

THE ROAD AHEAD

BUILDING TOGETHER



SUMMER 2018

FROM THE PRESIDENT...



Dear Team,

In preparing my contribution to this newsletter, I was reflecting on the year and all that we have collectively accomplished. In short, I think we have a lot to celebrate!

First and foremost, we have improved our safety performance this year and are on track to have a markedly better performance than in 2017. Our near miss program is 137% better than last year at this time. We still have much to do and there is always room for improvement, but the progress we are currently enjoying is directly attributed to each of your individual efforts. And with your continued efforts I know that we will continue to improve the safety of our team.

From a procurement standpoint, we have been very successful in obtaining new projects in all of our markets to insure our sustained growth and success for the future. We need to remain focused on our mantra

of "ATTITUDE & EXECUTION" which includes proper planning of the work on our projects and successful execution of the work to achieve optimum results.

From a growth perspective, we have been very successful in expanding our existing businesses and our footprint with both organic and external growth. Our ability to grow is directly attributed to the confidence that our stakeholders have developed as result of our collective hard work and success.

In reflection, we've had a lot of success, growth and good fortune that we should celebrate. Let's remain focused on our goals and objectives and finish this year off strong.

Well done team!

Alan M. Cahill, *President/CEO*
Hubbard Construction Company
Blythe Construction, Inc



CONGRATULATIONS TO THE HUBBARD ACADEMY 1 YEAR ANNIVERSARY

On August 21, 2018 HCC's Hubbard Construction Academy (HCA) completed its accreditation process and has been granted full accreditation status as a "National Craft Assessment and Certification Program".

2019 BENEFITS: OPEN ENROLLMENT

November 2018: Revisit your benefits and make changes, add or drop dependents, add or drop coverage.

The Hubbard Group will also be moving to a new benefits online platform! More information to come.

EPCOT PACKAGES 4A, 5A, & 7A

EARTHWORK, GRADING, DRAINAGE AND PAVING

This August saw the start of three new work packages that are part of Disney's EPCOT Center improvement contract between Hubbard Construction Company and Walt Disney Imagineering GC, Barton Malow.

- **\$3.1+ million contract**
- **Package 4A:** Building a "back of house" parking lot for WDI Staff
- **Package 5A:** Rerouting an existing road and building a gravel laydown for a future staging area
- **Package 7A:** Installing new access roads for construction traffic

SUMMER
2018



INNOVATION INITIATIVE

ATTENTION HUBBARD EMPLOYEES:
ACCEPTING IDEAS

Three months after the corporate-wide, International Innovation Day presentation in May, Hubbard leaders are well into the process of reviewing employee's submissions for innovative ideas. Wayne Thompson, Eurovia's Innovation Leader for the U.S., says that so far around 10 submissions have come through, with ideas that cover a broad range of construction practices. "Which is exactly what we want," he says. "No idea is too small or too large. If it solves a problem or makes the company more efficient, we want to hear it."

Based on the belief that the best ideas originate in the field, the Innovation Initiative is intended to be a platform for employees to push ideas directly up to management. So far, several employee-submitted ideas have been implemented with great success, including the VINCI Hyper Loop and the Fleet Intelligence Program.

More ideas are always needed and welcomed. Any Hubbard Construction Company employee with an original, innovative idea can submit it directly to Wayne at: wayne.thompson@hubbard.com.

SR-417 WIDENING FROM ECONLOCKHATCHEE TO SEMINOLE COUNTY

CENTRAL FLORIDA

Hubbard Construction Company is pleased to announce its signing of a \$44 million contract for improvements to SR-417 in Orlando, Florida. The contract calls for 3.2 miles of existing toll road to be widened from four lanes to six. In addition, the Toll Plaza located at University Boulevard will be modified by removing two existing pay stations and adding two E-PASS/Toll-by-Plate lanes. The southbound bridge over the same area will also be widened.

- **The \$44 million contract** also includes:
 - Upgrading storm drain systems to accommodate widenings
 - Installing new LED lighting systems
 - Upgrading guardrails to meet crash compliance specifications
 - Expanding ITS communication to service five new Traffic Monitoring sites, Digital Messages signs, and the new E-PASS/Toll-by-Plate lanes



TAMPA PAVEMENT CONSTRUCTORS

FULL 2018 SCHEDULE

Tampa Pavement Constructors is rounding out the summer with several long-term projects successfully completed, ongoing and starting. This August, crews finished the county-wide resurfacing project for Pinellas County.

Project Manager Mike Perez describes the project as largely successful, considering the tight working environment on most residential roads. "Preplanning for traffic control was a daily necessity," he says, "as well as clearly communicating that plan." The job was completed without any major claims or incidents reported.

ORLANDO PAVING COMPANY (OPC)

LATEST STAGE OF ONGOING INTERNATIONAL DRIVE IMPROVEMENTS COMPLETED

Orlando Paving Company saw completion of numerous major projects this summer, including two separate contracts for improvements to International Drive. Together they covered roughly 5.5 miles of the Disney/Universal tourist corridor, from World Center Drive at the south end to SR-528 at the north.

- Approximately 60,000 tons and 330,000 square yards of asphalt were installed to complete the contracts.
- OPC has constructed and resurfaced more than 7 miles of International Drive, which represents 67% of the entire roadway.



ATLANTIC COAST ASPHALT (ACA)

ACA TEAMS TO ENTER FALL PAVING SEASON AHEAD OF SCHEDULE

Atlantic Coast Asphalt is expected to finish out the summer ahead of schedule, with several major projects nearing completion and several others running smoothly.

JACKSONVILLE

\$6 million contract: Crews have finished 96% of improvement and rehabilitation work to a 3.2-mile, four-lane stretch of Kings Road.

FERNANDINA BEACH

\$4 million contract: Work began on June 7 on SR-A1A with an estimated completion date of December 3, 2018. Operations Manager Matt Siegel says "despite a plan modification, crews are currently fourteen days ahead of schedule."



COMMERCIAL SECTOR JOBS

COMMERCIAL SECTOR BOOM BRINGS TWO HOTELS, AND TWO TOWN CENTER CONTRACTS

Hubbard Construction Company recently signed contracts for four Orlando-area projects collectively valued at more than \$24 million. Two of which involve hotels located on the former site of the Wet 'n Wild waterpark. Senior Project Manager Alan Taylor says crews are currently involved in early site-work on the Surfside Inn, which at 750 rooms is the smaller of the two developments. The larger, 1,250-room Dockside Inn is in even earlier stages, with crews performing demolition of existing waterpark structures. Both projects are scheduled to carry well into 2019.

Twenty miles east, Hubbard crews are close to finishing a Lake Nona Office space, with plans being finalized for a combined hotel, office, and retail space directly next door in Town Center. According to Taylor, the projects will feature unique artscape components and decorative concrete. They carry a combined contract value of \$11.6 million.

DISNEY'S BACK OF HOUSE

COMPLETION SCHEDULED FOR MARCH 2019

Extensive work at Disney's Hollywood Studios has kept Hubbard crews going non-stop this summer. Construction Manager Scott Baldwin reports that major progress has been made, with 80% of the contract currently completed.

- **\$150 + million contract** includes:
 - Two new bridges
 - Toll plaza entry: to begin in October
 - 40-acre parking lot
 - Reworking existing parking areas

"It has required extremely intense planning and coordination," Baldwin says. "The logistics of maintaining regular traffic flow has been a key component every step of the way."

EMPLOYEE SPOTLIGHT: LEADING BY EXAMPLE

ERIKA GUERRA



Recognizing and reporting Near Miss incidents improves on-the-job awareness and enhances Hubbard's overall safety culture.

To encourage workers to file Near Miss reports, Hubbard has made the act of reporting non-punitive and, if desired, anonymous.

Erika Guerra demonstrates her commitment to safety by routinely reporting near misses, regardless of what or who is involved. Not only is Erika one of Hubbard's top employees for reporting near misses, she has undertaken projects at Disney to encourage her coworkers to do the same. Her efforts include creating

and updating the Jobsite Safety Board to remind employees to wear proper PPE, and to stay safe and look out for each other. Erika also installed a Near Miss box at her location to make submitting reports easier. The success of her idea led to boxes being installed at every Disney project location.

Erika has taken on a safety leadership role by conducting the weekly safety meeting at her job site. Her enthusiasm and creative approach to encouraging safe practices is both contagious and essential to the safety culture at Hubbard.

Congratulations, Erika, for being a safety leader!

EMPLOYEE CORNER



CHRISTOPHER KLINEC

Oldest son of Kurt Klinec

Congratulations to Christopher who graduated Cum Laude from Florida State University on May 4, 2018 with dual degrees in Real Estate Management and Management Information Systems. Christopher accepted an Associate position with Colliers International Northeast Florida in Jacksonville.



CAROLINE KLINEC

Youngest daughter of Kurt Klinec

Congratulations to Caroline who graduated from high school on May 25, 2018. She was also dual enrolled and completed 3 semesters at Seminole State College. She is currently enrolled with Bethel School of Worship studying piano, song writing and vocals.



NERINA PELLEGRINI

First child of Luca Pellegrini and his wife Danika

Please welcome Nerina to the Hubbard Group family. She was born on Tuesday, July 3, 2018.



SYDNEY CAHILL

Daughter of Hubbard Group President Alan Cahill and wife Leanne

Congratulations to Sydney who recently graduated with her Master's Degree in Recreational Therapy from Clemson University, after completing her undergrad at Western Carolina. Sydney is the Director of Activities, at Wesley Commons in Greenwood, SC.



WILLIAM MENDOLARO

Congratulations to Will and his wife Genni who were married in an intimate and private setting in Winter Garden, Florida on July 14, 2018.



CHRISTOPHER COVEY

Congratulations to Chris who graduated with honors from the University of North Florida with a degree in Construction Management this summer.



EZRA ISAIAS NAJERA

First grandson and third grandchild of Yvette Carbonell

Please welcome Ezra to the Hubbard Group family. Ezra was born on Friday, August 24, 2018 weighing 9lbs. 5oz. and 21 1/2 inches tall.



RALPH BROWN

Congratulations to Ralph on his 48th year with Hubbard Construction Company! Thank you for your contributions to many Hubbard projects over the past 48 years!



JOHN HIGHTOWER

Happy Birthday to John who celebrated his 83rd birthday on September 4th.

Have good news to share? Submit your photo and information to personnel@hubbard.com.