



100% EMPLOYEE OWNED

ADVANCING WATER

SUMMER 2014

QUICK FACTS

Project Names: Midwest City Pollution Control Facility Improvements & Midwest City Compost Facility

Location: Midwest City, Oklahoma

Owner: City of Midwest City, OK

Design Engineer: Black & Veatch

Total Project Value: \$55.4 million

Project Dates: Jan. 2012 - Feb. 2015



FEATURE PROJECTS: MIDWEST CITY POLLUTION CONTROL FACILITY IMPROVEMENTS & COMPOST FACILITY

by Bart Slaymaker & Steve Hermes

Several years ago, public officials of Midwest City, Oklahoma, recognized that the previous treatment plant upgrades were nearing the end of their life expectancy. Besides the obvious need to maintain a functioning plant that would allow them to comply with current and future DEQ permitted discharge limits, Midwest City also desired to build an environmentally friendly, efficient and cost effective facility. The City retained

the services of Black & Veatch in 2009 to study, design and engineer the plant that is currently under construction. The plant was designed and funding was procured by way of a 0.55% sales tax increase approved by the voters of Midwest City in August 2011. The project advertised for bids shortly thereafter and Garney's estimating team put together a bid that won us the project by an amazing 0.01% (\$5,000) margin from the second bidder.

maintained equipment, replaced parts, and innovated solutions to extend the life of the plant. However, in recent years, key components of the facility began breaking down on a near daily basis. The plant was suffering from age and normal wear and tear. Maintenance tasks became a challenge as replacement parts for the 20-year-old plant were becoming extremely hard to find.



The project value totaled \$47.1 million.

The existing 10 MGD plant was originally built in 1963 with the most recent renovation and expansion projects in 1982 and 1989. Since 1989, plant personnel have

The facility improvement project affects every process and structure on the 60-acre treatment plant site. Upgrades to the site's underground utilities included 15,000 LF of ductile iron pipe and almost 20,000 LF of duct bank installation. Project management relied heavily on the recently acquired CadWorks 3D drafting software to aid in the configuration, submission, purchase, layout, and installation of this intensive infrastructure network.

FEATURE PROJECTS: MIDWEST CITY, OKLAHOMA

The facility renovations started with a new headworks with two-story fine screens, screenings washer/compactors, and dry pit influent pumps to replace the existing pump station and manual bar screen. The headworks facility was designed at the lowest point of the site, which happened to be at the foot of a 30' tall ridge where the rest of the plant was situated. The topography of the site and groundwater associated with it, 36-foot depth of the structure, and the fact that the excavation was to be through 35 feet of sandstone, made getting this structure started a challenge. Garney's field management did what they do best and formed a team to design, engineer and execute the task cost effectively and without issue. Construction of the heavy, multi-level foundation for the dry pit influent pumps, wet well and screenings channels was undertaken by a team of carpenter crews from the Midwest and Colorado areas. This enabled Garney to get out of the ground quickly and close up the massive hole in the hillside on schedule.

The existing combination grit and pre-aeration building was completely revamped to house new grit snails, concentrators and pumps in half of the building and a maintenance/storage area in the other half. Concrete tanks 20 feet deep in each half of the building had to be either partially filled, subdivided into other tanks, have piers installed, or be

completely filled and capped depending on the equipment that it was to receive. In this structure, 1,400 tons of rock, 460 cubic yards of concrete, and 28 concrete piers 35 feet deep were installed using a set of standard double doors and four small skylights for access.

A total of five clarifiers (three under geodesic aluminum domes and two without) were to be renovated with replacement equipment. During submittal review, it was discovered that all five foundations were not sufficient for the new equipment. A significant change order was negotiated to replace the center column foundation for each clarifier prior to equipment installation. The three 95' primary clarifiers were a challenge in themselves just to get access to our work. Complete removal of the aluminum domes was contemplated. However, no safe lifting or storage plan could be identified due to concerns from the original dome manufacturer and concerns that site staff had regarding storing the domes on top of a hill in the middle of Oklahoma's unpredictable weather. Ultimately, one small section of the dome was supported and removed. A temporary closure piece was designed and used to guard against inclement weather. The last clarifier is being constructed now, and we have made it



through the worst of the storm seasons unharmed. Clarifier construction will be completely buttoned back up by the end of July.

The solids handling process was also completely rehabilitated during the project. Two new rotary drum thickeners were installed in the existing main control building on top of two more reclaimed sludge pits. The existing coil presses were replaced with rotary sludge presses and a polymer feed system was added. New pumps and piping were installed to transfer and direct the sludge as needed. Three new digester domes, one 45' and one 35' fixed, and one 35' combination gas holding cover, were installed over the existing structures once cleaned and new piping was installed. The final step to this renovation is underway in that the existing pumping complex for the digesters is being gutted and rehabilitated with new slabs, pumps and piping.



FEATURE PROJECTS: MIDWEST CITY, OKLAHOMA

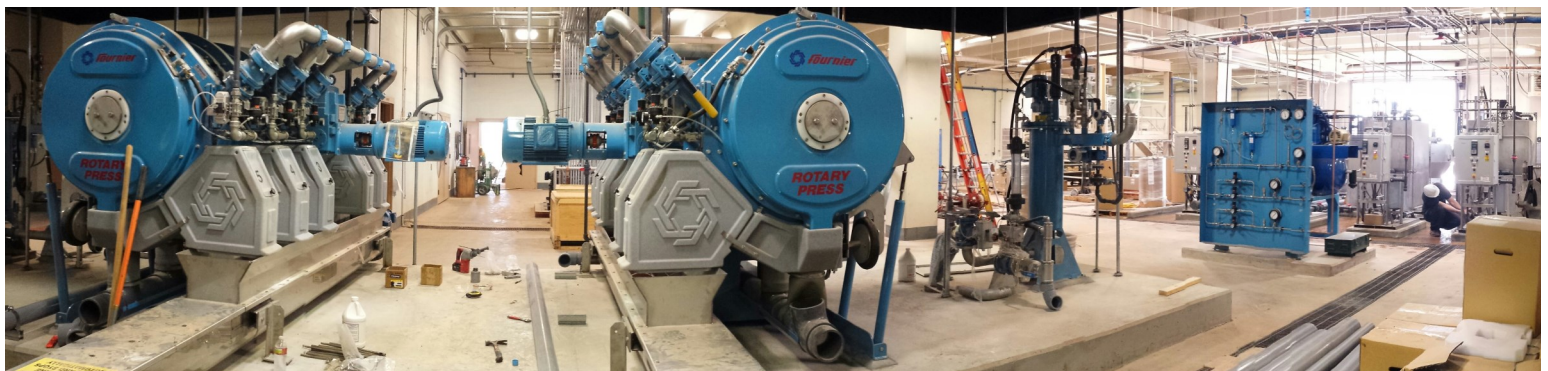
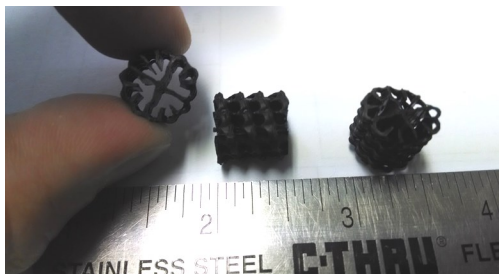


Several of the new plant upgrades offered advanced technologies that will give Midwest City the energy efficiency that they desire while also improving their effluent quality. The two main processes that will give the City this benefit are housed in the moving bed biofilm reactor (MBBR) complex and the new ultraviolet (UV) disinfection structure. The MBBR process was the first of its kind that DEQ approved for use in a municipal waste water treatment plant in Oklahoma. The technology consists of a large treatment tank subdivided into six reactor zones and two treatment trains. Hundreds of millions of ½" plastic cylinders that resemble pinwheels were loaded into the reactors. These pieces of media provide a platform for the more robust bacteria

that consume the biological contaminants in the waste stream and protection for the sensitive bacteria that consume the ammonia in the effluent. In total, 61,000 cubic feet of media were placed into the MBBR basin before startup.

Three high speed turbo blowers are the workhorses of the MBBR system. This blower technology has only been on the market for eight years and borrows heavily from NASA jet turbine engineering. The magnetic induction motors on the blowers turn the turbine section at 20,000-30,000 RPM to produce the required air flow and pressure. The motor and blower shafts spin on an air foil so that there is no contact at operating speeds and, therefore, no lubrication required. The only periodic maintenance required for these units are air filter changes. The low amount of friction during operation, the turbine design, and magnetic induction motor combine to make these units some of the most efficient blowers on the market while also having one of the lowest maintenance cost.

Midwest City also decided to go with a UV disinfection system to help lower their operation and maintenance cost. The new UV system replaced an aging chlorine and sulfur dioxide disinfection system. A new three channel, 12-bank system was installed and brought online in May 2014. This new system eliminated the hazardous chemicals that had to be stored and used in the old disinfection process. The new system requires only periodic cleaning and inspection of the UV bulbs in order to operate efficiently. The performance of the new system has exceeded expectations and the City is pleased with their new equipment. Demolition of the existing 45' deep influent pump station with a dual level wet well, 64 rotating biological contactor units and associated basins, a chlorine contact



FEATURE PROJECTS: MIDWEST CITY, OKLAHOMA



that occurred, for not only plant shutdowns, but the day-to-day construction activities, could not have gone any better due to the willingness of both Midwest City and Black & Veatch to foster a

basin, and various other yard structures were also scheduled upon completion of the new processes. These tasks have just recently started and are proceeding with success under less than ideal conditions.

A Compost Facility was included in the original design for the Pollution Control Facility upgrade. However, permitting for this portion of the project was not acquired prior to the facility upgrade project, so it had to be bid separately. The project bid in May 2013 and again Garney's estimating staff put together a solid bid and got us the project by a narrow margin. The final bid amount for this portion of the project was \$7,992,000. The new facility will put approximately 35,000 square foot under roof for the operation. The project includes a new lab facility dedicated to the compost process. Yard piping, a truck scale and pit, fencing, and a large amount of concrete paving will also be required as part of the project.

Once complete, the facility will take pressed sludge from the treatment plant and combine it with chipped yard waste from the new collection facility being constructed as part of the project. This combined material will be fed into one of four narrow bays within the Compost Facility. A PLC control system will then use a series of sensors to keep the compost at the proper moisture and oxygen content to facilitate the

breakdown of the material. A motorized agitator will roll the compost material as necessary down the bay as its volume is reduced by the process and it produces an organic material that can be used by the general public or by Midwest City to improve their local parks and recreation facilities.

As with most facility projects that Garney encounters, all of the work on these projects had to be intensively scheduled to not interfere with the plant's daily treatment activities. Several large shutdowns had to be scheduled and bypass pumping installed in order to achieve this objective. The coordination



partnering attitude throughout the project. The entire project team has made great efforts to maintain this relationship and make the project successful for all parties involved.

FACILITY UPGRADE PROJECT TEAM:

Project Managers:	Steven Hermes Bart Slaymaker
Superintendent:	Wade Pierpoint
Asst. Superintendents:	Art Turner Sergio Mata
Field Engineers	Brian Clark Kyle Ivory
Foreman:	Jonathan Lopez Eric Henderson Josh Butler Terry Miller Tony Cruz Jose Castro

COMPOST FACILITY PROJECT TEAM:

Project Manager:	Steven Hermes
Superintendent:	Raul Arvizu
Field Engineer:	Brian Clark
Foreman	Arturo Torres

JOB SHOTS

LOUISVILLE, KENTUCKY

Jeffersontown Force Main (Louisville & Jefferson County Metropolitan Sewer District)

Job 3128—\$6.0 million

Project Manager: Gary Goff

Superintendents: Tim Brewster

Steve Dunlap

Assistant Supt: Austin Rexroat

Project Engineer: Jordan Carrier

Tim's Crew: Jerry Shearron, James Johnson, Michael Brewster, Ron Johnson, Chad Englebright, Wayne Dyer, Peter Underwood, Teo Binuelo

Steve's Crew: Edgar Elias, Basil Trouten, Gregory Brown, Jesus Ortiz, Samuel Ortiz

Left: Lowering a joint of 24" C905 PVC.

Top Right: Creek crossing.

Bottom Right: Steve Dunlap and crew look on as the trench is backfilled.

Submitted by Jordan Carrier



JOB SHOTS

FREDERICKSBURG, VIRGINIA

Greenbank Road Waterline Extensions

(Stafford County Department of Utilities)

Job 3134—\$3.9 million

Project Manager: Sam Flowers

Superintendents: Billy Newton

Will Kennedy

Project Engineer: Jacob Johnson

Billy's Crew: Joe Newton, Jeff Kerr, Coy Alspach, Bryan Taylor, Alex, Ames, Juan Munoz

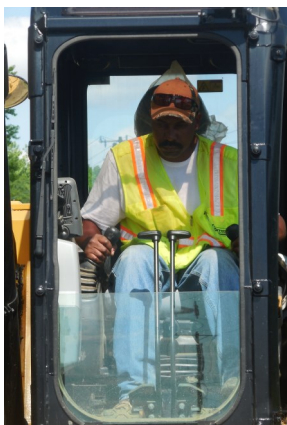
Will's Crew: Mike Seal, Mike Waterworth, Josh Magee, Cody Vansickle, Cody Womack

Top: Installation of 24" DIP using a Kenco pipe clamp along the right-of-way.

Bottom Left: Operator Jeff Kerr hard at work.

Bottom Right: Backfilling 24" water main.

Submitted by Jacob Johnson



JOB SHOTS

MOUNT PLEASANT, SOUTH CAROLINA

Center Street WWTP Capacity Enhancements (Mount Pleasant Waterworks)

Job 0437—\$23.2 million

Project Manager: Matt Reaves

Superintendents: Tom Bass

E.J. Jiles

Project Engineers: Nick Judd

Carter Blackwell

Co-Ops: Lucas White

Ted Dundas

Crew Leads: Jay Matthews, Duward Hartzog, Adam Greene, Phillip Mills

Clockwise from Top Left: 50,000 lb. 1,500 kW generator fly and set;

274,000 gallon aeration basin with fine bubble diffusion;

New secondary clarifier start-up;

36" MJ above grade piping.

Submitted by Matt Reaves



JOB SHOTS

JACKSON, TENNESSEE

48" & 54" Gravity Sewer Airways Boulevard to U.S. Highway 45 South

(Jackson Energy Authority)

Job 3109—\$7.8 million

Project Manager: Youral Winegeart

Superintendents: Matt Burton

Rob Grant

Garney is replacing 11,400 LF of aging sewer trunk main that was originally installed in the 1960s. The new line is being installed parallel to the existing sewer and reconnected to the existing line on each end as well as reconnected to four 24" and one 15" sewer lines along the route. Bypass pumping is required to make the side line connections as well as make the final connections at each end. The project includes 6,400 LF of 54" and 4,950 LF of 48" DIP with Protecto 401 lining, 10 concrete precast manholes and nine 30" DIP flange inspection portals.

Submitted by Steve Ford



JOB SHOTS

MURFREESBORO, TENNESSEE

Basin 70-12 and 35-3 Sanitary Sewer

(Murfreesboro Water & Sewer
Department)

Job 3108—\$3.9 million

Project Manager: John Evans

Superintendents: Denzil Evans

Tim Brewster

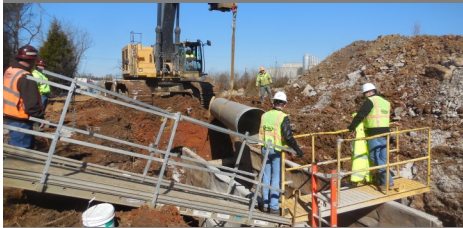
Steve Dunlap

Project Engineer: Phillip Taylor

Left & Below: Jason Seubert and Steve McCandless observe a John Deere 850D excavator lowers 30" FRP.

Right: Tim Brewster grades gravel.

Submitted by Steve Ford & Phillip Taylor



JOB SHOTS

NASHVILLE, TENNESSEE

Central Biosolids Effluent Pumping Station

(Metro Water Services)

Job 3111—\$3.6 million

Project Manager: Scott Reuter

Superintendent: Mike Terry

Left: Pouring concrete.

Top Right: The crew finishes the concrete.

Bottom Right: Steve McCandless gets a lesson in finishing concrete from ____.

Submitted by Mike Terry & Scott Reuter



JOB SHOTS

GRAND ISLAND, NEBRASKA

Grand Island 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 Manoz, Alan Bolich

Interns: Ali Schrack, Dylan Forck, Brandon Gerardy, Louis Poss

Crew: Luis Collazo, Luis Arvizu, Robert Hernandez, Sidney Schultz, Braden Sikes, Casey Sikes, David Ibanez, Sergio Dominguez, Francisco Hurtado, Francisco Melendez, Gerber Perez, Randy Svitak, William Taylor

Submitted by Brandon Gerardy



Aerial view showing grit facility and raw water pump station in the background.



Tie-in to existing 18" HDPE with Victaulic couplings.



Placing the raw water pump station deck.

JOB SHOTS

NORTH CHARLESTON, SOUTH CAROLINA

Felix C. Davis Dewatering Process Equipment Upgrade

(North Charleston Sewer District)

Job 0458—\$2.7 million

Project Manager: Matt Reaves

Superintendent: Tony Bryan

Project Engineer: Nick Judd

Clockwise from Top Left: Concrete box demolition;

Aggregate base course for pavement area;

Brick wall demolition;

Structural steel for centrifuges and conveyors.

Submitted by Matt Reaves



JOB SHOTS

ST. JOSEPH, MISSOURI

Ammonia Removal Improvements & Biosolids Dryer

(City of St. Joseph, MO)

Job 4440—\$50.1 million

Project Managers: Jeff Gorman, Scott Setter

Superintendents: Tim Diamond, Matt French, Tim Holliday, Chad Markley, Art Turner, Richard “Jersey” Gaudin

Project Engineers: Luke Messer, Stephen Harris, Tim Hockett, Jared Keating, Caleb Martin, Cody Schmidt, Scott Thompson

Crew: Mike Colburn, Dave Phillips, Vinscent Casey, Walter Lozier, Manny Rodriguez, Rafael Rodriguez, Andrew Vanholland, Willy Kersey, Tim Charlton, Daniel Gardner, Jake Schmidt, Manuel Mota, Alex Duran, Merv Chapman, AJ Chapman, Matthew Wiles

Submitted by Caleb Martin



Let the digging begin! Excavation of the new 165' industrial clarifier #1 is underway.



Demolition of old maintenance building making way for a new biosolids facility

JOB SHOTS

JACKSONVILLE, ARKANSAS

South Source Water Transmission Main & Meter Station

(City of Jacksonville, AR)

Job 4426—\$5.7 million

Project Manager: Chad Sharbono

Superintendent: Butch Crawford

Project Engineer: Bryan Muench

Crew: Chester Rigsby, Nick Kephart, Gary Crum, Alex Baker

Left: Pumping the walls of the new meter vault.

Top Right: Installing 18" DIP carrier pipe in the open cut road crossing casing pipe.

Bottom Right: Project Manager Chad Sharbono assists the crew with the tie-in of a 24" electric valve.

Submitted by Bryan Muench



JOB SHOTS

OKLAHOMA CITY, OKLAHOMA

WC-0507: 48" Transmission Water Line

(City of Oklahoma City, OK)

Job 4439—\$5.5 million

Project Manager: Chad Sharbono

Superintendent: Mike Swift

Project Engineer: Kahle Loveless

Crew: Fletter Stoudemire, Alfonza Stoudemire, Jay Robertson, Jeff VanderWolde, Dwayne Harper, Charles Griffin, Curtis Johnson, Nathan VanTriest

Top Left: Mike Swift, Charles Griffin and Curtis Johnson assist Jay Robertson while excavating around utilities.

Far Right: Double 45° bends installed to get below the storm drain system along MacArthur Boulevard.

Submitted by Kahle Loveless



JOB SHOTS

ASHLAND, NEBRASKA

Lincoln Water System Horizontal Collector Well House 14-1

(City of Lincoln, NE)

Job 4430—\$2.8 million

Sr. Project Manager: Marcus Grace

Project Manager: Gary Bittner

Superintendent: Brian Hunter

Project Coordinator: Laurie Grace

Crew: Javier Contreras, Oscar Reyes, Harbey Lopez, Sergio Dominguez, Chad Cram

Top Left: Interior of the new well house. Each 400 HP pump discharges into a 20" line, which feeds into a 30" header. The new well house is designed to have a maximum capacity of 17 MGD.

Top Right: The 30" discharge line has a plate aluminum shield and bollards to protect it from potential flood damage.

Bottom: View of the well house.

Submitted by Gary Bittner



JOB SHOTS

LA WARD, TEXAS

Mary Rhodes Pipeline, Phase 2

(City of Corpus Christi, TX)

Job 4436—\$84.1 million

Project Manager: Rob Fults

Superintendents: Chris Roberts

Casey Nelson

Andrew Kremer

Project Engineers: Taylor Osgood

Zach Steinbach

Chris' Crew: Adrian Mejia, Elwin Claros, Chris Manes, Tony Christensen, Antonio Rico, Joseph Yohon, Bryan Roberts, Jose' Villagran, Henan Mejia, Terry West, Luigi Basalo, Brandon Byrd

Andrew's Crew: Jeff Jones, Vasel Abazajian, Greg Chipman

Top: Excavating with a Caterpillar 390 for the next setting of 54" B303 pipe.

Bottom: Fabrication of 44" 0.750 wall spiral weld steel pipe for HDD.

Submitted by Rob Fults



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

Project Engineer: Jacob Garner

Top Right: Dried product storage silos.

Top Left: Dryer room.

Bottom: Aerial photo of the solids handling facility.

Submitted by Jacob Garner



JOB SHOTS

LAKE BUENA VISTA, FLORIDA

BVD Road Widening Project—Electrical Distribution Relocation

(Reedy Creek Improvement District)

Job 2201—\$3.2 million

Project Manager: Dan Smolik

Superintendent: Humberto Del Cid

Project Engineer: Ryan Boogren

Crew: Max Hall, Adam Garfinkel, Pedro Hall, Orlando Torres, Heinrich Walker

Right: Installing an electrical duct bank in a Downtown Disney parking lot.

Below: Crews work to restore a Downtown Disney parking lot.

Submitted by Ryan Boogren



JOB SHOTS

LAKE BUENA VISTA, FLORIDA

Epcot Emergency Chilled Waterline Repair

(Reedy Creek Improvement District)

Job 2201—\$0.7 million

Project Manager: Dan Smolik

Superintendents: Jerry Taylor

Lee Welker

Project Engineer: Ryan Boogren

Crew: David Garmon, Mitchell Shultz, Fred Keith, Jose Gil, Jose Velazquez, Jose Alvarado

Clockwise from Top Left: Piling dirt onsite from excavation;

Creating a pathway onsite for work to take place;

Clearing of trees and brush;

Installation of chilled and potable waterlines.

Submitted by Ryan Boogren



JOB SHOTS

BATON ROUGE, LOUISIANA

South Forced Lower Capacity Improvements

(City of Baton Rouge / Parish of East Baton Rouge, LA)

Job 3116—\$8.0 million

Sr. Project Manager: Eric Malvin

Project Manager: Chris Coston

Superintendents: Mike Hall
Charles Woody

Intern: Tony Haga

Right: Crews install a massive 6" force main along a two-lane road.

Below: Tie-in to an existing 16" force main with a number of MJ fittings and valves ranging in size from 12" to 18".

Submitted by Chris Coston



JOB SHOTS

HOLLYWOOD, FLORIDA

West Hollywood Pumping Station & Storage Tanks

(City of Hollywood, FL)

Job 3090—\$6.0 million

Project Manager: Josh Petro

Superintendents: Lee Welker
Bim Pope

Crew: Tyler Boehning, Jeff Griffin, Moises Diaz, Jorge Perez, Tywee Hurd

Clockwise from Top Left: Floway vertical turbine pumps;

Completed pump station with 2.5 MG Crom Corporation tank in the background;

Sodium hypochlorite room;

Bypass pumping.

Submitted by Josh Petro



DEAR ESOP MAN

This column acts as a forum for employee-owners to get their questions answered by ESOP Man. Think of it as Garney's version of "Dear Abby." Oftentimes, employee-owners have the same burning questions; this column gives you an opportunity to submit questions anonymously, directly to ESOP Man. If you have questions you'd like to submit for future issues, please email esopman@garney.com.

DEAR ESOP MAN:

I find myself in a tough situation from time-to-time. Occasionally, although all safety protocol is in place, I still find myself in an unnerving and uncomfortable position. I don't want to look as though I'm avoiding work. How can I go about finding a solution?

-- Dan in Dilemmaville

DEAR DAN:

I understand how difficult this situation could be. As difficult as you may think it is, I encourage you to discuss your concerns with your Supervisor. Be open and honest and let him or her know what you are concerned about. Offer up a solution if you can. Your Supervisor should have no issue with you raising a safety concern and you should never feel like you will be retaliated against when doing so. We need all employee-owners to be proactive on safety. And if for some reason you are not able to do this, you can always send an anonymous email to the company's leadership through our Web site.

DEAR ESOP MAN:

Do employee-owners who start later in the company take longer to reach the million dollar ESOP balance? For example, if someone was hired in 2007 compared to someone hired in 1997 and they both make the same amount of money annually for 10 years, will they have the same amount of money in their ESOP at the end of those 10 years?

-- Million Dollar Detective

DEAR DETECTIVE:

This may be the toughest of all questions, as there are a multitude of factors that impact the answer. Some of those factors are in our control, but many are outside of our control. As you often hear with any type of investment, what has happened in the past is no guarantee of how things will happen in the future. The Garney ESOP has been in existence for over 28 years, and it has an outstanding track record of creating retirement security for many past and present employee-owners. The ESOP Plan is carefully watched and managed by your ESOP Committee, and also by the company's Board of Directors. Both groups place the highest importance on making sure the Plan is run in the best interest of all our employee-owners. As you may have heard at your ESOP meeting this year, we have developed an ESOP Projection Tool that will help you model what your ESOP account might grow into based on some basic questions you will need to answer. Your Senior Manager or Officer should be able to assist you with this process.



TEXAS AWARDS

The Lake Texoma to Wylie WTP Pipeline Extension Project in Wylie, Texas, was recognized as Public Works Project of the Year by the Texas Chapter of the American Public Works Association at the TPWA Annual Conference in Galveston, Texas, on June 19. Congratulations to all the crews who participated on this monumental project!

The T-Bar Ranch Well Field Development & Delivery Project in Midland, Texas, recently won an Infrastructure Project Award from the National Council for Public-Private Partnerships (NCPPP). The award will be presented at an awards luncheon at NCPPP's annual conference, "P3 Connect" on July 28-20 in Denver.

NTP QUALITY AWARD



The Field Engineering team on the Northern Treatment Plant in Brighton, Colorado, was awarded the “Site Wide Quality Award” on June 27. The project site quality team awarded this group for long-running quality and excellence in layout. The award was a wooden bowl with the NTP logo inscribed inside. From left to right: Chance Galentin, Nate Walker, Gerardo Gomez, Brett Green, Tyler Benschoter, Zack Hodapp, Ty Rotella, Josue Alvarez, Austin Herron, Evan Toya, Javier Mendez, and Tommy Barth.

KANSAS CITY OFFICE SAFETY MEETING

On Friday June 27, the Kansas City office held a training session for all office staff. During this training session, Senior Safety Controller, Jamie Blystone, concentrated on the emergency action plan for the office complex. He also believes that it is a vital piece of information to know the proper use of a fire extinguisher. So everyone headed out to the yard (adjacent to the destroyer rapids highlighted by Mike Heitmann’s video at the Field Manager’s Workshop) to complete a field demonstration of a fire extinguisher’s proper use. Some of the ladies in the office took advantage of this opportunity to actually perform these steps to put out a small (but well contained) fire.



EMPLOYEE DEVELOPMENT COUNCIL UPDATE

WHAT IS EMPLOYEE DEVELOPMENT AND WHY IS IT IMPORTANT?

What is employee development?

Employee development...it sounds so clinical when mentioned in conversation. What exactly is employee development? Well, it's easily defined as providing learning and training to employees; encouraging employees to gain new skills and knowledge with the opportunity to apply what is gained for both the benefit of the organization and the individual's aspirations and career goals. At Garney, it is all of this and more. Garney takes a real interest in developing our employee-owners through their entire career, thus allowing them to achieve their full potential and continue Garney's success.

Why is employee development important?

Some of you may be asking yourselves, "Why do we need to develop our employee-owners?" A fair question and one with many answers. The construction industry has changed dramatically in the last several years. One of the major changes is the expectations of new hires. We have noticed that individuals want to see a career path, a progression from where they will begin their career to where they want to grow in the organization over time. This path is paved with a development program that contains specific training and learning requirements, encouraging individual growth within the organization. When an individual sees that they are moving toward their goal, we are more likely to retain that individual. Another reason employee development is important is to share the vast knowledge our experienced employee-owners have gained in the industry over the years. Learning to use our resources, in this case the knowledge of fellow employee-owners, will save time and money. We have a great "resource tree" at Garney – let's use it! Why recreate the wheel when it's already been done?

Garney's employee development efforts

With our continued growth and the desire to perpetuate our ESOP, our leadership has identified employee development as a shortcoming here at Garney. This shortcoming, also overlooked at many other successful companies, can lead to the loss of talented employee-owners. In order to address this need, the Officer Team has decided to take action, not only focusing on the here and now, but emphasizing the future of employee-owners by giving them the tools and training needed to reach their full potential. A new program called **Garney University** is currently being designed to bring training opportunities to our employee-owners, encouraging employee development through acquisition of new skills and knowledge. The first set of training courses will be available for trial in early 2015. A more detailed look into Garney University will be discussed in the next newsletter.

¿QUÉ ES "DESARROLLO DEL EMPLEADO" Y POR QUÉ ES IMPORTANTE?

¿Qué es desarrollo de los empleados?

El "desarrollo del empleado", suena como un termino medico cuando se menciona en una conversación. ¿Qué es exactamente el desarrollo de los empleados? Bueno, es fácil de definir como: proporcionar aprendizaje y capacitación a los empleados; alentar a los empleados a adquirir nuevas habilidades y conocimientos con la oportunidad de aplicar lo aprenda dentro de la empresa para beneficiar a nuestra organización; o seguir sus propias aspiraciones personales e individuales y a así alcanzar las metas que se proponga en la vida. Para Garney, significa todo lo anterior y mucho más. Garney toma un interés real en el desarrollo de nuestros empleados-dueños a través de toda sus carreras, lo que les permite alcanzar su pleno potencial y a si continuar el éxito de Garney.

¿Por qué es importante el desarrollo de los empleados?

Algunos de ustedes se estarán preguntando "¿Por qué necesitamos desarrollar a nuestros empleados-propietarios?" Una pregunta justa y una con muchas posibles respuestas. La industria de la construcción ha cambiado dramáticamente en los últimos años. Uno de los cambios más importantes es las expectativas de nuevas contrataciones. Nos hemos dado cuenta que las personas quieren ver la posibilidad de hacer una carrera, las oportunidades de progreso dentro de la empresa, hasta a donde pueden crecer en la organización a través del tiempo. Esas oportunidades están garantizadas con un programa de desarrollo que contiene entrenamiento específico y requerimientos de aprendizaje, fomentando el crecimiento individual dentro de la organización. Cuando vemos que una persona se están moviendo hacia su meta, somos más propensos a mantener a ese individuo con nosotros. Otra razón importante para el "desarrollo del empleado" es la oportunidad de compartir el gran conocimiento que nuestros experimentados empleados-propietarios han acumulado en la industria en los últimos años. Aprender a utilizar nuestros recursos en este caso es: pasar el conocimiento y experiencia de empleados-propietarios a otros compañeros menos experimentados, nos ahorrará tiempo y dinero. Tenemos una gran "árbol de recursos" en Garney - usemoslo. ¿Para qué tratar de inventar la rueda cuando ya se ha hecho?

Esfuerzos para el desarrollo de los empleados de Garney

Con nuestro continuo crecimiento y el deseo de perpetuar nuestro ESOP, nuestros lideres han identificado el "desarrollo del empleado" como una debilidad aquí en Garney. Esta deficiencia se da también en muchas otras empresas de éxito, y nos puede conducir a la pérdida de talentosos empleados-propietarios. Para hacer frente a esta debilidad, nuestro equipo de oficiales ha decidido tomar medidas, no sólo a en el aquí y ahora, sino tambien haciendo hincapié en el futuro de ustedes los empleados-dueños, dándoles las herramientas y la formación necesarias para alcanzar su máximo potencial. Un nuevo programa: la Universidad Garney, está siendo diseñado para traer oportunidades de entrenamiento para empleados-propietarios, fomentando el desarrollo de empleados a través de la adquisición de nuevas habilidades y conocimientos. La primera serie de cursos de capacitación estará disponible como prueba a principios de 2015. En el próximo boletín discutiremos mas sobre esto y daremos una mirada más detallada a la "Universidad Garney".

AWARD RECIPIENTS

Left: Weston Savage (left) receives his ESOP Man Award for Best Carpenter from his Superintendent, Dwight Jones.



Top Right: Crews held a safety lunch on May 9 to celebrate 810 workdays without a recordable incident on the Florence, South Carolina, project sites. They took the opportunity to also recognize Johnny Osborne (right), who was presented with the Eastern Hourly Safety Award by his Superintendent, Gabe White.



Bottom Right: James "JJ" Johnson accepts his ESOP Man Best Loader Operator Award from Steve McCandless and Steve Ford.



ESOP MEETINGS



RETIREMENT ANNOUNCEMENT: Congratulations to Lynn Mueller on this recent retirement! Lynn has been an employee-owner since 1996 and was a Senior Project Manager out of the Winter Garden, Florida, working for Tim Behler's profit center.

In-Service Distributions and Diversifications

The ESOP is a retirement plan in place for all Garney employee-owners. As a team, employee-owners work side-by-side every day to help each other secure their retirement. The ESOP Committee manages that retirement account so that all employee-owners will have a secure retirement. The normal retirement age for the Garney plan is age 62. However, the plan has put in place several ways for an employee-owner to withdrawal some of his/her account prior to reaching age 62. This may be of particular interest to employee-owners who are nearing retirement and would like to spread their retirement investments into other accounts. "Don't put all your eggs in one basket," you might say.

The first way is called an **In-Service Distribution**. After an employee-owner has been in the plan for 10 years (1,000 hours per year and employed on December 31) and is an active employee-owner, they will be offered 25% of a portion of their account. This portion is the pre-1987 shares that have been distributed into your account. Yes, everyone has pre-1987 shares regardless of whether they were employed prior to 1987. These shares represent approximately 30% of the total shares the ESOP owns. As people leave the company, these shares get redistributed amongst the employee-owners still in the plan. If you don't take it the first year it is offered, the amount will be locked in and it will be offered for the next 10 years. There is NO obligation to take this distribution.

If you choose to take a distribution and roll it over into a qualified retirement account (401K, IRA, etc.), you will not have to pay a penalty. If you choose to take this distribution in cash, you may have to pay a penalty and any other taxes assessed by the Government. This same In-Service Distribution is offered again at 20 years and 30 years in the plan.

The second way is called a **Diversification**. After an employee-owner reaches the age of 55 and has been in the plan for 10 years, they will be offered 25% of their stock account balance for 5 years. In the sixth through tenth year, the employee-owner may diversify up to 50% of their account. The 50% election is reduced by any amounts previously diversified. If you choose to take a diversification and roll it over into a qualified retirement account, you will not have to pay a penalty. If you choose to take this distribution in cash, you may have to pay a penalty and any other taxes assessed by the Government.

It is recommended that you consult a financial advisor/planner if you are considering taking an **In-Service Distribution** or **Diversification**. Garney provides this service for all employee-owners through Bukaty Companies. Call Jason Hoffman at 888-657-0440 or email him at jhoffman@bukaty.com if you have questions.

Distribuciones En Servicio Y Servicio De Diversificaciones

El ESOP es el plan de jubilación que esta en funcion para todos los empleados-propietarios de Garney actualmente. Como en un buen equipo, empleados-dueños trabajan hombro con hombro todos los días para ayudar a los demás a asegurar su jubilación. El Comité de ESOP es el que maneja los fondos de jubilación de todos los empleados-propietarios para que tengan una jubilación segura. La edad normal de jubilación es de 62 años para Garney. Sin embargo, el plan ha puesto en marcha varias maneras para que un empleado-propietario pueda retirar fondos parcialmente de su cuenta antes de alcanzar los 62 años. Esto puede tener un particular interés para los empleados-propietarios que están a punto de jubilarse y que deseen repartir sus inversiones entre diferentes planes de jubilación en otras cuentas. "Nunca pongas todos los huevos en una sola canasta", se podría decir, aquí presentamos las dos opciones para estos retiros parciales.

Distribución En-Servicio: Cuando un-propietario empleado ha estado en el plan durante 10 años (1,000 horas por año y activo al 31 de diciembre) y es un empleado-dueño activo, se les ofrecerá un 25% de su cuenta. Esta porción es para las acciones anteriores a 1987 que se hayan distribuido en su cuenta. Sí, todo el mundo tiene acciones antes de 1987, independientemente de si fueron empleados antes de 1987. Estas acciones representan aproximadamente el 30% del total de acciones que el ESOP posee. Como la gente se va de la empresa, estas acciones se redistribuyen entre los empleados-propietarios aún en el plan. Si no toma su 25% el primer año que se ofrece, la cantidad se bloqueará y se ofrecerá durante los próximos 10 años. No hay obligación de tomar esta distribución.

Si usted decide tomar parte de sus fondos y traspasarlos a otro tipo de cuenta de jubilación calificada como (401K, IRA, etc), usted no tendrá que pagar multa. Si usted decide tomar esos fondos en efectivo, es posible que tenga que pagar una multa y otros impuestos determinados por el Gobierno. Esta misma Distribución En-Servicio se le ofrecerá de nuevo cuando cumpla 20 y 30 años en el plan.

Diversificación: Después de que un-propietario trabajador haya cumplido 55 años y ha estado en el plan durante 10 años, se les ofrecerá un 25% del saldo de su cuenta de acciones por 5 años. Del sexto al décimo año, el empleado-dueño puede diversificar hasta el 50% de su cuenta. La elección del 50% se redujera de los importes previamente diversificados. Si usted decide tomar una diversificación y transferir sus fondos a otra cuenta de jubilación calificada, usted no tendrá que pagar una multa. Si usted decide tomar esos fondos en efectivo, es posible que tenga que pagar una multa y otros impuestos determinados por el Gobierno.

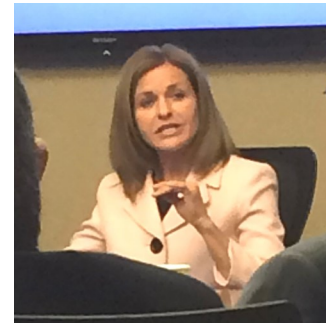
Si esto le interesa le recomendamos que consulte a un asesor financiero/planificador si usted está pensando en tomar una **Distribución En Servicio** o **Diversificación**. Garney ofrece este servicio a todos los empleados-dueños a través Bukaty Empresas. Llame a Jason Hoffman al 888-657-0440 o por correo electrónico a jhoffman@bukaty.com.

KANSAS CITY ESCA EVENT

On May 27, Garney hosted an ESCA PAC event at the Kansas City office for Congresswoman Lynn Jenkins (R-KS) and Senator Pat Roberts (R-KS). ESCA members representing companies such as Burns & McDonnell, MMC, and Lathrop & Gage, were in attendance as well as several other area companies. Congresswoman Jenkins and Senator Roberts are both S ESOP champions, actively supporting and working to protect S ESOP corporations on Capitol Hill.

Senator Roberts is an influential member of the Finance Committee and a strong supporter of S ESOPs, due to the large number of active ESCA members in the state.

Congresswoman Jenkins, a CPA, is a member of the House Leadership and the House Ways & Means Committee.



THEO CASTELLANO RETURNS FROM ACTIVE DUTY

Employee-owners are elated to share in Theo Castellano's Garney homecoming. Theo returned home after being deployed to Afghanistan in May of 2013. While overseas, Theo monitored Corps of Engineer infrastructure projects for the Afghan National Army and the Afghan National Police. He traveled all over the Eastern region, near the Pakistan border, mainly in the provinces of Kunar, Laghman and Nangarhar.

In October of 2013, Theo was medically evacuated after a combat stress / fatigue incident due to a mortar attack. He spent seven months recovering from his injury in a medical unit at Fort Gordon, Georgia. Theo is fully recovered and started back in Garney's Nashville office on June 2.

The Winter Garden office, where Theo was based when he initially joined Garney, celebrated Theo's return on May 23. During this reception, Theo presented Timothy Behler, Vice President, with a U.S. flag that was flown over Afghanistan. Theo has served as a Project Engineer at Garney since 2012.



DR. JACK LANDERS SCHOLARSHIP



Greg Harris, Vice President of Garney Construction, presents the Dr. Jack Landers Scholarship, honoring professor emeritus Jack Landers, to sophomore Caleb Scaggs. Caleb is a University of Central Missouri (UCM) construction management major from Monroeville, Ohio. He became the first recipient of the Dr. Jack Landers Scholarship at UCM. Scaggs is the son of Dan and Dawn Scaggs of Monroeville, Ohio and is a 2012 graduate of Monroeville High School.

VINTAGE JOHN DEERE

Pictured below is Ed Rolf's grandfather's new 1956 John Deere Model 55 combine with a 12' header. He bought it brand new in 1956 and was one of the first, if not the very first, in the Eastern Kansas area to own a self-propelled harvester.

Ed's grandfather passed away suddenly in 1957, right before wheat harvest and never got to run the new combine. Ed's father was 18 at the time and took over the farm.

The kids shown on the combine are Ed's father's cousins; the gentleman in the hat was Ed's great-uncle Hugo (a HUGE man with even HUGER hands!), and the lady was his wife Edna. Ed remembers Uncle Hugo with those ginormous hands rolling his own cigarettes...

You can see Ed's grandfather's face standing to the right of Uncle Hugo, proudly showing off his new iron!



EMPLOYEE-OWNER SPOTLIGHT: *PUSKAS FAMILY*

Sonya Puskas, Project Coordinator

Sonya Puskas began working as a Project Coordinator in Mike Gardner's profit center in May 2007. During her tenure at Garney, Sonya has been a Project Coordinator on several job sites in the Kansas City Metro area, has worked in two different regional offices in Kansas, and now resides in the corporate office in Kansas City. Sonya will soon relocate to the St. Joseph, Missouri, job site to be an on-site coordinator for the Ammonia Removal Improvements & Biosolids Dryer project. Sonya has a passion for community service and event planning. She has organized several Habitat for Humanity projects, food drives, charity events, partnering kick-offs, company picnics, and monthly birthday lunches for the Kansas City office.



Rudy Puskas, Carpenter Foreman

Russell (Rudy) Puskas is a Carpenter Foreman for Mike Gardner's profit center. He started his career with Garney in August 2007 on the WaterOne treatment plant project in Wyandotte County, Kansas. Rudy's willingness to travel has seen him work on projects like the Claremore Wastewater Treatment Plant (Claremore, OK), Cedar Creek Wastewater Treatment Plant (Olathe, KS), O'Connell Pump Station (Lawrence, KS), Douglas L. Smith Wastewater Treatment Plant (Overland Park, KS), Ames UV Addition (Ames, IA) and recently the Lincoln Water System Horizontal Collector Wells, HCW 14-1 (Lincoln, NE). Rudy's flexibility and willingness to go where



needed has allowed the area to build some unique projects. Being an avid University of Kansas Jayhawk fan, working on the O'Connell project allowed him to be in "heaven," at least in his words. Currently, Rudy is leading the charge on warranty items for the Cedar Creek project and will soon head to St. Joseph, Missouri, to work on the Ammonia Removal Improvements & Biosolids Dryer project. Not only is Rudy is a dedicated employee-owner, he is a strong family man who takes great pride in seeing them succeed, as well as his fellow employee-owners. His passions include his restored '69 Camaro and Kansas City Chiefs tailgating. He has had season tickets through all the lean years, and boy can he grill a steak!



Kyle Puskas, Field Engineer

Kyle Puskas is Sonya and Rudy's oldest son and joined Garney in 2008, following in his parents' footsteps. He is currently a Field Engineer on Garney's largest project to date, the Lake Texoma project in Wylie, Texas. Kyle started with Garney as an intern working on projects for BNSF while attending school at Pittsburg State University. He started full-time as a laborer on the WaterOne treatment plant in Kansas City, then as a carpenter and laborer on the Claremore Wastewater Treatment Plant project in Oklahoma. While on this project, Kyle moved to lead man taking over for Sean Bryson. During his time in Claremore, Kyle spent time studying the field engineering books of Superintendent Wade Pierpoint. Kyle then moved to the Cedar Creek Wastewater Treatment Plant in Olathe, Kansas, working as a laborer to help build a clarifier with his father, Rudy. He also started to help shoot grade and perform layout with Field Engineer Cole Rawson. Kyle was then asked to travel to Midlothian, Texas, to work his first job as Field Engineer alongside Project Manager Anthony Mravunac, Superintendent Justin Reese and Project Engineer Bret Crandall on a CMAR water treatment plant project. Kyle and his wife, Ali, currently reside in Texas with their daughters Sophie (3) and Charlotte (1).



FAMILY CORNER



James & Karie Gerdes welcomed their new baby girl, Kiley Lynn (above), born May 8. Kiley is pictured with her brother, Waylen, and sister, Hailey.



Congratulations to Chad and Amber Englebright on the arrival of their daughter, Emily Lynn, born May 20. Above, Chad and Amber are pictured with Emily, son Bradley (7) and twin sons Tyler & Dylan (4).

Nate & Maggie Cruise welcomed their new baby girl, Lillian Mae (left), on June 8.



Congratulations to Victor & Laura Diaz on the birth of their new girl, Brianna Nicole (right), born on June 11.



Casey Sykes and his new bride, Felice, (above) were married in Las Vegas on May 30. Included in the picture above are brother-in-law, Matt McCann and Casey's brother Braden. Casey, Matt and Braden are all Garney employee-owners.



Mark & Maria Wadowick (left) were married on July 12 at St. Bernard Church in Akron, Ohio. Mark is an Estimator out of Winter Garden.



Scott & Katie Grause welcomed their first child, son Landon Scott (above), on July 11.

Tom Dahl and Ginger Reese were married on June 28 at Argyle State Park near Macomb, Illinois, where they both grew up and went to school together. Congrats!



Nashville Family Picnic (left to right): Jordan Brooking and his family at the pony rides; Rudy "Wrangler" Rangel; Youral Winegeart working on his form; Kevin Griffin & Patrick Vidonish action shot.



PARTING SHOTS

PING PONG CHAMP



Steve McCandless rewards ping pong tournament winner, newcomer Kyle Ivory, who dominated the tourney during Field Engineer training in Kansas City this past March.

PIPE LAYING 101



Superintendent Curtis Hefley explains his pipe installation operations in Colorado to River Lemaster, daughter of Keith Lemaster, Project Manager. River pays careful attention and listens studiously... Looks like she would be an ideal future employee-owner!

CELEBRATION



After winning the Aurora Wemlinger Water Purification Facility Improvements and Left Hand Water District Dodd WTP Upgrade projects within one week, Wayne O'Brien treated the Littleton office to a well-deserved happy hour!

THE ENFORCER



John Sedbrook checks up on ESOP Man during the DBIA Conference. He appears to be taking a break and reading instead of schmoozing....what a slacker!