

Angels Among Us

A STORY OF HOW ANGELMAN'S SYNDROME EFFECTS ONE OF OUR OWN

Up at dawn, at work by 7:00 a.m., back home by 6:00 p.m., to bed by 11:00 p.m. Repeat the process five to six days per week. Sound familiar? The pattern seems to fit just about everyone.

However, for Twila MacLarion, there's more to her daily routine than the average person would care to tackle.

Twila, her husband, Freddie, and their 4-year-old son, Henri, live in Big Island. Twila has worked for English for seven years and has served as a laborer, roller operator, truck driver, and a clerk. She currently works at the shop in Hurt and serves as the transportation coordinator.

"She stepped into the job and she's unreal. She's very efficient - cost efficient. She's a real asset and always looking for ways to improve," said Gary Mattox, shop manager.

Supervisors and co-workers are complimentary of Twila's ability and work ethic. But to those who know her best, this is not at all surprising. As a matter of fact, the work she has to do on the job pales with the task she faces at home each day.

Less than a year after the birth of Henri, Twila and Freddie were devastated to learn that Henri had Angelman's Syndrome. This genetic disorder has some of the same characteristics as Down Syndrome, Autism,

Cerebral Palsy, and mental retardation. Henri can stay up for days without sleep, and when he does sleep, the time varies greatly. The very nature of the disorder requires that he be constantly monitored.

At 4:30 a.m., Twila is up taking care of Henri's needs, which include feeding, dressing, and medicine. She leaves home at 6:00 in order to get to work by 7:00. After work, she picks up Henri at the baby sitter by 5:45 and arrives home around 6:15. It's now time to fix dinner, bathe Henri, give him his medicine, and spend some time with his daily therapy. By 10:00 p.m. Twila has some time for herself, but precious little. It's already time to go to bed and prepare to start another day.

Twila says that her love for Henri could not be greater. He is a happy, loving child. And, while his care demands special therapy, constant attention, and great medical expense, it is a labor of love. So, when you see Twila or talk with her on the phone, be assured that you are dealing with a devoted and caring parent who is able to bring the same devotion and loyalty to her job.

Twila helps Henri on his computer.



Twila MacLarion's son Henri.



New Safety Director

In April 2002, James L. (Larry) McDaniel was appointed the company's Corporate Safety Director. Larry served for two years as the safety director on the 895 Connector project in Richmond.

FD/MK, the owner of the 895 Connector project is known for its safety practices. Larry's role was to oversee safety on this project and to observe the activities of approximately 100 employees and numerous subcontractors. Leverett Banks, safety director for FD/MK worked closely with Larry and assures his abilities as an effective director of safety.



Larry McDaniel (standing) and Kevin Hooper, project manager, discuss safety requirements on a new project.

"He is one of the best things to happen to English. He took his job seriously and was prompt in finding a solution if a problem were to arise. I respect him as a safety director," said Banks.

Before coming to English, Larry was in business for himself for twenty years as a general contractor in Tennessee. In addition to his practical building experience, Larry has earned two degrees: one in Environmental Health from East Tennessee State University and the other in Construction Management from East Carolina University.

Larry's mission is to view and inspect worksites, help correct possible hazards, and give instruction in safety measures.

"I understand that safety and productivity are both important goals for all of our projects," McDaniel said. "I look forward to working with everyone to help obtain these goals."



SAFETY: The Competitive Edge

Bidding in today's construction project market has become more competitive than ever before.

Recent political and socioeconomic events have driven our necessity to bid work more "lean and mean", reducing estimated costs in all areas. Cuts in states' budgets mean more contractors are bidding fewer jobs. The competition is great.

One way English can become more competitive in estimating work is to lower our insurance costs.

A major factor affecting our worker's compensation (WC) cost estimate in a bid, is the experience modification rate (EMR), a multiplier used to calculate insurance cost relative to total labor. The EMR is also an indicator used to compare a contractor's safety record to other firms within the same class of construction.

Using one (1.0) as the industry standard, an EMR less than 1.0 indicates a company's safety record is generally better than the average and also allows the contractor to figure less cost for WC insurance in their bids, providing an immediate advantage. The lower English's EMR, the greater the advantage.

Some factors that affect the computation of the EMR are:

- NUMBER OF ACCIDENTS/INCIDENTS**
- SEVERITY OF ACCIDENTS/INCIDENTS**
- COSTS ASSOCIATED WITH ACCIDENTS/INCIDENTS**

Since the EMR is directly related to our safety program's success, we all should strive to work safely, not only to return home to our families healthy each day, but to ensure our competitive edge in acquiring additional construction contracts.

There are a few simple things we all can do each day to improve our safety record:

- COME TO WORK EACH DAY WELL RESTED AND ALERT**
- ENSURE TOOLS, EQUIPMENT AND VEHICLES ARE IN GOOD WORKING ORDER**
- KNOW AND UNDERSTAND THE DAY'S WORK ACTIVITIES**
- WATCH OUT FOR CO-WORKERS**
- REPORT ACCIDENTS AND INJURIES IMMEDIATELY**

On-Job-Training

On-Job-Training continues on the job sites. Congratulations to Elias Arellano on the NC 127 project in Catawba County, North Carolina. Elias was promoted to a backhoe operator after completing 720 hours of training. James Hamm completed 440 hours of training as a roller operator on the Route 265 project in Danville. Armando Cruz-Aguilar and Fernando Cruz-Aguilar received training on the Route 460 project in Christiansburg. Both Armando and Fernando were promoted to form setters. Dwayne Phillips received training at the shop

and on-site at various job locations for a total of 2,080 hours as a crane mechanic. In addition, Phillips attended the Terex American Crane School in Wilmington, North Carolina for one week where he studied hydraulic and friction cranes.

For English training is critical in obtaining and maintaining a skilled workforce but for Ann Akers, field office clerk for the NC 127 project in Catawba County, North Carolina, it's more than just mechanics it's building people.

"I started as a flagger and English gave me the opportunity to train for grade checking. I was proud to receive my certificate. Now when I get the opportunity to sign someone else for the OJT program, I know from experience how gratifying it is to have a program that will help me to be better able to contribute to English," Akers said.



Armando Cruz-Aguilar and Fernando Cruz-Aguilar show off their certificates.



James Hamm (left) receives OJT certificate from John Jordan, Senior Vice President.



Elias Arellano (left) receives OJT certificate from Hal Ferguson, Foreman.



Dwayne Phillips checks crane for maintenance.

DID YOU KNOW?

Dixon & Noeman, Architects credited English with building more schools in Virginia than any other one contractor (1950-1960)

English conducted a supervisor's Conference at Natural Bridge the week prior to the burning of the Natural Bridge Hotel (April 1963)

English constructed the new General Electric Office in 1959 and the Randolph Macon Woman's College Chapel in 1967, (both in Lynchburg)



Safety and Service Awards

Seventeen regional safety meetings took place throughout Virginia and North Carolina educating approximately 700 employees. Individual employees were recognized for their safe actions on the jobsite.

Senior management - John Jordan, Wilson Dickerson, and Allen Hamblen; project managers - Don Wade, Bob Halpin, and Don Sowers; safety director - Larry McDaniel, and human resource director - Kathy Dowdy conducted these meetings at various job sites and local restaurants.

SAFETY

English's accident-free employees who had less than one year service received a cap, with two years service received a cap and a travel mug and with three years service received a jacket and a cap. While safety was the number one topic, others topics were also discussed. They included EEO policy, sexual harassment, drug awareness, racial discrimination, and on-job-training. To those who translated for the Spanish speaking, English says thank you.

Aaron Harke, engineer
on the Henrico County
Water Reclamation Facility



Doug Dalton, President and CEO, presents a 15-year service pin to Lawyers Adkins at the Shop.

SERVICE

English recognized employees for their years of service. Pins were distributed to employees with employment increments of five years (5, 10, 15, 20, etc). At the home office meeting in Lynchburg, a special award, a clock, was presented to Cecilia Hudgens on behalf of her late husband, Pete. He had retired from the company with 37 years of service as a building superintendent. Doug Dalton, CEO and president presented a retirement clock at the shop meeting to Kermit Bradley and his wife Shirley. Bradley officially retired last year as a crane mechanic, but is still working occasionally.



Employees on the Route 117 Smith Creek Parkway in Wilmington, North Carolina

Face to Face

The telephone is a great tool, and, within English Construction, it is absolutely essential. Information of all kinds is shared everyday among people who get to know each other very well, but never meet in person. Operating in several states makes it difficult to meet other employees, and current technology doesn't allow us to see each other as we speak on the phone. This problem was overcome on November 8, 2001 when English held a workshop for field clerks at the Holiday Inn Select in Lynchburg.

During the one-day workshop, home office personnel used handouts, overheads, and videos to review forms, procedures, benefits, and company policy. Ideas and concerns were shared, and the exchange went both ways. The home office personnel learned

more about how the field operated, and the field personnel were made aware of the home office concerns. At the conclusion of the meeting, everyone felt it was time well spent.

"Meeting the other field office clerks and home office personnel was wonderful. It puts a face with a voice."

Chris Eastep, field office clerk at the Route 117 Smith Creek Parkway in New Hanover City near Wilmington said the training was a productive use of time. She recommends that it occur more often, and increase in length. She especially enjoyed the fellowship. "Meeting the other field office clerks and home office personnel was wonderful. It puts a face with a voice," Eastep said.

While the intent and purpose of the meeting was not social, a social benefit was realized. The workshop provided a means for everyone to meet the voices on the other end of the phone and talk face to face.

English Mourns

On March 21, 2002, family, friends and co-workers were greatly saddened by the death of a long-time employee, James (Jim) Wooldridge. With 20 years of service, Jim was an engineer in the home office in Lynchburg. From Appomattox, he is survived by his parents, Katharine and John Wooldridge, and brother, Gary. He was 51 years old.

English mourns the loss of another long-time employee James Filmore "Bud" Eanes who died on March 19, 2002. Bud was a foreman and retired in 1998. He is survived by his wife, Lenora Brooks Eanes and children Kimberly E. Maitlen, Forrest Lynn Crank and Denise G. Wright. He was 76 years old.

New Jobs

ROUTE 704, ISLE OF WIGHT COUNTY

Owner: VDOT
Contract Amount: \$3,258,335.45
Project Manager: John M. Jordan, Jr.
Superintendent: Bruce Jones
Reconstruction and widening of Route 704 at Rescue, VA including grading, drainage, paving, wetland mitigation and two bridges.

ROUTE 107, JACKSON COUNTY, NC

Owner: NCDOT
Contract Amount: \$1,516,661.69
Project Manager: Ralph E. Murphy
Superintendent: R. C. Hamilton
Reconstruction and widening of NC 107 near Cashiers, NC including grading, drainage, paving, retaining wall, and box culvert extension.

GRAINGER BUILDING, LONGWOOD COLLEGE, FARMVILLE

Owner: Longwood College
Contract Amount: \$3,885,720
Project Manager: Maurice Law and Kevin Hooper
Superintendent: Mark Glover
Installation of approximately 27,894 square foot academic building.



Schedule

ANNUAL GOLF TOURNAMENT

Fall 2002

Watch for Details

ENGLISH LEADERSHIP CONFERENCE

Natural Bridge

January 24-25, 2003

Ageless Crew

What do you plan to be doing at age 60 or 70 or 80? Do you plan to sit on the porch and drink lemonade, or do you plan to keep on working?

Age and retirement are two things that do not necessarily precede each other at English. Quite often, employees reach the age but continue to work. That's the case with three young-at-heart men of the four-man road crew headed by Ernest Garbee, Sr. Currently, this crew is working on the Key Industrial Park Access Road in Hurt. Ernest is the senior member at age 78. Maurice Witcher will be 70 in August, and Kyle Scott will turn 70 in November. And what about the fourth member? Floyd Irby has just reached the age of 60 and is the baby in this group.

President and CEO Doug Dalton prioritizes hard work and loyalty as elements of valuable employees.

"In 1973 and 1974 I worked for "Big Daddy", as Mr. Garbee, Sr. is affectionately known, as paved ditch foreman on the Gretna by-pass. He firmly believed that hard work never hurt anyone. Big Daddy, Maurice, Kyle and Floyd are examples of leadership and loyalty for those who work at English. They

"Big Daddy, Maurice, Kyle and Floyd are examples of leadership and loyalty for those who work at English. They have what it takes to get the job done."

have what it takes to get the job done. All of us at English appreciate their valuable contributions," said Dalton.

Obviously, good health (and hard work) have contributed to their longevity and kept the spirit of work alive in these men. We congratulate them and wish them many more productive years.



615 Church Street
Lynchburg, Virginia 24504

EQUAL OPPORTUNITY EMPLOYER

English is an equal opportunity employer. It is the policy of English to afford equal opportunity for employment to all individuals regardless of their race, creed, color, religion, national origin, veteran status, marital status, sex, age, or handicapping condition. English will not tolerate unlawful discrimination acts by its employees.