



BOH PICTURE

VOL. 47, NUMBER 2 / Fall 2019
A Publication of Boh Bros. Construction Co., LLC

Piling it On

Boh completes foundations
for new Shintech plant



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Spotlight

At a recent conference of state transportation officials, each southern state reported on the size of its projected construction program in the 2019-2020 fiscal year (with a note indicating recent funding measures):

Alabama	\$900 million (just passed a phased-in fuel tax increase; program will grow)
Arkansas	\$1.2 billion (dedicated part of mineral revenues to highways)
Florida	\$10 billion (40% of funding comes from tolls)
Georgia	\$2.2 billion (increased fuel tax within the last 5 years)
Kentucky	\$950 million (increased fuel tax within the last 5 years)
Louisiana	\$850 million (only southern state that has not addressed long-term funding)
Mississippi	\$950 million (raised revenue via sports betting and is considering a fuel tax increase)
North Carolina	\$2.5 billion (increased fuel tax within the last 5 years)
South Carolina	\$2.2 billion (increased fuel tax 2 years ago)
Tennessee	\$1.4 billion (increased fuel tax within the last 5 years)
Texas	\$12 billion (dedicated 1/2 cent state sales tax to highways)
Virginia	\$4 billion (increased a combination of fuel tax and sales tax for roads)
West Virginia	\$1 billion (increased fuel tax 2 years ago)

Louisiana's transportation infrastructure needs are well documented: the American Society of Civil Engineers has issued a grade of D+ for the condition of our roads and bridges; U.S. News and World Report ranks our transportation system 48th among the 50 states. Our state has over 16,000 miles of public roadways and almost 13,000 bridges to maintain, yet our fuel tax of 16 cents per gallon has not changed since 1985 (an additional 4 cents per gallon was added in 1989 to fund 16 new capacity projects; two of the 16 have not yet been started). The 16 cents per gallon that funds the annual construction program in Louisiana has a buying power in 2019 dollars of only 6 cents per gallon, and cars now travel many more miles per gallon of gas than in 1985. It is little surprise, then, that motorists waste hours each year stuck in traffic on overcrowded roads while incurring excessive wear and tear on their vehicles.

The solution to this situation is a fair and equitable recurring funding stream that keeps pace with inflation, distributes the burden to all users and prioritizes projects. Any revenue increase should be dedicated by statute to be used for preservation of existing roads and bridges and for highway capacity improvements. The next opportunity to consider legislation to implement funding improvements for transportation would be in early 2020, either in the regular session of the Legislature or in a special session called for this purpose.

This fall is election season in Louisiana with races for governor and for all 144 seats in the Louisiana legislature. As candidates ask you for your vote, you might want to **ask them** whether they will support an increase in the gas tax if 100% of the new revenue is dedicated to funding a long-term transportation improvement plan.



Robert S. Boh
Robert S. Boh, President

“Our state has over 16,000 miles of public roadways and almost 13,000 bridges to maintain, yet our fuel tax of 16 cents per gallon has not changed since 1985.”

Repeat Business

As Weather Threatens, Boh Tackles Foundations, 6,500 Piles at Shintech



Boh Bros. Construction is no stranger to Shintech Louisiana LLC in Plaquemine. The contractor has completed its fair share of civil and foundation projects at the plastics plant, going back to when it first broke ground there some 15-plus years ago. *(continued next page)*

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

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Everything had to be timed with the construction of site infrastructure and final paved roads, so sequencing the driving of thousands of concrete-filled pipe piles was difficult.

“We went from eight or nine rigs to ten, as well as worked six 10s. That meant working every Saturday and a few Sundays here and there, and some days in excess of 10 hours.”

Harold Baur, Senior Project Manager



That brings some obvious advantages, as Boh rarely encounters surprises at the plant in the way of soil conditions, logistics, or site restrictions. This was most recently proven by the ease in which it handled dual projects for Shintech’s new \$1.49 billion chlor alkali and vinyl chloride monomer production facility, despite numerous challenges.

The new integrated PVC manufacturing facility is expected to be completed in late 2020 and operational by early 2021, and will generate some 3,000 construction jobs and 120 permanent jobs.

Tight Spot

Under separate contracts, Boh drove 6,500, 14-inch-diameter steel pipe piles, and is currently constructing

numerous pipe rack and tank foundations directly for Shintech.

On its face, the pipe and tank foundation project seems straight forward. In reality, it has been a formidable task due to the sheer volume of work, variety of foundation sizes, and complexities of constructing hundreds of foundations over the entire site footprint (the pipe racks serve as vital links for all of the process units).

Many times, the Boh team has had to work in tight conditions among a host of other contractors to construct foundations for the nearly 2 miles of pipe racks, as well as drive piles for about a dozen foundations to support 40- to 60-foot pipe bridges over roadways.

Boh project manager Jacques Saucier says the level of coordination has been unparalleled, as multiple crews must navigate nearly every area of the plant, with work locations strictly dictated by the owner. “There are so many contractors in the area and everybody’s got work to do,” Saucier says. “We need to get out of each other’s

way to do our own work. This requires continuous coordination with the owner and other contractors.”

Shintech conducts weekly meeting “with everyone in the same room. We’re telling them where we’re going to be in two weeks, in order to minimize the impact,” he adds. “We work around each other, but it’s an ongoing challenge every week.”

In the process, Boh worked around other contractors, then came back later to finish up. “It might be a week from now, a month or two months from now, waiting for that contractor to finish so we can have an area,” Saucier says. “It requires constant coordination with the client. They decide whose work has priority.”

There have been other challenges. The foundations are designed in 20 different sizes, ranging from 6- to 20-foot square, and from 16 inches to 3.5 feet thick. It has also been difficult finding suppliers with enough reinforcing steel to meet the demand. “This is a big job, and some of the smaller rebar fabricators are not going to

bid it because they don’t want to commit to more than they can handle,” Saucier says.

Boh Bros. also benefits from having the most experienced workforce in the business. “We try to maintain a certain volume of workers so we can provide careers for our guys rather than lay them off after every project and rehire,” Saucier says. “We continue to focus on the long term opportunities for our craftsmen.”

Nearly constant rainfall has been another struggle, so the Boh team has worked six days a week to minimize the impact.

Other work required the construction of five pile-supported, octagonal concrete tank foundations ranging from 2 to 3 feet thick, completed over a two-month period this past summer. “Shintech wanted that done early because the tank manufacturer had a long fabrication lead time,” Saucier says. The tanks will store raw material and are situated on the outskirts of the new plant.

Boh expects to finish the project, on time, by the end



of the year. There have been no recordable incidents at the site, despite racking up some 120,000 man hours.

Waiting on the Rain

Weather-related challenges also plagued Boh's other work, a separate piling contract for Shintech. Copious amounts of rain began to fall shortly after Boh landed the job in August 2018, consequently delaying the construction of roads. This moved the start date from November to February.

Everything had to be timed with the construction of site infrastructure and final paved roads, so sequencing the driving of thousands of concrete-filled pipe piles was difficult. "We went from eight or nine rigs to ten, as well as worked six 10s," says Harold Baur, senior project manager. "That meant working every Saturday and a few Sundays here and there, and some days in excess of 10 hours." Throughout the process, there were about 70 personnel at the site.

Boh's decades of experience at the Shintech site helped it navigate through some of the other challenges, such as dealing with problematic soil conditions—clay at the surface, a strata of sand and dense clay/sand at the bottom. "These aren't really challenging because we anticipate them, but you do meet refusal and have to cut piles," Baur says. The piles arrived at the site in two pieces, and were welded together for a total length of 130 feet. All of the piles are filled with concrete, which helps Shintech achieve greater lateral stability for a variety of different sized units across its 80-acre site.

Due to the weather issues, getting the work done became a constant "give and take." That made sequencing the job difficult, and forced the Boh team to maneuver the rigs to more accessible areas at times in order to keep moving forward. The contractor followed behind the roads, when possible, and constructed mat roads in lieu of paved roads at other times. "It was a muddy mess out there," Baur says. "Drainage was going in, and there were other vendors starting to come on site."

River levels were at historic highs. While the pile driving operation wasn't directly impacted, it slowed the delivery of limestone for the roads. "They eventually had to switch to truck deliveries," Baur says. Ultimately, the job required about 650 loads of pipe and about 3,000 loads of concrete.

Despite the challenges, Baur credits a heightened level of teamwork for keeping molehills from becoming mountains. "We were in constant communication, and then we had formal meetings every morning," he adds. "It was a great working relationship with Shintech, I can tell you that. They're wonderful people." 🌞

Many times, the Boh team has had to work in tight conditions among a host of other contractors to construct foundations for the nearly 2 miles of pipe racks, as well as drive piles for about a dozen foundations to support 40- to 60-foot pipe bridges over roadways.



Stepping Out

Boh Takes Paving Team on the Road to Rehab Fort Lauderdale Airfield, EMAS Beds

Traditionally, Boh Bros. has performed much of its paving work close to home, where it shares close bonds with area suppliers and benefits from an intimate knowledge of aggregates, mix designs and specifications.

Nonetheless, the company recognized a unique opportunity in a fast paced paving project some 800 miles away at the Fort Lauderdale-Hollywood International Airport. The fast-track project offered the perfect venue for the second big test of Boh's new Guntert & Zimmerman (G&Z) slipform paver, purchased in 2017 for the North Terminal Project at Louis Armstrong New Orleans International Airport.

The project, expected to finish by mid-November, has been a huge success to date. "The Fort Lauderdale project has been a great fit for us," says Ricky Dantin, Paving & Utilities Construction Manager. "It's a \$15 million contract for concrete paving, and it's a quick get in, get out, get it done. Our job was to pave it and get it back open."

Boh's work is part of a much larger \$64.4 million effort to replace the airport's existing asphalt North Runway and a section of its Taxiway B with a 6-inch layer of lean concrete and a 17- to 21-inch top layer PCC pavement. The G&Z paver has been critical in the process, as it can pave at widths up to 30 feet and spin 360 degrees inside its own tracks—enabling a paving crew to make quick U-turns for minimally interrupted paving.

The project team is also installing a variety of safety features, including a Runway Status Lights and Approach Light System and two Engineered Material Arresting System (EMAS) beds that can stop aircraft beyond the runway.

Project manager Jason Aubin says the pace of the four-phased project has been relentless. When the project broke ground in June, for instance, milling machines ran 24/7 for 130 hours, stopping only for fuel and crew changes, along with more than 30 dump trucks.

Big Win

The project was an unlikely win for Boh Bros., considering the number of established contractors already in the area. Having recently completed 400,000 SY of PCC apron paving at the North Terminal project, the core paving team was well versed in the complexities of completing airfield pavement on an accelerated schedule. Dantin says that utilization of a DBE concrete supplier was a contributing factor as well. "We were able to deliver a significant amount in DBE participation, which made us very attractive to the general contractor," he adds.

In his role, Dantin helped senior paving superintendent Carey Capdeville with the logistics of making the Fort Lauderdale project happen, getting the equipment to the site and finding the necessary manpower. The Boh team traveled lightly, consisting initially of only a small crew of about 12-15 people from New Orleans, with the rest coming from local sources.

The paver, itself, was easily transported. "It has a transport configuration that enables it to be loaded and unloaded from a truck," Dantin says. "Then, there's some rearranging to get it back into a paving configuration." As additional preparation, Boh purchased a texture cure machine to complement its paving train. The machine

applies a specific texture to the concrete and sprays a curing compound at an even rate across the pavement.

Dantin and Capdeville went to the site several months prior to the start of work to ensure that the locally hired workforce would be ready when the job started. "When work started, we had to be prepared to hit the ground running", Dantin says. Boh utilized local unions to recruit and assist in onboarding local craftsmen to support the core paving team. New hires were paired with experienced journeymen and mentored by the entire team, including Superintendents, Foremen, Mechanics, Quality Control Managers and Safety Specialists.

Regional Challenges

Tackling a project of any size—while far from home—brings unexpected challenges. As such, the Boh team chalked up several lessons learned during the project. Topping the list of challenges were optimizing the mix design while utilizing aggregates native to the area. Tim Lewellen, paving group manager, spent the first month of the project at the site to ensure that the concrete and paving operations were running smoothly. "The aggregates in south Florida are very different from those available in the Mississippi River valley," Lewellen says.





To date, the numbers have been impressive—Boh has placed over 105,000 square yards of 6-inch P306 concrete and more than 88,300 square yards of 17-inch P501 concrete.



“The native aggregates are very porous, which can cause slump issues because they absorb so much water. To counteract this, our supplier made adjustments, such as consistently watering the aggregate stockpiles.”

Consequently, the adjustment to local aggregates had to be factored into the paving operation as well. “With a slip form paver, you’re strictly limited to the amount of water that can be in the mix, not only by specification but also in terms of workability,” Aubin says. “It’s a very tight window, and with three very porous aggregates it can be quite difficult. Essentially, we’re working to make sure that the variations between the three aggregates, the amount of water added to the stock piles, and the amount of water added while mixing will produce a quality product.”

The team also had to contend with threats to the schedule, including 21 days of rain and a scare from Hurricane Dorian in early September as the project was well into its third phase. “Prior to the hurricane, we cleaned up the site on a Thursday, left on Friday, and didn’t get back to work until Wednesday night—but we’re still going to be done five days early (with Phase 3),” Lewellen says.

To keep the project moving forward, the company brought in two additional crews from New Orleans and had multiple team huddles each day to quickly work out issues. All the while, the deadline remains fixed and immovable—everything has to be completed by mid-November.

Communication, in fact, has been paramount throughout every phase. At weekly meetings, contractors bring a two-week schedule to the table in order to discuss future needs and identify potential conflicts. “This allows the project team to know where we’re going to be and helps mitigate congestion on the jobsite,” Aubin says. “We have meetings with the GC twice a week, not including teleconferences daily. We also meet with the owner and entire project team once a week.”

A Passing Grade

While quick and relatively simple in scope, the Fort Lauderdale project has been a successful test for the Boh paving team, enabling the company to parlay its investment in technology and equipment into an expansion into new territories.

To date, the numbers have been impressive—Boh has placed over 105,000 square yards of 6-inch P306 concrete and more than 88,300 square yards of 17-inch P501 concrete. “It was our first step going out of state with the paving guys,” Lewellen says. “Even with all the challenges, the schedule and otherwise, we will complete it successfully, on time and to the highest standards.”

“Our team has some of the most dedicated and capable guys in the business, and without them, this project could not have been a success” Dantin says. “With our equipment and knowledge of the work we will continue to expand our horizons as we look for future opportunities.” 🌞



Specialized Boh Team Disassembles Barge-Mounted Mega-Cranes for Repair

A Specific Niche

When a German-manufactured Gottwald crane’s Rotek bearing goes out, it can’t simply be repaired in place or transported to a mechanic’s shop. The distinctive mega-crane is permanently affixed to a barge and must be carefully disassembled according to a meticulously-crafted lift plan.

(continued next page)



With the lift plan in place, the disassembly typically follows the same sequence—the removal of the boom, followed by the counterweights, the crane tower and the super structure (the largest piece).

This specific and exceptional need has forged a collaborative relationship at the Boh Bros. Almonaster yard, where the company has become a partner in the repair process with both client and manufacturer.

Since its market introduction in 2004, Gottwald's barge-mounted cranes have been put to work in a variety of applications, as they offer flexible solutions for cargo handling in harbors and waterways. Boh Bros. has participated in many of the crane repairs during that time, leaning upon its unique skillset, available waterfront yard and abundance of craftsmen.

Boh's Almonaster team—led by general superintendent Vincent Rabalais, and barge foremen Corey Price and Scott Thornton—has assisted in the repairs of the cranes. In the process, the team disassembles and reassembles the entirety of each crane, including hoist ropes, boom cylinder, counterweights, boom, tower and superstructure, to allow for the replacement of the bearing and resurfacing of both the pedestal and superstructure surfaces.

One of Boh's customers is Associated Terminals. Outfitted with clam shell bucket attachments, their cranes transfer coal, fertilizer and other products from oceangoing vessel to barge, and vice versa, typically from the Chalmette Slip. Associated Terminals' Jeremy Mooney says Boh Bros.' abilities are unique. He's the crane manager over the Attitude, one of the barges currently in the Almonaster yard, and is responsible for managing the labor, supplies and safety aspects of the crane.

"Boh has the ability to remove the towers, the super structures and the booms, all of which have a good bit of weight to them," Mooney says. "They have a couple of Manitowoc 4100 ringer cranes that have the height and capacity we need for the heavy lifts required for a successful teardown and reassembly. They're barge mounted so they can move inside and outside of us to remove whatever they have to remove."

"Their experience is second to none, I believe. They're truly professionals at what they do."

Boh's 160-acre yard is another differentiator, as it offers plenty of storage for Gottwald parts and a large laydown area for servicing the cranes and supporting resurfacing operations. Additionally, its AISC-certified fabrication facility can perform repairs on crane parts, provide painting services, and make necessary topside barge repairs while the crane is being repaired.

Kyle Alexander, Boh's marine project manager for these repairs, develops the lift plans for the disassembly and reassembly of the crane, in close coordination with the owner. Along the way, Boh works closely with Gottwald representatives to refine its disassembly and reassembly sequence to minimize downtime and cost. "All of these lifts are critical," Alexander says. "The crane is already out of service, so time is of the essence."

Associated Terminals' inventory boasts 14 of the cranes. The company has locations all along the Mississippi River up to Baton Rouge, but most of its cranes are stationed at ports in St. Bernard, Reserve and Convent. While at the Almonaster yard, Boh is assisting with other work, e.g. remodeling, painting and other general maintenance of the barge.

One Step at a Time

The entire process—disassembly, repair and reassembly—is done smoothly once a crane arrives at the Almonaster yard, with the Boh team working hand-in-glove with Gottwald representatives. "Our service is the heavy lifting aspect of it," says Boh's Thornton. "It's a delicate process, as the pieces require a very detailed lift plan, because we're lifting something that's very expensive and valuable to the owner."

There are several lifts performed, even as the crane remains affixed to the barge. Before any disassembling begins, the team analyzes the weights given by the manufacturer to schedule and develop a lift plan for each individual piece. The plan then goes through an intensive review process by the foreman, operator, and engineering department.

Along the way, Boh's team determines the optimal layout of the cranes, how they're going to make the picks, and the rigging that's needed. It's a tricky process, as the Gottwald cranes come in three models that are each slightly unique with different weights. "The super structure is heavier on the 8400, for example," Alexander says. "We'll go through all those weights when we're developing a lift plan. All that has to be taken into account before we make the lift."

With the lift plan in place, the disassembly typically follows the same sequence—the removal of the boom, followed by the counterweights, the crane tower and the super structure (the largest piece). Boh sets the pedestals on the deck of the barge, giving the team full access to the bearing.

Every lift plan is unique, with variables such as distance from the pick, size of the barge and the idiosyncrasies of each crane taken into account. All of the heavy lifting is being performed by Boh's Manitowoc 4100



Ringer Cranes, with a 4100W Manitowoc crawler crane on land used as a tailing rig for lowering the tower to the Almonaster yard.

"We'll take the pieces and lay them right on a bank," Thornton says. "That way, the customer can do any work that's needed. If they want to go through the sheaves and re-work them, that's the time to do it. At that point, the client can do any work they need to do in our yard. All the parts are right on the water's edge."

"They'll bring in a few guys to do maintenance on sheaves, and we'll help them with that," he adds. "Or if there are any barge repairs they may have, we'll do that for them as well."

Boh essentially shares its yard, assisting the client however needed. The Almonaster facility is ideally suited for the work—it offers 1,000 feet of waterfront with a large limestone-covered laydown area, and there are plenty of welders and other craftsmen on hand to assist.

As they wait, a subcontractor "machines the surface of the pedestal and the surface of the super structure," Thornton says. "That way, the new bearing has a good surface to mate against."

Once the new bearing arrives, and the bearing surface has been resurfaced and meets Gottwald specifications, reassembly of Gottwald cranes can commence. Once

reassembled, water-filled proof loading bags are used for load testing the crane prior to departure.

A Diverse Skillset

Boh is essentially a one-stop-shop for the entire barge-mounted operation—entirely overseen by Gottwald's local representatives. "For the majority of the time, Gottwald reps are onsite, and we'll work under their direction," Thornton says. "They're telling us how to pull a screen apart, what bolts to take out, what bolts to put back in, etc."

The team is skilled at rigging, making heavy lifts, and making repairs on the barges with its team of welders. That's a decided advantage over other contractors, since the type and scope of the repairs can vary significantly. "For instance, some of the barge's breasting tires (which wrap along the edges of the barges) were damaged, we cut the damaged ones off and put new ones on," Thornton says. "Another time, we repaired the hand rails around the deck of the barge. We might also repair winches."

The number of Boh personnel working to assist repairs varies significantly depending on the schedule and the availability of the parts. The company's diverse skillset makes it ideally suited for the work. 🟡





New Almonaster Training Facility Gives an Appealing First Impression

When a new hire arrives for training at Boh Bros. Construction's Almonaster Yard these days, they're greeted by a state-of-the art, high-tech training space.

It's a great first impression, as the attractive, 6,500-square-foot structure—built in the same location as the previous facility—features multi-functional and adaptable meeting rooms equipped with the latest in audio-visual technology.

Since August, some 100 employees have been working their way through the facility every month, for such purposes as new-hire orientation, ongoing training and select human resources activities. Various offices for human resources, safety personnel, craft coordinators and an on-site nurse are also housed there.

Heather Grytza, Boh's corporate safety director, applauds the facility's design-builder, Broadmoor LLC of Metairie, for a job well done. She says the building offers a more efficient use of space than the previous facility. "The video quality is much better and the imagery for

every course is large and clear," she adds. "This helps us immensely, in that we're able to do our job better. Clear communication is so important to the effectiveness of our training program and the technology our IT group provided for the facility is leading edge."

The facility is also more accommodating to gatherings of diverse sizes, as there is a single large room for groups of 100-plus that can be subdivided into three smaller, sound-proof spaces for training classes.

Since August, the building has supported all the safety training for Boh employees. Training courses at the facility can vary in duration from four hours to four days, depending upon the purpose and type of work. Elsewhere, safety leaders have access to the same critical "hands on" training tools as before—confined space rescue simulator, chopsaw/chainsaw, etc.—in a covered space immediately adjacent to the building.

The Boh Bros. corporate safety meetings are next up on the schedule in October and will certainly benefit from the new, modern facility. 🌞



**Albert "Marty" Alonzo
Operator Foreman**

Marty got his start with Boh between his junior and senior year of high school. It was the summer of 1978 and Marty worked as a laborer with a paving crew. After graduating, he returned to work for Boh full-

time in the operators group and forty years later has never looked back. "Boh Bros. has been my life," he says. "When I was a young man, my father worked for Boh Bros. and we would sit at the dinner table and talk about the things they were doing on a job. So, Boh Bros. has been a part of my family all my life."



**Chris Audibert
Operator Foreman**

Generations of family members have worked for Boh including Chris who, in his own words, says, "I was born and bred to do this." Before Chris started as a full-time employee in 2013, he watched his dad work for Boh

and even assisted him during a few summers. "I knew this is what I wanted to do. I wanted to follow in my dad's footsteps," Chris said. Weather is always a factor in South Louisiana, but Chris's crew has been able to work together to overcome this challenge. "A good crew goes a long way, and I would say my guys are the best in the business."



**Gerry Vanvliet
Carpenter Foreman**

Gerry, currently working on the precast operations for the GNOEC Causeway Safety Bays at Boh's Almonaster yard, enjoys the challenge of a busy day. "My crew splits in two at the start of the day," Gerry says,

"I do diaphragms with one half and barrier rails with the other." He continued and smiled saying, "I run around a lot – 21,000 steps per day to be exact." Gerry plans on retiring with Boh Bros., "even though that's twenty years away," he said. When asked what makes employees like himself want to work with Boh he said, "It's the people—I have worked at other places and no one has the collective experience that Boh does."



**Steven Scott, Jr.
Piledriver**

Steven Scott Jr. began working with Boh in 2007 and currently works as a piledriver. When asked about some of his favorite projects he has worked on, Scott Jr. said "I like the projects that are closer to home so I get

to see my family, but I still enjoy a little bit of travel." Some of the projects he recalled were Impala and CF Industries, both large piling projects. When asked about what it was like working for Boh, Scott Jr. said "it's a great company; it's like a family." This statement is more literal for Scott Jr. as he works with a family member. "Working with my dad is nice because I am comfortable asking him questions all the time."



**Deric Sims, Sr.
Laborer**

Deric started his career with Boh Bros. in 2009 as a laborer working on a variety of projects. Ten years later he works with a crew that is currently constructing the streets, sidewalks, and curbs

for a subdivision development. "Setting sidewalk is my favorite," Deric says, "because I have done it so many times and I can run through it quickly." Deric credits Boh Bros. with helping him continue to learn and apply this knowledge to everyday life saying, "I can take the things I learned out here and build my own sidewalk or driveway at home, plus I can help a neighbor or friend build something they need."



**Steven Scott, Sr.
Crane Operator**

Before joining Boh, Steven Scott Sr. served in the Army for eight years as an operator. In those eight years, Scott Sr. worked as a lifting and loading specialist in places ranging from Germany, to Kansas, to California. Scott Sr.

found his way to Boh in the year 2000 and has driven piles for a variety of major projects. Scott Sr. says his main goal for each day is "going home safely, and making sure my crew is safe." Steven Scott Sr. currently works with his son, Steven Scott Jr. and says "I enjoy working with him. I get to give him advice and help him learn."





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Fall Anniversaries

45 YEARS

Frederick Gondrella, Jr.

40 YEARS

James S. Sansone IV

35 YEARS

Michael W. Frank

30 YEARS

Stephen H. Boh
Terry J. Hills
Michael W. Springer

25 YEARS

Ricky J. Dantin
Joel M. Duronslet, Jr.
Roosevelt Harris, Jr.

20 YEARS

Gill D. Baker
Harold W. Baur III
Curtis A. Brown
Beverly D. Bueso
Timothy N. Dupont
Jessie Jackson, Jr.
Brenton M. McCalla
William A. Moulton
Jeffery W. Parks
Mark A. Parks
Bobby Smith
Josh M. Tran
Edward R. Tyson
Brian K. Westbrook, Sr.

15 YEARS

Allen J. Armstrong, Jr.
Nathan V. Bourlet
Randy A. Brown
Brett F. Cowand
Mary S. Hebert
James N. Hickok III
Janero Nichols
Ronald M. Poole
Dustin J. Punch
Garrick Roberson
Ira L. Taylor, Jr.
Alton J. Williams

10 YEARS

Berry L. Buxton
John A. Epperson
Douglas R. Gremillion
Marvin J. Lange
David P. McClure
Deric D. Sims, Sr.
Joseph Williams
Susan M. Wong

5 YEARS

Edward P. Campbell
Joshua P. Clement
Adam R. Delaune
Dustin K. Fite
Perry Keith Herndon II
James Stephen Poole
Juan Carlos Romero Maldonado
Terrance M. Ross
Thuong Van Tran
Joseph J. Williams

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.