

Pipeline Connection

The HEAT Is On!

In these economic times, we are fortunate to have under contract several high profile, fast track projects. Most notable are Zones 4, 5, and 6 of I-595 in Broward County.

The enclosed description of the project provided by our management team accurately describes the unusually complex ownership as well as the importance of the project.

With this high profile project comes extreme demands on management and our field crews. Schedules, at times extremely aggressive, have challenged our personnel. We have entrusted the management of the project to Kerry Jackson (Superintendent), Chris Johnson (Management Liaison), Lynne Holden (Project

Manager), Eric Trillas (Project Engineer), Phil Cartales (General Superintendent), and Kennie Hatfield (Loss Control and Safety). Together, this team will spearhead our successful partnering with Bergeron Land Development, Dragados USA, and the I-595 Express Team.

As the heat is "turned on", it is our job to meet the challenges maintaining production, safety, and jobsite appearance, while professionally interacting with all members of the project team.

As the president of Johnson-Davis Inc., I can only ask that everyone assist us in meeting the challenges of this complex project.

2011 will be a very difficult year if we do not focus on

the challenges of all of our projects. I have extreme confidence that everyone at Johnson-Davis will recognize the importance of all of these projects and be thankful we have the work.

Although the "heat" may be on, the alternatives facing many other companies in the construction industry of layoffs, reduced benefits, pay cuts, or reduced hours may be more stressful than ours! Help us meet the challenges we face for the coming year.

Merry Christmas, Happy Holidays, and Best Wishes for a Happy New Year to everyone at Johnson-Davis Inc., your families, our customers, and our friends.

*Sincerely,
Scott Johnson*



NW 21st Avenue Broward County: 72 inch bore pit beneath the CSX railroad ROW



Old Port Cove: Sock installation for Murray Logan Construction

Inside this issue:

Project News: FC1/HP7	2
Project News: Kissimmee Lakefront	3
Project News: I-595	4
Fleet News	5
Safety Recognition	5
2011 Holiday/Vacations	6
Safety Musings	6
Helping our Environment	7
Current and Upcoming Projects	7
Scholarships	8
Wellness: Diabetes	8
Employee Spotlight	9
Kudos Korner	9
Flu Shots	9
Health Insurance	10
Quitting Tobacco Use	10
AFLAC	11
401k Information	11
Project Snapshots	12



I-95 Brevard County:
Installation of 30 inch
outfall to control structure in Pond 15



PROJECT SPOTLIGHT: Herbert Hoover Dike Culvert Replacements

By: Doug Ipolito

Project: Replacement of Culverts FC-1 & HP-7 at Herbert Hoover Dike in Glades County

After a long submittal process, work began at FC-1 with our earthwork subcontractor Messier Land Developing in early August. Their work consisted of first removing 500LF of the existing dike along with over 700 cubic yards of slope protection on the old dike. Once the area was sloped back and leveled out from its original elevation of 39.0' to elevation 18.0', Johnson-Davis crews, under the watchful eye of Superintendent Leonard Dennis, mobilized to install 380 wall-feet of steel sheet pile at FC-1 and 320 wall-feet at HP-7.

The existing headwalls were 30" thick and stood over 16' tall and a span of 65LF. The newly acquired Maverick Demolition Hammer was utilized to break up the headwalls. Once all of the concrete and existing culverts



Final demolition of existing concrete structure prior to offsite removal

were removed from the work area, Messier readied the area for our dewater-

ing system. The silty clay soil required our crews to install wick well-points to achieve the required dry conditions. After extensive pumping

to establish a dry subgrade, Mosley & Son started construction of the concrete endwalls.

The footers were formed and poured. Each of the two footers required in

excess of 175 cubic yards of concrete. Once the footers were poured and the forms

were removed, the Johnson-Davis crews were ready to start the tedious task of installing double 108" pipe culverts which required stone and sand backfill for the outer 50' segments and excavatable flowable fill for

the middle 50' segment of the 150' run.

The middle section requiring the flowable fill was constructed in two phases. The first phase consisted of setting

four 4,000 pound anchors on either side of the two culverts and then pouring the flow-



Excavation and preparation for FC-1 control structure



Major subcontractor Mosley & Son working to meet tight construction schedule



108 inch diameter culvert supplied by our longtime Lantana neighbors at Con-tech Construction Products

able fill to the pipe invert elevation of 9.5. After the flowable fill had been set up, the pipes were positioned and strapped down to the anchors to prevent the pipes from "floating" while the remaining flowable fill was pumped around the pipes to the required specifications.

The remaining work at FC-1 includes



Final "footprint" being excavated after successful dewatering operation

setting two control gates, installation of 1000 tons of granite

rip-rap, and the replacement of the levee to preconstruction condition. Work at the HP-7 structure is very similar except the replacement pipe diameter is 60".

Work at both locations is expected to be completed by the end of January 2011. This tight construction schedule will challenge our forces to deliver on time and on budget.

Owner

US Army Corps of Engineers

Prime Contractor

Asset Group

Project Manager

Doug Ipolito

Superintendent

Leonard Dennis

Estimator

Mr. Herbert Johnson

Major Subcontractors

Mosley & Son Construction,
Messier Land Developing

Project Spotlight: Kissimmee Lakefront

By: Walter Pfaffenberger

In 2006 when approached by one of our best customers to bid work in Kissimmee, our answer to Burkhardt Construction Inc. was "It's a little too far". In 2007, when given a second opportunity, our answer was "Where are the plans?", and "When do we start?"

The Kissimmee Lakefront Phase I project is our third contract for Burkhardt Construction Inc. in the city of Kissimmee and by far the most difficult. Every excavator bucket unearths new challenges to our entire construction and management team.

We broke ground in early January

2010 with Superintendent Glenn Pultz stretching his geographic sphere of influence. He dealt with

the numerous conflicts and problems typical of the infrastructures of towns and small



Finished product on E. Ruby Avenue

cities constructed prior to the modern utility standards utilized during the mid 1970s.

The project involved the relocation of all municipal utilities and storm water management facilities from Lakeshore Drive to adjacent streets allowing for the development of a scenic waterfront park and pedestrian-friendly recreation area.



Aerial view of Kissimmee Lakefront



Wellpoint dewatering to install pressure piping as a result of high water table

from Lakeshore Drive to adjacent streets allowing for the development of a scenic waterfront park and pedestrian-friendly recreation area.



Every backhoe bucket presents a new challenge as a concrete box culvert is found!

area code 407 and 321 quality employees that we hope to utilize for the completion of this project and the possible expansion of the downtown revitalization of Kissimmee.

Although remote from both Lantana and Fort Pierce, we strive to treat our customers and governing agencies in a manner that hopefully will yield future business.



Installation of 16 inch water main

From day one, resolution of conflicts, maintenance of local traffic, and reengineering of the project "on the fly" has been the order of business.

Our construction and management team of Estimator Thom Lardiere,

Superintendents Glenn Pultz and Edric Martin, and Foremen Dave Richards and Jody Lanier have to date met the challenges.

General Contractor Burkhardt Construction Inc. and Design Engineer Kimley-Horn & Associates have worked well with our crews to make the project a success.

Our three year presence in the area has yielded more than a handful of

Owner

City of Kissimmee

Prime Contractor

Burkhardt Construction Inc.

Project Manager

Walter Pfaffenberger

Design Engineer

Kimley-Horn & Associates, Inc.

Superintendents

Glenn Pultz, Edric Martin

Estimator

Thom Lardiere

PROJECT SPOTLIGHT: I-595

By: Lynne Holden

I-595 is Broward County's major east-west thoroughfare used by residents and visitors to get to work, shops, entertainment venues, the airport, Port Everglades and the beaches.

More than 180,000 vehicles per day use 595, and by 2034 that number is projected to swell to beyond 300,000 vehicles per day.

On March 3, 2009, the FDOT signed a public-private partnership



Working in tight quarters between I-595/S.R. 84 & the New River Canal

The improvements to the 595 corridor will vastly improve driving conditions along 595 and preserve the future vitality of the corridor.

The project limits extend from the I-75 / Sawgrass Expressway interchange to the I-595 / I-95 interchange in Central Broward County.

Improving mobility along the 595 corridor is not just a necessity for residents and visitors; it will have a significant impact on South Florida's economy.

595 is vital to the shipment of freight and goods around South Florida. Roadway construction began in *Segment C* on February 26, 2010, in the vicinity of

Pine Island Road. As part of the Bergeron Land Development Inc.

"595 Team", Johnson-Davis is contracted to install storm drainage and fire suppression systems. Our FDOT construction experience, professionalism, and manpower resources assist JDI being an integral part of this team as we continue to work both east and west at Pine Island Road within *Segment C*.

Currently between four and five crews are constructing storm drain

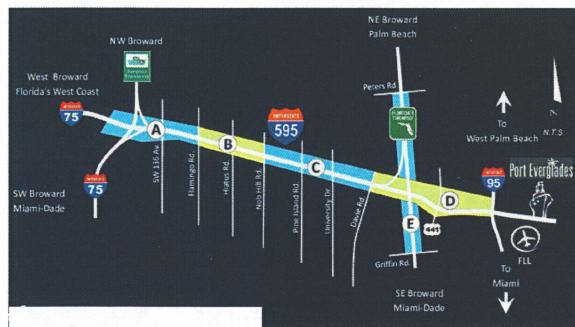
along eastbound and westbound SR 84 and fire suppression main and drainage in the express lanes of 595.

Foreman Tony Ingraham and crew were the first to be introduced to the new world

of 595. As one of the largest contracted projects in the state of Florida, it is a project like no other.

The coordination and scheduling is monitored to the n-th degree for all crews, materials, and deliveries, and tracked through paperwork and new FDOT programs. Since September, crews including those of Chesca Ceance, Dave Fayssoux, and Odilon Hernandez, as well as many of the support crews.....

... (continued on next page) ...



Project Construction Segments

Owner

Dragados USA

Prime Contractor

Bergeron Land Development

Project Manager

Lynne Holden

Project Engineer

Eric Trillas

Superintendent

Kerry Jackson

Management Liaison

Chris Johnson

Estimator

Ed Pultz Sr.

PROJECT SPOTLIGHT: I-595 continued

... (continuing from prior page)...

..... have been contributing to the installation of drainage and fire suppression lines in Zones 4, 5 and 6 of *Segment C*. By the end of 2010, we anticipate the mobilization of a fifth mainline crew and a possible subcontractor if additional work areas become available. Superintendent Kerry Jackson's "hands on" approach and knowledge of this project has contributed greatly to make it more manageable.

Some of the challenges have been

the installation of parallel trunkline drainage along the westbound SR 84 steel sheet pile bulkhead. The adjacent controlled water of the New River Canal infiltrating the bulkhead has severely impacted production. Also, the tight working conditions, access to work zones, and coordination with other subcontractors have proved to be a juggling act. Our crews have done well making it work for all concerned parties.

As part of the "On the Job Training" (OJT) program, we are pleased to have met our goals with five

trainees. This is quite a task for many contractors, and our hats go off to the employees taking part and those training our employees.

Significant progress has been made on the design, field survey, geotechnical investigation, and utility coordination and relocation activities within all construction segments. By the end of 2010, most of the 10.5 mile project corridor along 595 and a portion of the 2.5 miles along Florida's Turnpike from Peters Road to Griffin Road will be under construction.

Fleet News: We've Got What You Need... Or We Can Make It!

By: Gene Gardner,
Shop Superintendent

Our maintenance department is not considered a profit center, but a

properly maintained fleet saves money.

Money saved is money earned!

Our main-
tenance

department performs many tasks aside from repair and maintenance of our fleet. Our ability to fabricate anything from special tools, special order job-specific items, and precisely tooled and machined parts sets us apart from many of our competitors.



Machine shop where many special parts are fabricated

Our independent, self-sufficient approach to maintenance, repairs, and specialty fabrication proves to be an advantage in these competitive times. Our success combines the talents of our craftsmen and the investment of the company in tools to perform our work. The maintenance department, working closely with operations and project management, brings out the best of the maintenance and

fabrication skills of our employees.

If we do not own it and we cannot find it, we will make it!



Custom needle beams for Lakeside Ranch project

Johnson-Davis Inc. Earns Safety Distinction



Johnson-Davis Inc. has been accepted into the Construction Health and Safety Excellence (CHASE) Program which is a partnership between the Florida East Coast Chapter of the Associated General Contractors of America and OSHA.

Thanks to the hard work of all employees, we are now White Level Participants.

To earn this distinction, companies must focus on reducing injuries and illnesses, increasing safety and health management systems, increasing safety and health training, and expanding awareness of the value of effective systems and hazard awareness.

Johnson-Davis wishes to thank all of YOU for helping and being a part of this program. Safety remains job number one for all of us.

2011 Holiday and Vacation Schedule

2011 HOLIDAY SCHEDULE

New Year's Holiday	Friday, December 31, 2010
Martin Luther King Day	Monday, January 17, 2011
Memorial Day	Monday, May 30, 2011
Independence Day	Monday, July 4, 2011
Labor Day	Monday, September 5, 2011
Thanksgiving Holiday	Thursday, November 24, 2011
	Friday, November 25, 2011
Christmas Holiday	Monday, December 26, 2011



Please note that all of Johnson-Davis will be closed on the above holidays.

2011 CREW VACATIONS

Saturday, December 24, 2011, through Monday, January 2, 2012

-Plus-

One additional week selected by crew



Safety Musings

By: Kennie Hatfield

The holiday season passes, but the driving season never stops. Wishing all a safe and healthy new year...

When you drive, are you aware of what's going on all around you? Do you anticipate what drivers around you may do?

You are probably a good driver, but have you ever:

- Run a red light or stop sign?
- Jammed on your brakes to avoid a car?
- Had a near miss?
- Almost sideswiped a car?

These happen more often than most of us would care to admit. Accident-free driving is not simply luck or skill. It depends largely on the decisions we make and the actions we take based on those decisions.

Here are some suggestions to help prevent some of these situations:

- Don't talk on your cell phone, text, or read an email while driving.
- Look further ahead down the road, where you will be in a few seconds, rather than just right in front of your vehicle.
- Scan all around your vehicle to identify developing situations



including construction zones, pedestrians, and congested intersections. Check your mirrors every five to ten seconds.

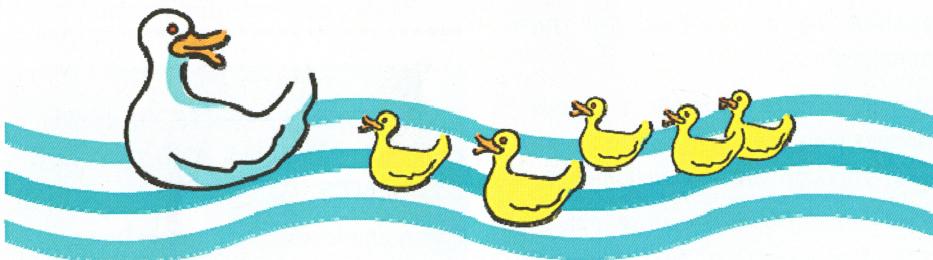
- Use signals such as your horn and turn signals to communicate to other drivers your intentions. This allows them the opportunity to adjust their own driving.
- Think ahead, and have an escape route in mind so you can react quickly if something unexpected happens. This means no tailgating!
- Follow the two second rule. Watch the vehicle in front of you pass a fixed point such as a road sign, and then count the seconds it takes you to reach that same point. It should be at least two seconds.

Rescued Ducklings: Helping Protect Our Environment

This past summer, five ducklings had an adventure on I-595. When Tony Ingraham's crew was modifying an existing drainage inlet at the northeast corner of Nob Hill and I-595, they encountered a momma

mallard and her five baby ducks. The babies had fallen into a deep catch basin and were trapped. The momma duck took off when Tony approached, so Tony and his crew rescued the babies.

The babies started to head directly into traffic after the rescue. To ensure their safety, Tony then called the Humane Society, SPCA Wildlife Care Center. The Wildlife Care Center is raising the baby ducks and will release them back into the wild once they are able to care for themselves. Way to go, team!



SOME CURRENT AND UPCOMING PROJECTS

<u>Job Number</u>	<u>Project</u>	<u>Prime Contractor</u>	<u>Owner</u>	<u>Status</u>
70759	Canal Point Water Main Extension	Johnson-Davis Inc.	Palm Beach County Water Utilities Dept	Start Jan 2011
30760	Boca Promenade	Burkhardt Const Inc.	City of Boca Raton	Complete May 2011
10763	RC4 Baffle Box	Johnson-Davis Inc.	City of Riviera Beach	Start Jan 2011
40774	SR 112	Condotte America	FDOT	Start Feb 2011
30777	SR 417	Hubbard Const Co.	Orlando/Orange County Expressway Authority	Start Jan 2011
10780	Water Control Structure Canal No 13	Johnson-Davis Inc.	Town of Southwest Ranches	Start Jan 2011



LS 50 E-4 Canal Crossing: Replacement of existing 12 inch force main (above left) then final product with fan guards fabricated by our shop (above right)

Andrew Scott Johnson Memorial Scholarship

The Underground Utility Contractors of Florida/Andrew Scott Johnson Memorial Scholarship Foundation has awarded \$177,500 in scholarships since it was established in 2000.

The Foundation was established in memory of Andrew "Andy" Scott Johnson. Andy, the son of Johnson-Davis President Scott Johnson, was tragically killed in an automobile accident at the age of 19. At the time of his death, Andy was a summer employee of Johnson-



Andy Johnson

Davis and a sophomore at Vanderbilt University studying Civil Engineering with hopes of entering the family business.

Andy also loved fishing. As such, an Annual Bass Tournament is held each spring to raise funds for these scholarships.

We appreciate all of the generous donors who have contributed each year through these Tournaments.

The Foundation is proud to announce the 2010 winners of \$6,000 Scholarships:

- Timothy James Noble, son of Garth and Caroline Noble with Raymow Construction Company, Inc.
- Mark "Tommy" McCabe, son of Mark and Kim McCabe with C&M

Wellness: Diabetes Care

Diabetes is a group of diseases associated with high glucose levels because the human body cannot either produce or use insulin. Diabetes can cause many serious health issues. More people die each year from diabetes-related or caused issues than breast cancer and AIDS combined. Two-thirds of those with diabetes die from stroke or heart disease.

So what are some things that make you more likely to get diabetes than someone else?

- An immediate family member with diabetes
- Being overweight
- Not being physically active
- Cardiovascular disease



- Family background of Alaska Native, American Indian, African American, Hispanic/Latino, Asian American, or Pacific Islander
- A woman who had gestational diabetes while pregnant

To help prevent or delay diabetes, doctors recommend two things that we have all heard so many times: DIET and EXERCISE. But it is true! Research shows that even a little bit of weight loss makes a difference. Reducing fat, sugar, and sodium intake while increasing fruit and vegetable intake also helps.

Being overweight is a leading factor for type 2 diabetes as it can cause high blood pressure. It also prevents the body from correctly making and using insulin.

Road Builders, Inc.

Several \$2,500 scholarships were also awarded.



Congratulations to all of this year's winners and their families!

ATTENTION PARENTS OF HIGH SCHOOL SENIORS AND COLLEGE STUDENTS:

As an employee of Johnson-Davis, your dependents are eligible for several different scholarships, including this one. Please be sure to read your payroll stuffers to learn about scholarships and their application deadlines as they become available.

Some people have diabetes and do not even realize it. Others do experience warning signs and develop symptoms. If you have the following symptoms, you may want to speak with your doctor about getting tested and treated as it can help prevent or minimize damage:

- Increased hunger or thirst
- Blurred vision
- Sores that are not healing
- Increased urination, particularly at night

People who have been diagnosed with pre-diabetes, blood glucose levels higher than normal but not yet diabetic, can prevent the progression into diabetes following these steps as well. So, get moving now, and follow up with your doctor!

HEALTH INSURANCE HINTS

OPEN ENROLLMENT

This is our annual open enrollment period. This means that this is the time to enroll in plans, make changes to benefits plans, and add or drop dependents. All changes will be effective January 1, 2011, for calendar year 2011. Your next chance to make changes will be in December 2011 to be effective January 1, 2012.

WELLNESS BENEFITS

Our medical plans are being enhanced to include increased wellness benefits effective January 1. Medi-



cal wellness benefits following preventive care guidelines are now available at no cost to

employees or their dependents.

BLUE CROSS/CERIDIAN INDEPENDENT AUDIT

With medical costs escalating, insurance carriers including Blue Cross have been conducting audits on groups in an effort to ensure all incurred costs are for dependents who truly belong on the group plans. Johnson-Davis has recently been selected for an audit.

If you have dependents on our medical plan, please be sure to respond when Ceridian contacts you requesting proof of dependent eligibility. They will be requiring documentation that family members who you have enrolled on our medical plan are in fact eligible to be on the plan. It is critical that you respond timely, or your dependents may be dropped.

Please note that this audit has been initiated by Blue Cross, and Johnson-Davis does not have control over this audit. However, please contact Human Resources if you need assistance complying with the request for information.

SEEKING ALTERNATE COVERAGE?

If you would like assistance finding other coverage for a dependent or a loved one who may not be eligible to be on our plan, assistance is available. Contact our benefits insurance agency, Jordan Dynamics, at 800-832-1018.

Assistance is also available comparing plans such as helping compare the Johnson-Davis plan to the one where your spouse works. Contact Jordan Dynamics or Human Resources for guidance.

Thinking about Quitting Tobacco Use?

Have you ever thought about quitting tobacco use? Here are some resources in case it is something you may be considering.

The Florida Quitline provides a wealth of information and services. Both English and Spanish speaking specialists are available to help people develop a quit plan for free. Coaching sessions occur via phone which make them easier to schedule around our work and family schedules.

Florida Quitline specialists also are available 24/7 for support and pro-

vide some free nicotine replacement aids. Call 877-U-CAN-NOW or visit www.floridaquitline.com for more information.

Also, www.smokefree.gov is an online quitting guide that offers assistance from start to finish. It helps by asking you questions to determine if you even really want to quit, develop a plan to quit, and stay smoke-free after quitting.

A main reason that people who have tried to quit have failed is because they have not had a plan. Prior to quitting, smokefree.gov states you

must "START":

- S: Set a quit date
- T: Tell family, friends, and coworkers that you plan to quit
- A: Anticipate and plan for the challenges you will face while quitting
- R: Remove cigarettes and other tobacco products from your home, car, and work
- T: Talk to your doctor about getting help to quit

The time to start is now!



AFLAC

Johnson-Davis employees can enroll in a variety of AFLAC benefits, all available through convenient payroll deductions.

AFLAC is a voluntary benefits program that provides cash benefits if you have a hospital confinement (including maternity), catastrophic illness, accident, or cancer. It also provides additional disability insurance for off-the-job accidents, sickness, and maternity as well as life insurance. It is NOT health insurance.

OPEN ENROLLMENT

We are now in our annual open enrollment period for AFLAC benefits. That means that this is the time to sign up for new benefits, change benefits, or drop benefits.

To add or change benefits, please contact our representative Steve Abrams at (561) 416-8849. To drop any benefits, please contact Human Resources for the appropriate paperwork.

Paperwork for enrollments, changes,

and drops must be submitted no later than January 10. So, act now!



WELLNESS

If you are currently enrolled in an AFLAC plan, please be sure you are making the most of your benefits. Several policies have wellness benefits which pay cash for wellness checkups such as regular dental and wellness doctor exams. Call Steve for more information on filing one of these claims.

Johnson-Davis Inc. 401k Retirement Plan

Do you know about the Principal LifeTime portfolios that are available through our 401k? Many employees have worked here for so long that we began participating in the 401k before these funds were available to us.

Instead of having to select different funds to invest in to ensure we are well diversified, with LifeTime funds we choose to put all of our paycheck deferrals into just one LifeTime fund. We select a fund

based on the year we are planning to retire.

Then, we let the financial experts work

different funds for us to ensure we are diversified. They make their choices based on the economy, their expertise, and how many years we are away from retirement.

As we get closer to retirement, the mix of investments in our LifeTime fund becomes more conservative. This is good since many of us spend time on our fund choice when we first sign up for our 401k but then forget about it. Our choices may have been good at the time we first signed up, but as we get older and the market changes our original choices may not be as good as they once were.

These funds have been performing well as evaluated against comparable funds in the market. You can learn about their returns and asset allocation by contacting Principal.

Please note that Johnson-Davis also continues to offer a diversified mix

of investment choices should we prefer to take the time to review and make investment decisions on our own. We can also invest some of our money on our own in this diversified mix of funds and other money in a LifeTime fund.

If this is something you are interested in or you have any other questions on your 401k, please contact Principal to learn more or make a change. Or, please contact Human Resources if you need assistance.

How do I contact Principal with questions about my 401k?

By Internet:
Logon at www.principal.com

By Phone:
1-800-547-7754 for interactive voice-response system or to speak with a retirement specialist



for us. The financial managers of our LifeTime fund then select many

Johnson-Davis

Main Office
604 Hillbrath Drive
Lantana, FL 33462
(561) 588-1170 phone
(561) 585-5252 fax

• • • • •
Ft. Pierce Office
863 South Kings Highway
Fort Pierce, FL 34945
(772) 468-9200 phone
(772) 468-9202 fax

PROJECT SNAPSHOT



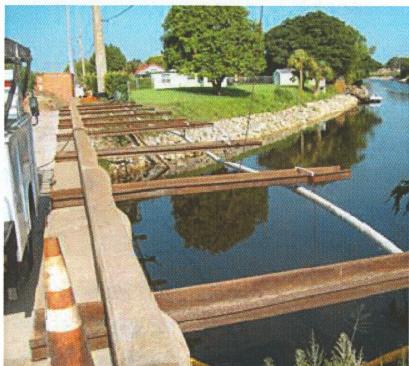
C-44 Reservoir/C-133 Canal: Preparation and final 84 inch culvert construction for Harddrives Inc. and the South Florida Water Management District



Dixie Fly-over: Installation of 36 inch French Drain for Cone & Graham Inc. and the FDOT



Lakeside Ranch: Installation of pre-cast 16 foot x 12 foot box culvert for Dickerson Florida Inc. and the South Florida Water Management District



Juanita Avenue Bridge/ St. Lucie County: Temporary relocation of 1800 pair cable for AT&T

NW 21st Avenue: Preparation of bore pit beneath the CSX railroad right of way for Ranger Construction Industries and Broward County



Winding Waters Preserve: Control structure construction for J.W. Cheatham and Palm Beach County Department of Environmental Resource Management

Thank you to everyone who helped make this issue of Pipeline Connection a success, especially Joe Bagford, Phil Cartales, Leonard Dennis, Larisa Ditu Pelkey, Gene Gardner, Kennie Hatfield, Lynne Holden, Bob Hopler, Doug Ipolito, Kerry Jackson, Edric Martin, Pete Oja, Walter Pfaffenberger, Glenn Pultz, David Reid, and Dave Richards.