

Workplace Values

Workplace values at Hill Brothers Construction Company include virtues such as **trust, loyalty and commitment, honesty and respect** for one another, and **avoiding conflicts of interest**.

Principles and Behaviors for Better Working Relationships:

Integrity. An important aspect of workplace values and ethics is integrity, and displaying honest behavior at all times makes for good teamwork and continuous improvement.

Accountability. Employees are expected to act accountable for their actions. That means showing up for work on time and doing the jobs you're asked to do. It also means accepting responsibility for when things go wrong, and willingly helping/working with others toward a resolution. Sometimes it might mean working longer than planned to see a project through to completion.

Conduct. Employee conduct is an important aspect of workplace values and ethics. Employees must not only treat others with respect, but exhibit appropriate behavior in all facets of the job. HBCC has specific rules on conduct that are provided in the employee handbooks and SOP manuals.

Co-workers, like family members, can have serious disagreements. "Conflicts on the job – even with peers – are no small matter." The person you clash with today could be your manager tomorrow. So maintaining positive working relationships is preferable no matter what your situation. If ignored, workplace conflicts can lead to 1) Stress and anxiety, 2) Reduced productivity, 3) Disciplinary actions, or 4) Termination.

Watch What You "Don't" Say - You may not realize it, but your body language can cause problems for you. Your co-workers know how to read your nonverbal cues. When discussing sensitive issues, do your best to avoid making confrontational gestures such as making angry or rude expressions, rolling your eyes, raising your voice, crossing your arms, turning away or ignoring and sighing. Instead, try smiling or use gestures that show you respect the other person's thoughts and feelings.

Have Empathy Toward Others - Do you habitually say what's on your mind regardless of whether you hurt someone else's feelings? Is it your way or the highway? Instead, try to see things from the other person's point of view. Be empathic. Always treat everyone with dignity and respect. You might tell them the truth they don't want to hear, but please treat them in a way that's with dignity and respect.

— Sharon Goolsby

401(k) Announcement

Dear Employee,

Do you know what Friday, September 9, 2011, is? It's National 401(k) Day – a day to give your 401(k) account the attention it deserves. If you're already a plan participant, this means reviewing your current savings strategy to ensure that it's still appropriate for your situation. It's also a good time to consider increasing your contributions. If you're not yet participating in the plan, it's a day to learn more about how much you should be saving for your future and how a 401(k) plan can help you reach that goal. In all cases, 401(k) Day is an ideal day to make the most of ING's three online retirement planning tools that are as easy and entertaining to use as they are informative.

For more information, contact Jane Childs, HBCC Falkner Office.

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HBCC BIRTHDAYS

SEPTEMBER 2011

- Richard Farmer – 9/2
- Mike Stubbs – 9/2
- Robert Barnett – 9/3
- Goven Blue – 9/3
- Eric Caery – 9/3
- Tony Hogan – 9/4
- Lucian Miles – 9/5
- Larry Sheffield – 9/5
- Kenneth Wicker – 9/5
- Edwin Mendez – 9/6
- Larry Batts – 9/7
- Junior Bryant – 9/7
- Artie Ruth – 9/7
- Wesley Curb – 9/8
- Michael Hollins – 9/8
- Javier Pantoja – 9/9
- Nicholas Sanchez – 9/9
- Alejandro Hernandez – 9/10
- Michael Coppedge – 9/11
- Randy Jones – 9/11
- Gorge Guerrero – 9/12
- Michael Holloway – 9/12
- Glen Inmon – 9/12
- Mario Vasquez – 9/12
- Gary Briggs – 9/13
- Francisco Sanchez – 9/13
- Manuel Gonzalez – 9/15
- Patrick Williams – 9/15
- Rogelio Hernandez – 9/16
- Gerry Malley – 9/16
- Justin Seawright – 9/16
- Johnny Walker – 9/16
- Allen Hopkins – 9/17
- Kenny Hill – 9/18
- Bobby Labarreare – 9/18
- Luis Martinez – 9/18
- Guillermo Torres – 9/19
- John Davis – 9/20
- Darlene Hopkins – 9/20
- Tyrone Latham – 9/20
- Jose Torres – 9/20
- Brian Brown – 9/21
- Guadalupe Caballero – 9/21
- Kevin Shelton – 9/21
- Cody Gray – 9/22
- Brooks Hill – 9/23
- Becky Lindsey – 9/23
- Alexander Carr – 9/24
- Melissa Hendrix – 9/25
- Justin Deblock – 9/26
- Lonnie Reaves – 9/27
- Bradley Wilbanks – 9/27
- Alberto Ramos – 9/28
- Loretta Walsh – 9/28
- Ramon Cruz – 9/29
- Sanchez Figueroa – 9/29
- Mark Warren – 9/29
- Austin Cole – 9/30
- Eduardo Vasquez – 9/30

OCTOBER 2011

- Miguel Guerrero – 10/1
- Eloy Hernandez – 10/3
- Justin Elliott – 10/4
- Harold Hubbard – 10/4
- Burt Waldon – 10/4
- Charlie Wallace – 10/4
- Rusty Lambert – 10/5
- Moises Calixto – 10/6
- Donald Coco – 10/6
- Jody Hill – 10/6
- Sharon Goolsby – 10/7
- James Kimery – 10/7
- Eddie Parker – 10/7
- Jeremy Goode – 10/8
- Brad Hill – 10/9
- Raymond Tilley – 10/9
- Stefan Collins – 10/10
- Jared Griffin – 10/11
- Sandy Byther – 10/14
- Gerald Hill – 10/14
- Miguel Escamilla – 10/15
- Chris Courville – 10/16
- Brett Reaves – 10/17
- Lauro Torres – 10/18
- Johnny Gibbs – 10/19
- Marco Aguirre – 10/20
- Joel Lazo – 10/20
- Jon Fortenberry – 10/22
- Miguel Perez – 10/22
- Tommy Rogers – 10/22
- Matt Childs – 10/23
- Marcus McCalman – 10/23
- Gerald Pate – 10/24
- Rafael Rios – 10/24
- Jose Pizarro – 10/26
- Norman Rash – 10/26
- Jane Childs – 10/27
- Jason Odum – 10/28
- Bernell Prout – 10/28
- Antonio Boykin – 10/29
- Sidney Williams – 10/31



Hill Brothers TIMES

teamwork • integrity • management • employees • safety

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**HBCC Goes the Distance –
More than 1,500 Miles to Rock Springs, Wyoming!**
(See Feature Project on page 3)



Message From CEO

How quickly this year is passing by is amazing to all of us! It seems like just yesterday the summer was beginning and the work season was getting underway. HBCC has a lot going on both in the office and in the field from down south in New Orleans, up the Mississippi over to the White River, to way out West in Sweetwater County, Wyoming. I wonder if 33 years ago the original owners would have believed that one day HBCC might have a project in Wyoming.

With 2011 soon coming to a close, HBCC will make a big push to complete several of our grading jobs as well as some of our structure work before winter weather sets in. We're extremely fortunate to have our current backlog that will provide work for 2012 and 2013. We also have a team that works relentlessly pursuing new work and opportunities. Keep up the good work and thank you for your dedication and determination!

Don't forget to give encouragement and show your appreciation to your fellow workers. Remember our Core Values and use them throughout your day, Safety First, Quality, Integrity, and Teamwork. Use these everyday for your work week as well as your personal life.

Be Safe,
Kenny Hill



Project Management Tip

"External suppliers can be a threat, since you do not have direct control over their resources. Remember to ensure that you monitor their progress, too. Make them feel part of the team by inviting them to meetings and informal gatherings. This will help you to track their progress throughout their involvement in the project, rather than only when they are due to deliver."

Essential Managers Project Management

Employee of the Month/Core Value Champion

Bobbie Labbareare is one tough cookie . . . on the "outside." She is rough and gruff. She will try to mind your business. She will tell you if you aren't doing your job. She will tell you that you aren't getting enough work done. She will call you names. She will tell you exactly what's on her mind, where you stand and what you are doing wrong. Right, wrong or in between, you will know exactly what she thinks!

Bobbie Labarreare . . . on the "inside" is one of the most caring and loyal individuals I've ever met. She will stay on the job until the last employee has left making sure the work is done safely. She will point out the hazards of a task. She will make sure you have on all your PPE and if you don't she will provide it to you. She will escort your wide loads. She will help organize the traffic control. If any unauthorized personnel enter the project she will have them leave to protect them from hazards. She will get to work early. She will hold a daily safety training meeting. She will be in charge of the project EEO training. She will drive an injured employee to the clinic and stay with them to make sure they get the proper medical attention. She will run an errand. She will give you sage advise. She will nurse you when you are sick. She will shed tears if she thinks she let you down. She will cook you dinner. She will make you laugh with her stories. She will be your friend. I could go on and on.

I nominate Bobbie Labarreare, HBCC Project Safety Manager, as HBCC Employee of the Month & Core Value Champion!

— David Horton



New Work

New Projects Awarded:

Louisiana Emergency Levee Setback Ouachita River Mile 124, Caldwell Parish, LA

This project will include constructing the emergency levee setback at River Mile 124 of the Ouachita River. Principal features of the work include mobilization and demobilization, clearing and grubbing, removing and stockpiling the existing crushed stone surface, demolishing and removing an existing parish road, excavation, semicompacted levee embankment, adding new crushed stone surfacing, mowing, turfing, sodding, erosion control matting, erosion control, storm water pollution prevention, and environmental protection.

Magnolia Energy Power Plant - Erosion Control Project, Ashland, MS

Magnolia Energy contacted HBCC to provide a bid for this project which involved the removal of undermined grouted riprap, installation of a new drainage system, the repair of the slope that had severely washed, cleaning out the existing ditch and relining with riprap, and sodding the slope. HBCC was awarded the project which was supervised by Kenny Pannell and the work was completed in one week.

Bid/Proposal in Progress:

Hill Brothers, along with Team members Purnell Construction, LLC and design engineering firm, Neel Schaffer, Inc. recently submitted a Response to the "Phase 1" Request for Proposal (RFP) for the Design-Build of the Kissimmee River Restoration S-69 Weir Project in Highlands and Okeechobee Counties, Florida. Notification was received July 29th from the Jacksonville District, Corps of Engineers that our Team was selected to participate in the Phase 2 RFP which was submitted August 26th. If our Team is successful with Phase 2, the S-69 Weir Project will include the design and construction of a steel sheet pile U-shaped Weir, earthen tie-back levees, concrete apron /access road, levee erosion armoring and channel backfill. The Jacksonville District COE will announce the results of the Phase 2 submittals in late September.

Safety First

Personal Protective Equipment (PPE): "Do It Right"

We've all seen it a hundred times. Walk through any construction workplace in America and you're likely to see someone at risk for eye injury.

The risks are numerous. Flying sparks, hot surfaces, sharp edges, chemical splashes, and loud noise are just a few of the common hazards.

The risks are significant. Eye injuries alone are suffered by more than a thousand workers every day in the United States. And that's not even the most common type of injury.

The risks can be reduced. Workplace eye injuries are preventable. Yet, OSHA estimates that 1,000 eye injuries occur every day in U.S. workplaces. According to OSHA, the correct use of personal protective equipment (PPE) could save over 700,000 lost workdays each year and prevent tens of thousands of injuries having no lost time. OSHA also estimates the savings outweigh the costs of compliance by three to one.

Fix the Problems, Not Just the Symptoms. Safety experts agree the preferred way to protect employees is through engineering or administrative controls, which addresses hazards at their source. Enclose a machine to contain those flying metal chips. Put the welders in a separate room from the assemblers. Eliminate a corrosive chemical in favor of one which is more user-friendly. Realistically, it may not be feasible to eliminate all the hazards, but eliminating some of the hazards for some of the people is a success.



Support for Local Scout

"In an effort to show our support of the local Boy Scouts of America program, HBCC proudly publishes the following letter written by Noah Hill, son of Jody Hill, to fulfill one of his badge requirements."

"My favorite relative is my grandma. Her name is Sherry Hill but our family calls her She She. I'm especially fond of her because she has a warm, outgoing personality. It's always fun when I'm around with her. She cares about our family and her friends all the time. She remembers everybody's birthdays, anniversary and special occasion. On my birthday, she spoils me by giving me anything I could think of! She comes to my sporting events to watch me play. Everybody should have a special grandmother just like me.

I chose She She because she loves and cares about me. Everytime when I come by, she gives me a kiss on the cheek and hugs me. When I'm upset, she tries to cheer me up. She tries to make me laugh at her jokes. She tells a lot of funny stories. She also tells happy stories.

She She loves to travel and sometimes she takes me with her. We go to Destin, Florida for vacation with our family. My favorite things to do there are eating seafood, staying on the beach and deep sea fishing. One time she took me to New York and we saw all the sights. We saw the Statue of Liberty, the Empire State Building and the Brooklyn Bridge. We went to see the Yankees play baseball. We went to Broadway to watch the play called Wicked.

My Grandma, She She is special. She has made life more fun for all the family. Her caring, generous nature makes her a delightful person. I'm glad that I have her."

— Noah Hill

Feature Project

HBCC Makes the Long Haul to Support Customer, WATCO!

The Watco (Design-Build) OCI Rail Yard project in, Sweetwater County, Wyoming is designed to provide OCI Chemical a railcar storage and switching facility within a close proximity. Watco will own and maintain the yard with options to store and switch for other customers. The work includes 40 acres clearing and grubbing of sage brush; more than 188,000 cubic yards excavation, grading, long haul water line realignment, culvert installation, under drains, lined containment pond, erosion control, approximately 3,500 linear feet of sub-ballast installation, fencing and bird netting.

HBCC is performing the grading at a rate of between 400 and 500 loads per work day utilizing four 627 Cat Push-Pull scrapers, supported by two dozers, a motor grader and a roller. The waterline relocation is being performed by a local Subcontractor.



7755 Dwyer Road - Milestone in Sight! Paving of Downman Road; Scheduled to re-open after two years of construction on the multi-phase box culvert.

Teamwork

HBCC was recently billed overage hours on a crane rental on the Estelle Fronting Protection Project, 40 of which were **incorrect**. Donnie Greene went the extra mile and cross-checked the hours against HBCC reports rather than simply paying the number that was invoiced. The Estelle project personnel had performed the daily grind of gathering the machine hours. In New Orleans, Shelia Moore and Melissa Hendrix had the proper documentation of the actual usage recorded and Terry Nash, in Falkner, had the records on file to support our case. HBCC appreciates all of you for your exceptional representation of our Core Values.

On another occasion, HBCC was invoiced \$2,000 for a 1,000 hour service on a dozer rental that was returned from six months use. It would have been easier for Burt Waldon to simply pay the bill and not ask any questions. However, he researched the hours with Randy Jones and Nicky Newby to find that Nicky had just performed the services at 897 hours. This extra effort will result in a credit to HBCC.

We appreciate all of these personnel for recognizing when an invoice needs a second glance, taking time to ask questions, and for having the proper documentation to support each situation.

— Jody Hill

Health Awareness

According to the CDC: States with the most heat related deaths on record include Arizona, Nevada, and Missouri.

According to the National Weather Service: Over the past 10 years (2000-09), more weather related fatalities occurred due to extreme heat than hurricanes, tornadoes, and floods.

According to the National Safety Council: On average, 381 fatalities occur each year due to heat stress, heat exhaustion, and heat stroke. Most incidents occurred from the elderly, individuals having a poor physical condition, and individuals not acclimated to the heat.

Prevention Tips:

- Wear loose and light colored clothing
- Stay out of the sun for prolonged periods
- Know your people—train supervision to recognize symptoms early
- Perform heaviest work during coolest periods of the day
- Acclimatization—adapt your body to weather conditions
- Eat small, light meals throughout the day

