



100% EMPLOYEE OWNED

ADVANCING WATER

SPRING 2014

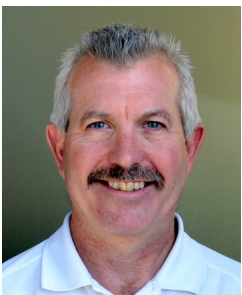
FEATURE ARTICLE: NATIONAL PROCUREMENT GROUP

by Nikia Steppins

Over the last couple of years, Garney has found opportunity and growth within one of our very own departments: Facilities Estimating. As a reflection of the acquisition of Encore Construction in the Southeast and in response to the high demand for quality procurement services, Garney has assembled a solid team of both veteran and new employee-owners who now makes up our National Procurement Group (NPG).

NPG is 27 strong, with resources stretching from Colorado to Florida in all areas of procurement. NPG includes Senior Estimators, Estimators, Coordinators, and Marketing, encompassing the very beginning stages of any project that Garney is visible to our clients and customers within. Together, Garney's NPG has a total of 189 years of experience – just with Garney! This experience is reflected in excellent customer and client relations, extensive knowledge of estimating systems, quality, branded work, profitability, and continuous improvement to better Garney's estimating team.

Procurement involves several different elements that come together to bring work in the door. Our talents include in-depth proposals and qualification statements, private negotiations with repeat Owners, integrated project delivery methods, hard bid projects, construction management, design-build partnerships, and open-book discussions with prospective clients, to name a few. Because of the aptitude of this team, Garney's NPG has many options to offer our customers that will always mean delivering a professional, secure, confident, profitable, win/win scenario, based on the unique and special circumstances of each project. **SO WHO IS THE NATIONAL PROCUREMENT GROUP?** Let us introduce you to this fantastic, hard-working group of employee-owners!



ERIC COE, Littleton, Colorado, Employee-Owner Since 1997

Chief Estimator responsible for all estimates in West & Midwest; instrumental in obtaining alternate procurement work

How did you get into the industry? I moved to Denver in 1986 when the oil bust was still impacting Denver and found a job with a small local municipal contractor.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Profitability" – it comes into play every time we turn in a bid or proposal.

Who is your favorite sports team? Hendrick Motorsports #24 Team. I saw them win their first race 20 years ago and have followed them ever since.

Where is your favorite place you've ever visited or vacationed? Elk camp in September; the Aspens are turning, the weather is good, not many people, and the company is great. That is on top of watching and listening to the elk without anyone else around.

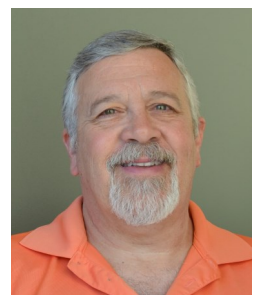
DOUG GRAEVE, Littleton, Colorado, Employee-Owner Since 2000

Senior Estimator – Division 3, Concrete

How did you get into the industry? I started working as a laborer for a heavy/highway contractor in 1980. I worked part time for a general contractor in Ames, Iowa, in the summer months of 1981 to 1984 while obtaining a Construction Engineering degree from Iowa State in 1984.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Quality" and "Excellence is the Standard" are what I try to apply in my job as an Estimator. When quality estimates are put together and we're successful, it just so happens another goal is achieved....Profitability!

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Who is your favorite sports team? The Denver Broncos. I have been a Broncos fan for as long as I can remember. Going to four Super Bowls and not winning makes it hard to be a fan at times, but it was all worth it when the Broncos finally won back-to-back Super Bowls XXXII and XXXIII. We won't talk about Super Bowl XLVIII!!!!

What is your favorite past time? Getting together with family and friends. Throw in a little golf and that makes it all the better.



LOUIS SALAS, Littleton, Colorado, Employee-Owner Since 2001
Senior Estimator – Mechanical

How did you get into the industry? I started with Olson Construction in the 1980s.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Integrity is the shortest path to success" – I believe if a person has strong moral values, everything in life will fall into place and good things will follow.

Who is your favorite sports team? Boston Red Sox – I have been a fan for years. The Rockies have cut into my liking of the Red Sox, but not enough to unseat them.

What is your favorite past time? Yard work and reading. I enjoy the outdoors and getting lost in a book. I was also Mayor pro-tem / Treasurer for the City of Fort Lupton which taught me the different aspects of a small city government.

KEVIN RUPP, Littleton, Colorado, Employee-Owner Since 2002
Estimator – Division 2 Earthwork

How did you get into the industry? My father had a civil engineering and land surveying firm in Southern Colorado. I started doing field work and drafting work for him when I was 15. After earning a degree in Construction Management at Colorado State University, I got married and my wife and I moved to family property in Southeast Michigan where I worked for a contractor performing various projects at the GM Proving Ground and other GM facilities before moving back to Colorado. This is when I was hired by Grimm Construction, which was purchased shortly after by Garney.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Job Security & ESOP Perpetuation" – as my three kids get older, I realize more how important job security is. There are various expenses and needs that come with very active kids. Additionally, as my wife and I get older, we are also talking more about future college expenses and ultimately retirement. It is tremendously important to be secure enough to make decisions early about our future needs. Garney allows me that luxury.

Who is your favorite sports team? I don't really watch spectator sports, though I do participate in individual sports myself (running, biking and swimming when in triathlon.) So I guess I am my favorite athlete. Right now I am preparing for a marathon in May, a 100-mile bike tour in early June and a triathlon later in June.

Who is your favorite band or musician? At the moment, my favorite musician is Justin Moore. I can relate to his music because he's a normal guy who sings about things I have experienced and are important to me (small town, the outdoors, hunting, fishing, American values, etc.) I got to meet him last summer and talk a bit with him while he autographed my daughter's guitar. He really is a good, down to earth guy.

CAROLYN FRACEK, Winter Garden, Florida, Employee-Owner Since 2004
Estimating Coordinator for the Florida office and assists the Nashville and Atlanta offices on bid form preparation when needed

How did you get into the industry? When I lived up north, the jobs I had all pertained to the retail side of construction, including management and purchasing. When I moved south, I wanted out of that world but felt my background in construction could prove beneficial to the right company. I interviewed with Mark Kelly and the rest, as they say, is history.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Excellence is the standard" – I don't believe in doing anything halfway. Quite simply, "good enough" is not good enough for me.

What is your favorite sports team? Dallas Cowboys because they're America's team, of course!

What is your favorite book? *The Shining*. It showed me just how powerful words could be. Stephen King, with only words, painted a picture so vivid that it scared the crap out of me along with a lot of other people. That's talent.

Where is your favorite place you've ever visited or vacationed? Florida... which is why I moved here! What's not to like about heat, sun, and my choice of golf courses?



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ERIC WAGNER, Winter Garden, Florida, Employee-Owner Since 2004
Chief Estimator – Responsible for all estimates in the East region

How did you get into the industry? Internship during college.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Excellence is the standard"

What is your favorite book? *Pilgrim's Progress* by John Bunyan. It is a classic that really hits home.

What is your favorite past time? Spending time with my wife and kids, doing pretty much anything we can together.

Where is your favorite place you've ever visited or vacationed? North Georgia Mountains because it's a great place to hike and get away.

STUART SMITH, Winter Garden, Florida, Employee-Owner Since 2004
Senior Estimator – Mechanical

How did you get into the industry? We were on vacation in Tampa in 1993 and I filled out an application. On our way home, I received a call offering me a position in estimating. A few months later, we were moving from Buffalo, New York, to Tampa.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Integrity is the shortest path to success" – integrity defines honesty, respect and trust.

Who is your favorite sports team? The Seattle Seahawks. My son-in-law is from Washington and got our whole family rooting for his team.

What is your favorite past time ? Traveling. It brings the family together and we get to explore new places and cultures.

Where is your favorite place you've ever visited or vacationed? Venice, Italy. It is amazing that a city can be built over water and all transportation is by boat or by walking. The architecture is amazing.



CHAD HULAN, Littleton, Colorado, Employee-Owner Since 2005
Estimator – Mechanical and Project Management

How did you get into the industry? Scott Terry recruited me through my wife.

Which of Garney's Goals & Philosophies can you relate to the most and why? The 2014 objective of "Blocking & Tackling" – I am always looking for areas to become more efficient and improve my systems.

Who is your favorite sports team? Louisiana State University Football. It's my hometown school.

What is your favorite band or musician? Tool.

Where is your favorite place you've ever visited or vacationed? Turks and Caicos. Crystal clear water, soft white sand beaches, sunny days, and scuba diving.

DAVE MCENTEE, Littleton, Colorado, Employee-Owner Since 2005
Electrical Estimator & Project Manager for the West region specializing in alternate procurement projects

How did you get into the industry? I graduated from Vocational Technical School in Electrical Mechanics and started as an apprentice electrician in 1981. I received my Colorado Masters license in 2001. I have worked most of my career as an Electrical Estimator / Project Manager on treatment plant projects.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Excellence is the standard" – I try to hold myself to a high standard. This will always benefit myself and the company by my actions, quality of work and respect for others.

What is your favorite past time? I enjoy camping and fishing. It's all about getting away from the house for a weekend to the peace and quiet of a lake – it's very relaxing.

Where is your favorite place you've ever visited or vacationed? My wife and I have been to many different places but I think my favorite is going on a cruise. We have been on 3 cruises now and plan on going again. You get to see a lot of different places and meet a lot of interesting people.



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DAVID FARKAS, Kansas City, Missouri, Employee-Owner Since 2005
Estimator – Mechanical

How did you get into the industry? In high school, I worked for a company that built pools and decks and then majored in Construction Management in college. I also never wanted to wear a suit to work.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Integrity is the shortest path to success" – just treating suppliers and subcontractors fairly has a big influence on our current and future endeavors.

Who is your favorite sports team? Chicago Cubs. I grew up there and Wrigley is a great atmosphere for a ball game.

Who is your favorite band or musician? The Grateful Dead. I went to a show and got hooked on them.

JOE CECAVA, Littleton, Colorado, Employee-Owner Since 2005
Senior Estimator for yard pipe, interior pipe and process equipment, along with budget preparation

How did you get into the industry? After graduating from college with a Construction Management degree, I was hired by a mechanical contractor in Denver. In Colorado, I worked on the DIA airport expansion project and several office building projects. Then I went to Southern California to help on the construction of the hanger for the Stealth Bomber and a cleanroom for Space Shuttle assembly. I got into water and wastewater treatment plant construction when I worked on the Monterey WTP and Sacramento WWTP.

Which of Garney's Goals & Philosophies can you relate to the most and why? "100% Employee Owned" – I feel like it is my company.

What is your favorite past time? One of my favorite past times is camping on our land in the mountains. I like remembering the stories around the campfire and the food cooked outdoors.

Where is your favorite place you've ever visited or vacationed? Peru, South America. I experienced the local culture and foods in the remote rural areas and in Lima, and saw the ruins at Machu Picchu and mountains and coastal areas of Northern Peru.



WHITNEY BRIGGS, Kansas City, Missouri, Employee-Owner Since 2008
Marketing Manager – leads all Central pursuits, oversees workloads in all regions, coordinates marketing and business development initiatives, and leads weekly Marketing Team and bi-monthly Business Development Council meetings

How did you get into the industry? Mike Heitmann recruited me out of college.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Service to our customers and the community" – this goal is really what my position at the company is all about. I am here to provide the best customer service and support, both externally and internally.

Who is your favorite sports team? University of Kansas Jayhawks basketball team – born loving them, attended and graduated from KU because of them, celebrated their NCAA National Championship my senior year and will always have them winning my bracket(s)...it's hit or miss year-to-year.

Who is your favorite band or musician? I love alternative rock / indie music. Really enjoying a lot of different bands right now, like Vampire Weekend, Alt-J, Kongos, Portugal. The Man, etc. Old favorites are Bob Marley, Weezer and Flogging Molly.

NATE CRUISE, Littleton, Colorado, Employee-Owner Since 2009
Estimator – Architectural Trades, Structural Steel and Miscellaneous Metals, Divisions 4-10

How did you get into the industry? I've always been interested in construction since growing up on the family farm. There was always something to build or fix. I got my degree in Construction Management. After school, I started working in the industry and five years ago came on with Garney.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Service to our customers and the community" – I can do my job better when I have the needs of our customers and the community in mind and knowing we are serving them with one of the world's most valuable resources.... water.

Who is your favorite band or musician? The Gorillaz. I like them because their sound is so different from most anything else out there. They are really creative musicians using different instruments.

Where is your favorite place you've ever visited or vacationed? Cortona, Italy. The food, the wine, and the people were amazing!



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NIKIA STEPPINS, Littleton, Colorado, Employee-Owner Since 2009

Estimating Coordinator – bid documents, estimating support, contracts, bonds, and insurance for the West Region

How did you get into the industry? I grew up in a construction family, worked for my dad's masonry company during college and when his company closed, I found a good opportunity with a commercial general contractor. I worked in Southern California and Las Vegas before landing in Colorado and answering an advertisement for an Estimating Coordinator with Garney.

Which of Garney's Goals & Philosophies can you relate to the most and why? Goal: "Service to our customers and the community" – I feel very fortunate to work for a company that encourages us to give back to our communities. Philosophy: "Integrity is the shortest path to success" – The person you are

when no one is watching really defines who you are and staying true to that will always set you in the right direction.

Who is your favorite sports team? I've been a NASCAR fan for a long time (yes, it's a sport!) and once Dale Earnhardt, Jr. started racing in the Cup Series with his dad, I became a huge fan of the 88 (then the 8) and have stuck by him since. This is his year!

Where is your favorite place you've ever visited or vacationed? I've traveled through and lived in many places across the U.S. and have seen some amazing places. A few favorites are the entire town of Custer, South Dakota; Yosemite and Yellowstone parks; fresh air and clear skies in Big Bear, California; Minnesota in the middle of summer; deserted Southern California beaches in the "winter"; intense green of Eastern Pennsylvania; Redwoods in Northern California; it's hard to beat a Rocky Mountain sunset!

STEVE LOWE, Nashville, Tennessee, Employee-Owner Since 2009

Senior Estimator in facilities work for Steve Ford's profit center assisting with combo projects in the Tennessee and Kentucky markets, and recently began assisting with Division 5 Metals estimating for the Southeast

How did you get into the industry? I earned a degree in Building Construction from the Georgia Institute of Technology. I worked in commercial / industrial construction with a small firm in Bremen, Georgia, before being recruited by a larger firm in the water and wastewater industry in Norcross, Georgia.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Integrity is the shortest path to success" – we must maintain integrity in every relationship we build. Integrity creates trust in the relationships between us, our clients, our vendors, and our subcontractors. Without integrity, trust is lost. A loss of trust quickly manifests itself as lapses in quality, safety, profitability, and ultimately affects our job security and ESOP.

Who is your favorite band or musician? I like old country and classic rock music, but don't really have a favorite band. I pretty much like any song you can hear belted out by a large group of people at the top of their lungs in a bar or sporting event.

Where is your favorite place you've ever visited or vacationed? St. Thomas in the Virgin Islands. I have vacationed and honeymooned there and it has always been very peaceful and the islands are absolutely beautiful.



BRANDON ANDERSON, Littleton, Colorado, Employee-Owner Since 2011

Estimator – Division 2 and Mechanical

How did you get into the industry? I majored in Construction Management.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Job Security and ESOP Perpetuation" – it means that everybody is benefiting from this, the company is doing well, and workers are being safe.

Who is your favorite sports team? Denver Broncos. They represent my favorite sport and favorite city.

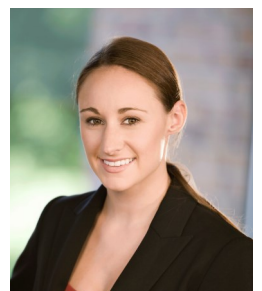
What is your favorite band or musician? Widespread Panic. They have some of the best live and improvisational concerts in the industry.

JEN ALLEN, Littleton, Colorado, Employee-Owner Since 2011

Marketing Manager, Western Operations – Proposals and Marketing in the West Region

How did you get into the industry? I took a Marketing Internship during college at another general contractor in Denver in 2007 and realized how much I enjoyed marketing for the construction industry. In 2011, I found the posting for my current position on my college's career services Web site and here I am!

Which of Garney's Goals & Philosophies can you relate to the most and why? "Excellence is the standard" – I relate to this in my everyday work and in my everyday choices and life outside of work.



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Who is your favorite sports team? Denver Broncos. I've never been into watching team sports, but I started watching this season and quite enjoyed it.

What is your favorite past time? Skiing and mountain biking. Love the adrenaline rush of going fast.

Where is your favorite place you've ever visited or vacationed? Alaska. It was great due to amazing powder for skiing and heading out there with my best friend.



SCOTT SETTER, Kansas City, Missouri, Employee-Owner Since 2011
Project Manager – Electrical Work

How did you get into the industry? I have an uncle who was an electrician and my grandfather's business was concrete. I worked in the electrical industry for more than 20 years and specialized in water treatment for half of that, so Garney was a natural fit for me.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Integrity is the shortest path to success" – I firmly believe that treating external as well as internal customers (co-workers) with respect and integrity is a must. If you trust and have respect for the people you work with, the possibilities are endless. High productivity is a byproduct of this and the end results we are striving for.

Who is your favorite sports team? KC Chiefs. I grew up watching the Chiefs through the cold, snowy Sundays and empty stadiums of the 70s and 80s and I am always expecting them to be better next year.

What is your favorite past time? Motorcycle riding. I went without a bike for many years while the kids were growing up and now have gotten back on two wheels. It is very peaceful and relaxing to be on a long ride with no phone, computer or TV.

DANIEL EAST, Littleton, Colorado, Employee-Owner Since 2012

Manager of Preconstruction / Estimating – Oversee estimating and proposals in the West along with project management

How did you get into the industry? Since the very beginning for me....I remember being 5 years old and sitting on a laydown machine. I've always been interested in construction.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Win / win" – that is the philosophy I was raised with in this industry.

Who is your favorite sports team? Denver Broncos!!! Who doesn't like the Broncos?

Who is your favorite band or musician? Flogging Molly. Nothing like a little Irish Punk to get the day started.

What is your favorite past time? Wood working and building furniture. I like to take a rough piece of wood and see it come to life.



GREG WALLACE, Nashville, Tennessee, Employee-Owner Since 2012

Estimator for Steve Ford's profit center, lead estimator on smaller projects in the region, assist with combo projects in the Tennessee and Kentucky markets, and recently began assisting with Division 3 Concrete estimating for the Southeast region.

How did you get into the industry? I earned a B.S. in Concrete Industrial Management from Middle Tennessee State University in Murfreesboro and worked for a concrete ready mix plant throughout college. I worked for a small pre-cast company in Mississippi after graduation as a Plant Manager before moving back to middle Tennessee to work with a larger firm in the water and wastewater industry in Nashville. I have been an Estimator and Project Engineer throughout my career.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Integrity is the shortest path to success" – integrity is extremely important in estimating because we need to develop and maintain relationships with our vendors and subcontractors throughout the process. We must have integrity to receive good pricing from our vendors and to get repeat business with our clients. To me it is as simple as saying what you do and doing what you say every day.

Who is your favorite sports team? If I have time I like to sit and watch most any college game. I like to cheer for Illinois when possible – Go Illini!

What is your favorite past time? I like to go hunting, fishing, hiking and ride my 4-wheeler. It is nice to be outside in nature where it is quiet and peaceful.

Where is your favorite place you've ever visited or vacationed? Gatlinburg, TN. It's a beautiful place to go and enjoy the outdoors.

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JIM KERR, Winter Garden, Florida, Employee-Owner Since 2013
Estimator – Concrete and MC²

How did you get into the industry? I worked construction to help pay my way through school. After college, I worked in estimating software.

Which of Garney's Goals & Philosophies can you relate to the most and why? "100% Employee Owned"

What is your favorite past time? Fishing.

Where is your favorite place you've ever visited or vacationed? Alaska, because it was a great fishing vacation.

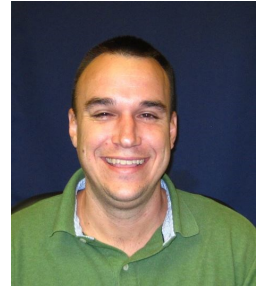
JUSTIN SMITH, Winter Garden, Florida, Employee-Owner Since 2013
Estimator – Interior Piping

How did you get into the industry? I started in the industry after graduating from the University of South Florida in 2007. The job market was not great at the time and I wanted to choose a market that would be recession-proof. Although I realize this industry is not recession-proof, I feel like I made an excellent decision in choosing this career path. I have found the industry to be rewarding, challenging and lucrative.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Job Security and ESOP Perpetuation" – since I started here, I have sincerely felt like I am part of a team and that we are all striving for the same goal. The ESOP drives camaraderie and a rewarding work atmosphere. I have always succeeded when I have been on a team that works together and looks out for each other, even when times get tough.

Who is your favorite sports team? The Buccaneers. I grew to like them by being raised in Tampa. I remember the days when they wore orange and white and never had winning seasons, much like the past couple years. It was such a great feeling when they finally began winning games and eventually won the Super Bowl! I remember taking my son to a game the year they won the Super Bowl and he was only four months old. I will never forget the look on his face.

What is your favorite past time? Football. I loved playing it as a youth. I think it developed me into a great team player and helped me to identify my own strengths and weaknesses. In recognizing this, I have been able to try to develop my weaknesses and also offer my strengths.



KATIE MCKENZIE, Kansas City, Missouri, Employee-Owner Since 2013
Marketing Manager, Eastern Operations – proposals and SOQs in the East region

How did you get into the industry? Prior to joining Garney, I worked as a Marketing Coordinator at an architecture/engineering firm in Kansas City.

Who is your favorite sports team? Any and all Kansas State University sports – GO CATS! I'm a diehard K-State fan. My parents "brainwashed" me from an early age!

Which of Garney's Goals & Philosophies can you relate to the most and why? "Quality," "Service to our customers and the community" and "Excellence is the standard" – many of these apply to my daily tasks in the delivery of qualifications, proposals, client interviews, and corporate marketing.

What is your favorite book? *I Was Told There'd Be Cake* by Sloane Crosby; an entertaining, unique book.

Where is your favorite place you've ever visited or vacationed? Prague, Czech Republic. This was my first trip to Europe and it was fun to see the sites with my college friends.

LAUREN SHELLY, Kansas City, Missouri, Employee-Owner Since 2013
Marketing Coordinator – pre-qualifications, maintains Cosential database, updates the Garney Web site, and assists the Marketing Managers

How did you get into the industry? I was looking for a marketing position and I stumbled upon the open Marketing Coordinator position at Garney. I grew up in a family of contractors so I guess it was just fate!

Which of Garney's Goals & Philosophies can you relate to the most and why? "Integrity is the shortest path to success" and "Excellence is the standard" – I strongly believe that being a sound, moral person and always following your beliefs will take you very far in not only life, but also in your career. Secondly, I think that if you put forth your best effort at work, you will be rewarded and accomplish all your goals.



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Who is your favorite band or musician? The Rolling Stones. I am a huge classic rock fan.

What is your favorite past time? I have been running since I was five years old and it is the only way I can really clear my mind.

Where is your favorite place you've ever visited or vacationed? Yosemite National Park. It is the most beautiful place I have ever seen. I grew up visiting Yosemite every spring with my family and I hope to get married there someday.



MARK WADOWICK, Winter Garden, Florida, Employee-Owner Since 2013

Estimator – Mechanical

How did you get into the industry? I chose construction over design in college because I wanted to make things happen in real life and not just on paper. From there, I narrowed the field down specifically to water / wastewater because of the unique challenges involved, sustainability of the market due to the necessity of clean water to the society, and it just seemed cooler and more interesting to me than the other choices.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Safety" – it doesn't matter what you do or how well you do it if people are getting hurt in the process. Safety is the biggest indicator of how much a company values its employees and that it has a conscience for good business practice.

What is your favorite book? The first three books in the *Dune* saga: *Dune*, *Dune Messiah*, and *Children of Dune*. Or the *Warhammer 40,000* Eisenhorn Trilogy: *Xenos*, *Hereticus*, and *Malleus*.

What is your favorite past time? Pretty much doing anything active outside, including running, biking, kayaking, camping, hiking, target shooting, etc. I also like to perform my own auto repairs whenever possible.

Where is your favorite place you've ever visited or vacationed? Since moving to Florida, my favorite place to visit is back home in Northeast Ohio. It is always good to see family and old friends, have fun in the snow, and drive on icy roads during a blizzard.

MATTHEW BAKER, Winter Garden, Florida, Employee-Owner Since 2013

Estimator – Division 2, Site Work

How did you get into the industry? Family-owned residential construction company.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Excellence is the standard" – when we hold ourselves to the highest of standards, we often realize a potential that would have otherwise gone untapped. Growth can only occur when we push ourselves to achieve greatness in the arenas that we have yet to conquer.

What is your favorite sports team? The University of Central Florida Knights. They are my alma mater.

What is your favorite book? *The Cold Moon* by Jeffery Deaver. I love when authors pit evil genius versus deductive brilliance.

Where is your favorite place you've ever visited or vacationed? Dubai, UAE. The architecture is the greatest in the world.



WILL GULLEDGE, Winter Garden, Florida, Employee-Owner Since 2014

Project Engineer, Estimator – Earthwork

How did you get into the industry? I did an internship while in school and really enjoyed the job. That's when I decided to pursue working for a general contractor.

Which of Garney's Goals & Philosophies can you relate to the most and why? "Job security and ESOP perpetuation" – when looking for a job after graduating, job security was my number one priority. Not only is it a priority with Garney, but it is actually encouraged. Garney wants employees who are around for their entire career and the ESOP program helps take care of those who do stick around.

Who is your favorite sports team? North Carolina State Wolfpack. My dad graduated from NC State so I have always been a fan. My brothers and I all attended NC State and I also met my fiancée there. I have so many great memories of watching and attending the games there that it would be impossible to like another team any more than I like State.

Where is your favorite place you've ever visited or vacationed? I have visited California once in my life and I have to say that I really enjoyed it. I went with my fiancée and it was just the two of us exploring different beaches every day. There were countless things that we encountered that I had never seen anywhere else. ♦

GOALS & PHILOSOPHIES FOCUS

Two and a half years ago, I wrote the first *Goals & Philosophies Focus* column. It is hard to believe we have worked our way through all of them except one. The one that remains is certainly the one we are the most proud of – **“100% Employee Owned.”** It is the defining characteristic of Garney Construction.

Not only is “100% Employee Owned” our greatest Philosophy, it is also our newest. This Philosophy was added about three years ago at the Officer Team’s annual Planning Session. At this meeting every year, the Officers review the Goals & Philosophies and ask if anything needs to be updated or changed. It was at that meeting when the Officers determined that this most important characteristic of our company needed to be reflected in the Goals & Philosophies.

Not only are we proud of our ESOP, we are proud of how it is structured. A lot of companies have ESOPs, but they are not like Garney’s. Our ESOP is owned by all employees, it is broad-based (not concentrated in upper management), and it is given to our employee-owners at no cost to them – a reward for their hard work every day. These characteristics set our ESOP apart from other ESOPs.

As you know, our Goals & Philosophies describe how we do business. Although “100% Employee Owned” doesn’t fit the “how” perfectly, it affects everything we do. Being an owner of the company incentivizes us to work safer, pay attention to quality, and approach things with integrity. Our employee-owners care about these things because it makes our company better. And being better means we succeed, we create opportunities, and we get one step closer to a secure retirement.

Written by: **ESOP MAN**

GOALS:

*Allow all employee-owners to achieve their full potential
Service to our customers and the community
Job security and ESOP perpetuation
Safety / Quality / Profitability*

PHILOSOPHIES:

*Integrity is the shortest path to success
Win/win
Excellence is the standard
100% employee ownership*

Ya hace dos años y medio que escribí la primera columna *Enfoque en Metas y Filosofía*. Es difícil de creer que hemos trabajado siempre logrando las metas en nuestro camino, es tiempo de mencionar una especial. Esta es una sin duda la característica de estamos más orgullosos de ser **“100 Propiedad de los Empleados.”** Es la característica que define a Garney.

Ser 100% Propiedad de los Empleados es nuestra principal y mas nueva Filosofía. Esta filosofía se añadió hace unos 3 años en la Sesión Anual de Planificación de Oficiales. En esta reunión cada año los funcionarios de revisan los Metas y Filosofías y preguntan si hay algo que necesite ser actualizado o modificado. Fue en esa reunión cuando los oficiales determinaron esta era la característica más importante de nuestra empresa y que debería reflejarse en las Metas y Filosofías.

No sólo estamos orgullosos de nuestro ESOP, estamos orgullosos de la forma en que está estructurado. Muchas compañías tienen ESOP, pero ellos no tienen nada comparado al nuestro. El ESOP de Garney es propiedad de todos los empleados, es de base amplia (no concentradas solo en los altos puestos de gerencia), y se le da a nuestros empleados-propietarios sin costo alguno, se le da como recompensa por su arduo trabajo todos los días. Estas son las características que marcan la diferencia entre nuestro ESOP y los otros ESOP.

Como ustedes saben, nuestras Metas y Filosofías describen la forma en que hacemos negocios. Aunque no se ajuste al 100% ser Propiedad de los Empleados el “cómo” hacemos las cosas a la perfección, si afecta todo lo que hacemos. Ser propietario de la empresa incentiva a que trabajemos más seguros, a que prestemos mas atención a la calidad y a enfocarnos en hacer las cosas con integridad. Nuestros empleados se preocupan por estas cosas porque todas hacen a nuestra empresa mejor. Y ser los mejores significa que tenemos éxito, creamos oportunidades, y llevamos un paso más hacia una jubilación segura.

Escrito por: **EL HOMBRE ESOP**

NUCA SAFETY AWARD

On March 3, Garney received the award as the overall winner for the prestigious 2013 National Utility Contractor Association (NUCA) William H. Feather Safety Award. Of the six different categories broken down by man hours and presented with awards,

Garney received the Overall Winner category defined as exceeding one million man hours. This honor recognizes Garney for making the commitment to safety their number one priority.

The award was established in 1978, in honor of William H. Feather, one of the founding chairmen of NUCA's Safety Committee. The award is separated into six categories based upon the total man hours worked for each construction firm. NUCA also takes into consideration the construction firm's Experience Modification Rate (EMR), incidence rates, safety statements, and safety program implementation. Garney has consistently been far below the industry average for EMR – a remarkable safety achievement in the utility construction industry.



ANNUAL AWARDS MEETING



SPIRIT & DEDICATION AWARD:
Mike Gardner

Employee-owner who best exemplifies dedication, loyalty and spirit to the company. This person places the company's best interest ahead of his or her own, and is always there to provide experience and support to any employee that needs it.



TEAM GARNEY: Ed Waters & Sons
Vendor who exhibits the characteristics that make Garney successful: great customer service, as well as integrity and dedication to our company.



MVP PIPE PROJECT MANAGER:

Chris Coston (above left)

MVP PLANT PROJECT MANAGER:

Matt Wampler (left)

MVP PIPE SUPERINTENDENT:

Mike Hall (above)

MVP PLANT SUPERINTENDENT:

Joe Ross (not pictured)



ROOKIE OF THE YEAR: Mike Seal (left)

COMMUNITY SERVICE: Nikia Steppins (right)

BEST EXCAVATOR OPERATOR: Mike Waterworth

BEST LOADER OPERATOR: James Johnson

BEST PIPE LAYER: Ramon Cortez

BEST LABORER: Jose Ochoa

BEST CARPENTER: Weston Savage

BEST MECHANICAL CRAFTSPERSON: Benjamin Santoyo

(see opposite page)



On behalf of Wayne Waters, myself, and the rest of our group here at Ed Waters & Sons Contracting Company, I would like to thank you again for the invitation to your Field Managers Workshop Annual Awards Dinner and for the presentation of the Team Garney Award.

Over the years, it has been our great pleasure to simply participate as a member of the Garney Team on many challenging projects both large and small. In all that time, we never would have anticipated being acknowledged for our efforts in this manner. It is our sincerest belief that the success of our relationship is based on a foundation of solid values and philosophies that are shared by both of our companies. It is for all of these reasons that we are both humbled and honored to receive this award.

We would also like to thank you for allowing Wayne and myself to be a part of your awards ceremony. It was a truly enjoyable experience for us to get together with so many familiar people within the organization. Additionally, it was a great opportunity for us to meet many others and to put a few new faces with individuals we may have only spoken with a time or two over the phone.

In closing, we sincerely appreciate the incorporation of EW&S into the select group of individuals/companies so valued by Garney Construction. I wish to assure you the magnitude of this honor is not lost on us. It will be shared with all of our people and used to demonstrate the positive results of all of their hard work.

We look forward to the opportunity to continue to be a valued member of "Team Garney" on many other projects and for many years to come.

Sincerely,

ED WATERS & SONS CONTRACTING CO.

Eric Prendergast
Eric Prendergast
President



ESOP AMBASSADOR AWARD: Sean Bryson

Recognizes an individual who promotes and demonstrates the strengths of our ESOP culture.

"We saved a special moment at this morning's weekly safety meet to announce to the team that Sean Bryson was this year's ESOP Ambassador Award recipient. Needless to say, he was surprised and very grateful. He made a comment that with all of the high end talent and devoted employees Garney has, he still can't believe he would get an award like this. That's one of the many great things about Sean; he is very humble." -- Brian Schultz



ANNUAL AWARDS MEETING



Johnnie Ornelas presents Benjamin Santoyo with the Best Mechanical Craftsperson ESOP Man Award.



Jason Seubert receives a special surprise while Mike Heitmann presents him with his 20-year service award.



SAFETY AWARD - EAST REGION SALARY:

Nathan Boone (right)



SAFETY AWARD - EAST REGION HOURLY:

Johnnie Osborne



SAFETY AWARD - CENTRAL REGION SALARY:

Andy Lantz (above right)

SAFETY AWARD - CENTRAL REGION HOURLY:

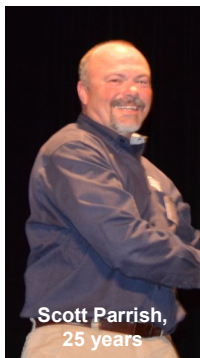
Jay Robertson

SAFETY AWARD - WEST REGION SALARY:

Dee Sander (above left)

SAFETY AWARD - WEST REGION HOURLY:

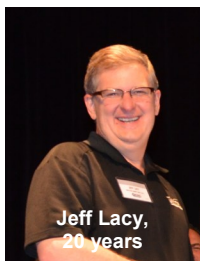
Alice Duran (above center)



Scott Parrish,
25 years



Paul Bailey,
25 years



Jeff Lacy,
20 years



Ed Rolf,
20 years



Mike Swift,
20 years



Phil Werner,
20 years

25 YEARS:

Paul Bailey
Scott Parrish

20 YEARS:

Jeff Burst
Richard Craig
Jeff Lacy
Ed Rolf
Jason Seubert
Mike Swift
Doug Voss
Phil Werner
Youral Winegeart

15 YEARS:

Roger Dell
Victor M. Diaz
Reyes Esquivias
Juan F. Guevara-Mercado
Jason Gerdes
Greg Harris
Brad Juracek
Gene Lopez
Francisco Ramirez, Sr.
Jose G. Soto

10 YEARS:

Wayne Barker
George Burns
Ronny Burst
Pedro Castillo
Carlos Castro
David Dwyer
Jesus Esparza
Mike Gardner
Johannes Gepkens
James Gerdes
Jeffrey Griffin
Eduardo Grijalva
Gary Haas
Rex Hiatt
Keith Hinds
Jason Jansen
Chuck Krier
Brunza Labore
Keith Lemaster
Louis Lucero
Gregorio Luga Pereida
Richard Maestas
Tom Manning
Sergio Mata Perez
Maria McCracken

Billy Newton
Johnny Ortega
Scott Reuter
Ty Rotella
Alvino Roybal
Bryan Sander
Stuart Smith
Leopoldo Soto
Juan Tapia
Juan Torres
Devon Williams

5 YEARS:

Ruben Alvarez-Chavez
Joseph Bay
Zack Bloomfield
Timothy Burrage
Jordan Carrier
Nate Cruise
Matt Davis
Tim Diamond
Gabriel Diaz
James Dotson
Edgar Elias
Tomas Diez Ferrer
Herbert Fink, Jr.

Marcus Grace
Scott Grause
James Hartless
Clayton Hoff
Benjamin Lapp
Steve Lowe
Christopher McBride
Pedro Munoz
Taylor Osgood
Reg Pare
Greg Pilgrim
Miguel V. Ramirez
Cole Rawson
Felix Rivera Serrano
Adam Roeder
David Shade
Jeryd Sisneros
James Donnell Smith
Nikia Steppins
Alfonza Stoudemire
James V. Strahan, Jr.
Kyle Sweat
Janel Tannatt
Chris Vanlerberg
William J. Woody

SERVICE AWARDS

JOB SHOTS

GRAND ISLAND, NEBRASKA

Wastewater Treatment Plant Headworks Improvements (City of Grand Island, NE)

Job 4420—\$16.9 million

Sr. Project Manager: Marcus Grace

Project Manager: Mark Miner

Superintendent: Brian Schultz

Field Engineers: Colby Diamond

Darous Allton

Project Coordinator: Laurie Grace

Foremen: Matt McCann, Sean Bryson,
Ruben Munoz, Alan Bolich

Crew: Casey Sikes, Sergio Del Cid,
Ricardo Rivas, Francisco Melendez,
Harbey Gomez, Robert Hernandez, Elio
Varela, Gerber Perez, Jose Gutierrez,
Javier Contreras, Francisco Luquin,
Sergio Lopez, Luis Arvizu, Randy Svitak,
Fredys Franco, Domingo Rivera, Sr.,
David Aredondo, Domingo Rivera, Jr.

Submitted by Brian Schultz



Casey Sikes and Gerber Perez installing the first run of the 48" FRP Degrit line.



Sean Bryson and crew constructing wall forms for the raw water pump station.



Matt McCann installing 1,300 LF of Pro-21 PVC for the 60" south interceptor.



Fredys Franco installing winter protection for the new grit removal facility.

JOB SHOTS

ANDERSON COUNTY, TENNESSEE

Bear Creek Road Phase II Construction and Potable Waterline Relocation

(National Nuclear Security Administration and Department of Energy)

Job 3112—\$2.6 million

Project Manager: Jeff Seal

Superintendent: Andrew Kremer

Project Engineer: Zack Bloomfield

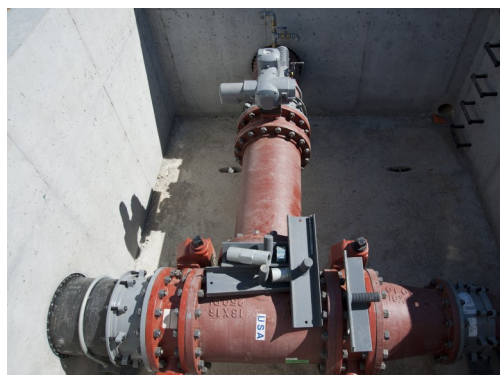
Crew: Zina Hipshire, Leander Blackmon,
Mark Hearon, Curtis Carroll, Larry
Drummer, Betty Porter

Top: Finalizing position of a 40,000 lb. vault after setting it with a 110-ton crane.

Bottom Left: Piping inside the valve vault.

Bottom Right: Pouring concrete encasement inside the trench boxes using a conveyor truck.

Submitted by Zack Bloomfield



JOB SHOTS

NASHVILLE, TENNESSEE

3rd Avenue Bridge Over I-65 Water Main Hanger Replacement

(Metro Water Services)

Job 3130—\$181,200

Project Manager: Jeff Seal

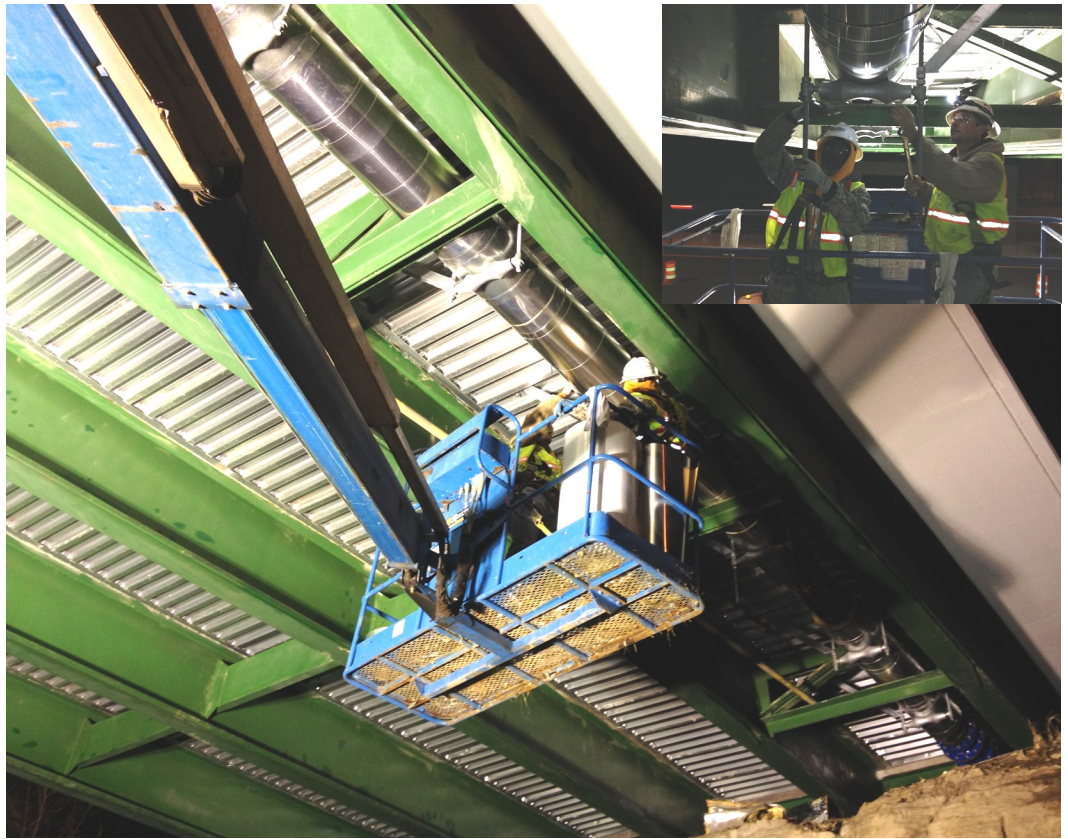
Superintendent: Dwight Jones

Crew: Alex Vincente, Russell Woods,
Geraldo Gonzalez, Scotty Rayborn

Right: Working at night from man-lifts installing new pipe hangers and insulation on existing 12" waterline hanging from the 3rd Avenue bridge over I-65 in downtown Nashville.

Inset: Scotty Rayborn and Russell Woods adjust a newly installed pipe hanger after installing new insulation.

Submitted by Jeff Seal



JOB SHOTS

NASHVILLE, TENNESSEE

Apex Sewer Corrections

(Metro Water Services)

Job 3133—\$954,325

Project Manager: Jeff Seal

Superintendent: Steve Dunlap

Crew: Gregory Brown, Edgar Elias,
Jesus "Chewy" Ortiz, Samuel Ortiz, Basil Trouten

Top Left: Installing 30" PVC gravity sewer down the middle of Apex Street in East Nashville.

Top Right: 30" insert-a-tee installed in 108" RCP sewer before concrete encasement.

Bottom: Relocating existing waterline prior to new sewer line installation.

Submitted by Jeff Seal



JOB SHOTS

MIDWEST CITY, OKLAHOMA

Midwest City Compost Facility

(City of Midwest City, OK)

Job 4421—\$8.0 million

Project Manager: Steve Hermes

Superintendent: Raul Arvizu

Project Engineer: Bryan Clark
Michael Dykstra

Crew: Arturo Torres, Carlos Arvizu, Alfonso Grifaldo, Juan Grifaldo, Alejandro Rodriguez, Alfonso Mata, Serafin Villanueva, Drew Morrison, Emiliano Rivera

Top: Electrical room under slab, bay wall reinforcing is up and preparing our next slab pour in the background.

Bottom Left: Third set of compost bay wall pours.

Bottom Right: Moving right along...slab pour 7 of 15.

Submitted by Bryan Clark



JOB SHOTS

ORLANDO, FLORIDA

BVD Widening—Electrical Distribution Relocation

(Reedy Creek Improvement District)

Job 2201—\$3.2 million

Project Manager: Dan Smolik

Superintendent: Jerry Taylor

Project Engineer: Ryan Boogren

Crew: David Garmon, Mitchell Shultz, Mike Nelson (Weekend Crew: Max Hall, Fred Keith, Orlando Torres, Heinrich Walker, Pedro Hall)

Clockwise From Top Left: Crew works to backfill and compact around communication duct bank;

Placing 10' x 10' electric manhole;

Digging for electrical and communication duct bank;

Installation of communication duct bank across from Downtown Disney.

Submitted by Ryan Boogren



JOB SHOTS

LAKE BUENA VISTA, FLORIDA

Reedy Creek Wastewater Treatment Plant Expansion (Reedy Creek Improvement District)

Job 0446—\$8.3 million

Project Manager: Jeff Gorman

Superintendents: Lee Welker

Norm Viggiano

Project Engineer: Zachary Young

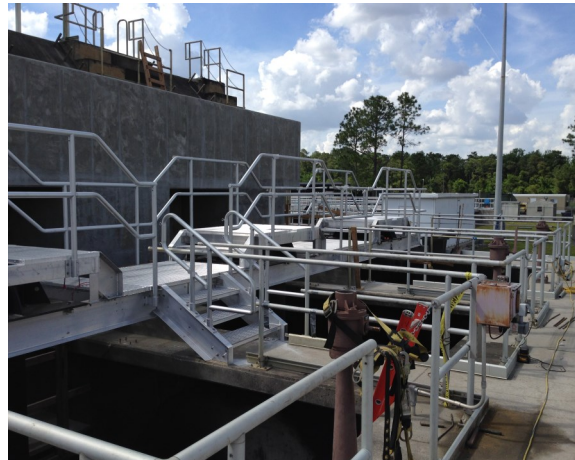
Crew: Luis Alvarez, Alex Alvarez, David Duncan, Devin Williams, Robert Barrone, Jose Ochoa, Ray Love, Tom Graham, Jose Alvarado, Marcos Rodriguez, Juan Navarro, Alisandro Navarro, Ancelmo Velazquez, Dominick Giunta, Fred Penny, Jay Morris, Jose Hernandez, Jose Gill

Top: Inside of the new clarifier #10, one of two 105' diameter clarifiers being built.

Bottom Left: New anoxic pump tubes and anoxic walkways.

Bottom Right: View of the new clarifiers.

Submitted by Zachary Young



JOB SHOTS

BRIGHTON, COLORADO

PAR 1088 Northern Treatment Plant (Metro Wastewater Reclamation District)

Job 6655—\$99.0 million

Project Manager: Matt Wampler

Safety Coordinator: Janet Polacek

Electrical Guru: Dave McEntee

Project Coordinator: Casie Bell

Superintendents: David Lustig, Jeff Dickhausen, Juan Torres, JB Wright, Wes Conaway, Florentino Alvarez, Lance Bunyan, Mike Gonzales, Frank Earls, Eric Griffin, Dustin Cronin

Project Engineers: Nick Campbell, Andy Brown, Grant Harlow, Adam Theriault

Field Engineers: Chance Galentin, Brett Green, Ty Rotella, Gerardo Gomez, Josue Alvarez, Nate Walker, Tommy Barth, Austin Herren

Submitted by Adam Theriault

Setting the manhole base for the sanitary sewer line at the new headworks facility.



Constructing the primary clarifier #2 mechanism.

JOB SHOTS

NASHVILLE, TENNESSEE

Johnson Chapel Tank 16" Water Main

(Harpeth Valley Utilities District)

Job 3129—\$542,593

Project Manager: Jeff Seal

Superintendent: Matt Burton

Crew: Travis Woods, Robert Caldwell, Alan Worely, James Babb, Gary Dumont

Both Photos: Installing 16" water main across The Little Harpeth River using sand bags and concrete blocks.

Submitted by Jeff Seal



JOB SHOTS

ASHLAND, NEBRASKA

Lincoln Water System Water Supply Upgrade: Horizontal Collector Well House 14-1

(City of Lincoln, NE)

Job 4430—\$2.9 million

Sr. Project Manager: Marcus Grace

Project Manager: Gary Bittner

Superintendent: Brian Hunter

Project Coordinator: Laurie Grace

Crew: Rudy Puskas, Guillermo "Paco" Mojica, Chad Cram, Bruce Uribe, William Mojica

Top Left: Main floor deck of well house on top of the horizontal collector well.

Far Right: Concrete walls being poured from the front of the concrete truck, being discharged into the concrete pump truck.

Bottom Left: Deck shoring and wall forms of the well house. The top of the deck is approximately 11 feet above grade.

Submitted by Gary Bittner



JOB SHOTS

JENKINSVILLE, SOUTH CAROLINA

V.C. Summer OWS Water Treatment Plant System (South Carolina Electric & Gas)

Job 3045—\$27.3 million

Sr Project Manager: Dave Hall

Project Manager: Josh Flammer

Assistant PM: Jeff Harrington

Superintendents: Johnnie Ornelas

Safety Manager: Brandon Blevins

Project Engineer: Matt Dauk

Co-Op Student: David McCullough

Crew: Don Enriquez, Jose Armenta, Benjamin Santoyo, Luis Rivera, Alejo Ramirez, Shawn Bronner, John Postel, Andrew Applegate

Clockwise from Top Left: OWS treatment building;

Raw water intake building and structure;

Interior of the OWS treatment building;

Distribution pump house building.

Submitted by David McCullough



JOB SHOTS

TOPEKA, KANSAS

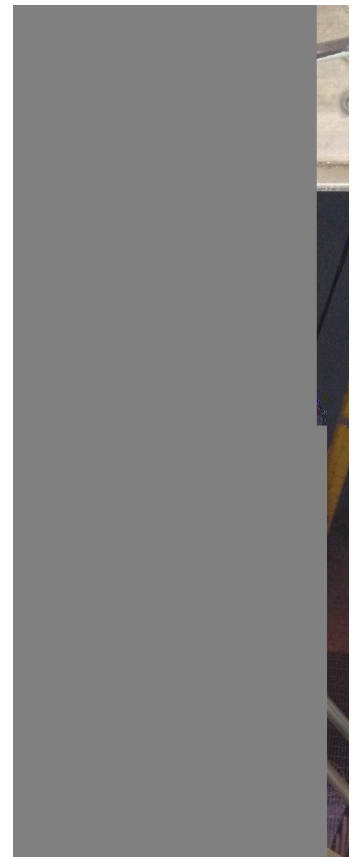
South Kansas River Pump Station Rehabilitation (City of Topeka, KS)

Job 4419—\$5.0 million

Project Manager: Mike Gardner

Superintendent: Tim Diamond

Submitted by Mike Gardner



JOB SHOTS

BRIGHTON, COLORADO

Tucson / Rogers Gravel Pit Reservoir Hydraulic Facilities

(City of Thornton, CO)

Job 6663—\$6.2 million

Project Manager: Ruben King

Superintendents: Les Cushman

Walt Sinclair

Project Engineer: Alex Engelbert

Crew: Rich Maestas, John Gepkens, Samuel Canales, Jesus Esparza, Luis Salayandia, Ramon Mendoza, Josh Lurero, Louis Lucero, Ilay Alvarez, Raymond Mijares, Gabriel Marceleno, Enrico Marceleno

Top: The pump station masonry building is 30' tall and sits atop the 60' deep wet well.

Bottom: The river inlet structure allows the City to control the water flows in and out of the 2,500-acre foot reservoir with a 42" slide gate.

Submitted by Alex Engelbert



JOB SHOTS

ST. PETERSBURG, FLORIDA

Lift Station 85 Albert Whitted Master 30" Force Main — Part A

(City of St. Petersburg, FL)

Job 3134—\$5.9 million

Project Manager: Dan Smolik

Superintendents: Billy Newton

Joe Newton

Bim Pope

Project Engineer: Jacob Johnson

Crew: Juan Munoz, Coy Alspach, Bryan Taylor, David Shade, Chris Lee, Brian Mothershed, James Smith, Dominic Perkins

Right: Bypassing sewage from the influent pump station to headworks with 48" HDPE.

Inset: Assembling 30" MJ fittings on the receiving side of 55 LF of 48" jack and bore.

Submitted by Jacob Johnson



JOB SHOTS

BRADLEY, OKLAHOMA

Bradley Gas Plant (Enable Midstream Partners)

Job 4433—\$5.1 million

Project Manager: Paul Bailey

Superintendents: Joe Ross
Tim Holliday
Richard Gaudin

Project Engineers: Jared Keating
Luke Messer

Top: Plant flare foundation.

Bottom: Getting areas ready for surface gravel.

Below: Various structures.

Submitted by Paul Bailey



JOB SHOTS

MIDWEST CITY, OKLAHOMA

Pollution Control Facility Improvements (City of Midwest City, OK)

Job 4382—\$47.2 million

Project Managers: Bart Slaymaker
Steve Hermes

Superintendents: Wade Pierpoint
Art Turner
Sergio Mata

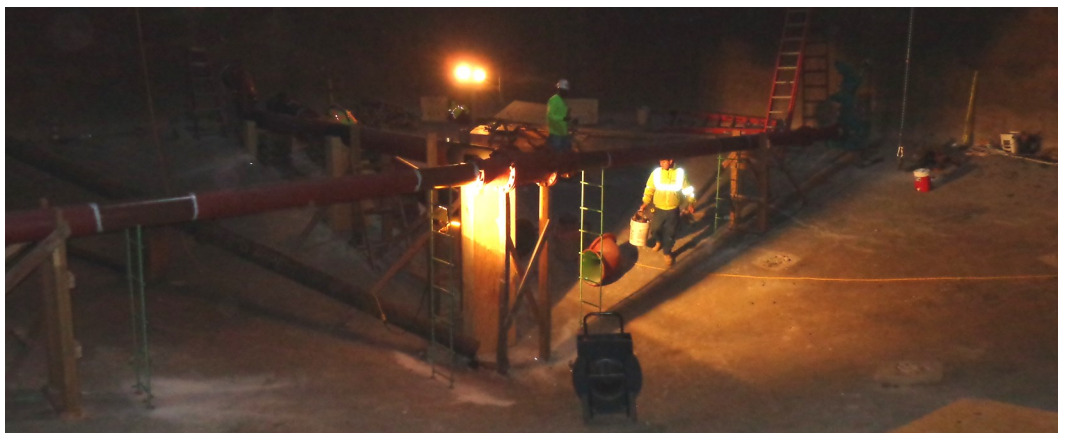
Project Engineer: Bryan Clark
Michael Dykstra

Top Left: Demolition of existing 95' clarifier with dome in place.

Top Right: Making 42" tie-in for the new UV facility.

Bottom: New digester mixing pipe in existing 60' primary digester with lid in place.

Submitted by Mike Moore



JOB SHOTS

ASHLAND, NEBRASKA

Lincoln Water System Water Supply Upgrade: Transmission Main

(City of Lincoln, NE)

Job 4430—\$3.6 million

Project Manager: Ed Rolf

Superintendent: Will Kennedy

Project Engineer: Ryan Moloney

Crew: Mike Waterworth, James Strahan, Mike Seal, Sam Womack, Josh Cass

Top Left: First bucket of dirt on the job.

Bottom Left & Below: Installing PCCP.

Far Right: Welding butt strap.

Submitted by Ryan Moloney



JOB SHOTS

CENTENNIAL, COLORADO

Highlands Reservoir Replacement of Basins 1 & 2 (Denver Water)

Job 6675—\$10.7 million

Project Manager: Mike Moore

Gen. Superintendent: Juan Campbell

Mech. Superintendent: Carey Woods

Project Engineer: Matt Davis

Project Coordinator: Heidi Haberkorn

Right: Start of the 7 MG post-tensioned tank project.

Submitted by Mike Moore



JOB SHOTS

NEW HILL, NORTH CAROLINA

Western Wake Regional Water Reclamation Facility (Western Wake Partners)

Job 0433—\$26.6 million

Project Manager: Don Trujillo

Superintendent: Dave Dwyer

Sr. Project Engineer: Adam Corn

Project Engineer: Jacob Garner

Clockwise From Top Left: Dewatering room;

Wet silos;

Operations room;

Polymer room.

Submitted by Jacob Garner



JOB SHOTS

OVERLAND PARK, KANSAS

Douglas L. Smith Middle Basin WWTP Contract 23 (Johnson County Wastewater)

Job 8031—\$4.8 million

Project Manager: Mike Gardner

Superintendent: Steve Harris

Project Engineer: Luke Messer

Crew: James Gerdes, Tomas Garcia, Josh Dunn, Chris Meyer, Marlon Borrayo

Clockwise From Top Left: Tomas Garcia finishes concrete shaping for belt press drainage;

Installation of belt press 2 out of 3;

Crew installs concrete drive;

New concrete paving continues.

Submitted by Steve Harris



JOB SHOTS

CONROE, TEXAS

Groundwater Reduction Plan Program Segments C2 & C1A

(San Jacinto River Authority)

Jobs 4425 & 4429—\$12.9 million

Project Manager: David Burkhart

Superintendents: Jackie Gass

Tom Hufft

Jerald Gass

Chris Vanlerberg

Project Engineer: Sam Marston

Top: Crew left to right—Chris Vanlerberg, Anthony Rader, Bryon Stevens, Ignacio Marquez, Richard Morris, Charles Hern, Tim Ortega, Keith Durrance, Tom Hufft, Jackie Gass, Jerald Gass, Manuel Fernandez, Gerald Smitson, Bobby Ledbetter, Kyle Bienhoff, Xavier Ruiez)

Bottom: Jackie Gass spends one more day on the excavator before retiring from his 11 years as a Garney Superintendent.

Submitted by Sam Marston



JOB SHOTS

BRIGHTON, COLORADO

Hammer Reservoir Hydraulic Facilities

(City of Thornton, CO)

Job 6685—\$9.3 million

Project Manager: Ruben King

Superintendents: Michael Huff

Alvino Roybal

Project Engineer: Alex Engelbert

Crew: Leopoldo Soto, Ruben Trejo, Jr., Geraldo Gonzales

Right: Hammer Reservoir's notice to proceed was February 2014. This photo represents the sub-grade being covered with mud mat (low PSI concrete) which will help preserve the sub-grade and provide a stable working area.

Submitted by Alex Engelbert



JOB SHOTS

KERMIT, TEXAS

ClearWater Ranch Well Field Development & Delivery Project

(Midland County Fresh Water Supply District No. 1)

Jobs 4423 & 4431—\$23.5 million

Project Managers: John Sedbrook
Patrick Downing

Superintendents: Andy Lantz
Thad Anderson
Chris Roberts
Casey Nelson

Project Engineer: Taylor Osgood

Project Coordinators: Heather Manning
Sonya Puskas

Top Left: Air release vault.

Bottom Left: West caliche pit excavation.

Right: Well baling rig at Well #10.

Submitted by Taylor Osgood & Patrick Downing



Crews: Kevin Nauss, Armando Hernandez, Edgar Rivera, Bernardino Abril, Roberto Vasquez, Jose Mireles, Pedro Vasquez, Rito Mata, Lou Juliano, John Fitzgerald, Kevin Goodman, Paul Anderson, Angel Vasquez, Adrian Mejia, Elwin Claros, Chris Manes, Joseph Yohon, Tony Christensen, Hernan Mejia, Bryan Roberts, Andrew Lineberger

JOB SHOTS

ORLANDO, FLORIDA

Reclaimed Water Improvements 2013

(Reedy Creek Improvement District)

Job 3132—\$4.2 million

Project Manager: Dan Smolik

Superintendent: Humberto Del Cid

Project Engineer: Ryan Boogren

Crew: Max Hall, Fred Keith, Orlando Torres, Heinrich Walker, Pedro Hall

Top Left: Installing 30" DIP in the ditch along Epcot Center Drive.

Bottom Left: Going the extra mile...spreading mulch before the Princess 5k and 10k race.

Far Right: Installing 16" DIP in the median of Victory Way.

Submitted by Ryan Boogren



JOB SHOTS

MESA, ARIZONA

Val Vista Water Transmission Main, Phase 1 (City of Mesa, AZ)

Job 9527—\$13.9 million

Project Manager: Jason Jansen

Superintendents: Phil Werner

Steve Chandler

Project Engineers: Ronnie Leyvas

Shane O'Brien

Crew: Rick Craig, Victor Diaz, Tim Gomez, Vince Govea, Jose Diaz, Manny Diaz, Abel Espinoza, Cipriano Lucero, Raymond Longoria, Johnny Ortega, Jorge Sotello, Ty Babb

Top Left: Staging the 72" C303 pipe along the curb.

Bottom Left: The 390 with a 96" bucket to help dig through tough caliche.

Far Right: Rick setting another joint.

Submitted by Shane O'Brien



JOB SHOTS

MURFREESBORO, TENNESSEE

Southwest Regional Pumping Station (City of Murfreesboro, TN)

Job 3104—\$7.3 million

Project Manager: Jordan Brooking

Superintendent: Pedro Munoz

Project Engineers: Philip Berry

Greg Wallace

Crew: Ramon Munoz, Victor Martinez, Mark Alvarez, Amadeo Saenz, Luis Omar Jordan, Cody Hartless, James Hartless, Jeff Martin

Top Left: 300 CY slab pour.

Top Right: Wet well first lift walls.

Bottom: Job site laydown, excavation and 80-ton crawler crane.

Submitted by Jordan Brooking



The Employee Stock Ownership Plan (ESOP) is a **retirement plan** for all employee-owners of Garney. As an employee-owner, you accrue stock in your personal account as described in the previous newsletter. However, you are not entitled to that account until you fully vest.

What is vesting? The definition of vesting is: *granting of pension rights to employee: the granting of pension rights to an employee, usually after a fixed period of employment, with the pension given either when the job is terminated or at retirement.* Vesting refers to your right to ownership to the money in your account.

The Garney ESOP is set up with two vesting schedules, one for your 401(k) contribution match and one for your ESOP stock and cash account. For your 401(k) account, you are always 100% vested in your own contributions and their earnings. You become vested in the company's contributions (match) based on the following vesting schedule:

401(k) ACCOUNT	Less than 2 years	0%
	2 or more years	100%

For your stock account, the vesting schedule is:

ESOP STOCK ACCOUNT	Less than 2 years	0%
	2 years but less than 3	20%
	3 years but less than 4	40%
	4 years but less than 5	60%
	5 years but less than 6	80%
	6 years or more	100%



As mentioned many times, the ESOP is a retirement plan. The intent is for the company to help you have a secure retirement if you devote your career to Garney. If you choose to leave prior to fully vesting, the portion of your account that is not vested is called forfeitures and these are then distributed to the other participants still in the ESOP.

El Programa de Propiedad Participada (ESOP) es un plan de jubilación para todos los trabajadores-propietarios de Garney. Como propietario-empleados, se acumulan los valores en su cuenta personal como se describe en el boletín anterior. Sin embargo, usted no tiene derecho a ese tipo de beneficio hasta que haya adquirido todos los derechos.

¿Como se adquieren de derechos? La definición de lo que es obtener los derechos de empleado sera: *la concesión de los derechos de pensión a un empleado, por lo general después de un período fijado por la empresa, y sera el monto de pensión determinado, y sera suyo al que no trabaje mas o se haya jubilado.* Adquirir derechos significa que ese dinero en su cuenta es totalmente de su propiedad.

Aqui en Garney usted obtiene sus derechos de ESOP en dos etapas, primero obtienes las contribuciones de la empresa a su 401(k) y luego los valores en efectivo de su cuenta mas sus acciones de la empresa. En su cuenta personal 401(k), usted esta siempre 100% con derechos adquiridos sobre sus propias contribuciones y ganancias. Para efectos de lograr obtener los derechos o contribucion de parte de la empresa revisar el siguiente calendario:

CUENTA 401(k)	Menos de 2 años	0%
	2 años o más	100%

Para compartir las ganancias de la empresa el calendario de adquisición es:

CUENTA DE ESOP	Menos de 2 años	0%
	2 años pero menos de 3	20%
	3 años pero menos de 4	40%
	4 años pero menos de 5	60%
	5 años pero menos de 6	80%
	6 años o más	100%



Como hemos mencionado anteriormente muchas veces, ESOP es un plan de jubilación. La intención es que la empresa para ayudarle a tener una jubilación segura por dedicar tu carrera a Garney. Si usted decide dejar la empresa antes de la adquisición plena de derechos, a esa porción suya se le llama confiscaciones y se distribuirá entre los demás participantes activos del ESOP.

HABITAT FOR HUMANITY



The Grand Island Project (job 4420) and Lincoln Water System project (job 4430) met to build a foundation for the Grand Island Area Habitat for Humanity on Saturday, April 26. More than 25 Garney employee-owners and their family members volunteered. The day started at 8 A.M. and the formwork was completed by 9:30 A.M. Concrete didn't arrive until 10:30 A.M., so the group had an hour to spare. There was another Habitat home in progress next door so several of the guys pitched in and hung drywall in a couple rooms while we waited for concrete trucks to arrive. After the foundation was completed, a lunch cookout was held.

GLOBAL WATER AWARD

The T-Bar Ranch Well Field Development & Delivery Project, designed and constructed by the Garney / Black & Veatch consortium for the Midland County Fresh Water Supply District No. 1, was recently presented with the "Water Project of the Year - Distinction" Global Water Award. These awards recognize what senior executives across the international water industry acknowledge as the most important achievements of 2013.

The "Water Project of the Year" category recognized water supply projects, completed during 2013, that showed the greatest innovation in terms of optimizing its physical or environmental footprint. The judge's verdict on the T-Bar Ranch supply project was that "teamwork saved the day in drought-ridden Texas."

The projects were chosen by way of a free vote given to all subscribers to *Global Water Intelligence* and *Water Desalination Report*, as well as to members of the International Desalination Association. The winners were announced at a special awards dinner held in Paris, France on April 7, 2014, as part of the GWI Global Water Summit: Water for Growth.



FIELD ENGINEERING ACADEMY



SAFETY TRAINING IN NASHVILLE



Ryan Smith and Tracy Winsor led a First Aid and CPR training session for the Nashville, Tennessee, group on February 22, 2014.

EMPLOYEE DEVELOPMENT COUNCIL UPDATE

HOURLY EMPLOYEE-OWNER TRAINING AND RECOGNITION

One of Garney's company objectives for 2014 is employee-owner development. As our workforce continues to grow, we need to be mindful that we are providing development opportunities for all employee-owners, including our hourly workforce. There are a variety of ways to develop employee-owners, two of which include **TRAINING** and **RECOGNITION**.



Garney is taking a proactive approach to **TRAINING** by creating an online library of training videos and other materials that can be accessed and used by employee-owners around the country. In order to create an all-encompassing library, the Employee Development Council needs your help compiling training resources. We ask that you video record the training sessions that take place on your job site and submit them, along with other training materials, to Jordan Joyce at jjoyce@garney.com. The Employee Development Council will review the submitted videos and materials and upload them to the online library for other employee-owners to use for future training sessions on the job site.

Along with the current **RECOGNITION** programs (ESOP Man Awards, Employee Ownership Month, Featured Employee-Owner, and Quarterly Update Meetings), the Employee Development Council encourages project management to explore new ways to acknowledge and recognize the hourly employee-owners on their job site. A few examples include birthday lunches and employee-owner of the month.

Have a great idea? Please share with Jordan Joyce at jjoyce@garney.com.

Please approve ideas with your Profit Center Officer prior to implementing on the job site.

RECOGNITION AROUND THE COUNTRY



The Mayor of Longmont, Colorado, presented Gary Haas and Rich Trimble with this certificate during a contractor appreciation event in recognition of the flood relief projects that Garney assisted the City with constructing.



Garney's Plant Vogtle team supported "Brothers for Bill," a charity that helps individuals whose lives are impacted by Amyotrophic Lateral Sclerosis (ALS), often referred to as Lou Gehrig's Disease.

EMPLOYEE-OWNER SPOTLIGHT: *BRETT GREEN*

Brett graduated from Colorado State University with a Mechanical Engineering degree, then started his career with Garney Construction in the winter of 2010 working at the Hite Metro Wastewater Reclamation Facility in Denver, Colorado. Brett quickly became an asset to the project team helping coordinate tie-ins and shutdowns of the existing facilities, and leading the team as the start-up and commissioning coordinator.

Brett has since worked on several projects across the Colorado Front Range working in both Project and Field Engineering roles. Currently he is working as a Field Engineer on the Northern Treatment Plant in Brighton, Colorado. Brett has the awesome responsibility to support five pipe crews working to install 25 miles of underground piping on a 100-acre site. The spaghetti-like piping ranges from 35' deep 78" diameter interceptor lines to 1" copper service lines. His attention to detail and foresight has saved Garney from many obstacles.

While relatively new to Garney, Brett quickly understood the value of an ESOP and reminds us all of our goals and philosophies. In particular, Brett embraces the Win/Win philosophy; he's always looking for ways to provide the best product to the Owner while also watching out for Garney's back.

Brett and his wife, Janet, have two young boys, Colton and Weston (born on April 1, 2014). Brett enjoys mastering (tinkering with) his rock-crawler, watching NASCAR, camping, and enjoying time with his family. Brett is always excited when you get him talking about his family! Brett is a pleasure to work with and a great employee-owner.



FAMILY CORNER



Congratulations to Gary & Ashley Haas on their new baby girl, Bailey Rae! Bailey arrived on February 19, 2014, at 1:44 A.M. with chubby cheeks and a full head of hair, weighing in at a healthy 8 pounds, 9 ounces.

Matt and Christina Baker welcomed their baby girl, Grace Isabella, on March 28, 2014 at 3:54 P.M. She weighed 6 pounds, 15 ounces and was 19.5" long.



Jacob and Alison Johnson welcomed their son, Jude Elliott, born March 7, 2014, at 11:30 A.M. weighing 8 pounds, 12 ounces and 21¾" long.

PARTING SHOTS

SPRING WEDDING



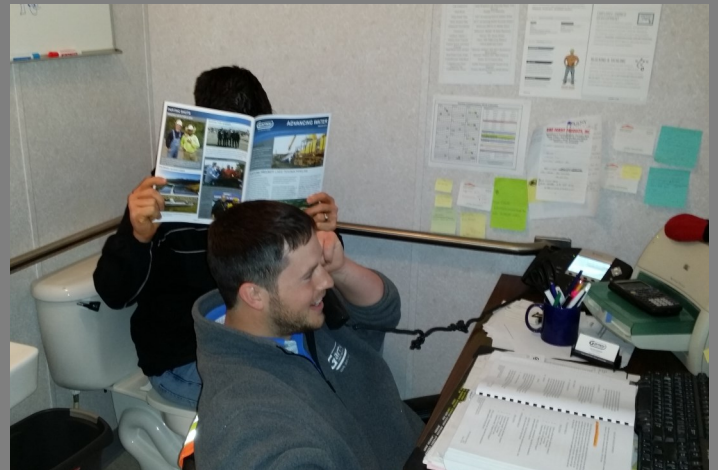
Congratulations to Jennifer Long and Steve King on their marriage; the happy couple wed on April 11, 2014.

FUTURE FARMER



Luke, son of Project Manager Chris Coston, takes his new John Deere tractor for a spin on his 2nd birthday.

NEW OFFICE LAYOUT



In our pursuit of efficiency, Garney employee-owners felt it was best to combine areas in the workplace.

FIELD DAY



Superintendent Steve Mertz and his grandson, Wyatt, check out the job site in North Carolina. Photos taken by Helaine Mertz.