



WORKS

March 2023

Employee Newsletter

VOL 6



CORPORATE NEWS

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This year marks our 29th year in construction. Your dedication and hard work have made SDC a place where we can provide our clients with the best heavy civil site development while maintaining the highest quality, safety and control. You have helped us expand our expertise into commercial, residential, multifamily, municipalities, schools and hospitality projects. This diversity allows us to broaden our client base and strengthen our foundation. Your commitment to service has allowed us to obtain new and repeat clients, adding to our success.

Earning repeat business is an important goal for SDC and we build trust and loyalty by consistently delivering high-quality work that meets or exceeds our client expectations. It's great to have a strong and recurring relationship with clients such as Wharton-Smith, Pattillo Construction, Finrock, Lennar Homes, FaverGray, LandSouth and many more clients. This is a team effort and I sincerely appreciate each of you in the field and our office as you manage projects, maintain aggressive schedules and complete quality workmanship for our clients.

We currently have over 40 active projects within the Central Florida Region. This newsletter highlights a select few on our "Feature Projects" page. We are delighted to be a part of these recently completed projects: Brightline Vehicle Maintenance Facility for Wharton-Smith, Inigo at Champions Gate by FaverGray, The Avery & Hudson by Summit Contracting, Broadmoor for Ashton Woods, Crossroads 429 for Pattillo, Advent Health (Project Lego in downtown Orlando) to name a few.

Over the past year, SDC has continued to invest in equipment and fleet vehicles to maintain our growth. This addition allows us to diversify our portfolio, expand our regional presence and develop new relationships throughout the Greater Central Florida marketplace. The new equipment is more

efficient and safer and will require less maintenance while increasing productivity. This investment provides SDC a competitive advantage by offering better quality and schedules as well as generating a positive return over the long term.

At Southern Development and Construction, our future looks brighter than ever. With our client and project diversity, I envision continued success for our company, employees, their families and clients. I am confident that SDC will continue to be a great place to work and a company that Owners choose with confidence to build their projects.

Regards,
Tom McNamara
President

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From Left: Safety Director, Steve Anderson and Angel Mendina. Angel was recently promoted to Field Safety Compliance.

FLEET



From Left: Carrmon King, Assistant Fleet Manager and Ryan Balas, Fleet and Shop Manager.

Equipment idle time has been a concern for multiple reasons. Reducing idle time on equipment is a great way to save gas and reduce engine hours, which can help improve efficiency and prolong the lifespan of the equipment. We are investing in automatic shut-off systems for our equipment to save fuel and assist the team. This will turn off the machine when it has been idle for a 5-minute period. This automated shut-off will happen on your equipment as we move through the installation process.

SDC continues to invest in our fleet vehicles to ensure our Team commutes safely to job sites

SAFETY

At SDC, workplace safety is crucial to protect our team from accidents and injuries occurring while on the job site and during roadway travel time. Our job sites have many potential hazards, including falls, struck-by incidents, and caught-in/between accidents. We provide various safety protocols and guidelines to prevent such incidents and consistently monitor our projects.

SDC embraces equipment safety by utilizing innovative technology and solutions in our fleet and equipment. We have actionable alerts to help maintain safer operations and achieve peak efficiency for our entire fleet. Using industry-leading AI Dash Cams, we automatically capture footage of important

incidents to review within minutes. We have alerts set as reminders of speeding, fast-breaking, harsh driving, etc.

Our fleet traveled over 2.5 million miles last year! That is 102 times around the globe! The fleet averages 21 thousand miles annually and our driving safety score was 87. Melissa Beach was our safest driver and Gustavo Gallardo was our second safest driver.

We will continue meeting OSHA compliance standards and continuously search for opportunities to protect our team and prevent accidents or injuries. Please take responsibility and do your part to help and reinforce safe practices and behaviors.

Report all incidents to your Safety Team

- Injury
- Equipment Damage
- Theft

Steve 407-462-5338
Angel 787-388-2632



Please remember to use our CALL OUT LINE at least an hour before the start of your shift if you will be absent or tardy. This will ensure your manager is aware of the absence and avoid coding as a "No Call No Show".

CALL OUT LINE
407-977-9898 X 150

with the necessary tools to successfully complete their job. We expect the drivers to be responsible for maintaining the truck and keeping the shop informed of any anomalies that may occur, such as squeaky breaks, worn tires, loss of oil, unusual leaks, etc. Oil changes are an essential part of maintaining fleet trucks. Please maintain a schedule for regular oil changes using your WEX cards and submit the records to the shop to be entered into our fleet maintenance system. Most warranties expect regular oil changes so we must complete the process and maintain backup copies. This will help prolong the engine's life, reduce the risk of breakdowns and improve fuel efficiency.

BIRTHDAYS

March

- Kelly Sollosy
- Antonio Bell
- Antwon Bell
- Maxwell Flowers
- Nathalie Rios
- Gregory Eakin
- Kevin Benson
- Joshua Caraballo
- Ernesto Rangel
- Jimmie Rodgers
- Anthony Dopson
- Edrey Torres
- Nathan Stewart
- Manuel Ortega
- Carlos Marciano
- William Kirby
- Gary Cadichon
- David McDonald
- Joseph Smith
- Tyler Cook
- Max Steffens
- Ryan Balas
- Richard Carr
- Rodney Simmons
- Edgar Rodriguez
- Romeo Williams
- Ken Davenport

April

- Ronald Yelvington
- Christopher Nafe
- James Prive
- Dudley Taylor
- Josue Navarro
- Brent Schulz
- Nicholas De Car
- Zachery McQuaig
- Genel Saint Germain
- Austin Franco
- Dan Brumley
- Jorge Cortez
- Gotti Heredia
- Jeremy Guzman
- Diego Yachi
- Vince Lugo
- George Alexander
- Edwin Kenton
- Anthony Gaines
- Tom Friery
- Shannon McNamara
- Robert Fernandez
- Reece Germer
- Angel Medina
- Jean Pierre
- Robert Knapp
- Ray Peterson
- Tom Clayton
- Ethan Brady
- Gustavo Mora
- Tate Maddox



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HUMAN RESOURCES

SDC has adjusted to a PTO (paid time off) policy for taking time away from work. This type of leave combines vacation days, sick days, and personal days into a single bank of time off. With PTO, employees can use the time off for any reason, such as vacation, illness, or personal appointments. Employee PTO resets on the employment anniversary date and you can only carry over 5 days. (Please see HR/Payroll for questions regarding PTO balance). We still ask that you provide planned vacations in advance for the courtesy of scheduling workloads. In addition, we will have company-paid holidays (eligible after 90 days of employment) and company-paid days off (eligible after one year of work).

Currently, we offer the following PTO:

- 6 months 5 PTO days
- 1 Year 5 PTO days and 5 Company Paid Days
- 3 Year 10 PTO days and 5 Company Paid Days
- 5 Year 15 PTO days and 5 Company Paid Days

The holiday schedule will change each year. Please review the emails sent from our HR Director, Nathalie Rios which explains the most current details.

In addition to your medical benefits, Cigna now offers Behavioral / Mental Health services, and this is offered through MDLIVE. Please get in touch with Nathalie at HR@SDCFL.com for additional information.

Pictured at Right From Left: HR Director Nathalie Rios, HR Coordinator Carla Battista and Payroll Manager JoAnn Rhodes.

PAYROLL

We have been monitoring HCSS, diaries, notes, coding and hours being submitted. Time cards and information being uploaded are improving! Please watch all emails for payroll questions and hours entered into HCSS. Refresh your tablets and resubmit if your name appears on the "missing time" email. A suggested good practice – refresh your tablets often to keep everything up to date (new hires, jobs, cost codes, etc.). Also, a reminder that all employees are required to sign the for their hours daily in HCSS.



WORK ANNIVERSARIES through February 2023

15 Years

Jose Guerrero
Gustavo Gallardo

13 Years

James Luxon

11 Years

Chris Galarneau

10 Years

Junior Watson

9 Years

Terri Gomer

8 Years

Jose Martinez
Brian Fisher

7 Years

Manuel Guevara

6 Years

Sammy Earwood
Melissa Beach
Ron Ferguson

5 Years

Diego Lopez
Aaron Yost
Donald White
Travis Miller
Donna Roberts

4 Years

Shane Cox
Richard Roach
Justin McCabe
James Prive
Daniel Richardson
Angel Medina
Ryan Balas

3 Years

Alfredo Pagan
Carlos Plaza
Carolyn Mercurio
Chad Greco
Charles Reed
Charles Pitts
Charles Pelfrey
Daniel Heinfling
Daniel Brumley
Dewitt Lingard
Francisco Garcia
Isaih Chavers
James Dickerson
Jason Higgins

2 Years

Kenneth Bare
Kevin Smith
Philip Attewell
Ray Peterson
Richard Carr
Robert Fernandez
Rodney Simmons
Ronnie Yelvington

1 Year

Adrian Jenkins
Chris Stelly
Danny Hampton
David Williams
Ed DeVincenzo
Elvis Garcia
Gregory Lopez
Isaac Page
James Hayes
James Six
Jason Beasley
John Huggins
John Barnhill
Joseph Socko
Josh Critchfield
Juan Rivas
Mary Eberhardt
Reginald Lampkin
Robert Gray
Sandra Smedley
Steven Chronister

1 Year

Austin Franco
Austin Hamlin
Brandon Piester
Bridger Hunt
Charles Anderson
Christian Humphrey
Chris Perry
Crystal Dillon
David Salgado Jr
David Salgado
David Chronister
Diego Yachi
Fernando Campos
George Alexander
Gotti Heredia
Gregory Eakin
Hunter Jacques
Jean Pierre
Jemaurie Gumbs
JoAnn Rhodes
John Conway
Johnny Walters
Joshua Caraballo
Julio Carrasquillo
Klein Shaw
Marcia Martinez
Mark Evelyn
Mary Janicki
Mason Metcalf
Matt Shiota

1 Year

Michael Haught
Michael McNish
Mike Cresham
Nathan Woods
Patrick Larose
Roberto Ofarrill
Romaine Kenton
Ronnie McNish
Sean Massie
Shannon McNamara
Steven Hartman
TaDarrius Patrick
Tom Clayton
Timothy McCarthy
Trent Eckert
Verquon Scott
Vince Lugo
William Skerrett
William Herceg
Yvenson Sylla
Zach Ericson



NEW TO THE TEAM

Aaron Brackins	Jesus Ruiz
Acie McCall	Jorge Alarcon
Alan Capo	Jorge Navarro
Alex Jenkins	Jorge Torres
Andrew English	Jose Garcia
Antonio Perez	Jose Mora
Blake Molin	Joseph Nider
Brian Mongen	Joseph Smith
Briant Kier	Josue Navarro
Brockman Loy	Juan Plaza
Cameron Riverol	Juan Montanez
Carl Irani	Juan Navarro
Carlos Melendez	Juan Urrutia
Conroy Smith	Justice Hinds
Craig Rehmund	Justin Myers
Daniel Escobar	Justin Ritter
Darwin Mercado	Kevin Benson
David Fahnstock	Kris Roman-
David Lampron	Gonzalez
David Morillo	Kyle Clark
Eddie Hamilton	Layton Myers
Edgar Torres	Luis Cortez
Erling Quintero	Luis Espinoza
Ernesto Rivera	Michael Mallett
Esteban Acedo	Octavio Cisneros
Evenson Chery	Omar Ruiz
Felix Cruz	Pablo Isaac
Gustavo Mora	Randy Perry
Hector Mora	Richard Arroyo
Herman Nadal	Robert Guios
Jacob Gordon	Robert Myers
Jacob Whiteshield	Roberto Alvarado
Jamez Baker	Ryan Colon
Jason Carlo	Simon Pflum
Jayson Medrano	Victor Diaz

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FEATURED PROJECTS



This project includes roadway widening from 2 lanes to 4 lanes between Johns Lake Overlook Drive to Avalon Road, installation of a new roundabout at the intersection of Marsh Road and Johns Lake Overlook Drive, an extension of the existing westbound left-turn lane on Stoneybrook West Parkway approaching Avalon Road and constructing a stormwater pond. This is our second job with the City of Winter Garden. The project value is \$7.8 million and is on track for a successful completion Fall of 2023.

MARSH ROAD IMPROVEMENTS WINTER GARDEN

City of Winter Garden



NONA SOUTH—INTEGRA TOWERS

LandSouth

Integra Towers is a 27 acre site south of Orlando International Airport. This site includes 60,000 cy of pond excavation, 65,000 cy of import and 7,500 lf of storm drainage. The utility package includes 5,800 lf of water line, 1,800 lf of fire line and 4,000 lf of sanitary sewer. SDC will also include off site road improvements at New Hope and Beth Road and 31,000 sy of asphalt paving. We will install a master lift station and forcemain for the entire multi-family and commercial out parcels. We currently have two active projects for this client. Repeat clients, like LandSouth come from excellent working relations with the SDC Team.

Theme Park Work

Epic Universe
SeaWorld Orlando
Aquatica Orlando

Public Work

Marsh Road
City of Winter Garden
Fortune Lakeshore Trail
Osceola County

Finrock

912 Hotel Project *Universal Orlando*
913 Hotel Project *Universal Orlando*

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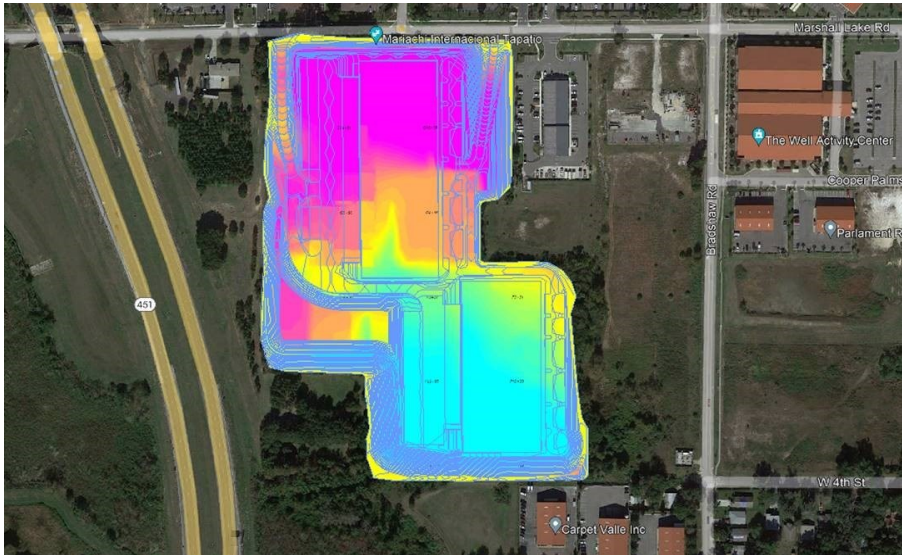


DREAM FINDERS HOMES

PALMS AT WINDERMERE

Dream Finders Homes

SDC is partnering with a new client, Dream Finders Homes on this 37 acre, 57 lot development. The project is in Horizons West at the intersection of Reams, Ficquette and Summerlake Groves. Our scope of work includes 150,000 cy of pond/compensating storage excavation, 2,200 lf of sanitary sewer, installation of a master lift station with 1,000 lf of force main, 5,800 lf of storm drainage, 6,800 lf of water main and reclaimed water and 10,800 sy of base and asphalt paving. In addition, other improvements include a signalized intersection. Palms at Windermere will be completed this year.



PATTILLO
CONSTRUCTION CORPORATION

451 Commerce Apopka

Pattillo Construction

Pattillo Construction is a returning client for SDC and it's always a pleasure to perform back-to-back projects for a customer. This 23 acre site is located in Apopka and will feature two industrial warehouses when complete. Our scope of work includes 170,000 cy of on site earthwork, 8,700 sf of retaining walls, sanitary and lift stations, 3,900 lf of storm drainage, 3,900 lf of fire line, 1,000 lf of water line and 25,000 sy of base and asphalt paving. This project will be complete in 2024.



CLAY WHALEY ROAD

BTI Partners

SDC is performing work in Osceola County for a repeat client, BTI Partners. BTI is one of the largest land developers in Osceola County. The Project will require full roadway section construction of approximately 0.34 mile of roadway including (approximately 5,263 lf of 12" watermain; 3,683 lf of 12" and 1,732 lf of 8" reclaimed; 2,690 lf of 12" and 1,792 lf 8" force main), 165,000 cy excavation of a stormwater pond, stockpiling of excess fill material. Finally, we will lay 9,400 sy of base and asphalt paving. The project value is \$6.2 million and scheduled to be complete Fall 2023.

Wharton-Smith

Aurelia Cole Academy K8

K-8 Knightsbridge Osceola County



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CELEBRATING
15
OF SERVICE YEARS



Gustavo Gallardo

Jose Guerrero

CELEBRATING
13
OF SERVICE YEARS



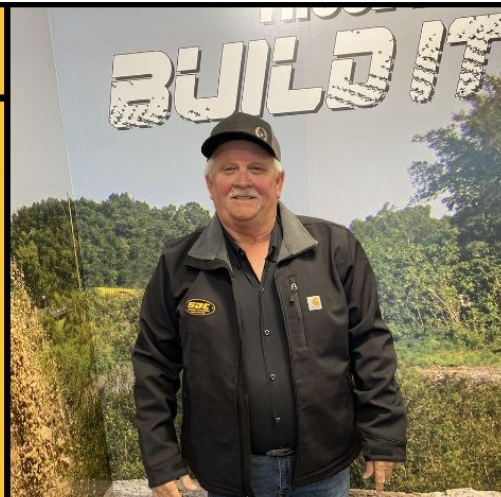
Pierre Coulangue

LETTER OF APPRECIATION

Congratulations **Josh Critchfield and crew** for a job well done! This individual sent an email commending Josh and sharing their appreciation! "...I'm emailing you this morning to give absolute praise to Josh Critchfield and his crews. They have been a joy to work with and have helped ease our fears of difficult access in/out of our property..."



CELEBRATING
10
OF SERVICE YEARS



Junior Watson

WE ARE HIRING

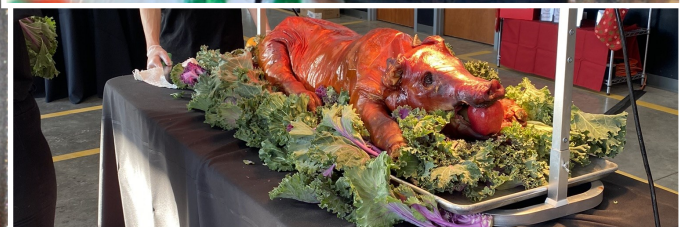
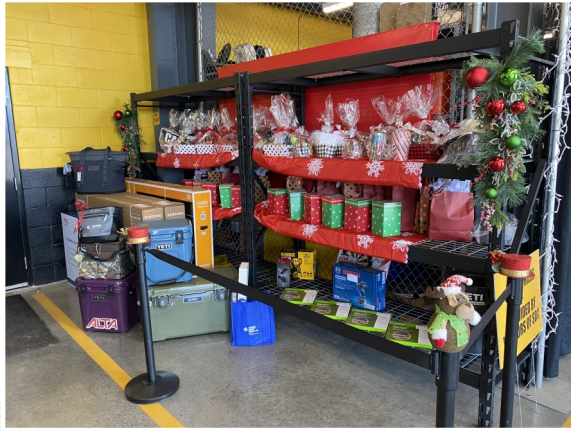
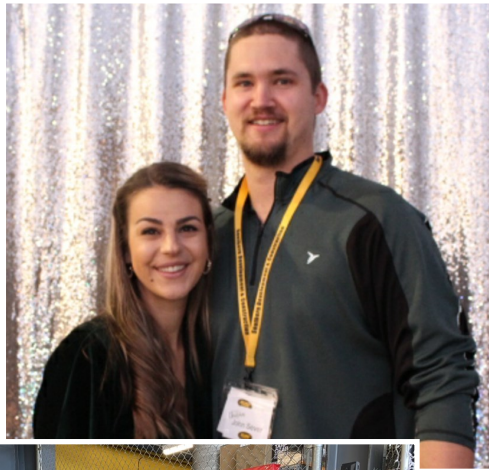


OPEN POSITIONS
Dump Truck Driver
Superintendent
MOT Foreman
Asphalt Laborer
Concrete Superintendent

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A-1 Paving & Asphalt

Ed DeVincenzo

A-1, Paving Operations Manager
Ed@A1Paving.Biz



Chad Greco

A-1, Estimating
Chad@A1Paving.Biz



As Central Florida's leading paving contractor, A-1 Paving and Asphalt continues to provide commercial, residential, HOA Property Management and multi-family markets with the highest level of customer service and workmanship.

Our Services

- Asphalt Paving**
- Milling**
- Sealcoating**
- Pothole Repairs**
- Concrete Curb & Sidewalk Repairs & Maintenance**
- Signs & Striping**

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