



WORKS

Oct. 2021

EMPLOYEE NEWSLETTER

VOL. 3

CORPORATE NEWS

Things have changed quite a bit over the past 27 years. What started as a small engineering company has grown into one of the largest civil construction organizations in Central Florida. That said, some things haven't changed. The values instilled in 1994 remain with the company today. We provide a product that we are proud of, give the customer a little more than expected focusing on employee satisfaction and safety.



In 2021, SDC moved to a captive insurance program to help control rising insurance premiums and add internal risk management to our safety programs. Captive insurance membership covers SDC's general liability, automobile and worker's compensation insurance plans. As a captive insurance member, SDC controls and directly benefits from operating safely. We have greater control over claims, increased coverage and capacity. In addition, in 2021, we implemented Samsara fleet dash cameras and artificial intelligence systems in all company vehicles. Its artificial intelligence system will help retain driver awareness, maintain our low automobile risk rating and record traffic incidents to create defensible positions in the increasing litigious area. The system has already proven valuable in the first few weeks since its implementation. In 2022, SDC will continue to push out "captive" best practices and strategies to improve our employee's safety and control our losses.

In the final half of 2021, we have started many new high-profile projects, added new project types and obtained new clients. We continue to diversify our experience in road construction and bridge construction. As I write this, SDC is placing its first bridge for Seminole County. To help facilitate our growth, SDC has invested in our on-road truck fleet and yellow iron fleet. Working with the largest automobile buying group in the USA, SDC has placed production orders for 40 new fleet trucks. However, chip shortages have pushed delivery back to Q3 2022. In addition, our heavy equipment fleet has increased with the addition of motor graders, loaders, rollers, small/mid/large excavators and dozers. When available, these new pieces of yellow iron will have integrated GPS systems included.

I'd like to share some of SDC's successes in 2021, particularly the **completion** of the following high profile projects:

OCPS School Site 113
AmeraCenter Park
New Century – Lake Mary

City of Winter Garden – Lulu Creek
CFX – 417 & 528 Interchange
Rise at Metro West

Lake County – Wolf Branch Road Drainage
The Helix – Integra / LandSouth
City of Kissimmee – Church Street Water Line

SDC **started** the following projects in 2021:

Balfour Beatty - Dolphin Stadium
Barton Malow - Legoland
Barton Malow - Mitsubishi
Batson Cook - AdventHealth Lego
BTI Partners - Terraces at
The Grove Resort
Castillo - CFX Solar
Contravest - Addison Longwood
Dart Interests - Grand Cypress

David Weekley - Hillview
DHI Communities - Waterleigh II
Doster - Novel Parkway
Finrock - 500 N. Orange
Finrock - Dade Ave
Parking Garage
Finrock - G-Deck

Lennar - Edgewater Preserve
Lennar - Fox West
Lennar - SBS Condo
Lennar - Storey Creek Phase 5
Lennar - Storey Creek Phase 2
Amenity Center
M/I Homes - Franklin Villas
NRP - Allure at Ocoee Village
Osceola County - Lakeshore Trail

Seawood - Ball Park Apartments at The Loop
Summit - Avery
Summit - Hudson Acres
Summit - Kissimmee Multi Family
Tavistock - Cyril and Narcossee Road
Widening
VCC - Champions Gate Apartments
Wharton Smith - Aurelia Cole Academy K8

Thank you for being a valued employee at SDC. We would not be where we are without you!

Regards,
Tom McNamara, President
tom@sdcfl.com

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Charlie Pitts and Diego Lopez accepting a Batson-Cook Safety Award from Bill Larder Senior Superintendent for Batson-Cook Company on their AdventHealth Lego jobsite.



Safety Coordinator, Devin Gotay.

BUILDING A SAFETY CULTURE TOGETHER

Safety Department Expands

SDC promoted Skid Steer team member, Devin Gotay to Safety Coordinator working under Safety Director, Steve Anderson. Devin showed great knowledge and interest in safety since joining SDC in June. As Safety Coordinator, Devin will be responsible for daily site visits to evaluate safety practices and procedures, complete safety reports, distribute PPE and assist workers with on the job injuries. Devin will also represent SDC during meetings with General Contractors, Owners, Developers, etc. at individual job sites.

Expanding Devin's role in August included a training component. Devin immediately updated his First Aid & CPR Certification through American Red Cross. In addition, he attended required courses to become a First Aid & CPR Certified Instructor. This will allow Devin to train others in First Aid & CPR.

"We're proud of our safety record and understand the importance of safety to our clients, and employees," says Steve Anderson, Safety Director. "Devin is an outstanding addition to the department."

Devin's education and work experience laid the groundwork for him to be successful in his new role. He graduated from the University of Central Florida with a Bachelor of Science degree in Legal Studies. Devin began his career in Milwaukee, Wisconsin as a Legal Assistant and eventually trained to become an EMT. He and his wife live in the Central Florida area and have two young boys.

Expanding the Safety Department means we never give safety a day off! If you see a safety issue, please call or email:

Steve – 407-462-5338 Safety@SDCFL.com
Devin – 407-509-0002 DGotay@SDCFL.com

OUR FEATURED PROJECTS

OCPS School Site #113 – Horizon High School Orange County

SDC recently completed the \$10 M project. This project included complete site development for Orange County Public Schools on the new Horizon High School at Site 113-H-W-4 in the rapidly growing Horizon West community. The new 350,000 s.f. campus is constructed on a 69-acre greenfield site. Project included pads for auditorium, gymnasium, media center, cafeteria, administration, and three multi-story classroom buildings. A-1 Paving provided all asphalt / paving including base asphalt for the state-of-the-art track and off-site roadwork. Site amenities included a football stadium with associated field house, track, baseball, softball and soccer fields, basketball and tennis courts, and expanded parking and drop-off loops. Construction began in November 2019 and was completed in July 2021. GREAT job Team!



OCPS School Site #113

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FEATURED PROJECTS

Franklin Villas Townhomes at Narcoossee

SDC is partnering with MI Homes in the Lake Nona area on one of their newest projects. This will be a 72-unit townhouse development called Franklin Villas, near the intersection of Narcoossee and Cyrils Drive.



Ascend Waterleigh

SDC gained a new client DHI Communities, the commercial arm of D.R.Horton. We are partnering with DHI on their Ascend Waterleigh project, an 18 acre site off Avalon Road and Flamingo Crossing Road (backing up to 429). This project will include storm drainage from 12" to 48", 70,000 cy of export and a 15,000 cy pond to excavate. The completed site will include 10 garden style buildings, 1 club house with amenities and three parking garages.



Lulu Creek and Bradford Park

SDC recently completed City of Winter Garden's Lulu Creek and Bradford Park Stormwater Improvement Project. The project included excavation, grading, installing storm pipe and rip rap. The site once unmanageable is now a pristine community park with valuable drainage for the surrounding area.



NOVEL Parkway

SDC is preforming a project for our client, Doster as the GC for Crescent Communities. Doster is a loyal repeat client for SDC. The 14.8 acre project is located along International Parkway and Wilson Road in Sanford. Plans include a 325-unit apartment development along with over 10,000 square feet of amenity space, a fitness area, swimming pool, and dog park. The team recently completed a jack and bore process tying into sewer lines across a major Seminole County roadway.



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FEATURED PROJECTS



Tavistock- Cyrils Drive & Narcoossee Road

Tavistock has contracted with SDC to complete their Cyrils Drive and Narcoossee Road intersection improvement package. The project involves the construction of roadway improvements, earthwork, grading, roadway, signal mast arms, signal control, MOT and other infrastructure for the owner.

HCSS HeavyJob

SDC recently acquired a construction project management software, HCSS HeavyJob, which was introduced during recent, hands-on training sessions. The package will streamline operations between office and field. This investment allows our team to use technology to manage projects more efficiently. Superintendents and Foremen should utilize HCSS Plans via the app on your SDC iPad. Each user is licensed, so there is no need to share log-in credentials. By automating the Foremen's role, we can collect more field data, store it for easy retrieval, reduce paper and make quicker data-driven decisions to improve productivity. Daily reports should include at least 5 photos for reference to assist with this process.

HCSS also has a 24/7 Help Desk by calling **1 (800) 444-3196**. These calls are answered in 3 rings and only require company and user's name to offer assistance. Nothing is too small; they are committed to resolve all issues and assist with any questions. Finally digitized timecards should be signed daily. If this is not happening, please contact HR at HR@SDCFL.com.



IN MEMORIAM

During the past year SDC has suffered the tragic loss of several team members. We are forever grateful for these dedicated employees and miss them on the job sites daily.



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PAYROLL

In 2021 we transitioned our payroll system to Spectrum. You can access your account 24 hours a day via the Spectrum website. Timecards and Job Costs are now captured in HCSS. This allows us to closely monitor hours per project to manage our production more efficiently. Keep in mind we are no longer sending text with weekly hours. However, with the new HCSS system, employees are required to sign for their hours daily. If you have challenges, please see your foreman. Finally, please remember to update payroll with any phone or address changes.

Questions please email: Payroll@SDCFL.com.

401 K UPDATE

In our ongoing effort to improve your employee benefits, SDC began a discretionary match to our 401(K)-retirement plan available to all eligible employees. For eligible contributors, 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. 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. Prior to the completion of six years of total service with SDC, you will be vested in your Matching Contribution under the schedule.

Employees can view their account, make changes and watch your money grow via the **Betterment** app or website.

Questions please email: HR@SDCFL.com.

NEW TO THE TEAM

Addison Smith	Earl Herceg	Michael Bedgood
Ana Pedrosa	Earon Holmes	Michael Cresham
Andrew Perone	Edgar Tindall	Nicholas Martinez
Austin Hamlin	Fritz Fleurant	Nicholas Vandyke
Austin Horton	Hunter Yelvington	Quentin Hendry
Brandon Fosdyck	Jamel Barnes	Roberto Magana
Brandon Williams	Jarod Greene	Samuel Mullins
Brian Weagraff	Jessica Alvelo	Sean Massie
Bryan K Douglas	John Sullivan	Stephon Payton
Christa Olson	Jonathan Wilson	Steven Thetford
Christian Humphrey	Jorge Gonzalez	Terry Harrison
Christopher Trinidad	Joshua Caraballo	Thomas Clayton
Cody Downer	Joshua Michalak	Tommie Mills
Cody Loflin	Kendrick Ferraro	Trent Eckert
Dapsie Neita	Kenon Green	Tristin Smith
Darren Cunningham	Kevin Croteau	Tyler O'Brien
Demitrio Rangel	Kyle Johnson	Tyrone Merritt
Donal Dorvilus	Latroy Jones	Vincent B Lugo
Douglas Clapp	Malachi Shoop	Vincenzo Signorello
Dovan Fum	Mason Metcalf	Wanda Torres
Dylan Linke	Melody Ross	William Herceg



Karen Milnes and Jessica Alvelo.

HUMAN RESOURCES / BENEFITS

Jessica Alvelo has taken the role of Director of Human Resources (HR). With almost 20 years of progressive HR experience in construction administration, Jessica comes to SDC with a strong education in HR Management. She holds a Bachelor of Science in Business Management and MBA in HR Management. In addition, Jessica is bilingual and excited to share her knowledge with the SDC Team. Jessica will proactively focus on employee relations, managing employee benefits and staff recruitment and development.

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

BIRTHDAYS



November

Angelo Boston	1	Calvin Washington	16
Jovanne Perez	2	Able Mendoza	16
Steven Hartman	3	Steven Dwyer	16
Michael McQuiston	5	Kendrick Ferraro	16
Dallas Williams	6	Jorge Gonzalez	18
William Herceg	6	Stephon Payton	20
Dewitt Lingard	8	Sandra Smedley	23
Melody Ross	9	Shawn Snyder	23
Tom McNamara	11	Hernan Aponte	25
James Six	11	Jonathan Osuna	25
Kevin Smith	11	Bradley McQuiston	25
Ana Pedrosa	12	Tyler O'Brien	25
Francisco Raya	12	Juan Melendez	26
Daniel Abbott, Sr.	13	Tiffany Snyder	27
Diego Lopez	13	Charles Pitts	28
Billy Durrance Jr	15	Phillip Perdue	29
John Sullivan	16	Willie Griffin	29

December

Joe Socko	1
Arthur Sippio	2
Ruben Troncoso	2
Blake Traylor	3
Josh Critchfield	4
Carolyn Mercurio	5
Kevin Croteau	5
Jason Beasley	6
Quentin Hendry	6
John Leon	7
Nicholas Martinez	9
Darren Cunningham	11
Donald Brewer, Jr.	11
Ken Rounsaville	13
Albert Harrison Jr	17
Albert Harrison Sr	19
Donald McClain	19
Theron Ellis Jr	21
Robert Railing	21
Daniel Abbott, Jr.	23
Joshua Michalak	26
Michael Lockhart	27
Edgar Tindall	27
Juan Mejia	28
Kyle Johnson	30
Carlos Plaza	31
Josh Figueroa	31
Edgar Torres	31

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SDC Works Awards

Awards were given out at our March 2021 Managers Meeting. We recognize our team members and crews who work hard each day and we celebrated their accomplishments. Awards included a framed plaque, gift card and hard hat sticker.

Safety Award:	Jorge Garcia Sr. Robert Fernandez
Fleet Excellence:	Brian Fisher Donald "Bugsy" Brewer Sr Phillip Atwell (A-1 Paving) Kevin Smith
TEAM:	Together Everyone Achieves More Karen Milnes Anthony Bryant Donald White Donald Brewer Jr Garrett Noble Jason Rodriguez Jose Martinez Tyler McQuiston Tyler Todd Phillip Atwell General Williams James Dickerson
Daily Reports:	Brian Fisher
Truck Evaluation:	Jorge Garcia



Phillip Atwell Receives his Fleet Excellence and TEAM award from A-1 Foreman Janerio Bell.



Tyler McQuiston SDC TEAM Award winner.



Jorge Garcia and Robert Fernandez receive their Safety Award from Tom McNamara and Steve Anderson.



Bugsy Brewer accepts his Fleet Excellence award.

WORK

14 YEARS

Gustavo Gallardo
Jose Guerro

12 YEARS

Pierre Coulange
Jim Luxon

10 YEARS

Chris Galarneau

8 YEARS

Joshua Figueroa
Terri Gomer

7 YEARS

Brian Fisher
Jose Martinez

6 YEARS

Manuel Guevara

5 YEARS

Melissa Beach
Sammy Earwood
Ron Ferguson
Willie Griffin

4 YEARS

Steven Anderson
Timothy Bayer
Janerio Bell
Philip Griffin Jr
Victor Jones
Troy McQuiston
Travis Miller
Donna Roberts
David Rosarius
Tyler Todd
Mathew Veino
Donald White
Aaron Yost

3 YEARS

Ryan Balas
Josh Bell
Angel Cardona
Amarie Cobbs
Adaryl Kinsey
Justin McCabe
Nicholas Niedenthal
James Prive
Daniel Richardson
Richard Roach
Chauncey Sharrow

2 YEARS

Philip Attewell
Kenny Bare
Cody Bloodsworth
Joel Corredor
James Dickerson

2 YEARS

DeSean Dixon
Diego Garcia
Chad Greco
Dewitt Lingard
Michael McQuiston
Juan Melendez
Carolyn Mercurio
Jonathan Osuna
Charles Pelfrey Jr
Charles Pitts
Carlos Plaza
Francisco Raya
Samuel Reddicks
Freddy Rodriguez
Rodney Simmons
Kevin Smith
Tiffany Snyder
Jeremy Stevens
Brandon Tyson

1 YEAR

Daniel Abbott, Jr.
Daniel Abbott, Sr.
Alonzo Allen Jr.
John Barnhill Jr
Jason Beasley
Steven Chronister
Clayton Cooper
Josh Critchfield
Kenneth Davenport
Ed DeVincenzo
Tammy Dobbyn
Mary Eberhardt
Diego Garcia
Elvis Garcia
Luis Gelpi
Robert Gray
Alexis Gutierrez
John Huggins
Secil Jones
Joshua Ladda
Reginald Lampkin

1 YEAR

Olaf Lundquist
Donald McClain
Slade McGuire
Tyler McQuiston
Bradley McQuiston
Able Mendoza
Karen Milnes
Zach Mitchell
Isaac Page
Juan Rivas
Jason Rodriguez
Kenneth Rounsaville
Mark Scott
James Six
Sandy Smedley
Shawn Snyder
Chris Stelly
Reginald Taylor
Edgar Torres
Alonzo Ware

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Jason Rodriguez shows off his TEAM award next to the Flagger Ahead sign.

Janerio presents James Dickerson with his TEAM



Don White receives his TEAM award from Tim Chestnut.

Bugsy Brewer presents Don Brewer Jr. with his TEAM award.



Karen Milnes receives her TEAM Award from Tom McNamara.



Jose Martinez receives his TEAM award from Safety Director, Steve Anderson.



Tyler Todd stops work to receive his TEAM Award.

WELCOME TO SDC



SDC welcomes **Darren Cunningham**, Chief Financial Officer to our Executive Team. Darren joins SDC with broad experience in corporate and operational finance, most recently as CFO for a multi-state, private equity backed firm in the multi-family housing industry.

Darren is a Licensed CPA and dynamic leader. He has 25 years of successful management in business and financial services and is poised to execute SDC's financial strategy. Other experience includes time with a multi-state private equity developer, a national professional services network specializing in audits and accounting services and as CFO for an authorized International Trucks fleet dealership.

He holds a Bachelor of Science in Accounting from the University of Central Florida. Darren also gives back to our community having served as Loaned Executive for Heart of Florida United Way and is a current Board Member on The Foundation for Seminole County Public Schools. Darren and his family live in North Seminole County.



SDC welcomed **John Sullivan** in Quarter 3! John was hired as the Controller and is overseeing the SDC accounting department operations, compiling financial reports and implementing policies and procedures for financial documents. John's skills in the construction industry will be an asset to SDC.

His accomplishments include creating cash flow forecasting tools to better track and manage projects, streamlining monthly close processes and automating allocations. John is formidable with creating custom WIP Schedules and illustrating financial performance.

John spent multiple years in the Naples market and has been in Central Florida for the past 4 years.

Stay up to date with Employees and Projects!



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Welcome Chad Greco



As Central Florida's leading paving contractor, A-1 Paving and Asphalt continues to provide commercial, residential and multi-family markets with the highest level of customer service and workmanship. To support Business Development and Estimating Services for our clients, A-1 recently promoted Chad Greco to Estimator. Chad entered the construction industry after graduating with a degree in Industrial Technology from Southeastern Louisiana University. He began his career working for Tangi Builders and the experience in new home construction is very relevant to his responsibilities with A-1. Chad eventually made his way to Florida and began working as a Field Engineer on multiple FDOT Projects along I-95, SR 406 and SR 44. He was able to lead survey operations for these roadway construction jobs and increased his experience in safe transportation and highway systems. Recently, he held the role of Safety Director for a heavy highway and site development contractor as well as Project Engineer for Southern Development and Construction.

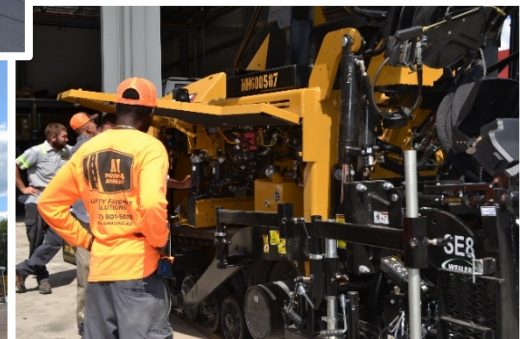
Chad will work under A1 Operations Manager Ed DeVincenzo on estimating, plan takeoffs, scheduling and client project support. In addition, he will identify, cultivate and acquire new clients and business opportunities to drive growth for A-1.



A-1 Paving Team on site at Fernanda Place by Ashton Woods. We are paving for Homeowner Associations throughout Central Florida.



A-1 Paving CAT AP655f paver, the most recent fleet purchase.



Ed DeVincenzo, A-1 Paving Operations Manager.

A-1 Contact Information

Ed DeVincenzo
A-1, Paving Operations Manager
Ed@a1paving.biz

Chad Greco
A-1, Estimating
Chad@a1paving.biz

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