The service invoice was for \$700 and it would have been easy to just shuffle it through the system as "one-more" that we owe. However, Tommy's keen interest to detail saved us \$200, by not agreeing to pay for something that we were not liable for. His review of the invoice, and my email to the vendor, took no more than 5 minutes of our combined time (pretty good return on investment!). May we all go the extra mile to save a few extra dollars that will impact the bottom-line for the entire company.

Gratefully,
Jody Hill

Safety First

As we near the end of 2011 and welcome 2012, I have begun to reflect on the year we've had, things we've accomplished and things that we hope to improve in the coming year. With many of us looking forward to the holidays, I hope that you will take home the safety precautions we discuss at the home office and on our jobsites. There are a lot of these things that you can apply while at home to help keep yourself and family safe and injury free during the holidays.

Remember things such as: ladder safety, fall protection, fire safety, electrical cords, vehicle safety, lifting (ergonomics), etc...

- Benton Elliott



New Work

In the October 2011 MDOT Bid Letting, Hill Brothers was the successful low bidder and was awarded the Reconstruction on U.S. Highway 78 from SR 30 to SR 15, in Union County. The project consists of widening U.S. 78 for approximately six miles, including widening 1,780 feet of bridges. These modifications will allow U.S. 78 within Union County to meet interstate standards.



The project will include the removal of 17,425 LF of curb, 42,445 CY of excavation, 75,656 CY of Borrow Excavation, 7,280 LF of Type I Cast-in-Place Median Barrier, 2,517 LF of 42" Concrete Railing, and 1,281 LF of Concrete Median Barrier Railing. It also includes erosion control, paving, concrete patching, extending drainage structures, guardrail, fencing, interstate signs, lighting, cable barrier, striping, and traffic control. HBCC expects to begin construction on this project in early 2012.

Health Awareness

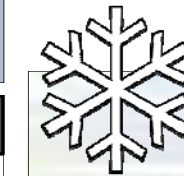
Influenza activity in the United States remains low at this time, but is expected to increase in the coming weeks. Anyone who is 6 months of age and older and has not yet gotten their flu vaccine, should get vaccinated now. It takes about two weeks after vaccination for your body to develop an immune response. The Vaccine is available in many locations, including doctor's offices, pharmacies, clinics and health departments. **Let's keep our health a priority!**

Feature Project

Hill Brothers' representatives attended the Ribbon Cutting Ceremony to re-open State Route 7 in Maury County. The Tennessee Dept. of Transportation Commissioner John Schroer along with the Federal Highway Administration (FHWA) and state and local leaders were present on Wednesday, November 30, to celebrate the reopening of a section of State Route 7 in Maury County. The roadway has been closed since the May 2010 floods triggered a massive landslide that caused the road to collapse. It was determined that constructing a bridge over the damaged section of roadway would be more cost effective than reconstructing the area. Hill Brothers performed construction on the \$9.5 million project that began in early 2011. (Pictured at Right: Kenny Hill, John Schroer, John Hill, Gerald Hill, and Chris Lefler)



8035—Kissimmee River Restoration Reaches 2 & 3 Oxbow Excavation Highlands & Okeechobee Cos, FL



8035 - Site Conditions as Clearing and Grubbing operations begin at the Kissimmee Oxbow Project in December.

Workplace Values

"I'm innocent, I've done nothing. I'm a nice guy". - Artis Leon Ivey Jr., Musician

How can being nice be a bad thing? In and of itself, it isn't but, sometimes that's when the problem starts.

If a coworker is doing something wrong, we might be more likely to excuse their behavior if they are nice and we like them. Of course, when we consider it, it is obvious that inappropriate behavior carried out by a nice person is still inappropriate.

The reality is that we easily miss seeing the misdeeds of those that are nice because we like them and more easily forgive them of the wrongdoing.

When you see nice people doing inappropriate things, the problems must be addressed exactly as they would if carried out by anyone else.

When we start looking more objectively at the behavior of others, we might find some behaviors (characteristics) of not-so-nice people that we truly admire.

Be consistent and firm and do the right thing.

- Sharon Goolsby, Corporate Ethics & EEO Officer