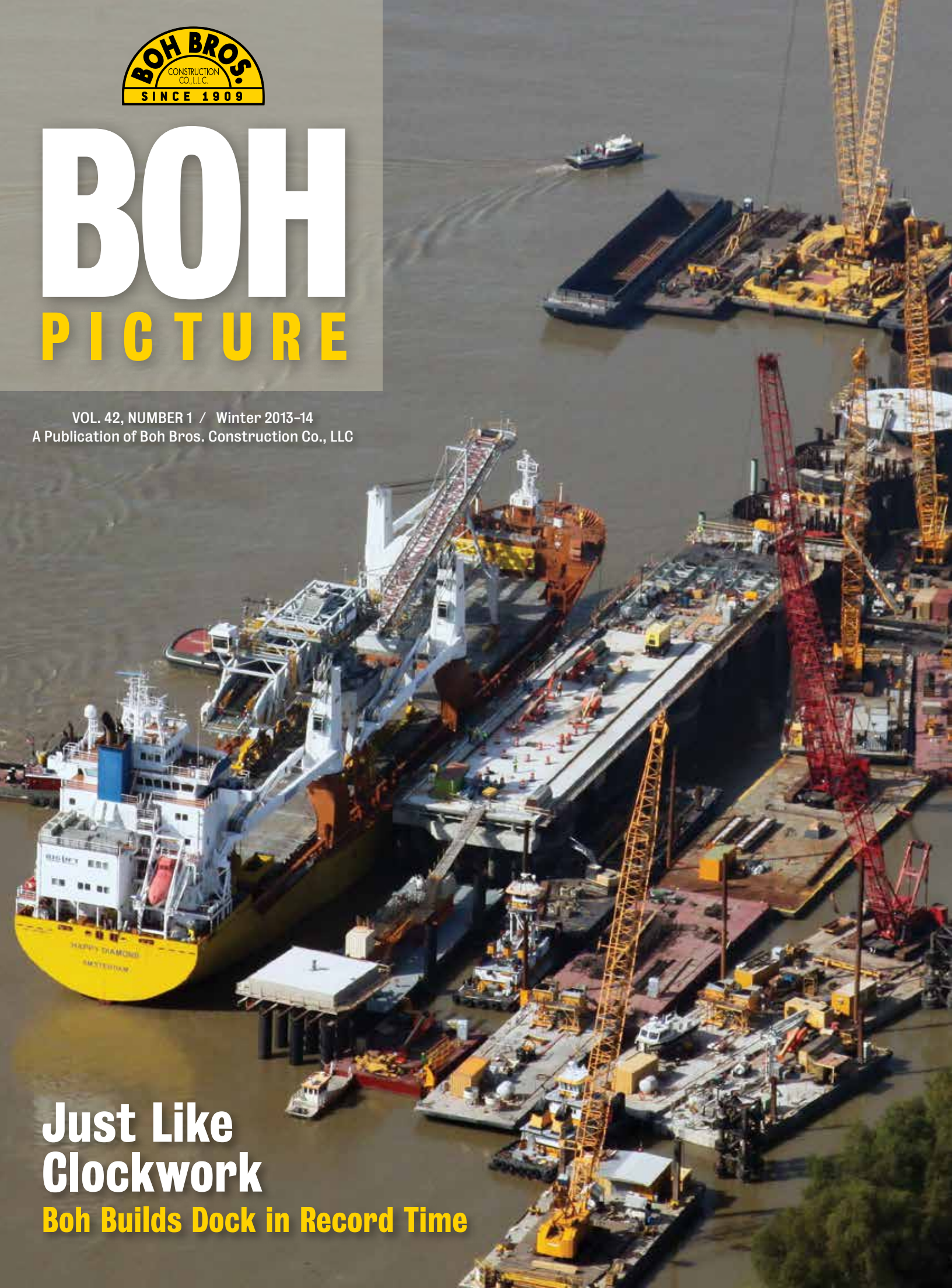
BOH BROS. CONSTRUCTION CO., L.L.C. SINCE 1909

BOH PICTURE

VOL. 42, NUMBER 1 / Winter 2013-14
A Publication of Boh Bros. Construction Co., LLC



Just Like Clockwork

Boh Builds Dock in Record Time

BOH
PICTURE
Winter 2013-14

President
Robert S. Boh

Design & Layout
Design III

On the cover:
A ship loader is offloaded onto a portion of completed dock at Impala's Burnside Terminal in November.

The BOH Picture is published for employees and friends of Boh Bros. Construction Co., LLC

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I have always remembered a conversation I had with my grandfather shortly before I was to start my first summer job in the field after graduating from high school. He wanted me to know that the craftsmen and supervisors with whom I would be working were like him in that most had not had the opportunity to go to engineering school or even college, but nonetheless they were skilled and professional in their trade. He believed they were as good at their chosen profession as he hoped I would become in mine, and I should appreciate them for the tremendous contribution they made to our company's success. Indeed, the quality of our foremen and craftsmen remains a key factor that distinguishes us from our competitors and allows us to continue that success through repeat business and satisfied clients.

This memory comes to mind as I see employers and educators in our state joining with our elected officials to address the growing need for new skilled workers in our industry. It is projected that there will be an additional 86,000 skilled craftsmen needed by 2016 just to meet the demands of the $50 billion in new petrochemical plant expansions proposed in this region. Although this gap is largely due to the capital investments being made to take advantage of low energy prices in the U.S., it is also a reflection of the long term demographics of our industry: retirements have been occurring faster than new people are entering the trades.

For many years, I believe that educators and parents have sent the wrong message to our children: if you don't go to a four year college after graduating from high school, you are somehow a disappointment or even a failure. I think the better message is that every child deserves the chance to receive a strong education while attending a quality primary and secondary school; and upon graduating each should be qualified to choose a career path that could include university, community and vocational college, or direct employment in the trades and formal apprenticeship. Education reform in our public schools and a renewed emphasis on improving the state's community college system are encouraging steps being taken to make this vision a reality. We can do our part by providing a safe jobsite, reasonably stable employment, a chance to learn and grow with the company, and good wages with good fringe benefits. It sounds a lot like what Henry Boh had in mind all those years ago.

Robert S. Boh, President

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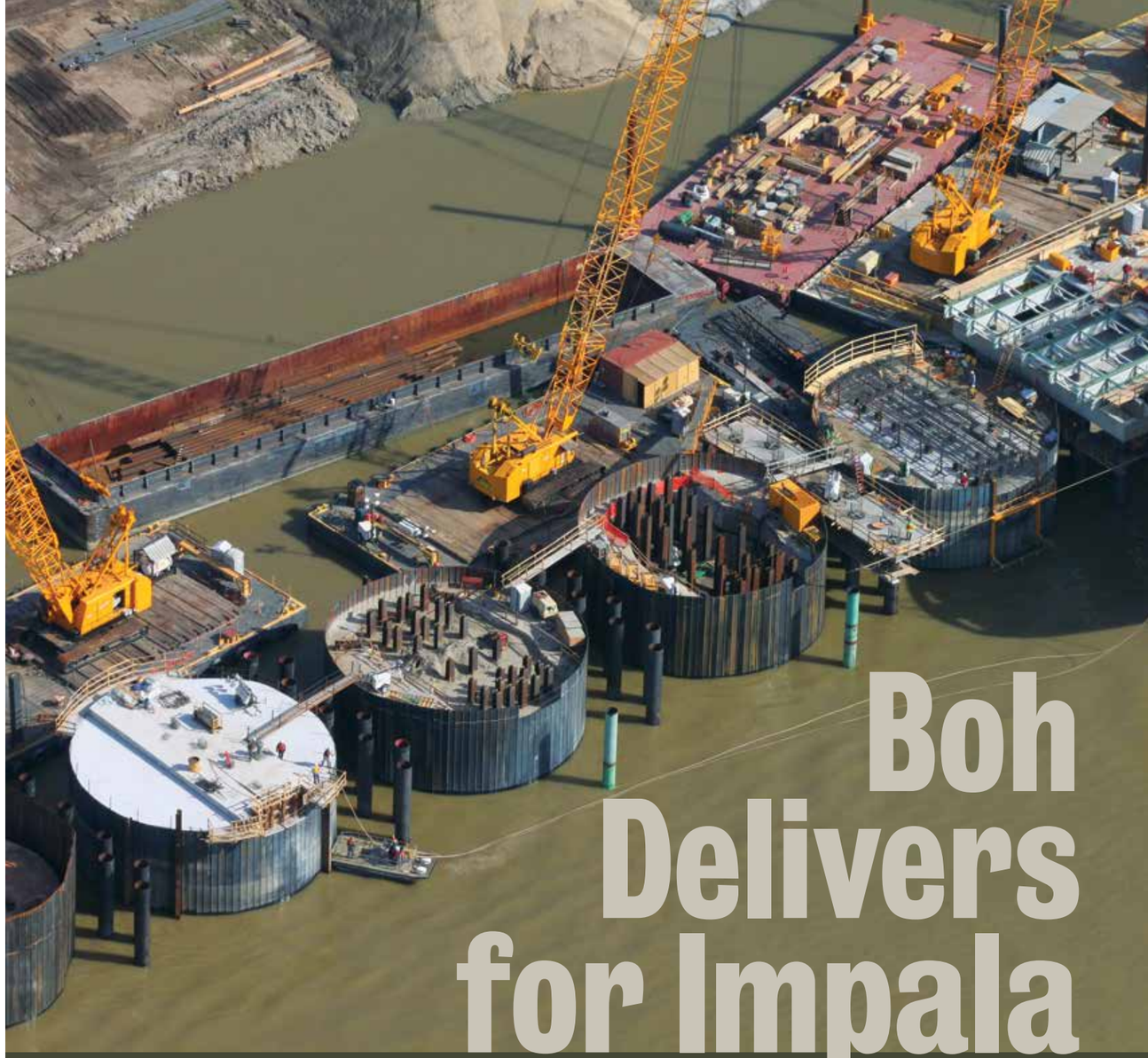

Boh Delivers for Impala

Despite an already fast-paced schedule and an expanded scope of work three months into the project, Boh managed to construct enough dock in time for the Impala Burnside Terminal in Ascension Parish, Louisiana to receive a ship loader that is critical to the terminal's coal handling operations.

The project is part of Impala's $250 million conversion of the 1956-constructed terminal (closed since 2008) into a state-of-the-art facility for coal, bauxite, alumina and other bulk commodities on the Lower Mississippi River. The completed terminal will be one of the top coal bulk logistics facilities in the U.S. and the only one on the Mississippi River with both rail-to-vessel and barge-to-vessel capabilities.

The original, 1,000-ft.-long dock was comprised of 55-ft. diameter steel sheet pile cells filled with concrete and reinforcing steel and capped with steel and concrete decking. Most of the decking had been previously removed or damaged. Boh was tasked with: removing the remainder of the existing deck and structures above the existing sheet pile cells; driving new steel sheet pile cells around the existing ones to increase their dimensions to 60 ft. diameter; filling in the annular space between new and existing sheeting; demolishing the concrete caps within the existing cells; rebuilding the deck; and protecting the river side of the dock with fender panels.

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"When we started work in January 2013, we had six cells of the dock to install, some demolition of the existing dock and the rebuilding of the entire deck," said Anthony Saladino, Boh's project manager.

In April 2013, Impala broadened Boh's scope of work to include construction of two additional cells. The change order required Boh to revise its work plan in order to meet the Nov. 27 deadline for completion of the four cells, along with 190 ft. of deck and rail to receive the ship loader and also stay on track for total completion in March 2014.

"Typically, when we have a design change, we submit a change order and push the schedule back by X amount of time," Saladino said. "Because the owner had to receive the ship loader by a specific date to get the dock working, we had to make our schedule work to fit that. The project team got creative with the work plan, working crews double shifts and on weekends to get a lot of work done at an incredible pace and meet the owner's deadline."

Bill Moulton, site manager, said part of the team's success was due to an outstanding working relationship with the owner and the owner's design engineer. "We have been able to work with the project engineer similar to the way we would work together on a design-build project, where both parties, realizing the needs of the owner, participated in redesign and re-sequencing the schedule to deliver portions of the dock critical to its operation."

Boh collaborated with the project engineer on redesign of the cell caps, as well as modifications to the dock's fender system.

Almonaster Yard a Must

The project was a good fit for Boh's heavy civil, marine and fabrication capabilities.

"We were driving pilings landside as well as in the river, and performing demolition at the same time," said Grant Closson, a project manager with Boh's piling and marine division, which mobilized on site first. "To make the sheet pile cells around the existing cells, we had to drive 928 sheets that were upwards of 130 ft. long. It's like trying to drive a wet noodle into the ground."

Boh used a circular template that was assembled at its Almonaster yard in eastern New Orleans to guide the sheet pile installation. "By themselves, the sheets are rather flimsy, but when you turn them into a cylinder, they all lock together for strength and stability," Closson said.

Crews also drove, 110, 42-inch-diameter pipe piles that are 187 ft. long, as well as 60-inch-diameter piles that are 195 ft. long. Pilings of that length are too long to be trucked to the site, so Boh fabricated them at its Almonaster yard and shipped them to the project in full lengths by barge.

"It's also faster to fabricate them in house on our sub-arc welding table, rather than subcontracting that out to someone or performing it in the field," Saladino said. "We are able to fabricate larger items because we have marine access as well."

Boh's ability to prefabricate the pilings also saved the contractor from occupying too much of the owner's space on the river batture for materials storage, which would have required approval from the U.S. Army Corps of Engineers.

Likewise, Boh pre-casted the concrete deck panels at its Almonaster yard, ensuring speed of delivery, marine access and quality control. "Each of the panels had a different shape and hole block outs for anchor bolts," Saladino said. "Our quality control team inspected and numbered each assembly for accurate placement."

The Boh team pre-assembled the 84 girders for the dock superstructure in groups of three or four at the Almonaster yard, and then set them on the cell cap structures using one of the company's 4100 Manitowoc ringer cranes.

"The prefabrication and pre-assembly was critical to Boh's keeping pace with the owner's schedule," said Patrick Ledet, field project manager. "It was such a tight schedule for the owner; and we knew that, if we missed one day, we would miss the milestone for the ship loader or the end date."

The girder groups were pre-assembled with cross bracing, so that they could easily be married to the adjacent girders set

Boh used a circular template that was assembled at its Almonaster yard in eastern New Orleans to guide the sheet pile installation.

in the field with bolted connections at the diaphragm tie-ins, said Zachary Jopling, a field project manger. “If we had set them individually, they would have taken up so much land real estate, much more time, and our hazards would have been increased because the connection work would have been performed over the water and in the air.”

One particularly challenging aspect of the project was installation of the dock’s fender panels, which had to be performed during high Mississippi River levels. “Many times piles are driven with the fender panel jacket already attached to the pile, so all of the work can be performed above the water,” Closson said. “In this case, since we were adding onto existing cells, we had to install the fender panels in the river.”

Since each cell takes a unique shape when installed, it is necessary to create a flat concrete face before mounting the fender panels. The team’s solution was to hang a steel form, with the pre-tied rebar inside of the form, on the outside of the irregularly shaped cells. Each form was custom fit to the shape of each cell structure on the landside, and created a flat concrete face on the riverside to receive the bottom of the fender panel.

At the beginning of the project, river levels were relatively low, Jopling said. By the time of fender panel installation in late 2013/early 2014, river levels were about 11 ft. higher and rising, he said. “We had to mount the panels using divers.”

Installing a 30-to 40-ft. long flat panel in the river is like dropping a rudder in a fast current, Closson said. “You have to use a lot of extra rigging and come alongs to control that panel. Ideally, we would have done that in the dry, but we can’t control Mother Nature and the river.”

Rising to the challenges to deliver such a fast-paced project was exciting for the entire team, said Ledet. “It’s rewarding when decisions, ideas, innovations, and ingenuity combine to provide solutions that make dramatic cost or time savings to help the project.”

Boh Welcomes New Corporate Safety Director

Heather Grytza became Boh Bros.’ new corporate safety director in December, but it’s a role she’s been preparing for her entire life.

Her father, Paul Oberschmidt, worked in Boh’s paving department for 44 years. Some of Grytza’s fondest memories stem from her father’s passion for his career, pride in the company, and love of his co-workers.

“When I was a kid, my dad would bring home Boh Bros. cups, and I would put pencils in them on my desk,” Grytza recalls. “Or he would come home wearing a new Boh Bros. jacket. I always loved the way the company treated him because he was always happy.”

Boh’s close-knit, family environment, along with the insatiable desires to never be satisfied and to always do the right thing, made the company’s commitment to safety very tangible to Grytza. “I knew they really cared about the people, and I knew I wanted to be involved with safety,” she said.

Oberschmidt regaled the young Grytza with tales of various project challenges and achievements during his tenure at Boh Bros., inspiring her to join a civil engineering squadron when she entered the U.S. Air Force in 1998. For the next eight years, she honed her management and safety skills, learning construction and safety planning for a squadron of 280 people.

When Grytza returned to New Orleans in 2010, there was no doubt about where she wanted to work. “I grew up loving Boh Bros., so it was something I always wanted to do,” she said. Grytza joined Boh as a field environmental health and safety manager in 2010 and became the interim director of safety and health in May 2013. As corporate safety director, Grytza is responsible for implementing and managing a comprehensive safety program and managing more than 25 safety personnel.

Grytza holds a master’s degree in occupational safety, health and environmental management. She also brings to Boh an affinity for its people and values, both of which are inextricably intertwined in her own history.

“Many of these people I’ve known since before I could walk, and I’ve admired since I was a little girl,” Grytza said. “I am passionate about my job because I truly care about the people and their safety.”

Last October, Grytza organized a craft safety committee team comprised of workers trained to recognize potential hazards in the field. “They are the ones working in situations where they could be potentially injured, so it’s important that they speak up about safety,” she said. “The name Boh Bros. has always been synonymous with quality construction and safety, and that’s because of its people.”

I-10 Design-Build Captures ACI Award

Boh Bros. won the American Concrete Institute’s Best Concrete Projects 2013 Award of Merit for outstanding and innovative use of concrete on a $60 million design-build Louisiana Department of Transportation and Development project to widen 2.8 miles of Interstate 10 in Baton Rouge between Siegen Lane and Highland Road.

The project included the demolition and reconstruction of two Kansas City Southern bridge structures above an active railroad track and beneath a 230 kV transmission line, while an average of 83,000 vehicles traveled daily through the site.

The concrete deck placement was complicated by those challenges, as well as extremely skewed bents (21 degrees) due to the angle of the bridges in relation to the railroad.

Other concrete on the project included 12-inch paving, pre-stressed piles, median barrier footings, median barrier rail, bridge footings, columns, caps, pre-stressed concrete girders, and concrete deck. Boh poured in place 47,590 cubic yards of concrete on the project. Boh completed the project in August 2013.

Boh Wins ABC Award for NuStar Project

The Pelican Chapter of Associated Builders and Contractors presented Boh Bros. with an Excellence in Construction award for outstanding delivery of the NuStar Energy Unit Train Project.

The eight-month construction of the rail offloading facility at NuStar’s St. James, Louisiana terminal was critical to NuStar’s ability to expand its transportation and storage of shale play crudes to refineries on the Texas and Louisiana coasts.

Boh overcame delays caused by significant rainfall early in the project, used GPS-controlled heavy equipment, and exercised ingenuity in adapting equipment to complete the project on time and with zero safety incidents.

Boh’s scope of work included construction of: concrete foundations; drainage structures; lime stabilization; sand fill and limestone base course; structural steel and equipment erection; and supervision and coordination of the rail installation performed by a subcontractor.

MECHANICS
Keep Things Running

Behind every great Boh Bros. project are the mechanics, ensuring that the company's fleet of equipment is operating safely and efficiently, so the team in the field can keep their promises to deliver jobs on time.

One could say the mechanics are the motors that keep the Boh Bros. machine running.

Whether it's a paving, pile driving, heavy, or marine construction project, a cadre of mechanics are working behind the scenes to ensure each job's success. Boh's mechanics repair, maintain and even creatively adapt equipment to guarantee that we always deliver what we promise.

"Other contractors have gone to leasing equipment and having someone else maintain it, but by owning, operating and maintaining our own equipment, we are a more efficient company," said Kenny Solis, equipment manager. "We don't have to wait in line at a dealership when we need a repair, or worry if we can find a particular piece of equipment in time to meet a deadline. The crews in the field have the confidence of knowing that whatever piece of equipment they need is only a phone call away, and that it has been maintained to Boh's high standards."

The mechanics seem to possess an uncanny, innate sense of resourcefulness and ingenuity that drives their desire to solve problems, to fix things. In that regard, they are like all of the other crafts at Boh Bros. — people who take pride in the art of construction and seeing something come to life from the work of their hands.

However, the mechanics are also driven by the desire to explore what makes things tick. This deconstructing and rebuilding of various parts and pieces to make a better whole is not unlike a physician, constantly examining his patient in a never-ending quest for improvement.

"Even if we bring in a specialized piece that they've never seen before, they will work through it and figure it out," said Gary Lipani, Hammond equipment facility manager.

Serving a Large, Varied Fleet

Boh's equipment fleet of more than 2,000 numbered pieces and about 60 cranes represents the company's various areas of expertise. Equipment ranges from the smallest air compressor to 300-ton cranes and everything in between, Lipani said. "We've got excavators, dozers, rubber tire loaders, back hoe loaders, air compressors, welding machines, tractor loader backhoes, front end loaders, motor graders, and all sorts of asphalt paving equipment from spreaders to milling machines, concrete equipment, pile driving equipment, welding machines and boats. The list is almost endless."

Although Boh mechanics are physically housed in separate divisions serving heavy equipment, small equipment, field repairs, trucks, pile driving or particular geographic areas (Baton Rouge), the entire Boh team benefits from an immense, combined knowledge base.

"Our guys have different certifications in specific areas such as hydraulics, engine, or drive train, so we have the combined knowledge to deal with any problem we're confronted with," Lipani said. "We are pretty diverse in our capabilities, which is an asset, because we always have someone who can tackle whatever comes through the door."

Walter Dauterive, welder shop foreman at the Hammond equipment facility, likens the mechanics to the television show "Pawn Star."

"They say on that show that you never know what's coming through that door next," he said. "That's what keeps it exciting, what keeps us on our toes."

Team Support

Boh couldn't have delivered the Interstate 10 Twin Spans Bridge project as quickly as it did without the responsiveness and preparation of the mechanics, said Ralph LaBauve, foreman of the small engine shop. "At one time, they had two Bidwell screeds, two booms and all kinds of equipment out there, and when they needed a part or repair, they couldn't afford to wait in line for service."

As soon as the Boh team saw the drawings on the NuStar Energy Unit Train Project, the equipment personnel realized the company did not have the appropriate concrete screed equipment to finish the swale surface in one placement. "Walter and I designed and modified a Bidwell screed to put the form of the slope in the screed structure," LaBauve said. "We built the whole thing off of a picture on the computer. Boh could have bought it, but the wait time was too long to deliver within the client's schedule."

When Boh was charged with building 4,200 linear ft. of concrete T-walls for the U.S. Army Corps of Engineers, the mechanics devised a concrete conveyor system that went over an existing flood protection levee and dropped down to a barge on the other side. "That was a real feat because usually, a conveyor runs level," LaBauve said.

Our mechanics are versatile and have the ability to trouble shoot problems with crews over the telephone or onsite to maintain equipment. Additionally, the field crews know they

We are a more efficient company by owning, operating and maintaining our own equipment." **Kenny Solis**, *equipment manager*

can rely on the mechanics to move equipment in or out, as a job demands, or for guidance on accommodating machinery for special job conditions.

"My job is to get the equipment back up as soon as possible and safely so they can go back to work," said Bobby Indorf, field equipment facility supervisor. "The guys in the field know they can call me, and I will get somebody out there as soon as possible to have them back up and running."

Quick response time on equipment repairs or replacement gives Boh Bros. an edge over competitors, said Bryan Soileau, Baton Rouge area equipment superintendent. "If you go to a dealer, you may have to wait for days. We have the latitude to prioritize according to our needs."

Mitch Dixon, master mechanic in the pile driving mechanic shop, agrees that having in-house mechanics makes Boh more competitive. "I don't think we could survive if we had to count on dealers doing our work. We couldn't get the jobs done as efficiently and quickly as we do, and that's what sets us apart."

Proud Commitment

Understanding that their contribution is integral to the company's success, equipment personnel take great pride in maintaining Boh's fleet.

"We pride ourselves on keeping the equipment running well and looking new and in good shape," Solis said. "When our equipment is going down the road, it is our billboard, our advertisement, and we don't want that to look dirty and damaged."

Lipani adds, "As the equipment goes, so goes Boh Bros. All of our mechanics know the quality of work that is expected of them, and that we don't cut corners. We do what we need to do to get it right."

Equipment personnel perform crane inspections monthly, and inspections on most dirt equipment every 60 days.

"We service all of our trucks every 90 days, even though the Department of Transportation requirements are once a year," said Chet Mathe, truck shop superintendent. "Most of our trucks are service trucks—either specialty trucks or trucks with the crew's tools on them—so when they go down, a whole crew is out of work. We do inspections every 90 days to stay ahead of problems."

Contrary to what some may think, being a mechanic is increasingly more cerebral than backbreaking.

"Our new Caterpillar 329E excavators have service manuals that are 10 inches thick," said Paul Marino, foreman of the Hammond heavy shop. "The computer controlled equipment with the EPA Tier 4 engines require clean fuel (one micron filtration) and have exhaust systems that need to regenerate when the diesel particulate filters become full of soot."

Despite the challenges with changing technology, Boh mechanics are passionate about what they do.

"I was always mechanical-minded, since I was young," Marino said. "I enjoy working on cars, motorcycles, and heavy equipment. It gets in your blood."

Throughout the company, mechanics echoed those sentiments. "When I was in school, and they found me a job in a garage, I knew this is what I wanted to do," Mathe said. "I like the challenges of finding out what is wrong and investigating how to fix it."

Many of Boh's mechanics are second-generation and learned to love the art of repair at their father's knee.

"My father was a mechanic with Boh Bros., and my maternal grandfather had an automotive shop," Dixon said. "When I was a teenager, there was always a yellow Boh Bros. truck in the driveway. I would work at the automotive shop during the week and work on cranes with my dad on the weekends."

BOH EMPLOYEE SPOTLIGHT

Troy Conklin, heavy mechanic
"I like being a mechanic because everything is always a challenge. If you don't know it, you can work it out. You can have 10 problems to resolve in one piece of equipment, but you can always figure it out."

Chris Myers, heavy mechanic
"It is something different every day, so there is always something to learn."

Buck McCalla, welder
"The mechanics support the rest of the company. Like I told my son's class on career day, I like the challenges of working on a variety of equipment and meeting deadlines."

Curtis Jones, heavy mechanic
"Boh is family oriented, and everybody gets along. It gives me satisfaction knowing we are able to take care of equipment to support the guys in the field."

Burton Moore, mechanic
"I love being a mechanic and fixing things. We have to maintain the equipment properly so it doesn't cause accidents. Our job is important to safety."

Louis Noel, mechanic's helper
"I love my job. I love the guys I work with also. We get along like family here. Everybody keeps a smile on his face."

Darren Parker, truck mechanic
"My dad and I used to mess around with cars. I take satisfaction out of fixing things and fixing them right. The field workers out there building bridges, streets and sewers couldn't do their jobs without the trucks."

Marvin Lange, truck mechanic
"I've always worked on cars. I like fixing stuff and getting it going."

Dylan Bordelon, mechanic
"I grew up working with tractors and stuff with my daddy, and I always liked doing it."

Steven Soileau, mechanic
"Our role in the company is important. A lot of times we keep the job going."

Bert Whipple, field mechanic
"The skill to work on some of the equipment, like deck winches, is a lost art. I was privileged that my father, Reed Whipple, worked on them and taught me. I'm grateful to Boh Bros. and Robert Boh for giving me a place to work and hone my skills."

Dennis Guidry, mechanic
"Because Boh Bros. has so much different equipment and types of jobs, we face new challenges all of the time. We are constantly learning new things as equipment technology develops."

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www.bohbros.com




Winter Anniversaries

55 YEARS
Isaac Remo, Jr.

45 YEARS
Michael J. Nicholas

40 YEARS
Henry W. Landry, Jr.
Royce J. Plaisance

35 YEARS
Ralph L. La Bauve, Jr.
Gary M. Lipani
Craig G. Sanchez
John R. Stanton

30 YEARS
Aubrey W. Methvien
Jules L. Sylvia

25 YEARS
Louis W. Boesch, Jr.
Michael E. Sylvester

20 YEARS
Michael Alsobrooks III
Wayne A. Bremermann
John E. Clements
Charles E. Huckabee
Dennis J. Tanner
Alfred T. Wehmeyer

15 YEARS
Gajuan M. Ester
Michael E. Hornsby
J. D. Miller
Brad J. Reidenauer
Arthur K. Scott
Christopher B. Smith
Chad G. Taravella
Steven J. Wimprine

10 YEARS
Scott D. Quigley

5 YEARS
Alvin C. Abbott
Jason C. Aubin
Brock B. Audibert
C. H. Barlow
Paul E. Brasel
Nicholas A. Carollo
Edward Collins
Kevin M. Hannah
Tonto A. Johnson
Austin J. Lamonte
Kristen Landry
Henry P. Mackey
Shane D. McCall
Joshua E. Pinner
Beau A. Serpas
Darryl L. Stevenson
Ronald Thomas
Thuan V. Tran
Paul R. Waters I

Equal Employment Opportunity/Affirmative Action Policy

Boh Bros. is an equal employment opportunity/affirmative action employer. The objective of this Company is to recruit, hire, train and promote into all job levels the most qualified applicants without regard to race, color, religion, sex, national origin, age, disability or protected veterans status. All such decisions are made by utilizing objective standards based on the individual's qualifications as they relate to the particular job vacancy and to the furtherance of equal employment opportunity. All other personnel decisions such as compensation, benefits, transfers, layoffs, return from layoff, company sponsored training, education, tuition assistance, social and recreational programs will be administered without regard to race, religion, color, sex, national origin, age, disability or protected veterans status. Boh Bros. employees should refer to **www.hrconnection.com** for further information on this and other employment-related policies including Anti-Harassment, Discrimination and Retaliation Policy and Reporting Procedure.