



# BOH PICTURE



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Drives Innovation

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**Design & Layout**  
Design III

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vacuum excavation system  
offers a safer alternative.

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## The national construction economy continues to struggle despite the fact that the recession officially ended in June 2009.

The unemployment rate in the construction industry was 20.7% in early 2011, or twice the general rate for the entire economy. In many states, employment in construction is down 20-50% from its peak of a few years ago. Louisiana is one of only three states with a decline of construction employment of less than 10%. This is due in large measure to the huge federal spending in South Louisiana on recovery projects after the 2005 hurricanes. While there are significant funded jobs remaining to rebuild hospitals, schools, government buildings, streets and flood protection structures, these are onetime, non-recurring programs that will taper off over the next few years.

It is disconcerting, then, to witness the severe budget problems occurring at every level of government. State and local governments are required to balance their budgets each year, and facing up to the true costs of the promises made for government employee benefits along with declining tax receipts due to the recession have combined to put pressure on construction budgets for those public owners. The unprecedented federal debt and tremendous annual deficits in recent years must be addressed and will be significant issues leading to the 2012 elections. Reducing federal spending seems essential, and again this will have a negative impact on construction programs. Unfortunately, this comes at a time when the American Society of Civil Engineers estimates that the cost of the country's unaddressed infrastructure needs is \$1 trillion.

In this environment, our elected officials will be confronted with setting spending priorities and making choices. In the short run, it's easy to defer filling potholes, fixing water leaks and renovating energy inefficient buildings if it means not having to lay off government employees or eliminate programs. In the longer term, however, there is no question that the nation's transportation, water and energy infrastructure serves as the foundation for private sector growth and quality of life. Just as our company would suffer in its ability to serve its clients if we were to stop replacing and refurbishing our construction equipment and facilities, so too is our nation's broader economic health dependent on the competitive advantage that comes from constantly improving its buildings and infrastructure.

Our elected officials need to hear from us on this subject of priorities and choices. The benefits of investment in public infrastructure are greater than the costs of that investment and far greater than the cost of doing nothing.



**Robert S. Boh, President**

“...the American Society of Civil Engineers estimates that the cost of the country's unaddressed infrastructure needs is \$1 trillion.”



## ROADS TO RECOVERY: Boh Delivers Six Paving Jobs in St. Bernard

**B**y the end of August, Boh Bros. will deliver six residential, rehabilitative paving projects totaling \$23.6 million in St. Bernard Parish, and help to restore a community that was horribly devastated by Hurricane Katrina in 2005.

“Flood waters created much visible damage to the surface of paved areas, as well as substantial damage to sub-surfaces,” said Buster Lyons, who is part of the program management team for St. Bernard Parish. “The heavy vehicular traffic to remove debris after Katrina also caused damage.”

The Boh contracts are part of a FEMA-reimbursable, 37-project program that began in June 2008 and will be complete by the end of August. “We are going into neighborhoods to remove and replace concrete street panels, sidewalks, driveways and curbs,” said Paul Ramagos, paving office project manager.

Although one of Boh's contracts is about two-thirds milling and asphalt overlay, most of the projects involve removing existing concrete panels and some base, then replacing with a new layer of geotextile fabric, sand, limestone and concrete. All of the projects are on a fast-track schedule, said Don Lipani, paving department manager. “The largest of these contracts was awarded in January,” he said. “It is a 180-day, \$8.5 million contract to patch streets from Chalmette to Poydras.”

Patching work is well within the company's expertise. However, working on small spots or single panels in multiple locations requires a great deal more

coordination and scheduling than performing a huge, contiguous road-paving project. Additionally, Boh is having to compete for concrete suppliers, who are also bustling to deliver to other contractors performing road work in the Parish, as well as those delivering U.S. Army Corps of Engineers hurricane system rebuild projects. “We have been scheduling early-morning and weekend pours, whatever it takes to coordinate with concrete suppliers and still maintain the schedule,” Lipani said.

The abundance of work also means traffic impact to many streets, and a great deal of interactions between contractors and residents. “We've got 11 crews working these contracts,” said Robby Ward, crew foreman. On a cool, sunny day in early March, passing residents waved to the paving crew on Decomine Street near Chalmette High School. A neighborhood dog wandered over to check out the progress and beg for attention. “Most of the residents are glad to see us here, to see Boh getting the work done,” Ward said. “They are glad to see the FEMA money being put to good use in the parish. These projects are good for Boh Bros. and good for the people living here.”

The projects will not only benefit current residents, but also will be an added enticement for those who have yet to return to St. Bernard after Katrina, said Lynn Comeaux, field project manager. “Our people take a lot of pride in what they do. We know we are doing something that is good for the community and helping people get back on their feet.”

## ON THE JOB Team Leaders

**Paul Ramagos**  
Office Project Manager

**Ben Perrin**  
Office Project Manager

**Chris Galloway**  
Office Project Manager

**Lynn Comeaux**  
Field Project Manager

**Stewart Rush**  
Field Project Manager

**Jacob Saladino**  
Field Project Manager

**Warren Brumfield**  
Foreman

**Marty Alonzo**  
Foreman

**Freddie Gondrella**  
Foreman

**Robby Ward**  
Foreman

**Harry Mayeux**  
Foreman

**Ricky Alonzo**  
Foreman

**John Boudreaux**  
Foreman

**Richard Davis**  
Foreman

**Michael Hotard**  
Foreman

**Richard McDonald**  
Foreman

**Virgil Banford**  
Foreman



## Paving Crew Reconstructs **AWARD-WINNING** Project on West Bank Expressway

On March 31 Boh Bros. completed a \$4.8 million Louisiana Department of Development and Transportation contract to patch, mill, and overlay a 4.1-mile long stretch of U.S. Highway 90 in Westwego from the end of the elevated Westbank Expressway to the Huey P. Long Bridge interchange.

The project isn't unique when compared to other paving projects that Boh Bros. routinely performs for the DOTD, as well as local municipalities. What made this project special is that the company won a coveted award for original construction of the roadway.

It was 1984 when Boh Bros. was presented the Sheldon G. Hayes award for Highest Quality in Asphalt Paving at the 30th Annual Convention of the National Asphalt Pavement Association in Hollywood, Florida. The company's work on approximately three miles of Westbank Expressway was judged the nation's most outstanding hot mix asphalt pavement

paving and then worked on the East Bank approach to the Mississippi River Bridge," Boh recalled. "I felt like it was important and interesting to learn our business where it really happens, on the jobs. I think that experience was invaluable to me for what I do now. I loved it, that tangible feeling of accomplishment, as you would see what you were building progress in front of your eyes. It's a very rewarding experience and gives me a great appreciation of the skills of the people who do that work, which is something that the public tends to take for granted from time to time."

The DOTD required the recent paving project, like many, to be constructed at night and on weekends, in an effort to impact the traveling public as little as possible, said Josh Gunn, department manager. "It's in a heavily-traveled, business area, and we can only close down one or two of the lanes (in one direction) at a time."

When working at night, the biggest

and the paving crew. "There aren't many opportunities you get to do something like that," Quigley said. "You need a big job and the right people."

Most of his paving crew has been working together for 15 years, some as long as 22 years. "I thank these guys 1,000 times a day, for their efforts because I can't do something like this myself," Quigley said. "Boh has the best group of road guys in the south United States. That's the reason we could pull something off like this."

The award-winning spirit embodied in that stretch of Westbank Expressway is typical of work that has been delivered throughout the Greater New Orleans area by the company since its inception in 1909. "I can remember the time we took the streetcar tracks out of Canal Street in the 1960s or 70s, and when we put them back in within the last 10 years," Boh said. "We also see bridges and other things all over the city that we built, expanded, or replaced." 🟡

It was 1984 when Boh Bros. was presented the Sheldon G. Hayes award for Highest Quality in Asphalt Paving at the 30th Annual Convention of the National Asphalt Pavement Association in Hollywood, Florida.



work for the year.

Robert Boh accepted the award, along with the late Jim Martin, then-manager of Boh's asphalt department, and Joe Scaffidi, retired asphalt general superintendent. Clifton Nary, office project manager, said he remembers the project, but Martin managed it. "I also remember that was one of (company president) Robert S. Boh's first jobs in the field," Nary said.

Boh constructed all of the elevated Westbank Expressway under 10 or so projects within a 15- or 20-year period, Boh recalls. This project is on ground level and widened the old highway to three lanes going in either direction. All of the Westbank Expressway projects helped to open up the West Bank to residents and economic development.

The project was one of three long-term jobs that the young Robert Boh worked on during his first of three decades with the company. "I started on the Jourdan Road wharf, went to the Westbank Expressway

challenges are maintaining a well-lit project area, keeping safe in traffic, and shuffling the crew between alternating day and night schedules. Allowable work times are 6 p.m. to 5 a.m. on weeknights and anytime on weekends. "Working at this time of year, the weather, especially temperature, is a challenge," said Ricky Quigley, superintendent. "It must be a minimum of 50 degrees to pave. A lot of times we'll work a few hours, and the weather will turn or the temperature drops. We worked on the weekends to make up the schedule." Because it only required 27,000 tons of asphalt, the project won't qualify for the Sheldon B. Hayes Award that the company won in 1984. Only projects requiring 50,000 tons or more of asphalt may qualify for that.

"We laid 3,318.27 tons of asphalt on January 23 in one shift. It was a long shift," Quigley said. Laying that much asphalt in one shift required tremendous planning and coordination between the asphalt plant crew

### ON THE JOB Team Leaders

**Rick Fishback**  
Plant Foreman

**Scott Quigley**  
Paving Foreman

**Bobby Schneider**  
Foreman

**Glen Elsensohn, Jr.**  
General Foreman,  
Traffic Controls

**Paul Lepkowski**  
Foreman

**Michael Watts**  
Foreman

**Robert Brown**  
Foreman



# Hydro-Jet Vacuum Excavation System

Boh Bros. has developed a patent-pending Hydro-Jet Vacuum Excavation System that has already proven to be safer and more productive than typical hydro excavators. The system will be an asset to industrial, oil and gas, and other clients.

“I’ve seen hydro excavating set ups before, but not equipped like this one,” said Charles Currier, contract/construction administrator for the BASF Geismar, La. site, where Boh used the new invention on projects from April 2010 to January 2011.

Boh’s system combines a common excavator with a hose that is attached to a vacuum truck or vacuum skid unit that also supplies high-pressure water to jets mounted on the head of the nozzle. The system has proven to be highly maneuverable in hard-to-reach or muddy areas that are inaccessible by truck. Using an excavator increases flexibility in positioning the Hydro-Jet Vacuum nozzle with more accuracy. By attaching the system to multiple trucks or storage tanks, it can continually discharge excavated material. There is little down time because the technology has the ability to provide intensive trenching or potholing with multiple trucks (by unhooking hoses, and dumping at a different location) while another truck is excavating.

The system is also much safer than typical hydro excavation operations that consist of a man holding a high-pressure hose attached to a separate vacuum truck that sucks up the mud and water slurry. “Normally, we’re talking about a guy holding a 10,000 psi energy source that is capable of doing severe tissue damage to a human,” Currier said. “Boh mounted the high-pressure nozzle to the excavator boom, so it’s a self-contained unit. No people were exposed to the hazards normally associated with hydro excavating.”

The operator works from the excavator

cab and, therefore, is less exposed to airborne debris. Operating the Boh system doesn’t require any special training or personal protection equipment. “Because it is rigged to an excavator, the Boh system removes people from exposure to a high energy source and other hazards like working in or near excavations,” Currier said. “BASF is committed to a zero incident goal, so we strive to mitigate hazards through engineering or technology to reduce exposures. This is a prime example of technology that reduces worker exposure to hazards in the workplace.” Currier was so impressed with the safety of the Hydro-Jet Vacuum Excavation System that he gave Boh a performance safety rating of excellent on that project, specifically citing the use of the system.

“There is certainly a place for this new excavation technology with sites like BASF (in existence since 1950), where we often encounter numerous, unknown, underground obstructions,” Currier said.

A safe system like Boh’s is “the thing of the future,” said John Oswald, a pipeline technician with Acadian and Cypress Pipelines, charged with protecting a natural gas pipeline at another BASF site where Boh used the Hydro-Jet. “My job has been protecting the pipeline for 35 years, and this is the safest way to go,” Oswald said. “Using this system is 100% safe because you won’t hurt a pipeline in the ground just shooting water and vacuuming it up. With a bucket and teeth, you can hit that line and injure people.”

Oswald says he’s seen other hydro excavation systems, but none that match the productivity of the Boh system. Currier



Using this system is 100% safe because you won’t hurt a pipeline in the ground just shooting water and vacuuming it up.

also noted that production was much greater than what he’s seen achieved with a typical system. “Boh’s hydro-jet was capable of faster excavation and saved time and money,” Currier said.

Larry Lamonte, a project manager in Boh’s Baton Rouge office, developed the system. With Boh since 1975, Lamonte has worked on bridges, roadways, and pump stations, but mostly industrial projects. When Boh won a contract to replace BASF’s firewater system last spring, it was evident some hydro excavation would be required. “All of my research on hydro excavation showed two men holding a hose and a high-pressure wand,” Lamonte said. “Craig Sanchez, general superintendent, was the driving force behind development of this system. We worked together to pursue our vision of developing a system that was safer and more efficient.”

Kevin Schoonmaker, yard foreman,

Bryan Soileau, equipment manager and Bruce Jackson, small equipment mechanic/welder, all worked on design and construction of the Hydro-Jet Vacuum Excavation System. Brett Caillouet, pipe general superintendent, offered his expertise on vacuum trucks. Bud Ricks and Tim Marks, both job superintendents, were instrumental in design and construction, as well as testing. “The only way we were able to proceed with this project is that we had the full backing of Mike Cullen and Robert Boh to begin the patent process,” Lamonte said. “I’m grateful that I work for a company that supports innovative ideas and provides the resources to make a vision become a reality.”

During the fire water system replacement project at BASF, Lamonte and the development team added front and rear cameras to the excavator to give the operator more maneuverability and

control. When Boh won another contract at BASF in December, the contractor was able to demonstrate another benefit of the hydro-jet vacuum excavation system. “They wanted us to probe an area close to a natural gas line before the subcontractor came in with a conventional drill to dig shafts and pour foundations,” Lamonte said. “I told them we should use the hydro-jet excavation system. We vacuumed the shafts and poured it back with concrete, only 18 inches from the gas line.”

Word has spread about those successes, and Boh has since used the system to perform work for Valero, Dashiell at Valero, and NuStar. “When BASF reviewed the shaft proposals using vacuum excavation instead of probing, they knew that our system would be much safer,” Lamonte said. “The company will continue to improve the invention and modify it to suit specific project conditions.”





Everything on the project revolves around traffic... inconveniencing the public as little as possible, staying on track with our work, and doing it as safely as possible.

# HEAVY HELP: BOH IS KEY PLAYER ON \$110 MILLION I-12 WIDENING

**B**oh Bros. is a \$47 million subcontractor to James Construction Group on a \$110 million contract for the Louisiana Department of Transportation and Development to widen Interstate 12 in the Baton Rouge area from two to three lanes. The project is one of the DOTD's first major projects to be delivered using the design-build method.

"The reason DOTD went with design-build is the speed at which the project needed to be procured, designed, and constructed," said GJ Schexnayder, Boh's office project manager. "Typical design-bid-build would have taken anywhere from five to seven years to complete this project. This project will be delivered in less than four." Construction began in April 2009 and is scheduled for completion in March 2012.

The I-12 project is part of the DOTD's Geaux Wider program, a multi-year construction initiative to increase capacity, improve safety and enhance mobility on Interstates 10 and 12 in East Baton Rouge and Livingston Parishes. Daily, approximately 300,000 drivers use I-10 and I-12, which are critical transportation, evacuation and commerce routes. Because several projects are currently impacting traffic throughout the area, the DOTD opted to use design-build



on some projects to expedite construction and thereby reduce congestion and accident/injury risks to both workers and the traveling public.

The overall project includes widening the eastbound lanes from O'Neal Lane to just west of Pete's Highway and the westbound lanes from O'Neal Lane to west of 4-H Club Road. Within JCG's four-mile project area, Boh Bros. is tasked with removing four existing bridges over the Amite River. Two of the bridges are the east- and westbound Interstate spans that cross the Amite River, which are 1,307 ft. long, 33.5 ft. wide and 22 ft. high. The other two, situated about 300 ft. east of the I-12 bridges, are the east- and westbound Interstate spans that cross the Amite River Relief Basin, which are 661 ft. long, 31 ft.

wide and 22 ft. high. Boh is constructing two longer and wider bridges to replace the existing four. The new bridges will each be 2,615 ft. long, 62.5 ft. wide and 25 ft. high. As part of the project, Boh will also be removing a 575-ft. long hydraulic plug, roughly 120,000 cubic yards of earthen material.

"Because this is a design-build job, contractors are heavily involved in design and the design review process," Schexnayder said. "That gives us the opportunity to give input on how to design and construct our portion of the project more efficiently." For example, since Boh has demonstrated competency in pile driving, the team steered the bridge design toward that, rather than the use of drill shafts. Boh will be driving about 72, 16-inch-square, 52-62 ft. long, precast concrete piles to depths of 50-60 ft. Boh Bros. will also drive about 289, 30-inch-square, 70 ft. long precast concrete piles to depths of 46 ft. However, driving the 126, 36-inch-square, 130-140-ft.-long piles 113-123 ft. into the ground requires something extra. Boh is splicing together 65-70-ft. long sections of the 36-inch piles. Boh will also construct 56 cast-in-place, concrete caps and erect 459 AASHTO Type IV girders that are an average of 96 ft. long.

"One of the big advantages of design-build is that you get to draw on the creativity of the whole team—designers, constructors, the quality control team, and owners," Schexnayder said. The DOTD

does not want to restrict the flow of traffic, so the design-build team has devised an elaborate phasing of the project to shift traffic to new roadway lanes as they are constructed. The first phase of Boh's work was to build half of the new, eastbound bridge, immediately south of the existing eastbound bridge. Once that was complete, eastbound traffic was routed to the new eastbound bridge, and westbound traffic onto the old eastbound bridge. Currently, all of the traffic has been rerouted off of the westbound span and Boh is working on removing and replacing that bridge. The final phase will be to remove the old

eastbound bridge and build the second half of the new eastbound bridge. By the end of March 2011, design was 99% complete, and Boh's bridge construction was about 40% complete.

Because Boh is working within a tight right-of-way (225- 250 ft.) next to heavy traffic, the contractor has taken extra safety precautions. "We put up extra safety fences and handrails to create a physical and visual barrier, to keep our people from getting close enough to the roadway that a mirror would hit them or they would forget and stick an arm or a piece of wood out in traffic," Schexnayder said.

Everything on the project revolves around traffic, said Zach Jopling, Boh's field project manager. "We, and everyone on the design-build team, have the same goals of inconveniencing the public as little as possible, staying on track with our work, and doing it as safely as possible."

In the past, Boh has worked on design-build projects for the Florida DOT. The contractor also built two roadway approach bridges on the \$408.5 million John James Audubon Bridge project, the state's first major design-build project. "Design-build is new to people, so part of the early process is to figure out





One of the big advantages of design-build is that you get to draw on the creativity of the whole team – designers, constructors, the quality control team, and owners.

everyone's roles and responsibilities," said Ed Scheuermann, Boh's vice president of heavy construction. "In the design-bid-build world, everyone is used to certain responsibilities and expectations. Once everyone is clear on the new process, it's easy to move forward."

The design-build process is much faster than even the designer is used to, said Gerry Menard, design quality control manager on the I-12 project for Evans-Graves Engineers, which also worked with Boh on the John James Audubon approach bridges. "When working on design-build, we are expected to work at least twice as fast," Menard said. But the experience of working on the same team with the contractor has been good, he added. "It's interesting for us because we get to be more

involved with the construction challenges that the contractor faces day-to-day. It makes us more sensitive to contractors' needs when we do the design. We may not always understand how difficult it is for contractors to do some things, but when we are working together so closely, it helps us form a more contractor-friendly design."

Evans-Graves is also working with Boh on a \$60 million, La. DOTD design-build project to widen I-10 in Baton Rouge from Siegen Lane to Highland Road. "The I-10 job is much more complicated because of the way the bridge crosses the Kansas City Southern railroad," Menard said. Because the project is design-build, Boh has been able to move forward with driving piles and preliminary drilled shaft installation while Evans-Graves continues to work on the design. Construction began in August, and is scheduled for completion in early 2013. 🌞



## ON THE JOB

### Team Leaders

**Craig Sanchez**  
General Superintendent

**Mike Nicholas**  
Project Superintendent

**G.J. Schexnayder**  
Project Manager

**Zach Jopling**  
Field Project Manager

**Earl Hano**  
Piling Superintendent

**Henry Landry**  
Piling General Superintendent

**Vincent Rabalais**  
Piling Assistant General Superintendent

**Ron Brylski**  
Piling Project Manager

**Anthony Jacob**  
Piling Assistance Project Manager

**Teddy Thibodeaux**  
Carpenter Foreman

**Jeremy Coston**  
Carpenter Foreman

**Mickey Watson**  
Superintendent

**Jeff Sylvester**  
Labor Foreman

**Mike Sylvester**  
Finisher Foreman

**Norman Springer**  
Iron Worker Superintendent

**Pete Buccere**  
Operator Foreman

**Mike Langlois**  
Manager of Surveying

**Kevin Schoonmaker**  
Yard Supervisor

**Kerry Israel**  
Yard Carpenter Foreman

**Brian Calloway**  
Department Safety Manager

**Mark Bradley**  
Project Safety Manager

**George Williams**  
Superintendent

**Jorich Langlois**  
Project Layout

**Jose Cantu**  
Piling Foreman

**Ricky Tamor**  
Welding Superintendent

# BOH EMPLOYEE SPOTLIGHT



**Clarence Doyle, Jr., laborer, set up** Clarence Doyle, Jr. has been in construction for 20 years and has worked with Boh Bros. since 2001. "I like everything about working with Boh – the co-workers, the people, the positive attitude and learning from the foremen, superintendents and co-workers," Doyle said. He began with Boh Bros. as a laborer and is now

lead man on a concrete paving crew that is currently working to rebuild Hurricane Katrina-damaged streets in St. Bernard Parish. "It's a good day to pour concrete," Doyle said on a sunny, cool March morning. Of course, Doyle thinks every day is a good day in construction. He loves the challenge of the work, and the pride in being able to help rebuild his city. "When I ride down the street and can tell my kids that I built something, it feels really good," he said. "It also feels good to teach some of the younger guys, so they can come up, learn what I learned, and then show what they did to their kids."

In his spare time, Doyle likes to shoot pool. He also is a die-hard Saints fan, and has been a season ticket holder for a decade. However, most of the time he isn't working, Doyle enjoys being with his family: his wife, Tina Berry-Doyle; son, Clarence, 17; and daughters, Jasmin, 9 and Mikhala, 5. "I call Mikhala Mama because she bosses me around. At 5 years old, she acts like she's my mama."



**Jeremy Coston, carpenter foreman** Jeremy Coston began working with Boh Bros. 14 years ago as a carpenter. Seven years ago, he moved up to carpenter foreman. "I like working for Boh because I like the people," he said. "You make a lot of friends here."

For the past two years, Coston has been working on Boh's sub contract to build two, Interstate 12 bridges over the Amite River near Denham Springs, La. He's worked on a lot of bridge jobs over the years, but particularly enjoyed working on the Cypremort Point Bridge in Louisiana. When Coston is not at work, his favorite thing to do is spend time with his daughter, Elaina Grace, 5. He also enjoys fishing and getting together with his friends on the weekend to cook jambalayas and gumbos. "I'm Cajun," he said. "I'm also the best looking guy on the job."



**Johnny Bautista, set up carpenter** Johnny Bautista has only been with Boh Bros. for about a year, but he's already got big plans to move up the company ladder. Hired as a laborer, he is working as a set up carpenter, and attending Delgado Community College to pursue a degree in Construction Management. "I think Boh is a good, solid company," Bautista

said. "I've worked in construction for about 10 years, doing small jobs like sidewalks and slabs, but I've never worked this type of construction." Bautista is currently part of a concrete paving crew to rebuild Hurricane Katrina-damaged streets in St. Bernard Parish. "It's a challenge, and challenge is always fun," he said. Bautista served three years active duty in the National Guard and is now in the reserves. When he's not working, attending school, or on duty, Bautista enjoys spending time with his wife, Rachel, and their two children: Kiersten, 4 and Isabella, 7 months.



**Jorick Langlois, surveyor, party chief** Jorick Langlois joined Boh Bros. six years ago, after years of hearing his father talk about what a great company it is. "My dad, Michael Langlois, works in the Baton Rouge office as a layout manager. He's been with Boh for 20 years," Langlois said. "I'm hoping to stay as long as I can, and move up as much as I can."

Langlois likes the people he works with, and he gets along with all of the supervisors. "Being friends makes the work go better," he said. "I'm sure everyone says this, but working for Boh is more like working with family. We're all pretty close. We hang out on the weekends, as well as working together."

Langlois is an avid outdoorsman, and enjoys hunting and fishing. He also enjoys cooking. "I'm from Ville Platte, so I like to cook rice and gravy, and any kind of meat and wild game."

Since joining Boh, Langlois has done just about every kind of job, but bridges are his favorite. "I can drive by and say, hey, people can cross this bridge because of something I've done," Langlois said. "I can pass by with the kids and grand kids and say I built that. Foundations in a refinery are important, but with a bridge, you can see one continuous, pretty thing that I helped to build." Currently, Langlois is working on Boh's sub contract to build two, Interstate 12 bridges over the Amite River near Denham Springs. It's his sixth bridge project since joining the company.



**Keith Bahm, foreman/quality control** Keith Bahm has worked in construction since 1983. He joined Boh Bros. 3 1/2 years ago, primarily because he knows people who have worked with the company a long time, and they told him how much they like it.

"I like it here. I like the people I work with, and that's important," Bahm said.

He started off with the company as an operator. Bahm is now a foreman and does quality control on paving projects. "I do profilographs, cut core samples, and things like that." Although Bahm has worked on many road-paving projects with Boh Bros., he really enjoyed working in New Orleans' Central Business District last year on the South Louisiana Submerged Roads Program. "It was very interesting because it was downtown, and I'm from the country," said Bahm, who hails from Franklinton. He enjoys hunting, fishing, and spending time with his wife, Lorri and their two children: Elliot, 7 and Ashton, 9. "We just do family things like hanging out, watching movies, and playing in the yard," Bahm said. "I play baseball and basketball with the kids, and we all love to go fishing."

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.



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## Spring Anniversaries

### 40 YEARS

Don C. Lipani  
Keith R. Guillot  
Ned J. Hidalgo  
Nelson J. Ardoin, Jr.

### 35 YEARS

Harvey Johnson  
Louis F. Bauer  
Louis J. Orth

### 30 YEARS

Leonard P. Orth  
Philip P. Levatino  
Robert S. Boh

### 25 YEARS

Barry J. Booth  
Carlo Carollo, Jr.

### 15 YEARS

Charles A. Becnel  
Gary M. Root  
Keith J. Lemoine  
Kevin A. Chaisson  
Melinda M. Maronge  
Thomas O. Lott

### 10 YEARS

Adrian A. Caliste  
Allen D. Weise

Anthony J. Saladino  
Benjamin J. Perrin  
Carmen L. Knost  
Charles J. McKey  
Clarence Doyle  
Darren Burgess  
David E. Varnado  
Eric A. Weaver  
Henry Carrone  
Jerritt D. Johnson  
Jerry Rodriguez  
Mark J. Graffato  
Peter J. Meyer  
Robert W. Ehrlich  
Troy M. Bush  
Tyheimba Cheneau

### 5 YEARS

Anthony Rainey  
Anthony J. Roque  
Bobby G. Jones, Jr.  
Charles E. Johnson

Charles Logan  
Christopher R. Galloway  
Christopher M. Saucier  
David L. Shahine  
Durell K. Green  
Earnest Lee, Jr.  
Frederick J. Coulon  
Jonathan M. Marcel  
Joseph M. Hefler, Jr.  
Joshua L. Brown  
Joshua E. Grantham  
Kendrick C. Dodson  
Kenneth Byrd  
Larry Gilbert  
Lugene Robinson  
Marcel C. Carmouche  
Pablo S. Bautista  
Patrick L. Gibbens  
Renifer J. McFadden  
Robert G. Gauf  
Robert T. Lane  
Ronald Lemon  
Steven B. Soileau  
Stewart J. Rush  
Timothy C. Hunt  
Titus H. Hill, Jr.

### 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 affirmatively 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.