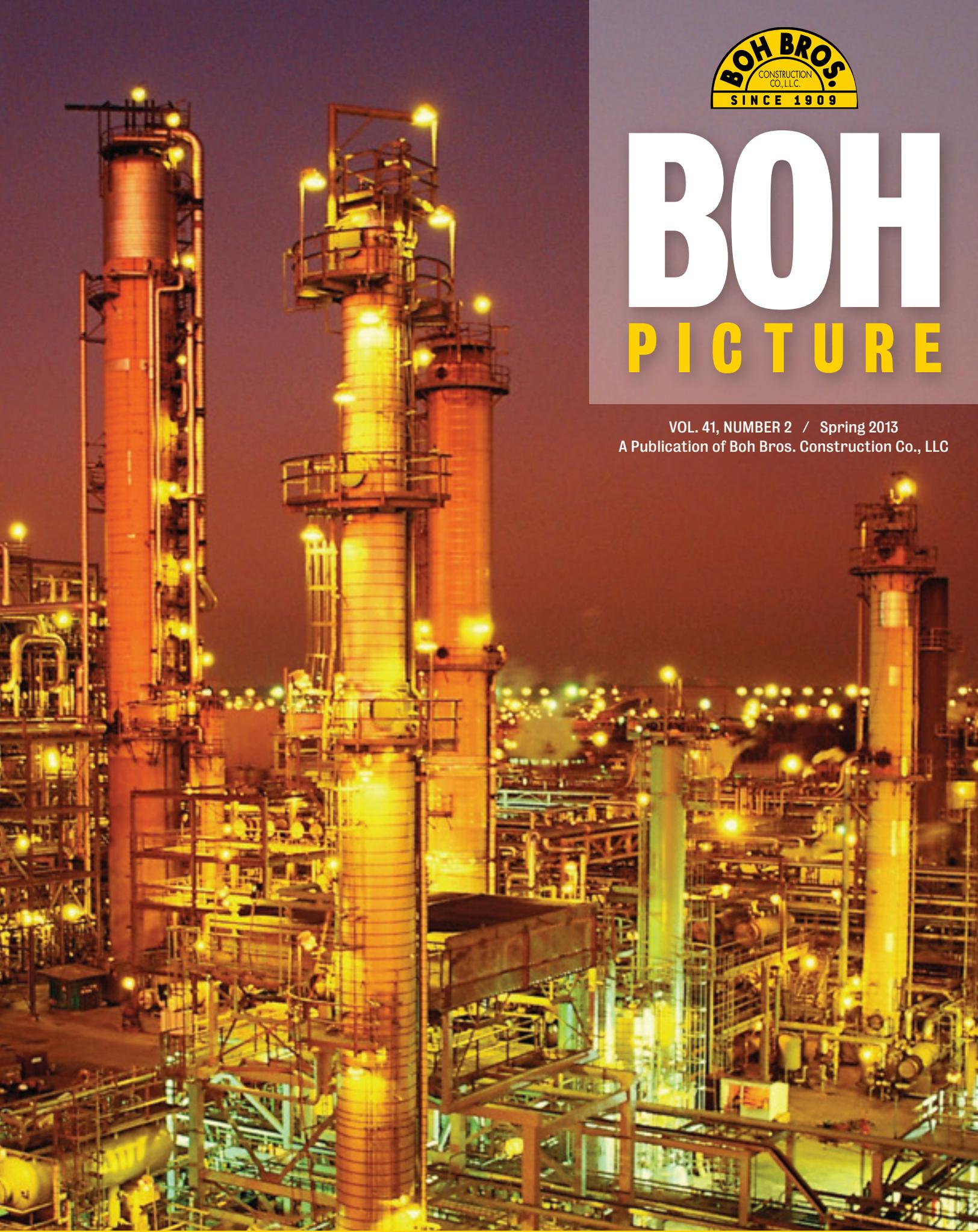




BOH PICTURE

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A Publication of Boh Bros. Construction Co., LLC



Growing UP with Industry

For 35 years, our company has regularly published the *Boh Picture* magazine for an audience of our employees, clients and friends. We have usually highlighted the demanding projects that our people have accomplished, focusing on their technical achievements and ability to solve problems and meet demanding schedules. In this issue, however, we depart from that pattern and instead describe our company's history of working in private industry, our involvement in national efforts to improve crane safety, and the important contributions made by our dedicated team of cement finishers.

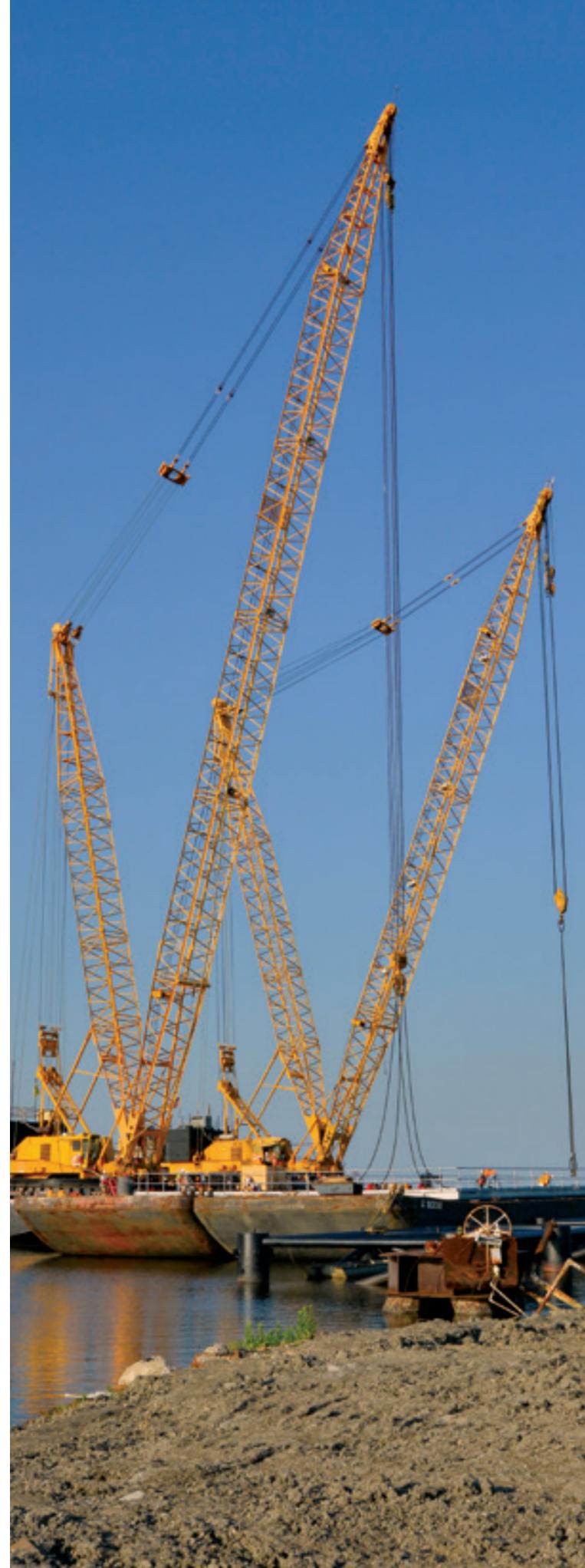
Although our company is widely known along the Gulf Coast and especially in South Louisiana for the major and highly visible public works projects that we have done over the years, what may be less apparent is that 25-40% of our annual revenues are derived from work for private clients. The great majority of this private work comes from the power, refinery and petrochemical industries. Unlike other contractors who specialize in industrial work or who have separate subsidiaries and work forces to do public work and industrial work, our company has always served both markets with the same group of employees. Many of our craft people and supervisors regularly work in both environments and are trained to handle the special requirements of each. One key advantage of this approach is that the safety culture established in the industrial sector decades ago, and the safety expectations that these clients have for their contractors, have made us a safer company on all of our projects. Our employees also enjoy more continuous work opportunities, and this adds to the experience level of our crews and helps us deliver more consistent service to all of our clients. We know these clients have many choices when selecting contractors to build important investments in their facilities, and we feel fortunate to be given so many opportunities over the years to be of service to them.

We hope you enjoy this slightly different look at our company and our people. As always, we welcome your feedback on this or future editions of the *Boh Picture*; please send your comments to BohPictureEditor@bohbro.com.




Robert S. Boh, President

"... 25-40% of our annual revenues are derived from work for private clients. The great majority of this private work comes from the power, refinery and petrochemical industries."



AHEAD of the SAFETY CURVE

The United States Department of Labor's Occupational Safety & Health Administration requires that all crane operators be certified by a third party, accredited program by 2014. Boh Bros. has been training its operators for more than 20 years. In fact, the company has participated in the formation of the National Commission for the Certification of Crane Operators (NCCCO), and also worked to establish higher standards for crane safety through various other organizations. Additionally, Boh consistently exercises measures above the industry standard for the safety and well being of its employees, the company's most valuable assets.

"We take that extra step to do everything we can to ensure our operators are qualified to run our machines in the task we ask them to do," said Chris Ryan, Boh's vice president of equipment. "We do that because it is absolutely the right thing to do. It is consistent with our core values of treating people like family. Safety in everything we do is the overriding mantra in the company. It's not good enough just to get it done. You've got to get it done safely, so that everyone goes home the way they came in."

According to Ryan, the federal government suggested that the industry should self-police following a tower crane collapse in San Francisco in 1989. The Specialized Carriers & Rigging Association (SC&RA) started an initiative to delineate criteria for crane safety. "The SC&RA said the standards must be labor neutral, legally defensible and psychometrically sound," Ryan said. "They wanted a standard that would have the participation of all stakeholders — engineers, manufacturers, end users, inspectors, trainers, and crane operators. Those subject matter experts then evaluated the validity and reliability, so no matter where the exam was taken, it would be consistent."

In the early 1990s, Boh Bros. became involved in the American Society of Mechanical Engineers B30.5 committee for crane safety, as well as the formation of what is now the



“We take that extra step to do everything we can to ensure our operators are qualified to run our machines in the task we ask them to do.” *Chris Ryan, Vice President, equipment*

NCCCO. “We helped develop the body of knowledge, had subject matter experts bless it, and then tested it in the real world,” Ryan said. “Boh Bros. spent time and resources to go above and beyond what was required.”

Today, the NCCCO is one of several crane certification agencies that are accredited by the American National Standards Institute. Boh requires its operators to be NCCCO certified because it believes that is the gold standard, and because NCCCO certification is recognized by any number of federal agencies and industrial clients. “It’s also important to the oil and gas and petrochemical industries,” Ryan said. “If our safety standard doesn’t meet their standard, we can’t work for them.”

Boh began working toward having all of its operators NCCCO certified as early as 1999, years before California mandated certification in 2005, and much earlier than the current OSHA federal requirement. “In any industry, you have the leaders and followers. Boh Bros. is one of the leaders,” said Graham Brent, NCCCO executive director. “I find that the companies who voluntarily adopt this certification do it

because of risk management benefits and because it’s the right thing to do.”

Since NCCCO was nationally accredited in 1998, it has issued more than 130,000 certifications, more than any other certifying entity. Currently, 17 states have some kind of licensing or certification requirement. New Orleans has a city license, but Louisiana has no licensing requirements. “At the time Boh Bros. adopted NCCCO, it wasn’t an easy sell,” Brent said. “They did it because it was the right thing to do.”

Seat Check

Certification is in four categories—fixed cab hydraulic, swing cab hydraulic, lattice boom truck, and lattice boom crawler. Within each category, however, there are different configurations for crane setup, outrigger arrangement, counterweight configurations, as well as type and length of boom. Any of these variables can alter a crane’s capacity. “Boh Bros. has a fleet of cranes ranging from 600-ton floating ringers to eight-ton carry decks,” Ryan said. “It’s important to make sure the operators are familiar with the safety, maintenance and operational characteristics of each machine they run.”

In addition to requiring NCCCO certification, Boh

performs a seat check on each operator for every piece of equipment he will use. “You may have been certified on a 50-ton American and we’ve got an 80-ton Link-Belt, so we want to make sure you can operate that crane,” Ryan said. Today’s cranes come equipped with load indicators, load moment indicators and load limiting devices. They tell operators such things as the load on the hook and the radius of the load, but programming may vary by manufacturers. “Because cranes can be set up in different configurations, we have to make sure that each operator can set up his particular crane,” Ryan said.

The purpose of a seat check is to check the operator’s competence in safety, operations, maintenance, and special features. An experienced crane operator, who is both an NCCCO-certified operator and NCCCO-accredited practical examiner, performs the seat check. “Our people who do the certified practical exams have a couple hundred years experience combined, and they must perform a practical exam every year to remain accredited examiners,” Ryan said.

The seat checker literally walks through the inspection of the crane with the operator—inspecting the tires, cable, battery, automatic lubrication system and gears. “I like to do a walk around first, and then check each item off on the list,” said Fred Braquet, a 47-year Boh veteran employee, crane inspector and accredited practical examiner. “That way you go through it all twice.”

Next, Braquet evaluates the operator in the cab for safety and operations. “We have forms specific to each piece of equipment that consist of a pre-start inspection, post-start inspection, crane set up, outrigger spread, handling a load, load chart, assembly, disassembly, and lubrication,” Braquet said.

Once the seat check is completed, both the operator and

examiner sign the forms, indicating that operator has been evaluated on that specific piece of equipment. “We keep a list of our seat-checked operators and give them a card showing which piece of equipment they’ve been checked on,” Braquet said. “That way we know which operator can work on which piece of equipment.”

Knowledge is Power

Probably one of the biggest challenges of being an operator is calculating the loads and interpreting the load charts. “Capacity of any given piece of equipment changes significantly as you increase the radius of the lift,” Braquet said. “For example, a Link-Belt 100-ton RTC 8100 has the capacity to lift 200,000 pounds with a short boom, but at 70 ft., it can only lift a little over 14,000 pounds.”

The operator must also know how to make deductions for the rigging, as well as account for the counterweight configuration. “We recognized early on that it was important for our foremen and supervisors to also understand the capabilities and limitations of cranes,” said Anthony Spera, assistant training instructor. “We started conducting classes in the late 1980s to teach supervision how to make load chart calculations, at a time when it was only required for operators.”

That shared, institutional knowledge is invaluable for having safe consensus in the field. “Before the training, none of the foremen actually knew how to physically calculate these loads,” Spera said. “Now, after the training, supervisors understand how critical one or two ft. can be in making a lift. It’s just another back up measure that gives the whole team greater confidence.”



Growing UP with Industry



Boh Bros. has deep roots in the state's rich industrial history.

Brothers Arthur and Henry Boh formed their construction company in 1909, the same year Standard Oil Company of Louisiana built a refinery in Baton Rouge, and a year after the state's first natural gas pipeline was laid. By 1910, Louisiana's first long-distance oil pipeline was transporting crude oil from Caddo Parish to the Baton Rouge refinery (now called Exxon), which has grown into one of the largest oil refineries on the North American continent. Today, Louisiana is the nation's third largest producer of petroleum, its third leading refiner, and the country's second primary producer of petrochemicals.

Likewise, Boh Bros. has grown from a small residential contractor to become one of the premier heavy civil construction firms in the Gulf South, providing vital support to those industries. "We have worked on the docks of or inside every chemical facility and oil refinery from Baton Rouge to the mouth of the river," said Jeff Plauche, assistant division manager, Baton Rouge operations. "We are probably the only heavy construction company that has been on some of these facilities' bid lists since they first opened. Our people go so far back with these plants that we have some customers who actually request our foremen because of their knowledge about underground obstructions and utilities. That is valuable information for our clients."

Early Lessons

In the early 1900s Boh grew beyond residential construction and began performing underground pipe work, expanding into streets, highways and bridges.

"After World War II, we got our first taste of the industrial market by working on 14 power plants for Louisiana Power & Light, which is now Entergy of Louisiana," said Arthur Seaver, senior vice president. "We brought to that new work the company's reputation for can-do attitude, spirit, wealth of equipment, and commitment to the customer's schedule. It always has been, and remains today, a good fit for an owner to have a quality contractor involved in their work."

That post-WWII power industry work gave Boh the skills that prepared the company for work in the refining and petrochemical industries, which blossomed in the late 1960s and early 1970s. "When we did work at Little Gypsy and Waterford III, we learned what is required for that level of work, the overall quality control, and a strict commitment to safety," said Mike Cullen, a Boh vice president who manages the company's Baton Rouge operations.

Boh Bros. established a Baton Rouge office in the early 1960s, primarily to perform highway and bridge projects for Louisiana's highway department. The office's first petrochemical project was construction of tank foundations at Lion Copolymer, where Boh still works today. By the late 1970s, Cullen was assigned to a project at Shell Geismar and to develop Boh's full service capabilities for the petrochemical industry.

"I've used hydro before, but Boh's set up was a lot faster, more efficient and safer."

David Schrimphshire

Superintendent, Pipeline Environmental Compression Industries





“It’s our approach to the work—the way we approach all of our projects inside and outside of petrochemical facilities—that makes us a preferred contractor. It’s the way we do work, and it fits well in their world.”

Ed Scheuermann
Vice President, heavy construction

“I was the only one who did estimating for all of the petrochemical jobs,” Cullen recounted.

Through the years, Boh has performed a full range of civil work in the industrial sector. Capabilities include: paving roads; building docks, bridges, heavy haul roads and rail spurs; driving pilings; building foundations; and installing underground chemical, sewer and fire water.

“I have worked with Boh most of the 35 years I have been here,” said Ray Polito, construction manager for BASF’s Geismar site. “Boh’s reputation for integrity and professionalism makes for a good working relationship.”

Safety is BASF’s highest priority, followed by quality of work and commitment to schedule, Polito said. Industrial safety requires a higher standard than normal commercial or municipal markets, he adds. “Boh performs to those standards because Boh employees are familiar with the rules and regulations of an industrial environment.”

From laborers, to carpenters, ironworkers, equipment operators, and cement finishers, many Boh employees have long-term experience in the industrial setting. “That experience translates

into enhanced productivity, as well as safety,” Plauche said. “Both provide great value to the customer. We know what we’re doing, so we can do it quickly, and get out of their way, so they can move on to the next job.”

Boh’s consistent quality of work is a reflection of the company’s overall culture. “It’s our approach to the work—the way we approach all of our projects inside and outside of petrochemical facilities—that makes us a preferred contractor,” said Ed Scheuermann, vice president of heavy construction. “It’s the way we do work, and it fits well in their world.”

Good Pile Driving, Plain and Simple

As early as the 1950s, Boh developed a reputation for pile driving in refining and petrochemical facilities, including Cyanamid, Union Carbide, and Shell Norco. “We drove 30,000 piles for Chevron Pascagoula before the refinery first began operation in 1963,” said Fred Fuchs, vice president of piling and marine. “We also drove pilings for the Texaco Star plant in Convent when it was first developed in 1967.”

All of the major engineering, procurement and construction

contractors at the time knew Boh’s reputation and trusted that the contractor could keep the pile driving schedule on track. “We would sometimes have 13 or 14 rigs on one job,” Fuchs said.

Adam Birkenheuer worked for one of the big EPC firms, M.W. Kellogg, for 40 years and remembers working with Fuchs back in 1976 at Shell Norco. “Pile driving is a specialty for Boh. They are the best in Louisiana, and probably the best on the Gulf Coast,” said Birkenheuer, who is now technical director of contracts at IHI E&C International Corporation, which does a lot of natural gas, refinery and petrochemical work. “They guarantee delivery and completion date, when other contractors don’t. In this business, schedule is money. Boh does a good job, plain and simple.”

Back in the 1950s, Ralph Junius was bidding on a job to build the Hwy. 90 Bridge in Des Allemandes, and the specifications called for 24-inch square and 130 ft. long piles. “We built the floater, which was our design, and the largest marine-based crane in the lower Mississippi River in the mid-1950s,” said Dale Biggers, vice president. “We got the job by creating something that could pick up those piles.”

From building bridges, Boh expanded to marine dock work.



After demonstrating capability on docks for the Port of New Orleans and other clients along the river, refineries and petrochemical plants began hiring Boh to build their docks.

Boh was the first heavy contractor in the area to acquire a 300-ton barge-mounted ringer crane, and now has a marine fleet that includes four, 300-ton and one, 600-ton ringer barges. “We can drive piles up to 200 tons and 200 ft. long in one piece,” Fuchs said. “Our ability to drive piles that weight and length really reduces field time, which means we can deliver a safer, faster project.”

Additionally, the fact that Boh’s employees are familiar with working in marine environments and around petrochemical loading facilities contributes to safety, Biggers said. “We have a lot of people who have worked for us for a long time and are familiar with working on the Mississippi River with its changing currents, water depths up to 100 ft. and constant marine traffic.”

The firm’s ability to fabricate huge components in its Almonaster Yard optimizes field time and contributes to safety, speed of delivery, and higher quality. Boh’s ability to perform critical and multi-crane lifts is also valued by clients. “We do a lot of heavy lift and marine work to support oil and gas exploration, as well as decommissioning of structures and building the shore-based facilities,” Fuchs said.

Demand Drives Innovation

Boh’s inherent principals of quality, safety and production have always driven innovation to meet the needs of the owner. More recently, owner demand for delicate excavations in industrial and refinery settings led to the development of a patent-pending Hydro-Jet Vacuum Excavation system by Larry Lamonté, a project manager in Boh’s Baton Rouge office. This system has proven to be safer and more productive than traditional hydro excavators. The system combines an 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. It has proven to be highly maneuverable in hard-to-reach or muddy areas that are inaccessible by truck.

Pipeline Environmental Compression Industries (PECI) of Scott, La. recently used Boh’s Hydro-Jet system with satisfaction on a project at Plains All American Pipeline, LP. “The project included laying a 20-inch loop line, installing one launcher and one receiver, and Boh had to uncover nine lines—all with crude going through them—before I could put my pipe underneath,” said David Schrimshire, PECI’s superintendent. “I’ve used hydro before, but Boh’s set up was a lot faster, more efficient and safer.”

Boh’s system meant exposing pipelines up to 14 ft. deep could be accomplished without putting a man in the hole, thus eliminating shoring. Additionally, a Teflon tip on the end of the machine eliminates scars or scratches to the existing pipeline’s coating. “Anything that happens on my job is time and money out of my pocket to repair, but with Boh, there were no problems,” Schrimshire said.

Moving Forward With the Industry

Over the years, many of the plants have changed names and ownership. “BASF used to be Weindott Chemical, then BASF Weindott, now BASF Corporation,” Cullen said. “Texaco became STE Enterprises and now Motiva.” There have been mergers of huge oil companies, innovations in technology, new markets created (LNG, biofuels, etc.), but Boh’s commitment to quality and safety has remained the same. The company has performed industrial work as far north as Missouri and south to Puerto Rico, and done pile driving for major expansions all the way to Texas and Oklahoma.

In the 1980s, when the big oil and gas companies shifted from bulk storage, Boh developed relationships with many of the mid-stream companies that specialize in just-in-time transport of fuel. “These clients want pile driving, foundations, docks and station construction, which includes manifold foundations, rail stations, and anything that facilitates the moving of oil,” Plauche said. “When they decide to spend capital, they want it now.” Boh has been performing civil work for NuStar LP in St. James Parish since 2007. “On all the work they’ve done for us, for all of these years, I’ve not run into anybody in the industry anywhere who is more dedicated and qualified to do civil work than Mr. Sonny Ester, Boh’s site superintendent,” said Buzz Pruitt, NuStar’s director of safety and quality.

Safety is NuStar’s top priority, so the company is “very picky about our contractors,” Pruitt commented. “Everyday, we want everybody—employees, contractors and subcontractors—to go home in the same condition they came to work in. We’re really serious about safety.” Today, the abundance of competitively priced natural gas is feeding a renaissance in industry, in Louisiana and throughout the nation, said Dan Borné, president of the Louisiana Chemical Association and the Louisiana Chemical Industry Alliance. “The availability of affordable natural gas is bringing new ventures to the state, but also spawning modernizations, improvements and expansions.”

As they have for the past century, owners will continue to rely on reputable, safe contractors like Boh Bros., which has an abundance of experience in the industry, to deliver on those projects. “I have always admired the company and its presence in Louisiana,” Borné said. “When I see Boh Bros. on the job, I know it’s being done well, and it’s being done right!”

“I have always admired the company and its presence in Louisiana. When I see Boh Bros. on the job, I know it’s being done well, and it’s being done right!”

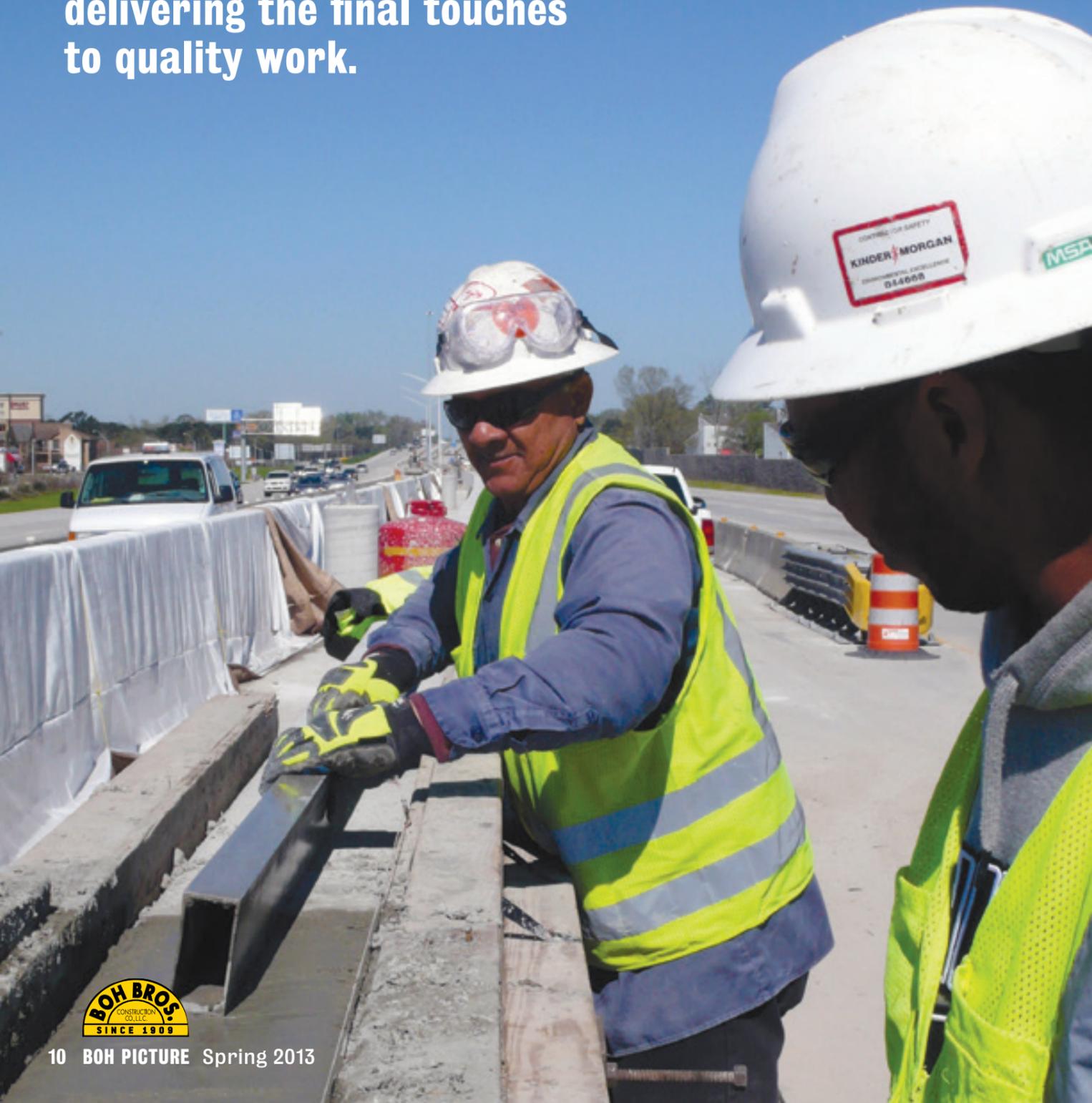
Dan Borné

*President, Louisiana Chemical Association
and Louisiana Chemical Alliance*



FINE FINISH

Boh cement finishers take pride in delivering the final touches to quality work.



When building a house, it's the final coat of paint that is the crowning touch. In heavy civil concrete work, cement finishing is like that coat of paint, or what people notice first when looking at a project.

"The high quality of Boh's finish work is one of the things that sets us apart from our competition," said G.J. Schexnayder, field operations manager for Boh's heavy construction division. "It's not good enough to simply form and pour concrete. We've got to have a high quality finish that makes people stop and look. That makes the owners happy."

Boh's team of cement finishers—about 30—is a relatively small group when compared to other crafts in the company. However, it's a close-knit group of people who take pride in excellence and are fiercely committed to the company.

"All of my finishers know how important it is for us to do quality work because everything we do is a reflection on the company, and we've got to keep the Boh Bros. name going," said Raynell Williams, cement finisher superintendent for the New Orleans area. "One of Boh's core values is 'do the right thing,' and I've been doing the right thing for a long time."

Williams joined the company 28 years ago, when he was 19 years old. "When I first joined Boh Bros., it was like joining a family," he said. "Everybody treats people good and tries to help each other. I guess you could say that Boh Bros. raised me."

His mentor was Johnnie Victor, a former cement finisher superintendent. "He taught me for 13 years before he retired, and instilled something in me that I just love to do," Williams said.

It's the norm at Boh Bros. to have the older mentor pass on that valuable institutional knowledge to the next generation through daily, hands-on training. Through the years, Williams



"There's definitely a degree of artistic talent in creating the various finishes required for different type projects and specifications." **Chris Rideau**, *cement finisher foreman*

has done the same for other men who have joined the cement finishing team. "I had three guys who apprenticed under me through the union program—Ronald McGill, Rene Aubert, and Ernest Chisholm," he said. "They started off as apprentices, and all learned really well and became foremen."

Williams talks a lot about the older men, the ones he calls mechanics because they've mastered all the mechanics of cement finishing. Charlie McKey, a cement finisher for 46 years, has worked on many projects, including finishing roads and foundations in petrochemical plants along the Mississippi, streetcar lines in New Orleans, and the Interstate 10. "You look at all this work, and it makes me proud to say I was a part of it," said McKey, whose father was a finisher for Boh Bros. before him.

Kelvin Magee also followed in his father Augusta Taylor's footsteps when he became a cement finisher for Boh. "Cement

finishing is an important part of keeping the company's image up," Magee noted. "We take pride in what we do because everyone in it is trying to hold up their standards the same way the people before us did."

As significant as it is to mentor younger men in the trade, it's equally important to maintain the Boh Bros. legacy of excellence in quality and safety. "I love that we always have a safety man on every job," said Ernest Chisholm, cement finisher foreman. "The people I work with are like family, so it means a lot to me that Boh is so safety-conscious."

Finishing Touches

Over the years, cement finishing has been the hallmark of some high-profile jobs well done—the I-10 Twin Spans, tank foundations in refineries, many U.S. Army Corps of Engineers

BOH EMPLOYEE SPOTLIGHT



“We’ve all worked together for so long—carpenters, laborers and finishers—that our communication and skills of the craft help us to work as one, well-oiled machine.”

Michael “Sly” Sylvester, cement finisher foreman

floodwall projects, and, recently, about 20,000 linear ft. of barrier walls on the I-10 widening project in Baton Rouge. “They look beautiful,” Williams said. “The quality of them is perfect, with consistent elevation, and the top of the rail straight as an arrow. I give all of the credit to the men, who always put 100 percent into what they do.”

All of Boh’s cement finishers are versatile in heavy civil work, and have experience in finishing anything from bridge decks, caps, columns and footings to tank foundations and streets. “We do it all,” Williams said. “If it’s a concrete bridge deck, you want it to ride smooth and look good. If it’s a bridge riser pad, you want it to be flat and level so the girder sits right. We do floodwalls that have to look neat and finished, and industrial slabs with real fine tolerances that need to look like glass.”

All of the finishers take pride in the intricate details of their craft. While finishing a seam on an I-10 barrier wall, Terry Gardner, cement finisher, explained how it’s important to sprinkle the seam with water first before floating the finishing cement with a brick trowel rubber float that looks like a huge blackboard eraser. “You’ve got to sprinkle it with water first to make it bond better,” he said. “If you do it dry, it will peel off. And you use a mixture of sand with Portland cement for the finish mix, no aggregate like we used to make the wall.”

Danny Williams, cement finisher, splashed a section of the same barrier wall with water, saying he was “waking up the

concrete and getting it ready for the broom.” A heavy broom is used to make the textured finish on barrier walls.

There’s definitely a degree of artistic talent in creating the various finishes required for different type projects and specifications, said Chris Rideau, cement finisher foreman. “Every job you come to is formed up different and has different specifications, but I always did love a challenge,” he said. “It’s important to do every job right because we may work for the same people over and over again.”

As the company’s client base expands, finishers are increasingly challenged to learn new technology and meet tighter specifications. Recently, Boh built a tank foundation at the Valero refinery in Norco. That project required two pours totaling 6,000 yards of concrete and the synchronization of two laser screeds. “It required about 15 hours of non-stop work, and we had to work together as a team,” said Michael “Sly” Sylvester, cement finisher foreman. “Having two crews working on the same project and having it look as good as one requires a lot of team work. We’ve all worked together for so long—carpenters, laborers and finishers—that our communication and skills of the craft help us to work as one, well-oiled machine.”

Sylvester joked that he sees his co-workers more than he sees his wife, but added that he has the utmost respect and joy working with his team. “No man can do this by himself,” Sylvester said. “When you’ve been working with these guys for years, 10 or 12 hours a day, they become your brothers. I’d like to thank all of them for that ability to work as a team and like a family.”



Michael “Sly” Sylvester, cement finisher foreman

When you’ve been working with these guys for years, 10 or 12 hours a day, side by side, they become your brothers. Because we’ve all been working together for so long, we operate like a well-oiled machine.



Terry Gardner, cement finisher

With cement finishing, there is something new you can learn every day, regardless of how long you’ve been doing it.



Wilfrido Mendez, cement finisher

I like working with the cement. All my family does this in Mexico. I like the way the company works and the kind of jobs Boh does.



Raynell Williams, cement finisher superintendent

At Boh Bros. we have the best mechanics, that’s what I call the finishers who know everything. They have all the mechanics down.



Ronald McGill, apprentice

I love the work. I love doing this. I’m proud of all the guys I work with because our work stands out as the finished product.



Ernest Chisholm, cement finisher foreman

Cement finishing is the hallmark of the company because everybody sees the finished product.



Charlie McKey, cement finisher

I like cement finishing because I like making stuff pretty. You look at all the work we’ve done, and it makes me proud to say that I was a part of it.



Danny Williams, cement finisher

I love Boh Bros. because the company gave me an opportunity. I like working with the teachers above me. I’m always learning.



Kelvin Magee, cement finisher

Cement finishing is an important part of keeping up the company’s image. We take pride in what we do because everyone is trying to hold up their standards the same way the people before us did.



Chris Rideau, cement finisher foreman

Cement finishing is a challenge because you never know what you’re going to do, and sometimes you get to use some art. The great thing about working with Boh is that it’s like family. Everybody knows everybody. I’ve got some real good guys working under me.

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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Darryl J. Marino
Gary D. Pustanio
Bryan K. Saucier

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YEARS

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Gene M. Cornwell

25
YEARS

Bobby L. Boswell
Michael J. Brown
Ricky M. Hogan
Roy O. Kramer
Timothy Marks
Harold T. Prestenbach

20
YEARS

Lester J. David
Wayne J. Ester
Daniel J. Strahm

15
YEARS

Terry G. Brown, Sr.
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David Lastie
Oran J. Perrier
Julius C. Robinson
Kenneth J. Rowell
James A. Russell
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Frank J. Strain
Tommie L. Wimb

10
YEARS

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Wallace A. Cason, Jr.
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Charles R. Jones
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YEARS

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Colby E. Wheat

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.