



WORKS

FEB. 2021

EMPLOYEE NEWSLETTER

VOL. 2



CORPORATE NEWS

Thank you to our current customers for the work we partnered on in 2020 and for the new jobs starting in 2021!

Since March 2020, the nation has been playing defense to the COVID-19 pandemic. However, we are beginning to see light at the end of the tunnel with the rollout of vaccines. I can tell you that I have seen renewed energy among our customers, potential clients, friends, and employees —and I hope this trajectory will continue into the new year.

Despite the pandemic and changes to the development market, SDC completed the following projects by the end of the year:

Alexan At Audubon	Orlando Health Lake Mary	Edison at Primera Phase 2
Quadrangle	Five Points Complex Seminole County	Sunset Lk Pickett Cluster
Dover Village	Orange County Landfill Access Rd.	University Point Lot 4
New Century (1906&1906B)	Vacation Village Drainage	Ameratrail

We have a huge number of projects coming up this year, and I am sure that with all your dedication and determination, we will be able to complete those on schedule, on budget, safely and with the performance our clients require.

I'm excited to announce the ability to provide a complete in-house professional survey service. Recently, SDC merged UDM Survey, LLC into our office. Chris Stelly, PLS, and his team of Sandy, Martin, Zack, and Sean joined David Rosario to expand and overhaul our survey department. SDC now has a highly experienced and knowledgeable survey staff, field crews, CADD technicians and office management. SDC can directly collect, draw and produce as-built drawings extremely fast and accurately in-house. This is a tremendous service to our clients in both speed and quality control.

For 2021, SDC is pleased to announce a matching contribution for our 401K retirement savings plan for all employees. We have also switched 401K management companies to allow our employees flexible and straightforward management of their 401k plans.

Finally, a big THANK YOU to all our employees. Know your hard work is appreciated, and each of you are an essential part of the success of SDC. I want to thank each of you for your non-stop collaborative efforts to obtain our common goals — SDC TEAMWORK!.

Regards,
Tom McNamara
President
tom@sdccfl.com

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BUILDING A SAFETY CULTURE TOGETHER

Why Report All Potential Injuries?

The most important reason we ask you to report all potential injuries is to allow us coordinate prompt medical treatment if needed. Our focus is on your health, not to blame someone. Proper medical care is important to reduce the possibility of a minor injury becoming worse.

Additional injuries, perhaps with more severe consequences, could occur. The fact that the injury was “minor” this time may have been pure luck. The next time the same type of incident occurs, the odds may be different, and the result could be a major injury.

These reports and investigations will help prevent additional injuries from occurring to our most valuable resource — YOU!

If you see a safety issue please email Safety@SDCFL.com.



Our Safety Director Steve monitors an A-1 Paving job site.



Making sure the fleet is safe while working in a confined space at OCPs #113.



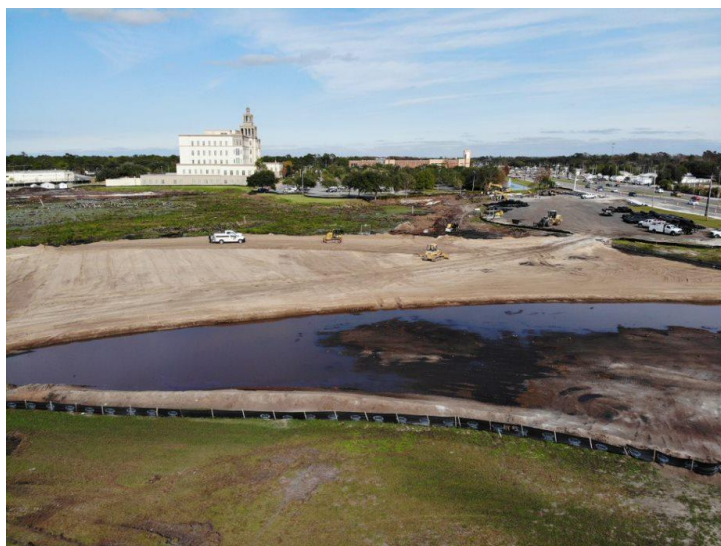
OUR FEATURED PROJECTS

FIVE POINTS – SEMINOLE COUNTY

SDC recently completed the \$5.5M Seminole County 5 Points Project which was the most challenging of their planned phases for the complex. The project required SDC to use wick drains and geotextile matting along with a surcharge program to remediate a wetland marsh. This was accomplished in several phases which included:

- An Elaborate Dewatering Operation
- Removal of 150,000 Cubic Yards of unsuitable material
- A 45,000 Cubic Yard (CY) Surcharge Program
- Deep Sanitary Sewer Installation
- Deep Stormwater Drainage Installation
- New Stormwater pond excavation of 109,000 CY

The site once riddled with construction debris and vegetation is now a pristine pond that will serve as the foundation for the drainage in future construction phases. The newly constructed section of roadway, known as Senator Lane, will serve as the future corridor accessing Seminole State College and future County administration.



Five Points prepping site for wick drains.

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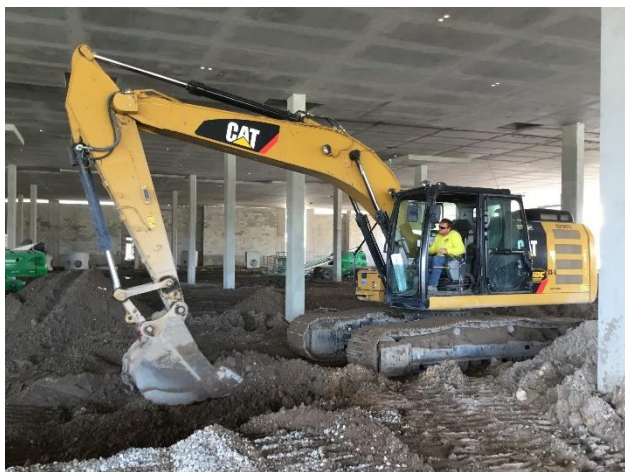
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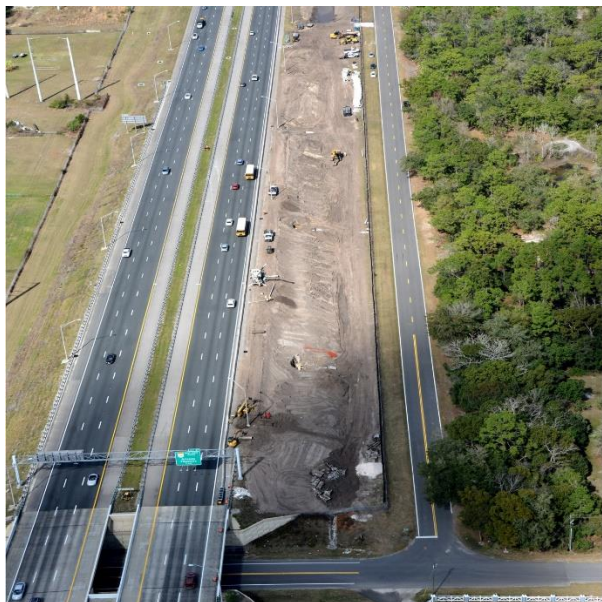
Our FEATURED PROJECTS

ORANGE AND ROBINSON APARTMENTS

SDC partnered with Finrock for the heavy civil construction work on their newest design build apartment building in downtown Orlando. Currently called Orange and Robinson Apartments, located at the corner of Orange & Robinson at 336 N Orange Avenue. The 11 story building has 368 units and a 729 space parking garage. Project was complicated due to working in a busy downtown city block and within tight spaces. Project included: Earthwork, Site Clearing, Clearing and Grubbing, Grading, Excavation and Fill.



Orange and Robinson Apartment Site.



Central Florida Expressway Improvements.

CENTRAL FLORIDA EXPRESSWAY 417 & 528

This 120-day project includes excavation, drainage, guardrail and highway lighting improvement at the State Road 528 / 417 interchange, as well as along a portion of the 417 just south of the 408.

SYCAMORE RESORT HOTEL

This project is a 10 acre site near the attractions that will include the largest exfiltration drainage system ever installed by SDC. The project is scheduled to last 6 months.



Sycamore Resort.

OCPS SITE #113 OFF SEIDEL

Teaming with Wharton-Smith for this 90 acre project which included clearing & grubbing, 360,000 cy of earthwork, 3,500 lf of sanitary sewer and lift station, 14,200 lf of storm drainage, 4,800 lf of 4" - 12" water main, 3,000 lf of fire line, 6,000 lf of 3" reclaimed water line, 87,000 sy of limerock base, flatwork, sidewalk, asphalt paving and striping.



Orange County's newest high school.

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NORMANDY

This job included offsite improvements and required double shifting of crew in order to meet the 7-month schedule avoiding liquidated damages. In addition, this project included off-site (Volusia County work) improvements to Howland Blvd, Normandy Blvd, & Graves Blvd as part of the improvement for the new Amazon warehouse. Scope included, two signaled intersection, temporary pavement, 20,000 sy of base & paving, 7,300 lf storm drainage, 3,000 lf force main, 600 lf 12" PVC WM, 1,350 lf 16" RWM, flatwork, striping and grassing. Over one dozen utility conflicts were encountered, resolved while maintaining the project schedule.



Howland Boulevard improvements.

FLEET

Throughout the Central Florida region, companies have been experiencing cases of equipment theft. SDC recently suffered the theft of two skid steers. Our situation combined with others, cost millions of dollars each year and we need to be more vigilant with the protection of our tools and equipment. Taking time to focus on theft prevention at the end of each workday can spare downtime, headaches and lost revenue. We should not wait for this costly theft to serve as a catalyst for becoming proactive on the theft-prevention front. Please take steps now to prevent pilfering from occurring and have a nightly routine to secure our fuel storage, Conex boxes and equipment.

To lower the risk of our fleet being targeted ensure you are using the master switch when shutting down equipment and remember to lock the cab door. In addition, consider the area used to park/stage equipment. If possible, cluster the pieces with a hard wall (Conex box) as a border. Perhaps you could have all the vehicles parked facing into a circle, with smaller pieces of equipment placed in the middle. This will prevent quick removal and will not be as desirable to thieves. If our site looks secure, a lot of thieves will skip it for a more vulnerable location.



VMF Drop table excavation. Photo provided by GOAA.



ORLANDO VEHICLE MAINTENANCE FACILITY

This project includes 49,000 cy of earthwork, 20,000 cy of de-mucking 8,800 lf of storm drainage, 18" to 72" 81 ea Storm Structures, 13,000 lf of "special underdrain" 28,000 ton of track ballast, 38,000 sy asphalt paving and base construction, flatwork, striping signage, and traffic control.



AdventHealth demolition area in yellow.

ADVENTHEALTH PROJECT LEGO

This project is part of AdventHealth's 172-acre Health Village campus. SDC partnered with Batson Cook to remove this parking lot and prepare the site for a 300,000 SF building at Rollins Street and



"There are certain assets that thieves are always looking for," said Ryan Shepherd, general manager for Verisk, who oversees the National Equipment Register, a national database of equipment ownership records and thefts. "Skid-steers and backhoes—any equipment that is smaller in size; that doesn't require a trailer to move—is a target." These assets can be loaded on a truck in minutes and attract a wide audience of buyers in construction, farming and homeowners.

Deterring criminals from construction equipment theft requires preventative measures and can often mean the difference between an unexpected loss and on-time project completion!

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Betsy Soto and Karen Milnes.

401 K UPDATE

401(K) MATCHING

In our ongoing efforts to improve your employee benefits, we are pleased to announce that effective February 19, SDC will start a discretionary match to our 401(K)-retirement plan available to all eligible employees. For anyone who contributes, SDC will 100% match up to 3% of contributions on a dollar for dollar basis. For example, if you contribute 1% to your 401K you will be matched 1%. If you contribute 4% you will get the maximum 3% match. The matching dollar can be viewed in your Betterment account. All contributions will be processed through weekly payroll deductions and your appropriate match will be put into your Betterment account directly from SDC.

You become vested in your Matching Contribution under a "6-year graded vesting schedule." Under this vesting schedule, you will have a complete ownership interest in your Matching Contributions once you have completed six (6) Years of total service with SDC. For example, if you have been with SDC for 7 years as of today, you are already 100% vested in any future matches starting on 2/19/21. Prior to the completion of six Years of total service with SDC, you will be vested in your Matching Contribution under the schedule.

Questions please email: HR@SDCFL.com.

NEW TO THE TEAM

Alonzo Allen	John Huggins	Christopher Rubin
W Alvarado-Lorenzi	Walter Jefferson	Deion Simmons
Carmelo Morales	Secil Jones	Betsy Soto
Jason Beasley	Elvis Lopez Garcia	Nathan Stewart
Alex Burton	Gilberto Macarena	Eugene Swift
Luis Cardenas	Garrett Noble	Anthony Valmond
David Chronister	A Ortiz Andujar	Alonzo Ware
Clayton Cooper	Hunter Overstreet	Quincy Williams
Anthony Davis	Isaac Page	
Edward DeVincenzo	Jesse Pollock	
Cody Elliott	Juan Rivas	
Darreus Ernest	Manuel Rodriguez	

HUMAN RESOURCES / BENEFITS

Our team is our family and our most valuable asset. We are building excellent teams and work crews of qualified field personnel. Thank you for continuing to refer great people for these job opportunities. Southern Development & Construction offers a competitive benefits package along with exceptional opportunities for career growth. Our robust employee benefit packages include the following:

- Medical Coverage Options (Traditional PPO or HMO plans);
- Dental & Vision Coverage
- Basic Life Insurance and Accidental Death Benefits
- Short-Term Disability
- 401k Savings Plan with a discretionary match
- Paid Time Off (PTO) Policy
- Holidays and Vacation

Email Betsy with Human Resource and Benefit Questions at HR@SDCFL.com.

PAYROLL

We have transitioned our payroll system from Paycor to Spectrum. We appreciate your patience as we modify our process.

We are now able to send text to all field employees showing hours worked for the previous week. Text messages are sent to your cell phones on Monday or Tuesday of the following week. If you see any errors contact your foreman to make correction. **Please do not reply to the text.** Contact Karen in Payroll if you have not received any text OR if your phone number has changed since you started with the company. Thank you Mark, Karen & Betsy for getting this done!

Questions please email: Payroll@SDCFL.com.

BIRTHDAYS

February	March	April
3 rd Tammy Dobbyn	2 nd Gregory Denis	1 st Ronald Yelvington
6 th James Moncrief	3 rd Betsy Soto	1 st Hunter Overstreet
7 th Jason Milligan	4 th Pablo Briceno Guerra	2 nd James Prive
10 th Jerrard Doyle	7 th Jessica Benson	5 th Cody Bloodsworth
12 th James Dickerson	11 th Jeremy Rhodes	5 th Darreus Ernest
17 th Nicholas Niedenthal	12 th Nathan Stewart	6 th Alonzo Ware
18 th Zachary West	17 th Seth Haughee	8 th Daniel Brumley
19 th Tom Collins	29 th Ryan Balas	9 th Gregory Wilson
20 th David Schreiber	30 th Rodney Simmons	12 th Hannah Montgomery
23 rd W Alvarado-Lorenzi	30 th Richard Carr	13 th Vincent Lugo
24 th Thomas Cooper	31 st Jeff Anderson	13 th Jackson Ingram
24 th Shane Cox	31 st Kenneth Davenport	13 th Christopher Rubin
24 th Richard Roach	31 st Karen Milnes	14 th George Alexander
25 th Samuel Garcia Rios		15 th Cheyenne Wright
25 th Steven Chronister		17 th Mark Palmieri
26 th Edward DeVincenzo		17 th Jesse Pollock
27 th Jeremy Stevens		20 th Giovanni Gutierrez
28 th Ryan Rebollo		22 nd Robert Fernandez
		23 rd Angel Medina Cardona
		25 th Jorge Garcia
		25 th Alexis Gutierrez
		26 th Melissa Parrish
		27 th Ray Peterson
		30 th Tate Maddox
		30 th Giancarlus Rada



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WELCOME CLARK TAYLOR



SDC welcomes Clark Taylor, Executive Vice President, to our Executive Team. Clark comes to us with an armful of accolades both in the heavy civil construction industry and other private sector business.

Clark is a Licensed CPA, Property and Casualty Agent, and CRIS (Construction Risk and Insurance Specialist). His past experience in heavy civil construction includes: earthwork, underground, concrete, roads, bridges, FDOT, other state and federal highways, bridge construction/repair, utility projects, large-scale site construction, airfield construction, and disaster relief. Throughout his career, he has held oversight of HR, IT, Finance, Risk Management, and Equipment Divisions. Currently, Clark is on the Industrial Advisory Board for Viewpoint / Spectrum.

Growing up in Jackson, Mississippi, Clark attended University of Mississippi earning his Bachelor's and Master's Degree in Accounting. After leaving Oxford Clark's career took him to Tennessee, London, England, Florida. He enjoys snow skiing, concerts, reading, and playing his guitar. His business philosophy is that every individual has a role to play, and by working as a team, great things can be accomplished. Clark can be reached at Clark@SDCFL.com.

WELCOME ED DEVINCENZO

In late 2020 A-1 Paving recruited a new Operations Manager to handle daily paving operations. Ed DeVincenzo has over 30 years experience in Private Contracts, FDOT, Florida Turnpike, Central Florida Expressway Authority and Airfields. Ed's career in the construction industry has enabled him to work for large national and global companies in design-build and public-private partnerships including positions at Hubbard, Southland Construction, Lane Construction and SGL. In each position Ed earned the respect and admiration of his clients and teams he built while completing projects within the state.

A few recent projects Ed has completed include FDOT 1748 – US 92 in Polk County (a 1.6 mile pedestrian path and bridge over Winston Creek), FDOT 5628 SR 435 Kirkman Road (6.6 miles of safety improvements and I-4 Ultimate Project (overseeing QC on the southern 6.5 miles).

A-1 Paving and our clients will benefit from his attention to budgeting and cost controls as well as his expertise in risk management. Ed will position A-1 as a premier transportation contractor supporting private and public projects in the region. Ed can be reached at Ed@a1paving.biz.



WORK ANNIVERSARIES

13 YEARS

Gustavo Gallardo
Jose L. Guerrero

8 YEARS

Diego Lopez
William F. Watson

7 YEARS

Joshua Figueroa

6 YEARS

Amarie Cobbs
Jorge Garcia
Clayton Lambricht
James Latham
Barry McKinney

5 YEARS

Eugenio Berrocales
Randall Earwood
Manuel Guevara
Mark Palmieri
Dallas Williams

4 YEARS

Melissa Beach
Jeffrey T. Butler
Sammy Earwood
Ron Ferguson
Vincent Lugo
James H. Moncrief
Kelly Robl
Anthony J. Veal

3 YEARS

Marcelino Alvarez Leal
Timothy C. Chestnut
Tom P. Collins
Jerrard L. Doyle
Trent E. Harris
Luis E. Martinez
Ramirez
Waylon A. Noll
Melissa A. Parrish
Jeremy K. Rhodes
Freddy Rodriguez
James M. Sewell
Shane Stephenson
Donald F. White
General Williams
Aaron W. Yost

2 YEARS

Shane R. Cox
Jose R. Ferrer
Hernan G. Mazzeo
Aponte
Justin M. McCabe
Jason L. Milligan
Hannah C.
Montgomery
Nicholas J.
Niedenthal
Jonathan K. Phillips
James G. Prive
Richard L. Roach
Jeremiah Underwood
Sean R. Wolan

1 YEAR

Jeff Anderson
Philip D. Attewell
Donald Brewer
Donald K. Brewer
Pablo J. Briceno Guerra
Daniel E. Brumley
Richard D. Carr
Isaih T. Chavers
John D. Conway
Thomas L. Cooper
James E. Dickerson
Robert L. Fernandez
Samuel O. Garcia Rios
Diego Garcia
Christopher R. Green
Jemaunie J. Gumbs

1 YEAR

Giovanni Gutierrez
Nichole L. Havens Felde
Daniel C. Heinfling
Jason P. Higgins
Jackson Ingram
David L. Laboy
Tony C. Lewis
Dewitt Lingard
Tate T. Maddox
Michael D. McQuiston
Grimaldy Mercado Ramos
Carolyn Mercurio
Joshua A. Murphy
Alfredo Pagan
Charles G. Pelfrey
Ray G. Peterson
Antonio L. Pinder

1 YEAR

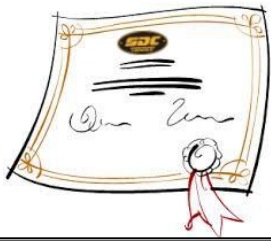
Charles E. Pitts
Robert W. Railing
Robert A. Rastelli
Charles D. Reed
Guillermo Rosario
Jesus Ruiz Colon
Ramiro Sanchez
Arthur Sippio
Kevin P. Smith
Juan J. Solis Melendez
Clay F. West
Zachary C. West
Greg A. Wilson
Gregory A. Wilson
Cheyenne M. Wright
Ronald M. Yelvington

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SDC WORKS



SDC Works Awards

Awards were given out at our final 2020 Managers Meeting. We recognize our team members and crews work hard each day and we celebrated their accomplishments. Awards included a framed plaque, gift card and hard hat sticker.

Safety Award: Brian Fisher and Kelly Robl
Fleet Excellence: Angel Morales, Aaron Yost
Troy McQuiston,
Danny Richardson
TEAM: Together Everyone Achieves More
Carolyn Mercurio
Chad Pelfrey
Chuck Reed
Tom Collins
Antonio Pinder
Jimmy Latham
Phil Griffin
Melissa Beach
Dave Rosarius
Jim Luxon
Cody Bloodsworth
Freddy Rodriguez
Luis Ramirez
Mathew Veino
Michael McNish
Quentin Moses
Barry McKinney
Truck Evaluation Reward:
Michael McQuiston



Phil Griffin Receives his TEAM award.



Barry McKinney Receives his TEAM award from Tom and Steve.



Luis Ramirez, Pipe Layer receives his TEAM AWARD.

CHRISTMAS RAFFLE 2020

SDC made the decision to keep our team safe during the holidays. The Christmas Party was cancelled due to COVID19, but the annual Employee Raffle was done virtually. Team members arrived individually to claim their gifts from our SDC Training Room.



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To our A1 Team,

Two short months ago Tom and Tim asked me to join A1 as Operations Manager. Although only a short time it has been a privilege to work with you and get to know you. Whether paving crew or patch crew you are producing exceptional work and clients and managers are noticing.

The adjacent photos are some of the great projects you have completed. These results are due to your hard work and commitment to quality but, we cannot rest on past successes. I believe 2021 will bring more work, increased opportunities and new challenges. We must work hard to meet the challenge. As we plan better, communicate better and execute better our company will grow giving each of you the chance to grow with it.

In time I expect A1 will become the preferred asphalt subcontractor in the Orlando Market.

To our Clients,

Thank you for entrusting your projects to A1. We will always strive to give you the highest quality workmanship, at competitive prices, in a timely manner. We appreciate your confidence in us and will not let you down. We look forward to serving your paving needs in 2021.

Regards,

Ed Devincenzo

A-1, Paving Operations Manager

Ed@a1paving.biz

EMPLOYEE CORNER

Celebrating a recent personal milestones or accomplishment, like graduations, retirements, marriages, and new family members? Share the news with your team! Submit your photo and information to: Team@SDCFL.com and we will do our best to publish in the next issue.



5 Points Seminole County



5 Points Seminole County.



A-1 Paving's RT Roller.



A-1 Paving Project at Integra Apartment Complex.



Protect yourself, protect your friends

WEAR A MASK!

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