



JOHNSON-DAVIS INC.

Johnson-Davis Inc.

Pipeline Connection

Construct with Confidence

Winter 2018/Spring 2019

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Values Added

You may have thought that a cutting-edge heavy construction company based in Palm Beach County would have been all over Core Values. It is no surprise that our up and coming managers were thinking the exact same thing! But we did not have anything in writing.

To solve our problem, a subcommittee comprised of a talented cross-section of our employees was formed and met numerous

times to develop our long-awaited core values.

The team worked with their peer groups to develop and fine tune the fourteen fundamentals that describe what we do, how we do it, and who we are at Johnson-Davis Inc.

I am very proud of our subcommittee because they accurately described the expectations we have for ourselves, our coworkers, our customers, our business partners, and the public.

I am excited to "officially" introduce our core values to the members of the Johnson-Davis family, included as an insert to this newsletter. As the saying goes, better late than never.

I wish everyone a safe and happy holiday season and the best for everyone in 2019. 42 years, and going strong!

Thanks,
Scott Johnson
President

Atlantic Crossing:
Wisler Dort and crew drive 40 ft long steel sheet piles to allow a 13 foot excavation for an underground parking garage for Urban5 Constructors and Mouw Associates.



SR 710: Jose Meza Rodriguez and crew install the final double barrel 36 inch RCP in Indiantown for Ranger Construction and the FDOT. Our crews installed more than 1,700 feet of 36 inch RCP and more than 5,000 feet of total drainage pipe.

Project Spotlight: US 1 ARV & 24" Force Main Replacement

By Rich Heller, Project Manager

On May 1, 2018, Johnson-Davis was awarded the US 1 Air Release Valve and Force Main Replacement project by the Indian River County Board of County Commissioners. The project was initially awarded for one site requiring an air release valve replacement at 10595 US Highway 1 in Sebastian.

The original scope of work included installing two 24" line stops with two 24" x 8" tapping sleeves and valves outside of the line stops. This allowed for the construction of a temporary 8" wastewater bypass loop to facilitate removal of the faulty air release valve and existing 24" ductile iron pipe.

Upon review of the number of stations pumping wastewater through the existing 24" pipe, Johnson-Davis suggested to Indian River County that it may want to increase the temporary

bypass to 12" to prevent overfill in the pump station wet wells. The suggestion was well received, and a design change was developed.

Johnson-Davis was also originally contracted to install nine bell restraints on the existing 24" ductile iron force main, 180 linear feet in each direction, to restrain the pipes. In doing this, a massive amount of restoration would be required. Johnson-Davis alternatively proposed to install a reverse thrust block, also called a "Deadman". This design consisted of an eight

A black and white photograph showing a construction worker in a yellow hard hat and safety vest standing next to a large, blue-painted concrete pipe segment. The worker is looking at the pipe. In the foreground, a red pipe fitting is visible. The background shows a dark, rocky excavation site.

venting movement of the existing pipe. This design was allowed in lieu of the original design, minimizing necessary restoration.

Two weeks prior to mobilizing on the site, Johnson-

Davis was asked to inspect an additional location. Utilities Engineer for the Indian River County Department of Utility Ser-

vices
John
Boyer,
Johnson
-Davis
Superin-
tendent
Tom
Linsley,
and
Johnson
-Davis

Project Manager Rich Heller concurred this new site took priority as the leak to that air release valve was significantly worse than the original site. While the methodology was similar, there were a few obstacles to get through. The excavation required where the existing air release valve was located would have interfered with a road leading to a church. Fortunately, an existing 15" reinforced concrete pipe was identified at each end of the roadway, allowing our crews to utilize this as a conduit for the 12" temporary bypass and not disturb the roadway.

The first phase of this operation was to set up MOT in a highly traveled highway. The Johnson-Davis crew led by Foreman David Reid initially exposed

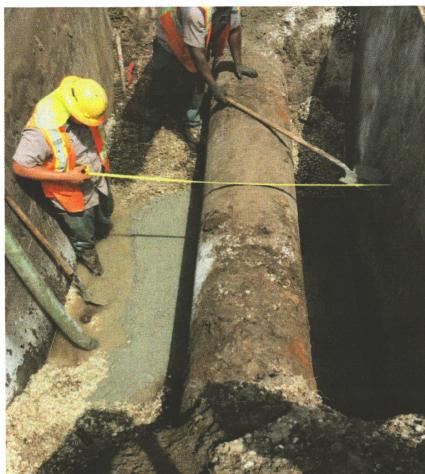


Project Spotlight: US 1 ARV & 24" Force Main Replacement

the area in which the 24" force main replacement was to take place and installed the dewatering system.

The next stage of work was to excavate for the two 24" line stops as well as the two 24"x12" tapping sleeves and valves. The "Deadmen" at each end were formed and poured to allow curing time prior to the next phase of the operation.

The next stage required precise coordination between Superintendent Tom Linsley, Foreman David Reid, Foreman Rene Hernandez, Indian River County, International Flow Technologies, and Culpepper Plumbing. The operation



became nonstop. With 36 hours of continual work, we installed 24" line stops, 24"x12" tapping sleeves and valves, and removed bypass piping. We also cut out the section of existing 24" ductile iron pipe, installed new 24" C-900 pipe, and installed the air release valve.

Upon successful testing and approvals from Indian

River County, the 12" temporary bypass was taken out of service and the 24" line stops were

removed. This allowed the 24" wastewater force main to function at capacity once again.

Having gone through the first site with perfect execution, site number two was ready to begin.

Foreman Rich Heller took the lead and was supported by Foreman David Reid in the same phasing sequence as site number one. It was an ongoing operation to minimize liability and exposure to both Johnson-Davis and Indian River County. Once again, the execution was precise and timely, leaving only minor restoration of sod and superficial features to then be finished.

Great thanks to Tom Linsley, David Reid, Rene Hernandez, Rich Heller, and all of their crew members for successfully executing a plan and their professional representation of Johnson-Davis. Also great thanks to Indian River County for their level of trust and timely resolution of the many changes and obstacles the project presented.

EEO

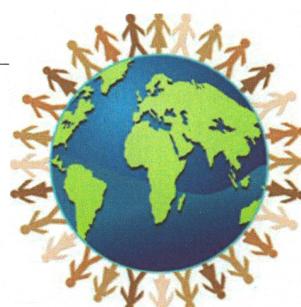
Johnson-Davis Inc. is proud to be an equal opportunity employer.

Johnson-Davis Inc. does not discriminate against any protected group as applicants or employees. We also take affirmative action to ensure equal em-

ployment opportunity for all qualified personnel.

We appreciate employee referrals as our employees know our company best, and we know our employees will refer excellent candidates to join our team.

Johnson-Davis also expects employees to bring forward any issues they might experience in the workplace so that we can address them to ensure that Johnson-Davis continues to be a great place to work.



Project Spotlight: Mayflower Canal Revetment

By: Doug Ipolito, Project Manager

When the City of Ft. Pierce had the opportunity to secure federal funds to refurbish a major canal within the city limits that was damaged by Hurricane Irma, they turned to Johnson-Davis to prepare a detailed design and cost proposal.

Scott Johnson

quickly went into action and reached out to Brian Good of Kimley-Horn. The two quickly put together the plans and a proposal.

On August 10, 2018, the City issued a purchase order for \$2,020,900. This represented the work in two of the three sections of our proposal.

On August 20, Foreman Jeff Brady and crew arrived onsite to start clearing and setting up Storm



Dirt out, filter fabric, bedding stone, and riprap in.

Backhoe Operator Pete Parkinson in a long reach starts to de-muck and shape the canal banks while Foreman Jeff Brady runs the backhoe (in the background) to form the end treatment at the culvert end wall.



Water Pollution Prevention devices and preparing staging areas. Some areas of the canal were so thick with large pine and Brazilian pepper trees that we turned to our friends at South Florida Land Clearing. They began to clear and grub the areas and remove the debris while Brady and crew started shaping the canal banks and placing rubble riprap along the banks.

Superintendent Tom Linsley was onsite to orchestrate the set up of the staging areas, the clearing with our subcontractor at one end, the removal of the excess dirt, grass, and tree debris by Brady's crew, and the daily delivery of bedding stone and riprap. The Superintendent was on site every day to help ensure that all of the moving parts continued to run smoothly from the start.

The job consists of:

- Ditch Lining Riprap: 7,300 tons
- Keystone Riprap: 3,800 tons
- Sod: 9,000 square yards

After the canal bank was shaped, the crew set new drainage outlet pipes, filter fabric, bedding stone and rubble riprap in the canal. After sections of canal bank were completed, new sod was set down by Nature's Keeper. This process was repeated throughout sections of the canal that were separated by neighborhood streets. Our Foreman and Superintendent needed to coordinate:

- Trucking out of "unsuitable" material. This consists of soil out of the canal that has too many roots and other vegetation to be used as fill on other projects. This is taken to a landfill.
- Trucking out of tree debris.
- Trucking out of "good" material. This is dirt from the canal that we can keep free of debris and can be used by others.
- Trucking in of three separate gradations of rock from Lake Point Restoration.

Project Spotlight: Mayflower Canal Revetment

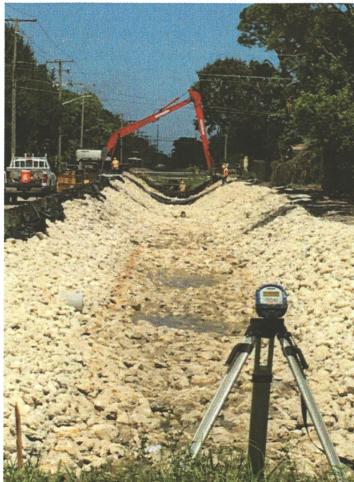
The work area was very tight along the canal right-of-way, requiring a well-coordinated effort to get excess fill out while bringing in the right combination of bedding stone, keystone, and riprap. The job site had three different staging areas set up in an effort to keep the travel time of the materials to a minimum.

On September 10, the City of Ft. Pierce issued an additional purchase order for \$1,265,000 to cover the cost of the third and final section of the project. This required Johnson-Davis to look for another source of riprap to ensure that we could continue in an efficient manner to complete the project on time.

Section 3 consists of:

- Ditch Lining Riprap: 4,300 tons
- Keystone Riprap: 2,800 tons
- Outfall drainage extensions: 9 locations

As soon as the third section of the project was awarded, we went to work on creative ways to get this section completed in an efficient and safe way. First thing we found was that FPUA



Jeff Brady's crew places riprap with laser focus. They are keeping the filter fabric secured in place, and Loader Operator Dustin Briggs heads in with another load of rock.

- Clearing: 1,400 linear feet
- Canal Excavation: 7,700 cubic yards
- Bedding Stone: 2,200 tons

had their 4" gas main in our new canal cross section. We met on site with all concerned parties, and it was decided that the gas main would be moved back to the outer limits of

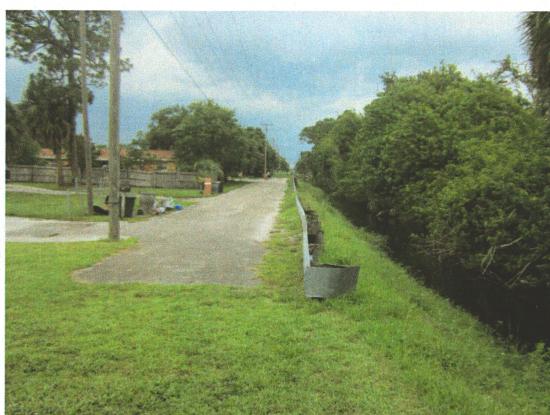
the right-of-way. Normally this process would have taken time that we did not have. However because the City of Ft. Pierce has its own gas utility company (FPUA),

the plan, approval, and implementation of the move all happened within 30 days. Great coordination effort by all involved!

Currently the Johnson-Davis crew is working on the last three subsections of section 2 and should complete this work when

the Pipeline Connection hits the press. We will move into section 3 and expect to finish strong.

Thanks to all. Keep up the good work!



OWNER

City of Ft. Pierce
Tracy Telle, Project Manager

PRIME CONTRACTOR

Johnson-Davis Inc.

DESIGN PARTNER

Kimley-Horn
Brian Good, P.E., Senior Vice President

PROJECT MANAGER

Douglas Ipolito

SUPERINTENDENT

Tom Linsley

ESTIMATOR

Scott Johnson

Insurance Open Enrollment

Johnson-Davis is in its annual benefits open enrollment period. Now is the time for employees to make additions, deletions, and changes for the 2019 calendar year.

We are staying with Florida Blue for our medical plans, Principal for our

dental and vision plans, and Reliance for our life plans.

No plan design changes are being made. Employees can continue using their existing insurance cards in 2019.

If you would like to make changes, please reach out

to Human Resources no later than December 26. Otherwise, your next opportunity to make changes will be in December 2019 to be effective January 1, 2020.

Reach out to HR for any needed information or with any benefits questions.

Healthiest You! New Benefit!

A new benefit is being offered to Johnson-Davis employees and their families at no cost!

Johnson-Davis is excited to announce a new benefit offering called Healthiest You. This benefit makes getting health care even easier.

Healthiest You is being offered at no cost to employees covered on a Johnson-Davis Florida Blue plan. This benefit is also being offered at no cost to employees who have coverage outside of Johnson-Davis (for example you are

covered under Medicare or under your spouse's plan), as long as an affidavit is completed.

Employees and their legal dependents can call a board-certified doctor 24 hours a day, 7 days a week, for medical issues. The doctor can diagnose, treat, and often prescribe, just by a simple phone call from anywhere... even from the comfort of your home. The call itself costs \$0. Pre-



scriptions, if needed, can then be picked up at your local pharmacy for your regular insurance copay. Doctors are available who speak multiple languages including English, Spanish, and Creole.

Contact Human Resources if you have other coverage and need to complete an affidavit.

Updating Your Beneficiaries

Has your family experienced any major life events such as marriage, divorce, birth, or death? If so, it

may be time for you to update your beneficiaries.



Beneficiaries are the people who get your life insurance or retirement savings if you pass away. If you have experienced a major life change, your current beneficiaries on record may no longer be the people you want them to be.

In addition to offering a 401k benefit, Johnson-

Davis pays for a life insurance policy for employees, so be sure your beneficiary for that is who you want it to be!

Contact Human Resources if you need to update any of your beneficiaries. And remember: beneficiary changes may be made at any time of year.

Finding In-Network Providers

To find in-network providers for each of our insurance plans, please do the following:

MEDICAL PLANS

Go to www.floridablue.com

Towards the top middle, click on "Find a Doctor"

Scroll down to the dropdown menu under "Just Browsing? Select a Plan" and in the dropdown, select the correct plan information:

If you are in the **Medical HMO**, select "Blue Care (HMO)"

If you are in the **Medical PPO**, select "Blue Options"

If you are in the **Medical HDHP**, select "Blue Options"

Click Continue.

Select the type of doctor you are looking for, and follow the prompts. You can search for providers near your zip code, a specific doctor's name, doctors

who speak a certain language, and more. Click "Search Now".

DENTAL PPO PLAN

Go to www.principal.com

Toward the top middle, click on "Employers"

Click on "Employee Benefits", and in the dropdown click on "Find a Dentist"

This is where you input the information on the dentist. You can search for providers by zip code and more.

When it asks you to specify a network, select "Principal Plan PPO"

DENTAL DMO PLAN

Go to www.solsticebenefits.com

On the right side of the screen, select plan "S500, S500A, S500AP & S500B-SHP"

This is where you input the information on the dentist. You can search for providers by zip code and more.

ers by zip code and more.

Click "Search Providers"

VISION PLAN

Go to www.vsp.com

Towards the top left, click on Members "Find a Doctor"

For Doctor Network, select "Choice"

This is where you input the information on the vision provider. You can also search for providers by zip code and more.

LOCATE PROVIDERS BY TELEPHONE

You may also call our benefits agency Jordan Dynamics at 800-832-1018 for assistance.

Jordan Dynamics has English and Spanish-speaking representatives available to help.



AFLAC

Johnson-Davis employees are offered the opportunity to enroll in a variety of AFLAC benefits through payroll deductions.

AFLAC is a voluntary benefits program that provides cash benefits if you have certain situations such as a catastrophic illness, cancer,

or off-the-job accidents. This is NOT health insurance.

OPEN ENROLLMENT

Now is open enrollment for AFLAC benefits. Please contact Human Resources if you have questions, want to enroll, or wish to make additions, deletions, or

changes to your benefits.

WELLNESS

If you are already enrolled in AFLAC benefits, remember to take advantage of any of your policy's wellness benefits. Several types of policies have wellness benefits that pay cash for wellness checkups.



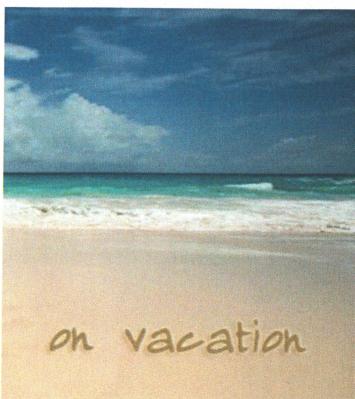
Some Current and Upcoming Projects

<u>Job #</u>	<u>Project</u>	<u>Prime Contractor</u>	<u>Owner</u>	<u>Start</u>
41526	SR 713 T 4477	Halley Engineering Contractors	FDOT	Dec 2018
31530	Silver Beach Road	J.W. Cheatham, LLC	Palm Beach County Engineering And Public Works	Feb 2019
31535	Atlantic Avenue at the Florida Turnpike	Ranger Construction Ind.	Palm Beach County Engineering and Public Works	Feb 2019
21545	Culvert Repair CR 15C	Johnson-Davis Inc.	Okeechobee County	Dec 2018
21555	NE 48th Avenue Culvert Replacement	Johnson-Davis Inc.	Okeechobee County	Feb 2019
21557	45th Street Beautification Phase II	Johnson-Davis Inc.	Indian River County	Jan 2019

2019 Vacations and Holidays

2019 HOLIDAY SCHEDULE

New Years Holiday	Tuesday, January 1, 2019
Martin Luther King Day	Monday, January 21, 2019
Memorial Day	Monday, May 27, 2019
Independence Day	Thursday, July 4, 2019
Labor Day	Monday, September 2, 2019
Thanksgiving Holiday	Thursday, November 28, 2019
	Friday, November 29, 2019
Christmas Day	Wednesday, December 25, 2019
New Years Holiday	Wednesday, January 1, 2020



2019 CREW VACATIONS (field but not shop personnel)

Thursday, July 4, 2019, through Monday, July 8, 2019

- AND -

Saturday, December 21, 2019, through Sunday, January 5, 2020

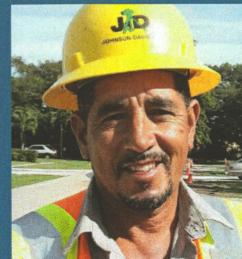


TRAINING: Congrats to Jean Toyo for successfully competing the FDOT-approved on-the-job training for the Grade Checker classification on the SR 7 project.



FLU SHOTS & RAFFLE

Johnson-Davis gave employees who got their flu shots a \$10 gift card to Target. These employees were also each given an entry into a raffle for an extra day's pay. The raffle winner was Miguel Palma Bustillo. Congratulations to you, Miguel!



In the Press

Johnson-Davis Inc. is proud to continue to rank in *Engineering News-Record's* annual list of top specialty contractors.

We have moved up in the rankings to #49 of the Southeast Top Specialty Contracting Firms and #24 in Florida. We are also #551 of the Top 600 Specialty Contractors in the United States.

Thank you to everyone who is part of our Johnson-Davis team. We appreciate your help in making this happen!

Johnson-Davis Inc. was spotlighted in recent Sage Oil Vac promotions including their newsletter and company website. We recently pur-

chased a new lube truck that can supply DEF fluid, manage light services, and remove fuel tank condensation. The Sage Oil promotions highlighted some of our research and purchasing decision as well as our satisfaction with the new vehicle. Thanks for the recognition, Sage Oil!



401k Retirement Plan

Johnson-Davis offers a 401k retirement plan to employees. In addition to employees saving their own money for the future, Johnson-Davis also offers a generous match of employee contributions.

If you would like to increase or decrease the amount being deferred from your paycheck, you may do so on

January 1, April 1, July 1, or October 1. Contact Human Resources for paperwork.

If you would like to change your investment elections, see your balance, or have questions, please contact Principal directly by internet at www.principal.com or by phone at 1 (800) 547-7754.



In Memoriam: JJ Williamson

The Johnson-Davis family is mourning the loss of one of our own, James "JJ" Williamson.

JJ started his career with Johnson-Davis in 1980 as a Pipelayer and retired after 35 years of incredible service.

Over the years he became a strong Foreman who was

quite adept at deep storm drain and sanitary sewer work.

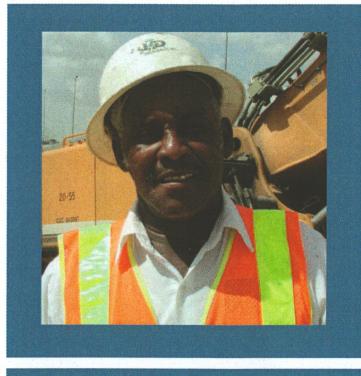
JJ was a very hard worker. He was devoted to his job and willing to put in the time required for any project.

He was also devoted to his



employees. JJ was known to be quite demanding on his people, and he was also known to care for and teach those wanting to learn. Many employees he trained and mentored remain to share his legacy.

JJ will be missed.



Safety Scoop: Climbing the Accountability Ladder:

By: Andy Thomson, Safety Director

In our last article, Situational Awareness was discussed as it relates to our company culture. Awareness of the dangers all around us in our everyday work setting is the first logical step in making a safe return home every night.

Recognition of the site dangers leads to a very important next step. We must resolve site hazards so they don't harm us. This wording for dealing with hazards is a little different than what most people are used to hearing. The reason for this is that "resolve" has two meanings that are both very applicable to working with hazards in the intended way. Resolve can mean "to solve a problem" or "decide firmly on a course of action".

When we are confronted with some difficult measures to solve safety issues, we have choices to make. These choices can lead us down the

path to compliance and safety, or we can be lured away from the correct path by "compromising" what we know to be the right decisions.

What factors could lead us to compromise? Expediency (the fastest possible solution), simplicity of the solution, and the cost of the solution can all be strong influencers of behavior.

The strongest influence of all on behavior is not any of the above-named factors. The strongest behavior influencer is usually one thought..."what would the company expect me to do?"

Often, the person searching for a solution seeks shelter in any decision that he/she feels the company "would have made if they were here at the time". This could lead to a self-conviction that "the company wants it done as quickly and cheaply as possible". While "quick and cheap" are favorable things, no company ever truly

wants to sacrifice life safety for expedience or to save a few more dollars. Johnson-Davis is no exception! In the end, the injury that results will always be far more expensive.

How do we remove this psychology from the equation? First, we identify it by giving it a name that everyone can understand. This name was chosen as "compromise". Next, we ensure that every person understands their own responsibility in consistently performing well in safety. Lastly, we assign accountability for the results.

This accountability leads to overall attention to the entire program's goals. When we fail to meet those goals, we accept the consequences of our failure, analyze and correct our problem(s), and try the cycle again! Pushing toward our goals will always lead to progress in some regard!

Thank you, and have a safe and healthy holiday season!



Johnson-Davis Inc.

Main Office:

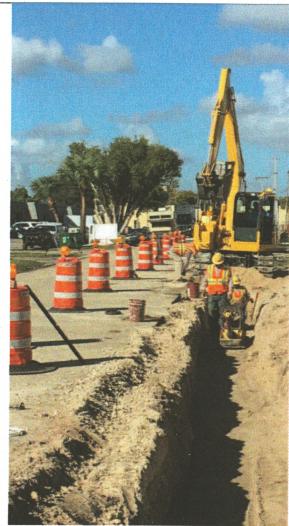
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Website: www.johnsondavis.com

Ft. Pierce Office:

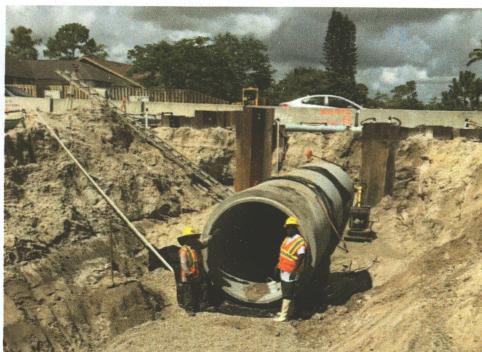
863 South Kings Highway
Ft. Pierce, FL 34945
Phone: (772) 468-9200
Fax: (772) 468-9202



Construct with Confidence



Emergency Sewer Repair: Pablo Fernandez Vargas and crew install force main at Garden Road and Industrial Way for the City of Riviera Beach.



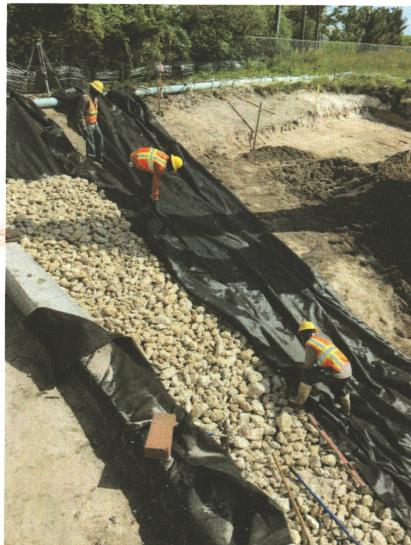
Big Blue Trace: Cofferdam installation and 72 inch storm drain installation as part of the Village of Wellington's road restoration project.

Thank you to this issue's contributors:
Joe Bagford, Matt Crist, Leonard Dennis,
Robert Earnest, Rich Heller, Bob Hopler,
Doug Ipolito, Tom Linsley, and Andy Thomson.

Visit our new website
www.johnsondavis.com



Roebuck Road: Jacky Henrisme's crew installs bank and shore riprap on double barrel 60 inch diameter outfall for Harddrives, as part of a Palm Beach County roadway widening and drainage improvement project.



Clematis Streetscape: Odi Hernandez and crew installing drainage and watermain in the heart of downtown as part of Burkhardt Construction's beautification project for the City of West Palm Beach.

Save the Date!
The next J-D Family Picnic will be held on Saturday, February 9, 2019. We hope to see you there!

