



WORKS

SEPT. 2020

EMPLOYEE NEWSLETTER

VOL.1



CORPORATE NEWS

Dear SDC Team,

Welcome to “SDC Works”, our new company newsletter that we hope will improve employee communications and provide some business insights. I cannot begin to tell you how excited I am about finishing the FY20 year strong. Yes, there will be headwinds, but this company and our employees have endured bigger challenges.

We have a lot to be proud of and celebrate, from the perspective of civil contracting, we have made enormous progress over the past few years. We opened a first-class office building, implemented new job costs software, improved fleet support systems, raised safety standards and provided upward advancement opportunities for all our employees. We did all that and so much more.

Remarkably, despite the fact we faced COVID 19 and more government regulations, we are having one of our best years ever and set new records. Our safety incident reporting, Total Recordable Incident Rate (TRIR), the type and quality of new projects continues to improve and all performance metrics are up. Amidst a storm of challenges, we have stabilized order. We have asked tough questions, made changes and shared ideas. Despite the pandemic, SDC continues to expand and grow.

I do not know if we are going to play football this fall. I do not know how the economy will respond to federal elections. I do not know when this pandemic will end.

I do know this — SDC endures and will finish FY20 on a strong note. Whether you are working in the field or at the office, our business direction is upward: We must continue our forward momentum in quality, scheduling and performance. We must innovate. We must utilize technology. Take risks. We must raise the bar. We must listen to the needs of our employees and we must understand the objectives of our clients. WE CANNOT STOP.

Regards,
Tom McNamara
President

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SDC cares about the communities where we work. Our Safety Director Steve monitors jobsites and recently added reminders of haul routes for our sub-contractors.



Making sure the fleet is safe while meeting with the crew at OPCS.

BUILDING A SAFETY CULTURE TOGETHER

Construction is a Team activity

If you think about it, a construction crew is like a team. There is a coach, the Foreman, and there are team members, (the crew).

It is the foreman's job to plan and organize the day's activities. He must make sure that everyone on the team knows what to do and how to do it safely.

Like every team, there are veterans and there are rookies. It is part of the veteran crew member's job to help the rookies understand how to perform the tasks needed to complete the job.

The foreman and veteran crew members have an essential role in training the new guys on the team. As a veteran crew member, you should keep an eye on any new crew

members. Do not let someone use a cut off saw until you have shown them the safe way to do it. Do not let them work under a suspended load or stand close to moving equipment. Make sure the new guy is taking in enough fluids. Construction is a hard job, especially for someone who is not used to being outside all day. Remind the new guy about the importance of wearing his hard hat and safety glasses.

Everybody was a rookie once and in order to build a successful and productive team, the veteran guys must look out for the rookies until they are accustomed to their new job. It really is a team activity.



OUR FEATURED PROJECTS

In these unprecedented times of Covid-19, SDC has continued to position itself with new projects and continues to diversify.

INDIGO @ CHAMPIONS RIDGE is a 19 acre site for a repeat client, **Faver Gray**. They are located in the Four Corners area of US 27 & CR 54. This project started in August and has over 170,000 cubic yards of earthwork, 21,000 square yards of paving & 5,000 linear feet of utilities. Repeat clients, like Faver Gray, come from excellent working relationships the SDC Team has developed at the Rise at MetroWest.



INDIGO at CHAMPIONS RIDGE

SYCAMORE RESORT HOTEL 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 start in September and will last 6 months.



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FEATURED PROJECTS



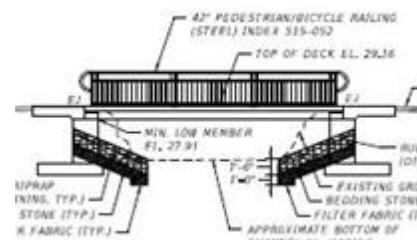
Construction for the next phase of the **Vehicle Maintenance Facility (VMF)**, owned by Brightline, began in May. SDC is performing drainage, base and paving for Wharton Smith, the General Contractor for this project. This project includes over earthwork, 20,000 cubic yards of muck removal, 8,800 linear feet of storm drainage up to 72" inches in diameter, nearly 13,000 linear feet of rail underdrain and 38,000 square yards of asphalt paving.

Orange County - SDC is currently work on the Fort Christmas Road widening and resurfacing project.

Another Orange County project is the **Gatlin Avenue & Kennedy Avenue, Arrow Road** intersection improvement. This project is a 160 day contract scheduled to start in October and will consist of storm drainage, base, paving flatwork and pavement marking.

Normandy Off Site Completion August 28, 2020.

We appreciate the effort made by the team working Deltona's Normandy Project. Site Superintendent, Troy McQuiston guided his crew to complete the project by our customer's deadline. Proving to our clients SDC Works! We celebrated the success with a Mission BBQ lunch for those still at the jobsite on Friday, September 4th.



Airport Blvd Sidewalk Replacement & Pedestrian Trail

This project is located along West Airport Boulevard includes storm drainage, gravity wall and over 2,900 square yards of sidewalk and driveway replacement. In addition to this, the project includes a one span bridge structure over an outfall ditch.



Normandy Off-Site May 21, 2020



Normandy Off-Site August 28, 2020



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Good Equipment Practices

Don “Bugsy” Brewer installed boot scrapers to keep his equipment clear of debris.



Don Brewer receiving news of his “Idle Time Award” from Safety Director Steve Anderson.



Jennifer Montgomery training our new team members.

FLEET

SDC believes in our team and keeping you in the most efficient and cutting-edge equipment. SDC’s impressive fleet utilizes the best technology to integrate into all types and sizes of projects. This is our commitment to our customers' success.

In 2020 alone we added to our extensive inventory and purchased new vehicles and equipment worth nearly **\$5 million dollars!** This includes our August acquisitions of three Hamm HD+70i VT Rollers, two CAT 304 Mini Excavators, two Kubota KX040-4 Mini Excavators and Mac Flatbed Rollback Transporter. Allowing our crew to work comfortably and confidently.

Every workday is different, but it is important for our crew to take ownership of the fleet and do your part to preserve equipment by following all safety measures and guidelines. This will ultimately give SDC another advantage by better enabling control of cost of our fleet investment.



FLEET UTILIZATION

Fleet Monitoring & Management is a valuable tool that enables SDC to streamline costs and processes. Technology allows us to document idle time, working and run time so we can train crews on how to reduce weekly idle time percentage.

SDC appreciates the efforts of each team member and will be offering a weekly incentive of \$100 to those that are doing their part to reduce the idle time on our fleet.

Recent Idle Time Winners:

August 28th - Don Brewer

September 4th - Jeremy Rhodes



**IDLING GETS YOU NOWHERE
TURN OFF
YOUR ENGINE**

HUMAN RESOURCES / BENEFITS

SDC has become a force to be reckoned with and word of mouth about our positive work environment from our current field is spreading like wildfire! We are building a great team of qualified field personnel. Thank you for doing a great job of referring people.

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
- Paid Time Off (PTO) Policy
- Holidays and Vacation

Our payroll system is convenient to use and automated! Paycor App will allow you to request PTO, download W-2s, check-stubs, etc. Update your email address with Payroll by contacting Payroll@SDCFL.com to obtain access to the Paycor App.

Quick reminder, **Karen Milnes now handles all Payroll issues.** She can be reached at 407-977-9898 x 125 or via email at Payroll@SDCFL.com.

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NEW TO THE TEAM

July and August new hires...

Martin Alvarez	Seth Haughee	Sandra Smedley
Markus Anthony	Nelkens Isaac	Addison Smith
Robert Arthur	Marko Jecmenica	Brett Spurlin
Jose Baez	Alec Jenkins	Chris Stelly
John Barnhill	Geoffery Justice	Tyler VanHoven
Timothy Becker	Diego Lopez Garcia	Taje Wallace
David Boos	Eduardo Lopez	Terry Williams
Anthony Bryant	Danny Lovejoy	Nathaniel Woods
Pamela Carroll	Stevie Mango	Cheyenne Wright
Steven Chronister	Rail Milione	Darryl Wright
Michael Corack	Zak Miller	
Miguel Cotto	Zachary Mitchell	
Clifton Dixon	Daril Moreau	
Tammy Dobbyn	Letravirus Morris	
Mary Eberhardt	Matthew Morse	
Alvin Fleming	David Needham	
Melford Foster	Waylon Noll	
Uriel Gomez Borges	Ryan Rebollo	
Bradley Goolsby	Blake Romano	
Alexis Gutierrez	David Schreiber	
Jabril Harris	James Six	
Christopher Harrison	Jacque Slote	

BIRTHDAYS

SEPTEMBER

1st Jason Higgins
4th Troy McQuiston
4th Stevie Mango
4th Victor Jones
5th Blane Rippey
7th Clayton Lambright
7th Donald Brewer
8th Diego Garcia
8th Daryl Richardson
9th Arthur Sippio
11th Travis Miller
13th John Barnhill
15th Zachary Mitchell
15th Jacque Slote
16th David Needham
20th Marko Jecmenica
22nd John Conway
22nd Jose Avalos
22nd Eugenio Berrocales
23rd Reginald Taylor
24th Olaf Lundquist
25th Jemaurie Gumbs
26th Joshua Murphy
28th Slade McGuire
30th David Montanez

OCTOBER

1st Philip Griffin
2nd Chauncey Sharrow
3rd Martin Alvarez
3rd Manuel Guevara
3rd Michael Hinds
3rd Steven Anderson
4th Joshua Griggers
4th Ron Ferguson
4th Angel Morales, Sr
4th Nathaniel Woods
5th General Williams
5th Terri Gomer
6th Nichole Havens Felde
7th Roger Rizzo
8th James Latham
11th Janerio Bell
12th Pamela Carroll
12th Addison Smith
13th Eduardo Lopez
13th Kyle Yarbrough
13th Danette Howard
18th Matthew Morse
18th Rene Magana Espinoza
19th Desean Dixon
21st Gustavo Gallardo
23rd Isaih Chavers
24th Greg Wilson
25th Diego Lopez Garcia
27th Waldemar Segarra Ruiz
28th Tyler VanHoven
28th Waylon Noll
29th Jose Guerrero

WORK ANNIVERSARIES

11 Years

Jim Luxon

9 Years

Chris Galarneau

7 Years

Terri Gomer

6 Years

Brian Fisher
Jose Martinez

5 Years

Rene Magana Espinoza

4 Years

Guadalupe Diaz
Willie Griffin

3 Years

Donna Roberts
Travis Miller
Ricardo Ruiz

2 Years

Ryan Balas
Angel Medina Cardona
Daniel Richardson

1 Year

George Alexander
Kenneth Bare
Jonathan Colon Osuna
Joel Corredor
Francisco Garcia Raya
William Godwin
Chad Greco
Michael McNish
Ronnie McNish
TaDarrius Patrick
Carlos Plaza
Samuel Reddicks
Jeremy Stevens
Marcus Webb
Richard Weldon

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Congratulate
JIM LUXON

ON 11 YEARS AT 



Congratulate
CHRIS GALARNEAU

ON 9 YEARS AT 



Congratulate
TERRI GOMER

ON 7 YEARS AT 



Congratulate
BRIAN FISHER
ON 6 YEARS AT 



Congratulate
JOSE MARTINEZ
ON 6 YEARS AT 



Congratulate
RENE MAGANA
ON 5 YEARS AT 

SDC WORKS



From conception through completion, A-1 Paving offers the finest in pavement services to the Central Florida region. Our comprehensive paving solutions include asphalt, milling, pothole repairs, sealcoating, concrete curb & sidewalk, crack filling and repairs & maintenance. Our emphasis continues to be on great communication with an effective plan for cost effectiveness and timely execution. Our team of skilled employees is committed to doing the job right.



New Century Phase II



Thrive Paving Project



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.



Protect yourself, protect your friends
WEAR A MASK!

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