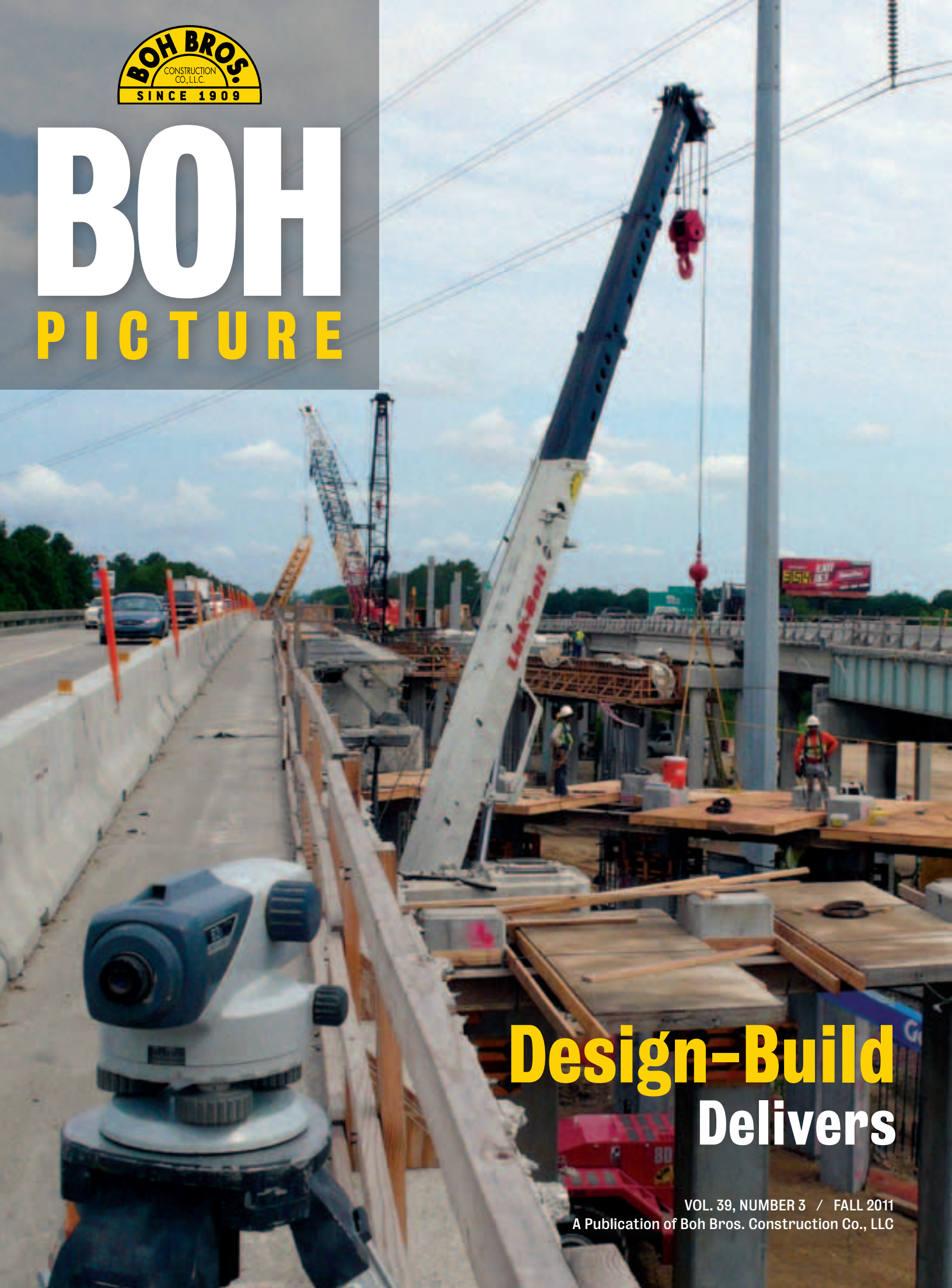

BOH BROS. CONSTRUCTION CO., L.L.C. SINCE 1909

BOH PICTURE

Design-Build Delivers

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BOH
PICTURE
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President
Robert S. Boh

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On the cover:
Boh tackles tight quarters and heavy traffic while widening I-10 in Baton Rouge.

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

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One of our company's Core Values is "Do the Right Thing." This guiding principle has been a part of our culture dating back to the time when our founders started the business, and it continues today to be one of things that defines us. We can live up to this value every day by being informed and aware, and then choosing wisely.

We work in an industry that increasingly suffers from a public perception that it lacks integrity. This was reflected in a 2004 survey of industry participants conducted for the Construction Management Association of America which found that over 80% of those contractors and industry participants responding had witnessed unethical behavior in construction in the past year. In April 2008, the CEO's of 13 of the largest construction firms in the country established the Construction Industry Ethics and Compliance Initiative (CIECI) with the purpose of taking a collective stand to promote ethical business conduct and compliance. Those founding CEO's believed that by modeling ethical business practices, by backing up their words with actions, and by sharing best practices in the areas of ethics and compliance that the reputation of the industry would be elevated.

In order to join CIECI, a company must adopt a written code of ethics that expresses real company values and acts as a central guide for supporting day-to-day decision making. The company must conduct regular training in ethics and compliance issues, and there should be an anonymous means for employees to report possible violations. Finally, the CEO of the member firm personally commits to regular participation in meetings of the organization as well as sharing of best practices with other CIECI members.

Boh Bros. joined CIECI in early 2011, and the organization has grown to over forty member firms. My expectation is that our affiliation with these other companies will improve our ethical and compliance practices and serve as a contribution to advancing our industry. Our clients and the general public we serve are holding us to a high standard, and we want to meet that expectation in every way.

Robert S. Boh

Robert S. Boh, President

> "Do the Right Thing. We can live up to this value every day by being informed and aware, and then choosing wisely."

CIPP: A Better Way to Rehab Pipes

For about 15 years, Boh Bros. has been installing Cured in Place Pipe, or CIPP, to rehabilitate aging or damaged storm drains, sanitary sewer pipes and sewer force mains.

The method involves inverting a polyurethane-coated tube that is filled with isophthalic resin and a catalyst mixture into a pipe. Once the tube is inverted into an existing pipe, the resin fills all cracks and voids. The resin-filled tube is cured, using heated water, which activates the catalyst and hardens the resin, essentially creating a new pipe within a pipe.

Installing CIPP costs about the same as excavating and installing new pipes, or is actually less expensive, depending on the size and scope of the project. CIPP is also safer, less invasive, faster, and requires less labor. "We can line sewer pipes with this process without digging up, having to bypass existing sewer service, or interrupting roadways," said John Messina, trenchless project manager. The method is safer because there are no hazards of having an open trench. Pipe can be rehabilitated without the inconvenience, cost, and disruption of tearing up whatever is above ground. "We do a lot of this work for the cities of New Orleans and Baton Rouge," Messina said.

Municipal sewer and storm drainpipes are typically 8 to 12 inches in diameter, but CIPP can be used on larger pipes too. Boh Bros. recently used CIPP to rehabilitate two, 31-inch-tall-by-51-inch-wide, storm drainpipes at NASA's Michoud Assembly Facility in eastern New Orleans. The adjacent, 1,121-ft.-long pipes run beneath an existing parking lot. "The decision to use CIPP was based on the cost savings of not having to dig up the parking lot and replace the entire pipe," said Sam Oliphant, senior construction engineer with Jacobs Technology, Tullahoma, Tenn. "It's more economical, and it doesn't interrupt operations."

Jacobs is coordinating ongoing projects at NASA. Boh performed the CIPP work between March and July as a subcontractor to the general contractor Pala-Interstate, Baton Rouge. "Boh's portion of the contract was to inspect and rehabilitate

> "We can line sewer pipes with this process without digging up, having to bypass existing sewer service, or interrupting roadways."
>
> John Messina, trenchless project manager

using cured in place pipe," Messina said. First, the pipes were cleaned using a vacuum truck, and a camera was inserted to perform inspections. The subcontractor on that project, Compliance EnviroSystems, LLC, Baton Rouge, is also working with Boh on sewer rehabilitation projects in St. Bernard and Plaquemines Parish.

"The pipe required some heavy cleaning due to tar and petroleum-based materials in the pipe," Messina said. "To meet NASA's environmental standards, we used flotation buoys and a filtration system to strain the water before sending it to the drainage system."

Normally, Boh uses a tower truck to install CIPP. Since these pipes were so large, and the resin-filled tube so heavy, Boh welders constructed an 8-ft. wide and 17-ft. tall inversion tower to stage insertion of the tube. Pala excavated pits at various points so the Boh team could access the pipe. The CIPP was inserted in four separate segments — 166 ft., 378 ft., 280 ft. and 297 ft. - in each of the pipes, making a total of eight installations.

On June 28, Boh installed the last, 378 ft. section of CIPP at NASA. Crews began the process at 4 a.m. that morning at Boh's Almonaster yard. "It takes about 10 hours to pump the resin into the bag, roll it through pinch rollers to make sure it is distributed evenly, load it on the refrigerator truck and transport it to the site," Messina said. That process is called "wetting out the bag."

A pallet of 400-ft. of liner was placed on the conveyor. "Resin is pumped into the end of the bag and rolled through the pinch roller at whatever thickness we set," said Norman Favaza, CIPP superintendent. This particular tube was set at 19.5 millimeters, which required 36 pounds of resin per ft. or 13,600 pounds total. "We put a blue dye into the resin so we can see any voids as the tube is wet out." The crew placed about 7,200 pounds of ice onto the tube as it was loaded into the truck in the summer heat. "The refrigerator truck is set at 30 degrees," Favaza said. "The resin is supposed to start curing at 140 degrees, but if it is above 75 degrees for any length of time, it will start the process."

Obviously, timing and coordination are critical when installing CIPP.

"First we pump city water (68 degrees) while installing," Favaza said. "We use the water pressure to turn it inside out like a tube sock. Once it's in place, we begin circulating water through a boiler. When the water reaches 180 degrees, the catalyst inside the resin activates. Once the catalyst activates, it heats up to 300 degrees, hardening the resin."

That night, everyone on the crew was eager to install the final piece and complete the project. "If all goes right, we'll be done by 9:30," Daniel Duplantis, job foreman, said at the crew's 6 p.m. safety briefing. He explained how the crane lifts a spreader bar to guide the tube into the inversion tower without getting kinks in it. The most difficult portions of the installation were the initial inversion and making the horizontal turn into the pipe, Duplantis said.

Almost as soon as the crew started unloading the tube from the truck, work was shut down because of lightning. The crew scrambled to ice down the exposed tube. Luckily, the safety threat passed within minutes, and work resumed. The tube was installed by 10:30 p.m. and the heating and curing were complete by 6 a.m. the next morning, Duplantis said. Coordinating the timing of the steps and scheduling supporting labor requires a great deal of planning for Duplantis and Favaza, but the crew always makes it happen. "We have a bunch of guys who have a will to succeed and make a good job," Duplantis said.

"Boh has been out here for numerous projects, and we're very happy with their performance, particularly the pipe division," Oliphant said. "CIPP is not an easy process, and delays would cause financial problems. The pipe lining work has had its difficult moments, and they've always made it work. The inversion tower worked out really well."

ON THE JOB

Team Leaders

John Messina
Project Manager

Norman Favaza
Superintendent

Daniel Duplantis
Job Foreman

Timothy Murry
Boiler Truck Operator

Joseph Todd
Heavy Equipment Operator

Henry Ballam
Operator

Robert Brehm
Operator

Johnny Comeaux
Driver

Corey Slavich
Wet Out Technician

Manley Davis
Laborer

Keith Blondeau
Laborer

Joshua Mackles
Laborer

BY DESIGN:

Boh Delivers Bridge AND MORE with Design-Build

Boh Bros. is the contractor on the Louisiana Department of Transportation and Development's $59.9 million design-build project to widen Interstate 10 in Baton Rouge from four to six lanes between Siegen Lane and Highland Road.

The DOTD selected Boh because the contractor's proposal provided the best value to the department. In addition to the widening, Boh's 1,064-day proposal includes: full replacement of a 44-year-old bridge that crosses over a Kansas City Southern rail line; new approaches to the bridge; and widening an existing bridge over Ward's Creek.

"Getting a new bridge overpass structure rated extremely high for us from a durability and long-term maintenance standpoint," said Jeffrey Burst, DOTD's project manager. "Giving us the new bridge with grade and length also provided that approximately 30% of the new project will have new pavement, as well, on either side of the bridge."

Boh's proposal to include a new bridge also allows for a stipulation by KCS for future adjustments to its rail. "The DOTD owns the right of way, but there is a 100-ft.-strip through this project that is owned by KCS," Burst said. KCS plans to add a new track in the future.

Why Design-Build?

The award is the fourth of only five design-build contracts made by the DOTD since it received legislative approval to use the project delivery method in 1998. Design-build allows for construction to proceed concurrently with design, as opposed to sequentially, as is the case with the more traditional design-bid-build method. Design-build speeds up the project delivery, which is why the DOTD chose the method.

"The design-build process was necessary to deliver the project within the time constraints dictated by the 2009 American Recovery and Reinvestment Act, which provided for 100% of the project's funding," Burst said. "Without using design-build, we would have never been able to go out for advertising, select a contractor, get to preliminary and final design, and let for construction in time to take advantage of those dollars being offered." Boh began construction February 12, 2010, and project completion is scheduled for January 2013.

"If it was design-bid-build, you have to figure at least a year to a year and a half of additional time would have been added to the project, based on the selection process of consultant, preliminary design phase, and contract bids," Burst said. "Here, we're saving time because design and construction are concurrent. We're also saving time because the team of contractors and designers can look at multiple methodologies based on the contractor's sequencing, equipment, manpower, means and methods. Putting everyone in the room together creates a quality project in a very compressed time schedule, which ultimately benefits the public."

Design-Build Delivers

Speed of delivery was why the DOTD opted to use design-build, but everyone involved is discovering other benefits. "It is allowing us to tackle problems on both design and construction as they arise, or before they do," Burst said. For example, early on, the team realized that some drilled shafts that were supposed to be constructed adjacent to the KCS rail would be in conflict with existing pile footings. "Immediately, Boh Bros. called the designer, and everyone was at the same table, able to modify, enhance and alleviate that problem, with no slowdown in production," Burst said.

Additionally, the interaction between Boh and lead design engineer, Volkert, Inc., has actually resulted in cost savings, said Paul Griggs, vice president of Volkert. "In the design-build process, the contractor can provide direct input to us on the means and methods they have and which ones are best or least expensive," Griggs said. "That allows us to work with the contractor to come up with a product that meets all requirements but does so with cost—effective means."

Griggs estimates that the Boh design-build team's technical proposal—which includes things like traffic control and phasing, as well as the new bridge—represents in the neighborhood of $10 million cost savings to the DOTD. "Volkert had previously been involved in a feasibility study for that same stretch of I-10 and estimated it would take $70 million to complete the project and replace that bridge," Griggs said. "No one at the DOTD thought we would be able to completely replace that bridge within the maximum, established, $60 million budget."

Boh's project manager, G.J. Schexnayder, said he enjoys working with the engineers to develop solutions or alternate ways of constructing the project. "If we see a better way of doing something, we have an opportunity to incorporate it into the final design."

> "Putting everyone in the room together creates a quality project in a very compressed time schedule, which ultimately benefits the public."
>
> Jeffrey Burst, DOTD's project manager

Progress Update

Boh is tackling the project in three phases. The first phase included improving existing shoulders on the 2.8-mile project so they

could accept traffic. “We had to grind off existing rumble strips and then patch the shoulder in certain areas,” Schexnayder said. Once traffic was shifted to the exterior shoulders, Boh began work on the second phase, which includes: widening the inside of the existing, at-grade lanes; widening the inside of the existing Ward’s Creek Bridges; and constructing two new KCS bridges in the median, between the existing bridges.

Currently, Boh is driving piles and pouring crash walls, columns and pile caps for the sub-structure. “The majority of the bridge bents consist of 16-, 24- or 30-inch prestressed, precast, concrete piles, which support footings or pile caps,” Schexnayder said.

The westbound half of the bridge will be 1,100 ft. long, and the eastbound will be 922 ft. The bridge is 24 ft. off the ground and about 30-35 ft. below an existing 230 kilovolt Entergy transmission line. Boh is using drilled shafts on one bent because of close proximity to the KCS railroad tracks and also because of the limited clearance to the overhead power lines. Drilled shafts were used on the bent closest to the track to eliminate the need for temporary cofferdams that would have been required with driven piles. Also, the drilled shaft installation equipment did not require as much headroom as pile driving equipment, which helped with maintaining the necessary clearances to the transmission line. The drilled shafts are 72-inches in diameter and range from 80 to 100-ft. in length.

Steel girders that are 74-inches-tall will support the bridge’s 191 ft. main span. “It will be a challenge to get equipment in there to lift and erect those girders,” Schexnayder said. “We’ll have to splice them in the field because they will be so long. It will be the most complicated thing we do on this bridge.” Steel girder erection is scheduled for this fall.

Challenges in the Field

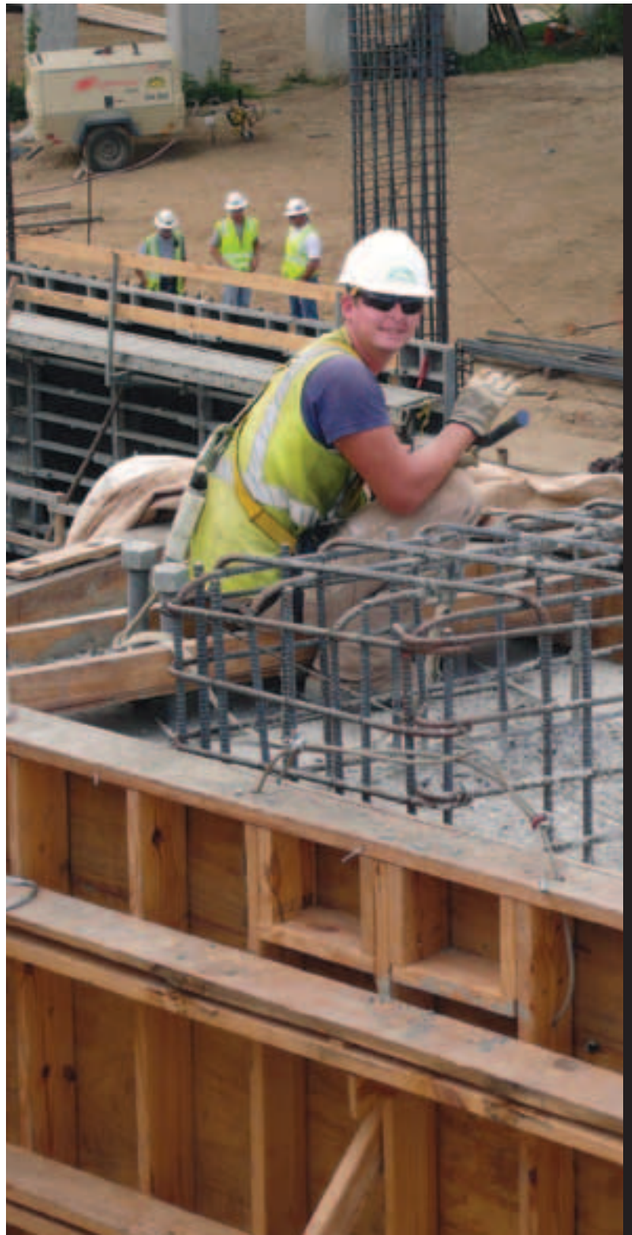
Meanwhile, the speed of the project, access to the work area, and the constant flow of traffic are the biggest ongoing challenges. “Design-build requires us to stay a couple steps in front of the bulldozer,” Griggs said. “We have to accomplish the design in a quick manner so that Boh isn’t interrupted.”

Since some phases of the project require access from the interstate to the median, Boh is using escort vehicles to get employees inside the protective, concrete barriers. The DOTD has restricted lane closures at night.

“There are no near misses out here,” said Mark Bradley, Boh’s safety coordinator on the project. Bradley recently received a thank you call from a motorist who had car trouble within the project area. “The motorist said she broke down, and was scared to death by the interstate traffic,” Bradley said. “Our Motor Assistance Patrol driver, Dale Broussard, stopped to help her, and everything is okay. But when a motorist says she was scared to death, that’s a reminder of the danger we work with every day.” The speed limit is reduced to 60 mph in the construction zone, but it doesn’t feel like it as traffic goes whizzing by.

“When a KCS train comes through, if we have any manpower or equipment within 25 ft. of the rail, we have to stop work,” Bradley added. The heat is also a challenge. “Yesterday was 107 degrees with the heat index,” Bradley said in July. “Unless you work in it, you don’t understand how debilitating it can be. I get these guys Gatorade and water to drink, and cool packs to wear inside their hard hats. Some days we stop at eight hours (as opposed to a normal, 10- or 12-hour shift) because you can’t go much longer.”

The third phase of the project will include: shifting traffic to the new, interior lanes; finishing the exterior roadway widening; demolishing the old KCS bridges; and building the new KCS overpass bridges. The final phase is directing traffic to the new lanes and completing striping and signage.



ON THE JOB

Team Leaders

G.J. Schexnayder
Project Manager

Matt Horan
Assistant Project Manager

Zach Jopling
Assistant Project Manager

Ron Brylski
Piling Project Manager

Kenny Solis
Construction Manager

Patrick Ledet
Assistant Construction Manager

Brian Callaway
Area Safety Manager

Mark Bradley
Project Safety Manager

Casey Foster
Project Safety

Craig Sanchez
General Superintendent

Mike Nicholas
Project Superintendent

Mickey Watson
Superintendent

Jesse Cline
Superintendent

Tim Marks
Superintendent

Rick Yllander
Superintendent

Norman Springer
Ironworker Superintendent

Joe Doyle
Piling Foreman

Brad Savage
Piling Foreman

Michael Brown
Foreman

Jordan Rishell
Foreman

Jeremy Coston
Foreman

Archie Hill
Foreman

Pete Buccere
Foreman

Lester David
Foreman

Jeff Sylvester
Foreman

Mike Sylvester
Foreman

Chris Rideau
Foreman

Lance Williams
Quality Assurance/
Quality Control

Michael Langlois
Layout Manager

John Anklam
Layout

Mike Mailho
Layout

EASY RIDER: Boh Smoothes Out Section of I-10 with Asphalt Overlay

By September 1, about 83,000 people per day will have a smoother ride traveling Interstate 10 in eastern New Orleans between Franklin Avenue and Paris Road when Boh Bros. completes a $15.9 million asphalt overlay contract for the Louisiana Department of Transportation and Development.

"This is part of the DOTD's ongoing commitment to help the area rebuild from Hurricane Katrina," said Michael Stack, DOTD's District 2 engineering administrator. "It's part of our pavement preservation program that is ongoing throughout the state."

The Franklin to Paris segment is one phase of the DOTD's plan to overlay I-10 completely from Franklin Avenue to the Twin Span bridges over Lake Pontchartrain. Boh's project will put a smooth coating over a roughly seven-mile stretch of I-10. "With this overlay, we're going to improve the international roughness coefficient, which measures the amount of bumps and ruts per mile," Stack said. "The public will see a smoother ride."

Boh is overlaying the existing concrete panel roadway with a 3.5-inch thickness of asphalt. The age of the I-10, combined with heat and settlement of underlying soils, has resulted in unevenness between the concrete panels, Stack said. That makes for a bumpy ride. "About 12 or 15 years ago, we did some concrete rehabilitation – patching and sealing the joints," Stack said. "This design for the asphalt overlay should last eight to 12 years."

The $15.9 million project is the biggest asphalt job that Larry DeFraites, Boh office project manager, can recall ever tackling. "I've been with Boh about 33 years," DeFraites said. "Obviously, the company has built bigger projects, but I don't remember any asphalt jobs of this size."

To hold up to the wear and tear of interstate traffic, the DOTD specified the use of a stone matrix asphalt mix, or SMA. "It's all coming out of our France Road plant, which is

"I'm glad that Boh Bros. is our partner on the project… We have a very good working relationship, and both organizations have the goals of improving the quality of our transportation system and the quality of life for our citizens."

Michael Stack, DOTD's District 2 engineering administrator

right next to the interstate," DeFraites said. "We had to get some special equipment at the plant to make the stone matrix mix."

SMA requires adding either fibers or crumb rubber to the asphalt, explained Rick Fishback, asphalt plant foreman. The DOTD-specified SMA for Boh's project requires a fiber additive. Boh is renting a fiber-mixing machine from Hi-Tech Asphalt Solutions, Mechanicsville, Va., Fishback said. SMA is not required on all roadways, not even on all interstate projects, so Boh only needs the machine occasionally.

"The machine introduces the asphalt reinforcing fibers into the mix," Fishback said. "The stuff comes in 800-pound bails, and the machine shreds it and blows it into the drum mixer as an additive to the asphalt mix."

The material is like insulation, so the asphalt plant crew's personal protective equipment had to be enhanced from the normal ensemble of hardhat, safety glasses and gloves to include Tyvek suits and respirators, Fishback said. "Once the process starts, we're using about one bail every 15 minutes," he said. "We have two men dedicated to this machine at all times, and they're staying pretty busy with that end of the operation."

Laying asphalt is sensitive to the successful orchestration of several factors. "You've got to coordinate the logistics of importing material into the plant, the lab work that goes into the design, proper mixing, and the field crew's ability to tie in parallel lanes within 72 hours, all while maintaining interstate traffic and working at night," said Ricky Quigley, superintendent. "The logistics are just unbelievable." The DOTD allows lane closures from 8 p.m. to 6 a.m. on the eastbound lanes and from 7 p.m. to 5 a.m. on the westbound lanes. "This particular job has a $15,000 per-hour penalty if you have a lane closure outside of the restrictions," Quigley said.

And the nightly decision to fire up the asphalt plant is largely dependent on what Mother Nature decides to do on any given day, as asphalt may only be applied in very dry conditions. Boh started work on the project December 1, 2010 and is scheduled to complete it September 1, 2011. Thunderstorms are almost as common as mosquitoes on summer evenings in south Louisiana. "Evening thunderstorms kill us," Quigley said. "The plant operates at 250 tons per hour, and we average about 1,500 tons a night. If you can't get out here and lay at least 600 tons, it's better to not even start." Quigley said the first thing he does when he wakes up every day is to check the weather radar.

Traffic is also a constant challenge, whether the crew is doing mainline paving (which means they are actually paving on interstate traffic lanes), or paving one of the many exit ramps included in the project. "Maintaining traffic is always one of the tougher parts of the job," DeFraites said.

Despite the challenges, the project is progressing well, and the DOTD is happy with Boh's performance. "I'm glad that Boh Bros. is our partner on the project, as they have been on many other projects," Stack said. "We have a very good working relationship, and both organizations have the goals of improving the quality of our transportation system and the quality of life for our citizens."

ON THE JOB

Team Leaders

Josh Gunn
Asphalt Paving Department Manager

Larry DeFraites
Office Project Manager

Ricky Quigley
Superintendent

Rick Fishback
Asphalt Plant Foreman

Scott Quigley
Spreader Foreman

Bob Cerise
Traffic Control Manager

NEED A LIFT?

Boh's Got the Equipment to Make It

Very few area companies can match Boh Bros.' marine heavy lift capabilities, yet many people are unaware that we offer that service.

"Just as a lot of our marine customers don't know we are experts in heavy highway construction, some of our highway clients don't know we build docks, have a lot of marine equipment, and can perform heavy lifts," said Grant Closson, marine pile driving project manager.

Petrex, Inc., a Harvey, La. oil field fabricator, knows first-hand about Boh's heavy lift capabilities. In June the contractor performed a quick-turn-around job for Petrex.

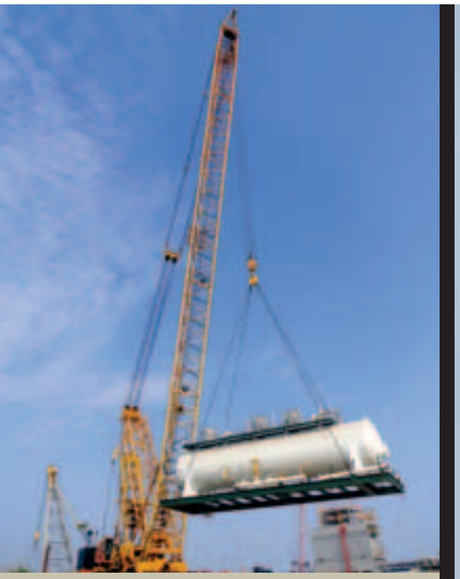
"We were contacted about two weeks prior to the lift," Closson said. "We went in on a Tuesday, and made the lifts from Petrex' yard to a material barge. By the following Monday, the items were set on an oil platform in the Gulf."

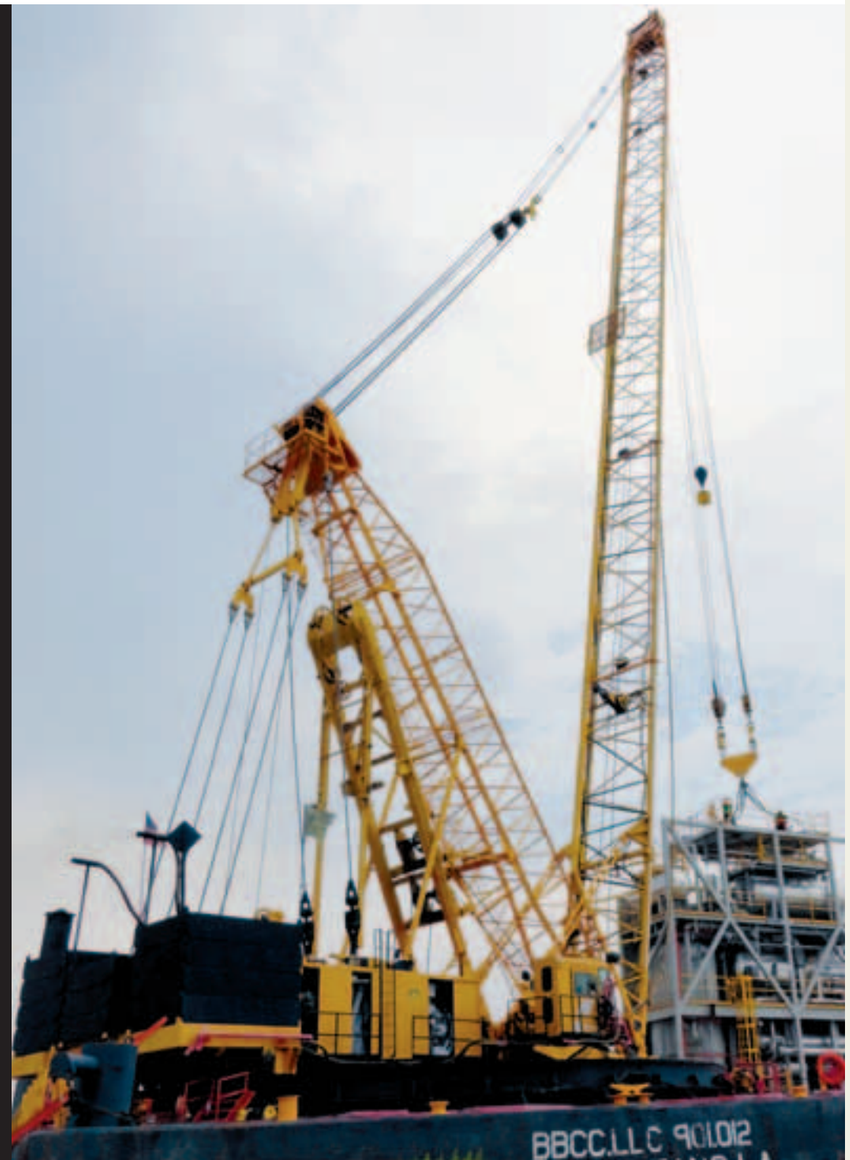
Boh used a Manitowoc 4600 ringer crane to lift a 145.3-ton oil treatment structure and two, smaller, pressure vessels. "The 4600 has up to a 600-ton capacity and is the biggest we've got," Closson said. "We also have four, Manitowoc 4100 ringers (300-ton capacity) and a Manitowoc 4000 ringer (200-ton capacity). Those are permanent, barge-mounted cranes. We also have a variety of crawler cranes on barges to assist when a heavy lift ringer may not be economical."

Many companies like Petrex may not have the crane capacity to make such a lift, or don't find it cost-effective to maintain a fleet of their own heavy equipment. "It may take them a couple months to fabricate one of these modules, and they don't want to have a crane idle and waiting for all of that time," Closson said. In the case of the Petrex lift, Boh pulled a crane from a nearby job on Monday night, made the Tuesday lift, and had it back working at the project by Wednesday morning. "If someone needs a lift, we can pull a crane off of a project on a Friday night and have it back by Monday morning."

Not only can Boh make the heavy lifts, but also having the capability to swing heavy loads is critical for saving time and money. "We've got such a large crane that we can actually lift heavy loads and swing 360 degrees with them," Closson said. By contrast, stiff-leg derricks can only boom up and down. In order to move them right or left, the whole barge must be moved. "That costs time and money and isn't as safe as using the ringer," Closson said. "Moving a barge, things can get away from you quickly. Using the big ringers, you have more control when swinging. With the barge stationary, you know you're not going anywhere."

Ringer cranes are also useful for making heavy lifts in water as shallow as five ft. "Many oil platform installations and removals are in the shallow, brown-water fields. Having large cranes with shallow drafts can come in very handy in the field and save time and money," Closson said.





ON THE JOB

Team Leaders

Grant Closson
Project Manager

Ralph Diaz
Heavy Lift Coordinator

Mike Kennedy
Foreman

Murry Latapie
Ringer Operator

BOH EMPLOYEE SPOTLIGHT

Jeffrey Sylvester, labor foreman, Baton Rouge Perhaps when he retires, Jeffrey Sylvester will write a book about the "real faces" of construction. It makes him mad when people act like construction workers are inferior in some way to white collar workers. "These men are musicians, artists, writers, cooks, and inventors. Construction people are really diverse and educated."

Take Jeffrey, for example. Looking at the big, boisterous, father of five, who would guess he is a poet and a playwright whose work has been performed? His play, "Rhetorical Jazz," received support from the Arts Council of Greater Baton Rouge and was performed at Louisiana State University. That was several years ago, but Sylvester continues to be an avid reader and writer of short stories, plays and poetry.

Sylvester started with Boh Bros. in 1982 and has worked as a concrete finisher apprentice, a finisher, and, for the past four years, a labor foreman. His father, Louis Sylvester, Sr., was a finisher foreman who retired after 31 years with Boh. Sylvester prefers being outside on a construction site, rather than sitting at a desk in an office. "I don't know if my volume would fit office etiquette," said Sylvester, who is known on the job for his booming voice. "I like not standing still. The ultimate joy is to see the finished project and know it's been done well. When we finish a project, I show the kids and say, that's what I did, as if I did the whole thing myself. There is a great deal of satisfaction from finishing a job well and safely."

Sylvester tells his children that his first job is being a parent. "I really, really enjoy being a parent," he said. Sylvester and his wife, Jackie, have five children: Jessica, 20; Tara, 18; Ebony, 16; Jeff, Jr., 15; and Anthony Wade, 11.

Zack Watson, operator This July, Zack Watson marked his five-year anniversary with Boh Bros. He's worked in construction for 10 years, and joined the Boh team as an operator. He is currently operating the shuttle buggy (which feeds into the paver) on a $15.9 million project to place an asphalt overlay on seven miles of Interstate 10 in eastern New Orleans. Watson enjoys operating the shuttle buggy because "up here, I can see everything that's happening," he said. "Safety First" is his personal motto, which is one of the reasons he enjoys working for Boh Bros. "The company treats me right, and my co-workers treat me right," he said. When not at work, he enjoys spending time with his wife, Nicole, and their two daughters: Dakota Cheyenne, 15 and Montana Nicole, 14. Family pastimes include playing softball in the yard and going fishing together.

Tim Marks, superintendent Tim Marks began working with Boh Bros. as a layout man 23 years ago. For the past five years, he's been a superintendent. "My father-in-law, Sal Pepitone, worked as a superintendent in the Baton Rouge division for 35 years," Marks said. Pepitone has since retired, but he was one of several, older mentors who helped shape Marks' knowledge of construction. Since January, Marks has been working on Boh's $59.9 million project to widen a 2.8-mile length of Interstate 10 between Siegen Lane and Highland Road in Baton Rouge. "This project is very challenging," Marks said. "It's got a little bit of every aspect of building bridges, from footings and columns, to flat spans and regular deck."

As superintendent over footings and caps, Marks said his job is to make sure "everybody's got their material to do their job safely and productively." Safety is a huge challenge on the I-10 project. "We've got height, traffic, trains, and very tight quarters with close working proximity," Marks said.

When he's home in Opelousas, Marks enjoys spending time with his family, hunting and fishing. He and his wife, Angie, have three sons: Brandon, 22; Matt, 17; and Laine, 15.

Norman Favaza, Cured in Place Pipe superintendent Norman Favaza joined Boh Bros. in 1968 as an operator for the pile-driving department. "I ran steam rigs back then, old stiff-leg floaters," Favaza said. (For the uninitiated, stiff-leg floater means a stationary boom on a barge.) After 11 years, Favaza joined the pipe department as a crane operator, running backhoes and front-end loaders. "In 1991 I was asked to go to Pascagoula, Miss. with the lining department to work on a job pulling polyethylene-coated, U-liner pipe for sewer pipe rehab work," Favaza said. "I really liked it. It was something new and different." After the Pascagoula job, he spent 12 years working in Baton Rouge on a pipe maintenance contract, during which time Boh installed 200,000 linear feet of liner. In 2003, Favaza became a superintendent. Two years ago, he took over as superintendent for lining work, which now uses Cured in Place Pipe (CIPP) instead of U-liners.

The constant flow of daily challenges is part of what attracts Favaza to Boh Bros. "We're always working, and every project is different," he said. "Boh is a good company to work for. I've got a lot of friends here, and a lot of good people working for me."

When he's not at work, Favaza enjoys traveling with Gayle, his wife of 10 years, and their two Dachshunds. He also enjoys spending time with their children and grandchildren: Todd, Laurie, Lacie, Tracey, her husband Dave, Summer, and Jordan.

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www.bohbros.com




Fall Anniversaries

45 YEARS
Charles O. Freeman
Frederick B. Braquet, III

35 YEARS
Minor C. Ramsey

20 YEARS
Corey M. Newton
Michael C. Watson

10 YEARS
Charles R. Grosh, Jr.
Sandra A. Graves

5 YEARS
Allen W. Hunt
Brenda Ransom
Brian R. Callaway
Corvell Armwood
Justin T. Morel
Kavie J. Amacker
Maria A. Fernandez
Nelson J. Harris
Wade A. Shaw
Walter Ricks, Jr.

"Boh Bros. is successful because of its people. The Boh Family is comprised of individuals who are committed to company values and take pride in being a part of the Boh Culture."

Statement of Equal Employment Opportunity Boh Bros. Construction Co., LLC

Under the Civil Rights Law and Executive Order No. 11246, this Company is obligated to follow a policy of non-discrimination in employment matters. Accordingly, the Board of Directors of Boh Bros. Construction Co., LLC, has adopted the policy stated herein to govern the recruiting, hiring, training, and promotion of person in all job titles without regard to race, color, religion, disability, sex (except where sex is a bonifide occupational qualification), age, or national origin.

The Company will base decisions and employment so as to further the principle of equal employment opportunity. It will further insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.

All personnel actions including, but not limited to, compensation, benefits, transfers, layoffs, return from layoff company-sponsored training, education, tuition assistance, social and recreation programs, will be administered without regard to race, color, religion, disability, sex, or national origin.

The Company has designated one of its officers, Mr. John F. Lipani, Vice President, 730 South Tonti Street, New Orleans, Louisiana 70119, Telephone No. 504-821-2400, as Equal Employment Opportunity Officer to coordinate Company efforts and to advise and assist all personnel in implementing this policy.

In recruiting personnel, the Company will insure that all advertisements make known the equal opportunity policy of the Company and will endeavor, where possible, to recruit through those sources which have the widest contacts among minority groups and will, generally, encourage affirmative action to obtain referrals among minority groups.

All personnel will be instructed that all applicants for all jobs shall be considered without discrimination. All personnel will offer opportunity for placement and promotion on a strictly non-discriminatory basis and the demotion, layoff, or termination of all employees shall be solely based upon work available and upon the skills and abilities of those personnel and the employer of the Company. All working conditions will be maintained in a non-discriminatory manner.

The Company will make known to all employees and to the public that the Company is actively and affirmative pursuing an equal employment opportunity policy and that it endorses the aims of those who are promoting the acceptance of such a policy in the business community.