

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.

EQUAL OPPORTUNITY EMPLOYER

615 Church Street
Lynchburg, Virginia 24504



English Mourns

English lost a long-time employee on December 26, 2002, when James Hargrove passed away. James courageously fought cancer for approximately one year before his death.

James was hired in 1987 as a carpenter, and later promoted to grade foreman. At his death,

he was a foreman on the US 15 & 501 project in Durham, NC.

James is survived by his wife, Valerie and their four children. James is sadly missed by his family, co-workers, and numerous friends.

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COMPANY ADDRESS**

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RETIRED AND LOVING IT

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Schedule of Events

ENGLISH GOLF TOURNAMENT
coming this fall

ENGLISH LEADERSHIP CONFERENCE,
Natural Bridge, Va
JANUARY 30-31, 2004

A Message from the Editor

If you have a unique story to tell and would like to share it with English employees, contact Kathy Dowdy at the home office.

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The State of the Company Address

— Stannard Preston —

In his “state of the company” address at the annual meeting in Natural Bridge, Virginia in March, Doug Dalton, president and CEO, forecasted an encouraging future for English. Despite (then impending) war in Iraq, terrorists’ threats, soaring unemployment, budget shortages, and “the worst winter anybody can remember,” English employees do not have to worry about not having enough work.

Doug described English’s position in the construction market in four key ways: English holds a *Challenging* position in the market and at the same time a *Dynamic*, ever-changing one. While we should be conservative with our supplies and *Guarded* in our enthusiasm, we should not forget that English has the resources to be in a very *Exciting* place in the market, equipped to handle more and innovative types of work as it emerges.

Challenging—Doug continued by acknowledging that the perception among employees may be that we need work, that we can’t keep our huge fleet busy, or that there’s not even enough work out there in the market to keep us afloat. Not so! But our challenge as a company is to use our assets to go after new opportunities, rather than believing, like Chicken Little, “The sky is falling! The sky is falling!”

Dynamic—English, unlike many other companies, is contributing to its employees’ 401(k) plan, Doug stressed. In addition, we completed several impressive and very visible jobs last year, including the 895 Connector, Thomas Jefferson Parkway Bridge, and Covenant School projects. We finished VDOT’s first-ever design-build project on time and at a profit and have been awarded the state’s second design-build project. We have more active jobs this year than last year, and we continue to bid jobs regularly. Not only is there work enough to keep our fleet busy through mid-summer, we may need even more equipment.

Guarded—Competition is ferocious, and profit margins are puny. Where there used to be three to five bidders per job, there are now 15 or more. While all of that sounds

challenging, we can keep the company healthy by being productive, keeping accurate accounting records, conserving energy, and adopting security measures to “keep honest people honest,” such as with gasoline. Our most critical need—as well as our best hope—is to recruit the best employees and then to hold on to them.

Exciting—In the midst of all the possibilities and probabilities, Doug believes the potential for profit post-2003 is beyond anyone’s expectations. Here’s why:

1. Virginia’s transportation infrastructure needs attention, and improving it will be a hot topic following this year’s state elections.
2. NCDOT has a large amount of work to let in June 2003.
3. The Public-Private Transportation Act (PPTA) of 1995 was amended and reenacted in 2002 and has opened up some large opportunities: Britton Road (a continuation of the 895 Connector project that we have since won); Coalfields Expressway; and I-81, for which we are a part of the “Star Solutions Team” supported by a group of companies based in Virginia.
4. PPEA (The Public-Private Education and Infrastructure Act) might push us over the top, with projects such as Government Square (the restoration of nine government buildings and the state capitol) in Richmond; and two new prisons for the Virginia Department of Corrections.

So, while realistically analyzing the market and taking into account the heightened uncertainty that the world lives with these days, Doug inspired confidence in the continued stability of English. “We are a diverse company and secure well into the future...” “We want to make a difference for the clients and for the employees and their families and make a difference in the neighborhood where we all work and live. You can go home [from Natural Bridge] feeling better about the company you work for...”

And finally: “Businesses sometimes fail if they don’t focus on success.” “We want you to join us and play your part in that success.” Fortunately for us all, there’s no shortage of success at English.



Roberto Zepeda and Ivis Reyes

On the Job Training

English is proud to announce the promotion of Roberto Zepeda and Ivis Reyes. Both work on the Route 117 Smith Creek Parkway in Wilmington, NC and completed 2000 hours of training in the On-Job-Training program. Roberto was hired on August 20, 2001, as a carpenter and was promoted to bridge supervisor. Ivis was hired on December 4, 1997, as a laborer and later was promoted to carpenter. Most recently Ivis completed his 2000 hours of training and was promoted from carpenter to bridge supervisor. English thanks Mark Hackney, project superintendent, for his support of the OJT program.



New Jobs

RUFFNER BUILDING RECONSTRUCTION, LONGWOOD UNIVERSITY, FARMVILLE, VA

Owner: Longwood University
Contract Amount: \$14,475,000
Project Manager: Maurice Law
& Kevin Hooper
Superintendent: Dexter Eades
Project Coordinator: Mark Glover
Reconstruction of a four-story building of approximately 83,000 sf that burned 2 years ago. The Ruffner Building was considered Longwood University's central flagship building on campus. Modern construction materials and techniques will be used to exactly duplicate the historic features of the original building. An additional 9,000 sf of space is also being renovated in the adjacent Blackwell Building. When the project is complete, the Ruffner Building will tie into a total of four existing buildings that surround it and once again become the cornerstone of the university's campus.

THOMAS BRANCH RENOVATION & ADDITION, RANDOLPH-MACON COLLEGE, ASHLAND, VA

Owner: Randolph-Macon College
Contract Amount: \$3,645,000
Project Manager: Maurice Law
Superintendent: Charlie Ashworth
Asst. Superintendent: Michael Williamson
Total renovation of a classic three-story building on campus originally constructed in 1915. This work also includes the addition of a contemporary atrium/lobby.

NORTH CAMPUS RESIDENCE HALL RENOVATIONS, RANDOLPH-MACON COLLEGE, ASHLAND, VA

Owner: Randolph-Macon College
Contract Amount: \$2,320,300
Project Manager: Maurice Law
Superintendent: Charlie Ashworth
Assistant Superintendent:
Michael Williamson
Total renovation of three one-story dormitories including all new architectural features and all new mechanical and electrical systems. Also the buildings will have all new interior finishes.

FORK UNION WASTEWATER TREATMENT PLANT, FORT UNION MILITARY ACADEMY, FORK UNION, VA

Owner: Fork Union Military Academy
Contract Amount: \$1,585,297
Project Manager: Allen Hamblen
Superintendent: James Andrews
Construction of a new 100,000 gallon per day wastewater treatment plant.

RETIRED and Loving It

English employees understand the time and energy it takes to make it in the construction world. In December, one employee from English's Corporate Office decided to spend more of her time and energy somewhere else – with her family. Mittie Gay, corporate secretary, retired after 20 years of service.

Mittie, who lives in Altavista, Virginia with her husband Johnny, has two children and five grandchildren. Before coming to English, Mittie worked as secretary at First Baptist Church in Altavista, in a law firm, and as office manager for an insurance company.

Mittie began her days with English as an assistant to Garry Collie, corporate financial officer, but once management realized how capable and valuable she was, the battle for Mittie began. Everyone wanted her! Mittie worked in the road and bridge division for 14 years, and in 1995 was promoted to corporate secretary.

John Jordan, senior vice president, said, "Mittie was as knowledgeable and competent at her job as anyone I have ever known."

Praise for her abilities is echoed by Wilson Dickerson, senior vice president. "Mittie was an important member of our organization. Her

knowledge of our business and her ability to handle problems independently greatly assisted the project managers. She was especially helpful to me, keeping me organized, and heading me in the right direction. I am happy for her in her retirement, but sad for the company who has lost a great employee and friend."



Since retirement, Mittie said, "I have no plans set in stone. I really miss the people, but not the work. I enjoyed my 20 years with English and treasure the friendships. English was a great place to work, and they were good to me."

Mittie enjoys music and has recorded a Christmas CD. With more time, she plans to make another CD and to spend plenty of time with family.

The English family congratulates Mittie on her retirement.

COMMITTED Work Force

English acquires work in a variety of ways. The traditional method that requires companies to submit bids on a particular day for a project that has been previously designed, engineered and advertised is frequently replaced by other methods. Earlier this year English participated in one such non-traditional method. Eighty-two of English's field personnel contributed to this process by attending a public meeting in Stafford County, Virginia, at Colonial Forge High School on May 7, 2003.

Stafford County is a rapidly growing county in the northern portion of the state that is experiencing growing pains within its school system. Several groups of companies worked together to offer the county a solution to their need for more schools.

English was a part of one of the two groups

selected to make final presentations to the selection committee comprised of Stafford County School Board members and members of the Board of Supervisors. Doug Dalton, president and CEO, asked that as many employees as possible attend the meeting in an effort to show the selection committee a committed work force. And indeed, committed they are! After having put in a full day on the job in Ashland, Fredericksburg or Lorton, some drove an hour or more and sat patiently through the presentation of two proposals.

This experience is an example of how competitive the job market is today. English was unsuccessful in acquiring this particular job, however, our field personnel have demonstrated how committed they are to helping with the process.

*Our people
are our
greatest asset!*

(continued on page 3)

★ ★ Our General Retires ★ ★

Because of the departure of one employee, English has lost more than 40 years of leadership, wisdom, and integrity. Happily, this loss is not from sickness or death but from fun and sun at the golf course. After 20 years with English as vice president and director of human resources, Max Guggenheimer, Jr. “officially” retired January 1, 2003. So he thinks.

Born and raised in Lynchburg, Max is known to many as Major General Guggenheimer. He graduated from Virginia Military Institute and was active in the Army for 37 years, retiring in 1997 as a two-star general. Before joining English, Max was vice president of A. B. Burton Company, a grading contractor in Lynchburg.

Folks are wondering what Max is doing with his infinite energy and ambition since his retirement. To put it mildly: plenty! He recently completed two terms (8 years) as chairman of the Virginia Counsel on Human Rights. Max, a Vietnam War veteran, returned to Vietnam in

2001 to experience the country in peace and now generously shares his experiences through lectures at colleges, schools, and churches. Active in his church, he plans a trip to Belize in August with the youth group. Max is also taking a four-year course in Education

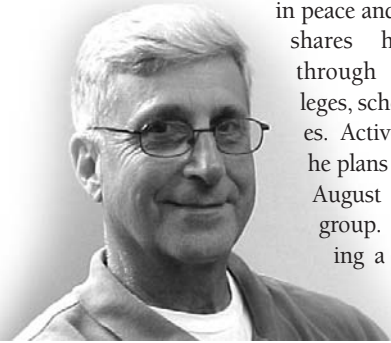
for Ministry developed by The University of the South in Sewanee, Tennessee. An added blessing in Max’s retirement is the additional time he spends with his 94-year-old mother and his children. Max remains an avid walker and enjoys baseball, wrestling, and of course golf.

As Max enjoys his exciting retirement, he is greatly missed by the English families and the construction industry. John Jordan, senior vice president, said, “Max has been a leader in Virginia, North Carolina, and South Carolina in the fields of human relations and EEO for many years. He is a great asset to English.”

Wilson Dickerson, senior vice president also shares Jordan’s sentiment. “Even though Max went to VMI—and not Virginia Tech—he gave consistently sound help with personnel, safety, and project matters. He always kept us informed and assisted us wherever he could, acting as our eyes and ears as he traveled to the projects, and he contributed greatly to the company and its employees. Max will be greatly missed, but we know that he will enjoy his much-deserved retirement. I will always consider him a close friend.”

Doug Dalton, CEO and president, said, “Max Guggenheimer is one of English’s most loyal employees. He has always been and will remain an ambassador for English.”

Max truly is an asset to and an ambassador for English. As for being a retiree... so he thinks.



New Jobs (Continued)

BLUFF WALK CENTER, LYNCHBURG, VA

Owner: Riverfront Development LLC
Contract Amount: \$7,000,000
Project Manager: Maurice Law and Kevin Hooper

Superintendent: to be assigned
Restoration and renovation of a four-story and adjoining six-story 100-year-old factory warehouse buildings into an upscale hotel, restaurant, mini-conference center and microbrewery.

US 601 AND US 1, KERSHAW COUNTY, CAMDEN, SC

Owner: SCDOT
Contract Amount: \$5,902,633.88
Project Manager: John Jordan & Ron Shaw
Superintendents: Jim Shore, John Meadows & Greg Davis

Construction of two bridge replacements and approaches over CSX Railroad on US 601 and US 1 in Camden, SC. This project has a very tight time frame with extensive liquidated damages for late completion.

RINGGOLD WEST INDUSTRIAL PARK, DANVILLE, VA (Sub to Blair Construction)

Owner: Intertape Distribution Warehouse
Contract Amount: \$638,035
Project Manager: Emmett Holdren
Superintendent: Ernie Garbee, Jr. & Matt Gunn

Site work to include earthwork, clearing and grubbing, erosion and sediment control, storm, water and sanitary systems.

BRITTON ROAD, HENRICO COUNTY, RICHMOND, VA

Owner: VDOT
Contract Amount: \$3,425,000
Project Manager: Bernard Davis
Superintendent: Gene Phillips

Managed by FDMK this project includes the construction of a bridge over I-895 on Britton Road with approaches.

SANTUE DRIVE, UNION COUNTY, SC

Owner: SCDOT
Contract Amount: \$1,055,022.87
Project Manager: John Jordan & Ron Shaw
Superintendent: to be assigned

Construction of a bridge and approach replacement over CSX Railroad on S-35 Santue Drive.



Committed Work Force (continued from page 2)

From Job 345

Darrell Sullivan
Clyde Church
Kenneth Elliott
Ancel Knotts
Robert Lewis
Greg Russell
Catherine Morrow
Charles Mullins

Richard Hughes

Rolando Cruz
Benjamin Cruz
Bernard Throckmorton
Henry Richardson
Frank Stone
Charles Bruce
Osmardo Delcid

Eugene Greek

Pedro Guevara
Nelson Lopez-Rivera
Lucio Herra-G
Angelo Maldonado
Elmer Velasquez
Samuel Hubbard
Harry Dunitan
Karen Dunford
Melvin Crawley

Oscar Del Cid

Isabel Argueta
Carlos Nunez
William Rose
Oscar Rodriguez
Flozene House
Ernest Wright
Wynn Herbers

From Job 580

Charlie Ashworth
Michael Williamson

From Job 795

David Scott
Charles Cunningham
Timothy Mayhew
Randy Short
Steven Shelton

From Job 730

Robbie Rice
Nathan Jennings
Danny Ellis
Christopher Holloway
Elmo Campbell
Santiago Velazquez
Pablo Guzman
Carlos Guzman
Billy Jennings
Octavio Rubio
Alexander Rubio
Alvin Wright

From Job 800

Lou Hutcherson
Ann Hutcherson
Gaynor Collins

Henry Myers

Chuck Burgess
Angel Uy
George Matney
Jennifer Phillips
Tonya Phillips
Wayne Deacon
Gene Rainey
Danny Spoon
Dwain Hines
Janice Bryant
Brett Street
Billy Creasey
Louis Thompson
Linn Arthur
Rick Arrington
Lester Ensley
Les Booth

The Easy Way

Each year many people acquire back injuries—pulled muscles, strains, and sometimes disc and bone injuries. Some of these are easily treatable and recovery is easily achieved. Some injuries are more serious requiring extensive treatment and longer recovery times.

What's important is understanding how these injuries occur and how to prevent them. Back injuries can occur while simply turning to pick something up, bending, or lifting lightweight or heavy objects.

Some simple, easily remembered guidelines can help prevent back injuries in the workplace.

1. Never lift beyond your strength.
As supervisors, pay attention to what workers are doing and do not expect too much.
As a worker, do not be macho!
2. Always crouch (bend your knees) down to what you intend to lift. Do not bend or lean at the waist.
3. Make sure your footing is sound. Be aware of your path and be sure your path is clear.
4. Get a firm grip on what you are lifting, keep your arms straight if possible, and maintain a straight back posture.
5. Lift gradually, do not jerk upwards.
6. Avoid twisting at the waist and shift positions with your feet.
7. Lift by standing up, back straight, and use your legs.
8. Make sure to put your load down in the same way you lifted.
 - Back and arms straight
 - Use your legs
 - No twisting
 - Shift your feet when moving

Always be aware of where you are, with whom you are working and watch out for fellow employees.

TAKE CARE OF EACH OTHER.

Service Awards

~ Continued ~

15 Years



Louis V. Thompson



Burnace A. Moore



Rodney K. Layne



Carleton R. Jackson



Louis H. Hall



James E. Eggleston, Jr.



Thomas W. Bailey

10 Years



Travis S. Simpkins



Rex L. Rowland



Susan M. Nuccio



Nathan L. Jennings



Gordon E. Ford

5 Years



Ronald Willis



Stanley G. Russell



Ivis Reyes



Francis R. March



Charles G. Lewis



Sherrie L. Duggins



Andrew L. Dudley



Antonio R. Cruz



William S. Chidester



Conrad D. Bays



Jo M. Barnard

Service Awards

35 Years



Wilson K. Fleshman

English presented 37 employees with Service Awards this spring at the Annual Leadership Conference in Natural Bridge, VA and at the Regional Meetings held on-site at the various English projects. Length of service ranged from five years to 35 years. This year Wilson Fleshman received the award for serving the longest interval of 35 years. Congratulations to all award winners and best wishes for continued success.

30 Years



Barry L. Tuck



Phillip G. Manning



James E. Andrews

25 Years



Darrell L. Sullivan



John M. Ellmore



Wilson L. Dickerson, Jr.

20 Years



Bernard M. Throckmorton



Matthew Morgan



Emmett B. Holdren



Max Guggenheimer, Jr.



H. Cary Glover, Jr.



Mittie G. Gay

The Next Generation

With today's job market, one cannot have enough educational training. English understands the need for experience and tries to encourage and promote training programs for students. It is a great learning experience. Not only do students become skilled in a trade, they walk into the job market with the valuable experience necessary that sets them apart from other applicants. Seth Glass and David Bascom are just two that are taking advantage of English's Engineer in Training Program.

Seth Glass will graduate from Virginia Tech in December 2003, with his degree in Civil Engineering. Seth worked for English in 2002 under the supervision of R. C. Hamilton at the Volvo Plant in Dublin, VA. Seth is currently working on Route 265, Pittsylvania Co. project under the supervision of Ernie Garbee, Jr., project superintendent. Seth is assisting in setting stringline stakes and checking grade for the fine grade operations. Ernie says, "Seth has great potential and is the kind of person English is looking for."

David Bascom is a third year student at Virginia Tech pursuing a B.S. in Civil Engineering, Environmental and Water Resource Option and is due to graduate in May 2004. He is currently working on English's Henrico Water Reclamation Facility project under the supervision of Aaron Harke. David and Aaron are currently working on 42, 28, 60 and 90-inch pipe layouts. Other duties David is involved in include concrete structure layout and general engineering assistance. Gene Gluchowski, project superintendent, says "David's performance is excellent. I wished I had 12 or 15 more like him."

