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BOH PICTURE

VOL. 52, NUMBER 1 / Summer 2024
A Publication of Boh Bros. Construction Co., LLC

PAVING THE WAY

Boh Team Completes Taxiway Connections

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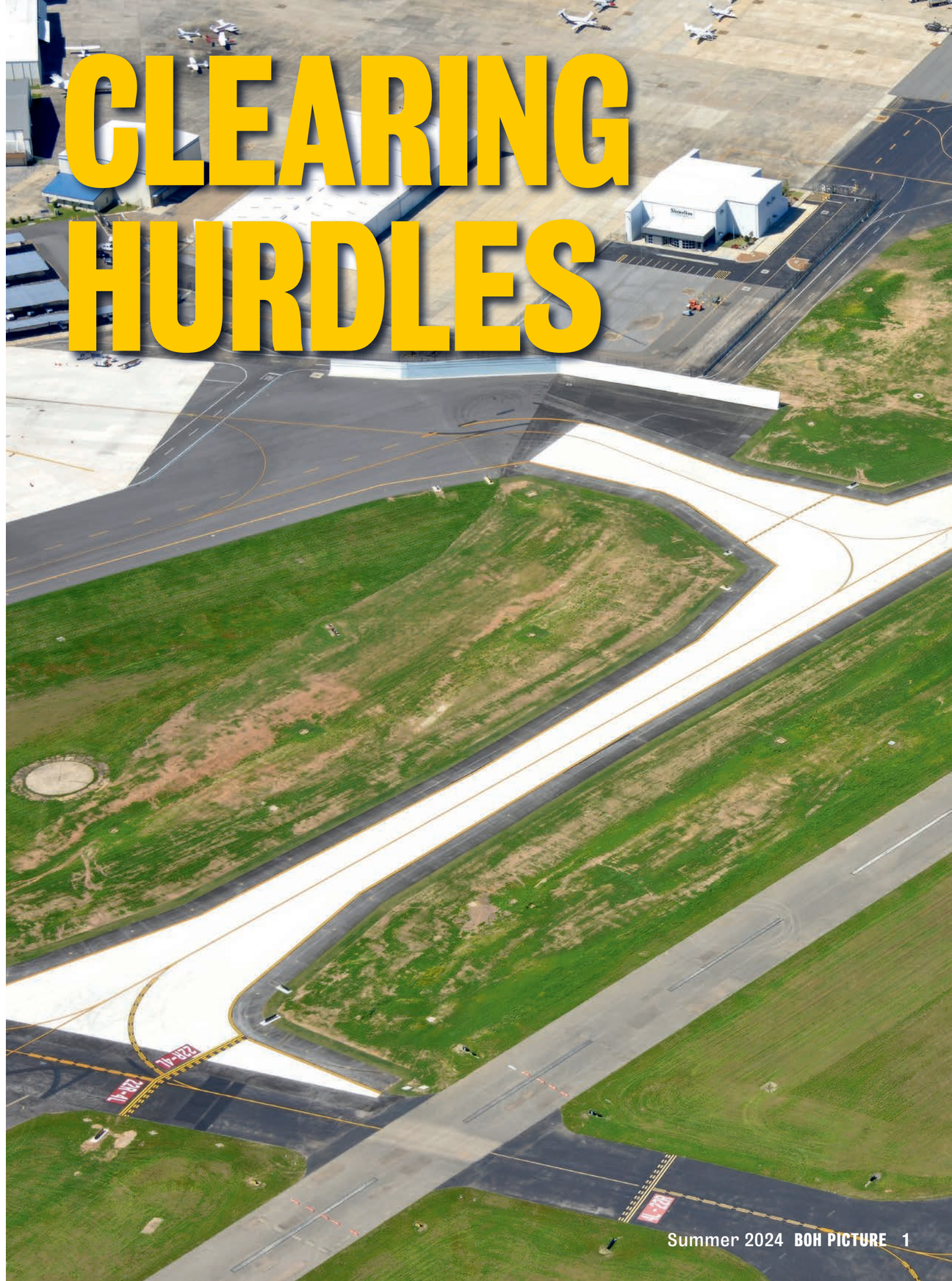
CLEARING HURDLES



Old timers in our industry (of which I now consider myself one!) enjoy telling younger people stories from the past about challenging projects, people who made a difference and especially how things have changed over the years. One topic that always draws the attention of the new generation in our company is how construction work was done in the past and some of the risks that were accepted in performing that work. For example, in the early 1980s, at the start of my career at Boh Bros., it was not uncommon to see employees working at heights without being safely tied off, or making heavy lifts by stretching the limits of what the equipment was designed to handle. The "get it done" mentality that existed at the time often conflicted with the priority of assuring the safety of the operation.

Fortunately, our industry and our company have evolved over the last 40 years. This evolution was accelerated when some of our owners made the safety record of contractors a part of their prequalification process. Companies such as Exxon, Shell and Dupont were early leaders in forcing this change, and other owners soon followed suit. For our part, we have refined our safety concepts and put into practice better planning and training. The result has been a steady reduction in the rate at which employees are injured on construction sites.

What has not declined much in recent years, however, is the fatality rate in the construction industry. Despite all the advances in safety approaches, equipment and technology, many people each year suffer severe life altering injuries. To address this challenge, we have been focusing over the past year on identifying the hazards we face in our daily tasks that can result in a severe injury. We acknowledge that human beings make mistakes, and that despite the best planning and training, failure will occasionally occur. When failure happens, as it inevitably will, are our people able to "fail safe" with no one getting seriously hurt? While we continue to work toward the goal of no one getting hurt, what we really want most of all is for our people to be protected from severe injuries.

Our company's success over the last 115 years has been due in no small measure to the resilience of our people and their ability to adapt and evolve. By focusing on severe risks and hazards, we hope to make another big improvement in keeping our people safe while doing our daily work to honorably serve our community.

Robert S. Boh, Chairman & CEO

Delays, breakdowns, and a technical malfunction could have easily derailed a major paving job like the Lafayette Regional Airport's Taxiway F, Phase 3 project. In this case, however, the Boh Bros. Construction team achieved stringent FAA-mandated grade/smoothness tolerances, delivering the project on time and on budget. The Lafayette Airport job entailed connecting two existing taxiways to its newly constructed terminal. From October through November 2023, the Boh team paved 12 inches of concrete over 20,500 square yards; once completed, they then sealed the concrete joints following the placement of asphalt around the perimeter.

To reduce the probability of traffic disruptions and weather-related issues, the entirety of the paving operation was performed at night. Communication proved critical throughout the process. "When we'd get to a stopping point, we would quickly come up with the game plan for the next night," says Carey Capdeville, construction manager for Boh's Aviation Paving Group. "That way, when the project team walked in the office the next morning, they would get that information and ensure everything was ready for the next evening."

Unlike other construction projects such as roads and bridges, airports require a different approach. Airports are scattered across the country and present unique challenges, specifically as it relates to FAA rules and regulations. Therefore, the Boh Aviation Paving Group operates somewhat differently than the other departments. With 80 percent of its work taking place outside the greater New Orleans region, the Team is accustomed to addressing the inherent challenges associated with being an out-of-town contractor. The Lafayette site proved no different. "We bid these projects on paper, and we come up with a pour plan based upon what we see on paper and a job visit," Capdeville says. "Once you get to the project, however, things change. Paper is never the same as real life.

"Our initial pour plan had to be changed once we got eyes on the job and saw the access points in and out of the job were different than we'd thought," he adds.

The original plan called for four large pours of 1,000 yards of concrete each, with two additional smaller pours, but due to unforeseen circumstances the number of pours ballooned to 10.

Andrew Hendrickson, project manager, emphasized consistency as the key in achieving the project's goals, most importantly a stringent FAA-mandated ½-inch maximum pavement variation requirement. "Our team worked to ensure we had properly mixed concrete that was correctly placed, cured, and sawed," Hendrickson says.

Plan Meets Reality

A paving job is only as good as its base, so Boh managers visited the site prior to mobilization to monitor the prep work. "Everything we do is based upon the quality of the surface that we're working on," Hendrickson says.

Given the ever-changing conditions typical at an airport site, the success of the project also relied upon a meticulous, but malleable, plan. "We did a ton of planning at the front-end," Hendrickson says, "but things are constantly changing. You can plan as much as you want, but there are so many factors that can impact that."

Working in an airport created other potential risks to the pavement sequence, as truck drivers had to get escorted in and out of the gate.

Each time a challenge emerged, the Boh team would halt paving, install a "header," or a fixed form installed at a transverse joint, and adjust the pave plan. "We would just roll with, adapt and change our sequence," Hendrickson says. "That's just what we do."

Capdeville and John Schlumbrecht, paving superintendent, would frequently revise routes and access points for trucks, equipment, and crew in response to changing conditions at the site. "We'd often make revisions on the same day, since truck access would change depending upon the airport's needs," Capdeville says.

At the start of each day, Schlumbrecht would go over the paving plan with the rest of the team. Boh's New Orleans-based paving crew relocated to Lafayette for the duration of the paving operation, allowing them to leave and come back when needed. "Every project, we have the same group of guys," Schlumbrecht says. "Communication and their familiarity with each other were key. They've worked together nonstop, and that helps."

"As a result, they had the materials available to set headers and had everything ready to go," he adds. "When something happened, we'd just set a header, get off of it and clean up."

Quality was always top of mind. A third-party testing company would sample the aggregate twice a day, and the Boh team would make minor tweaks to the mix design based upon the sample. "If it had more fines in it one day, we'd tweak the mix to accommodate that, or vice versa," Hendrickson says.

The team's Leica iCON 3D system helped ensure that grade/smoothness requirements were achieved, "and everything we did was built off of that," says Jason Aubin, group manager – aviation paving. "Our team successfully paved the whole taxiway and its connectors with zero surface corrections to meet specification tolerances on the project."

Success in the End

Ultimately, the ability and resilience of the Boh Team's seasoned paving crew to stop, regroup, and re-sequence the concrete paving job helped to deliver the project on budget and on schedule despite obstacles.

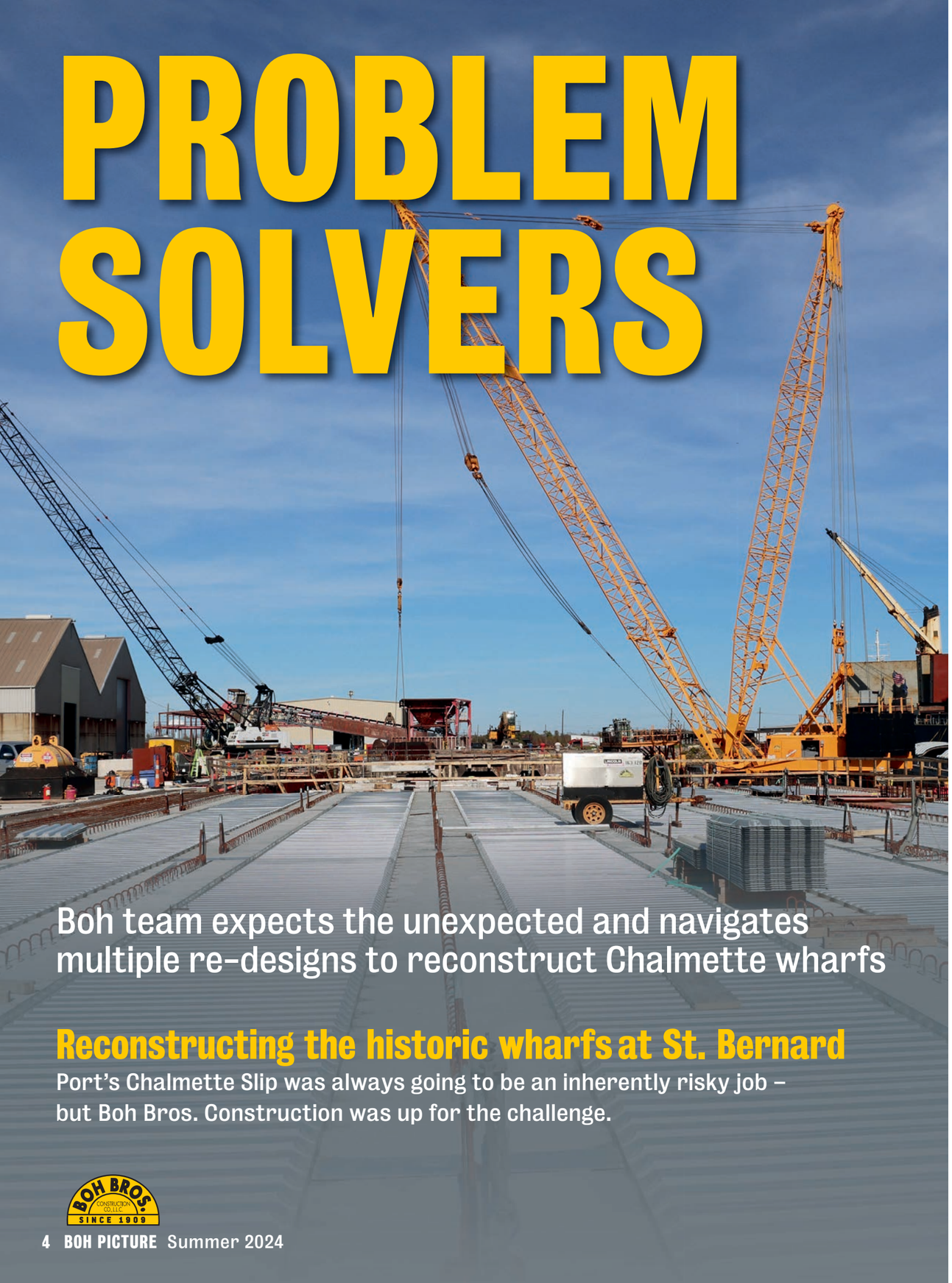
It was a fact not lost on the owner. Steven Picou, the airport's executive director, would visit the site every morning between 5:30 to 6 am during production, regardless of whether the Boh team poured or not.

"I think this is one of those rare construction projects where all the team members (owner, design team and construction implementation team) worked well together to have a highly successful project," says Sean Brennan, senior aviation engineer with RS&H in Austin, the project's engineer. "Ultimately, there were very few surprises, and most difficulties were overcome through collaboration between all parties.

"I've been in construction for over 30 years and there have only been a few construction projects that have moved along this smoothly."

Given the ever-changing conditions typical at an airport site, the success of the project was also dependent upon a meticulous, but malleable, plan.

PROBLEM SOLVERS



Boh team expects the unexpected and navigates multiple re-designs to reconstruct Chalmette wharfs

Reconstructing the historic wharfs at St. Bernard

Port's Chalmette Slip was always going to be an inherently risky job – but Boh Bros. Construction was up for the challenge.

Originally built in 1907 in the Port of St. Bernard's Arabi Terminal, the Chalmette Slip is the lone deep-draft calm water slip on the lower Mississippi River and supports one of the largest shipping corridors in the world. By the start of the 21st century, the wharfs had decayed and required significant repairs, a situation which was further worsened in 2005 when Hurricane Katrina inflicted significant damage. By the 2010s, the Port had little option but to deal with the wharfs. In 2018, the federal government awarded the St. Bernard Port, Harbor and Terminal District $13 million to reconstruct the aging wharfs, with preconstruction beginning in 2019.

There were several factors that made this a complicated project. First, the historic Wharfs A and F were way beyond their recommended 50- to 60-year lifespans, and, as a result, structural failures had occurred, rendering them unusable. Second, the damaged sustained during Hurricane Katrina effectively eliminated any remaining "as-builts" of the historic structures, meaning any restoration efforts would take place without knowing what would be encountered. In planning for restoration work, the Port recognized the need to bring the wharfs back to life in a cost-effective manner.

With this in mind, the port owner knew that a Construction Management at Risk (CMAR) approach to the project gave it the best option for controlling costs, particularly given the risks associated with the scope of work. CMAR is an integrated approach to planning, design, and construction of a project, and serves the dual purpose of controlling schedule and budget, as well as ensuring quality for the owner. During nearly 30 preconstruction planning meetings over a year's time, the team – comprised of Boh, the Port, the tenant (Associated Terminals), and the engineer (Volkert Inc.) – assigned risks and worked through constructability issues to tailor the project to the Port's allowable budget.

"The Port's engineer would give us a design, then we'd have a few weeks to develop a construction cost estimate, schedule and a list of clarifications," said Patrick Ledet, Boh group manager for heavy construction, who handled a majority of the preconstruction phase of the project. "From there, we would submit the probable cost of construction to the owner and engineer for their review. That would be followed by constructability reviews."

In practice, the design went through several iterations as the team worked collectively to save time and money. "The bottom line – we were wanting to give them the most square footage of dock space for the dollars they had. That was the end goal," Ledet said

By utilizing the CMAR process, the team issued an early work package to validate the pile lengths that would be needed. Boh drove steel pipe and timber test piles at each wharf location, performing a static load test on the timber piles and a statnamic test on the pipe piles. The statnamic test involves erecting a test frame loaded with a specific weight. An explosive charge is place between the pile and the weights above and detonated forcing the load down on the pile. "This provides a confirmation of the pile load," said Grant Closson, piling and marine project manager. "Once we got the contract, we could immediately order the piles so that we weren't exposed to increased costs for steel materials, which were volatile at the time," explained Ledet.

Overcoming Challenges

Using a CMAR approach helped the Boh team navigate the challenges posed by unexpected conditions at the Chalmette site. The team consistently encountered instability with the existing structures, and, irrespective of their age, the integrity of the wharfs had been compromised over the years. "The existing wharfs had been built in the dry in the early 1900s, with the slip cut in later," Ledet said. "Since that time, the Port had dredged and deepened the slip to allow for larger and larger vessels. That created the potential for additional instability in the existing structures."

Several years prior to the project, a 28-foot-tall section of wharf wall collapsed during a previous attempt to rehabilitate Wharf A; so as a first step, the Boh team began removing it in 2021, piece by piece. The Boh team extracted 100-ton pieces of the structure using a 400-ton derrick crane. It was a delicate operation since any dropped concrete would have to be retrieved from the water.

Later, the Boh team discovered an existing timber retaining wall below the water line that fell directly in line with some of the new steel pipe pile locations. "We didn't discover it until we had demolished the existing structure and the water level dropped enough to reveal it," said Stephen Bernard, group manager for heavy construction. "We eventually put a track hoe on a barge to selectively remove the pieces that obstructed the pile driving."

As they worked through these issues, the Boh team began driving steel pipe piles for Wharf A (located on the southwest side of the slip) while the demolition subcontractor began work on Wharf F (on the northeast side). The piles measured 48 inches in diameter and were 160 feet long. The pile installation process was aided by an adjustable steel template designed by Neil Hickok, Boh's chief engineer, and fabricated in the company's New Orleans East yard. The template was floated into location and temporary piles were driven before the template was raised above the water. "The second pile template was placed across the floating template and permanent piles were then driven into place," said Closson. "We frequently use this method, but this was on a much larger scale."

Simultaneously, the Boh team began driving heavy duty 60-foot-long sheet piles (NZ-38) to protect the land portion of the work. "The river was high at the time, so we had to drive the sheeting in the water," he added. "That added another layer of complexity to the project."

Shifting Soils

The global instability of the site became the primary issue for the project team. “It considerably impacted the sequence of the project,” Bernard said. “For example, the original plans called for us to leave a section of the existing wharf in place and we would build on top of it, but it failed during demolition. We worked closely with the engineer to develop alternative construction methods to determine how to access and safely remove the structure.”

Though the project planning afforded a degree flexibility to navigate delays and proactively address concerns, complications emerged at each stage. After sheet piles were driven and the area backfilled with sand, the Boh team discovered another issue: “the sheet pile wall began to move outward due to the heaving of the soil from timber pile installation,” Bernard said. “At that point, the engineer halted the project and asked us to remove all of the equipment to reduce the weight on the project area, while the team regrouped.”

Over several months, the team worked through numerous design iterations before opting to replace the sand material with lightweight aggregate to reduce the lateral loading on the sheet pile wall. Additionally, the Boh team brought in a 200-ton crane so that it could drive nearly 700 timber piles – needed for a land-based section of the wharf – from a farther distance.

“As we drove the timber piles, the sheet pile wall continued to move,” Bernard said. Quickly pivoting, the Boh team then shifted the pile driving operation away from the sheet pile wall to give them time to work with Volkert to develop a solution. The Boh team experimented with a variety of pile types near the wall, while monitoring for movement, to determine the best method for minimizing the wall movement during pile installation. In the end, pipe piles were found to be an effective substitute for the timber.

Nevertheless, the sheet pile wall had shifted some 22 inches once pile driving was complete. The 48” pipe piles had moved as well, requiring the Boh team to adapt or replace some 30 precast concrete caps that had already been cast in the New Orleans East yard. Once these obstacles were overcome, however, the team proceeded swiftly with precast cap modifications, girders and deck to complete the new wharf.

Construction of Wharf F closely followed the same sequence, although the work had to be broken into two phases to maintain Associated Terminals’ access to their facilities.

Since many of the conditions encountered at the Wharf A site were similar to those at Wharf F, the Boh team was able to apply lessons learned during the previous work. Most significantly, they opted to install the concrete caps immediately after the steel pipe piles were in place to minimize lateral movement. Additionally, the team utilized a hydraulic, non-vibration installation press-in method to drive the sheet piles to avoid destabilizing the soil and damaging nearby structures. This proved successful as the movement of the steel pipe piles was reduced to just 2 inches.

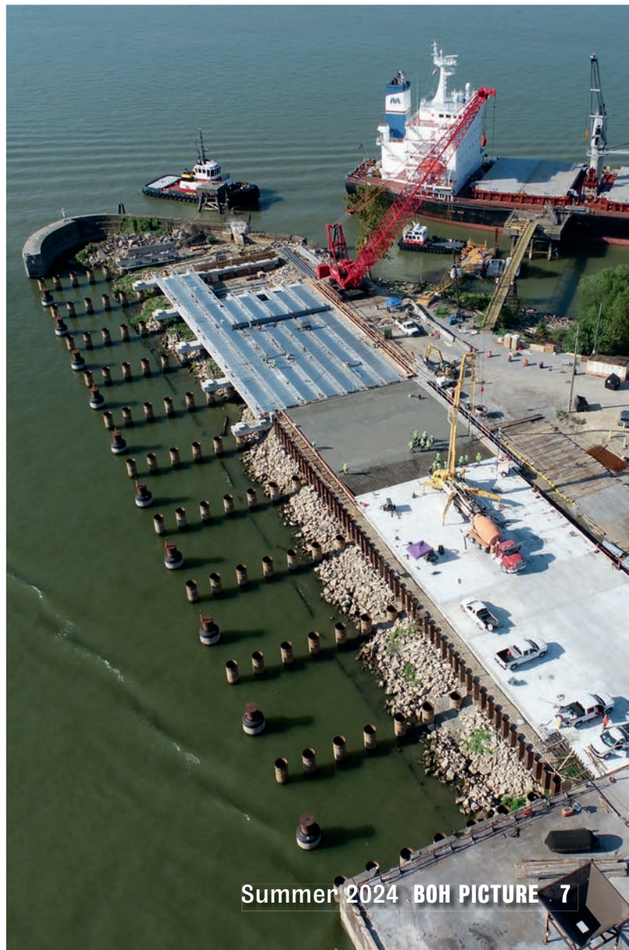
Keeping the Client in Mind

Throughout the project, the Boh team remained in continuous communication with Associated Terminals to accommodate ship traffic in the slip. “We would get a call saying a ship was coming in, and that we needed to move immediately,” said Alysse Williams, assistant project manager. “If we had a load suspended on a crane, we’d have to set it down and get out of the way.”

To avoid further impacts to shipping traffic, the Boh team designed and constructed a pile-supported concrete pad for a large crane – a 300-ton crawler crane – to minimize the use of its barge-mounted marine crane. “The slip is extremely active,” Bernard says. “We didn’t want to be in the way. It also mitigated the risk to the owner as we didn’t have to stop work as frequently.”

He says the relationships developed during the early CMAR discussions undoubtedly helped the team navigate through the numerous issues encountered on the job. It laid the groundwork for a more collaborative approach to project management and enabled the team to swiftly develop efficient constructible solutions during each design iteration. “We worked closely with the engineer to mitigate costs while continuing to work … all to keep the project moving forward.”

The design went through several iterations as the team worked collectively to save time and money.



NIGHT SHIFT

Driver and worker safety top of mind as Boh tackles expansion, overlay of US 190/LA 22

Traffic counts have steadily increased along US 190/LA 22 in Mandeville in recent years. More travelers have led to new businesses seemingly crop up overnight, and retail and residential neighborhoods tightly border the highway in many locations.

To support the rising volume of travelers, Boh Bros. Construction recently assisted Louisiana DOTD and the City of Mandeville in a jointly managed $10.3 million project to expand and overlay a section where the two highways converge. Over three phases in 2023-24, the company worked nights to widen ramps, frontage roads, and driving lanes using sand, limestone and asphalt, then milled and overlaid the existing surfaces across the entire site.

There was also an extensive electrical phase, necessary to relocate traffic signals at the intersection, along with the reconfiguration of concrete medians and installation of new cross drains. Upon completion, the 25- to 30-person Boh team had placed some 13,000 tons of Level 2 Superpave asphalt to create the newly expanded road sections.

Complex Reality

On paper, this was a straightforward job. Boh was to widen the driving surfaces, ramps, and service roads as part of Phases 1 and 2, then mill and overlay all existing surfaces during Phase 3.

In reality, the project was far more complex. “We raised a lot of questions during preconstruction,” says Stephen Alexander, group manager in Boh’s Asphalt Department. “There were a dozen or so things in the plans that needed to be clarified before we could even begin.”

For example, the plans called for temporary traffic signals to be erected, since existing signal footings fell in the path of new road sections, “but they didn’t adequately describe how that was to be done,” Alexander says. “We had to iron that out at the start.” The plans also called for drivers to be diverted to the new lanes following the completion of Phases 1 & 2, but a 2-inch drop off between pavement surfaces would have created a driving hazard. As a solution, the project team opted to raise the asphalt to match the existing lanes before diverting traffic.

Much of the specialty work had to be performed between phases, so communication was essential to ensure that subcontractors were staged and ready when needed. To kick off the project, Boh’s pipe subcontractor placed cross drains and removed existing traffic signal poles, then made a 31-inch-deep “cut” for the new road sections.

From day one, the Boh team knew that having such a deep cut adjacent to live traffic represented a potential safety hazard. A heavy rain event could also

have turned the site into a bathtub. “It was critical that our subcontractor got the sand base placed as quickly as possible,” Alexander says. “We also installed vertical delineators to make the work area highly visible to drivers.”

With the 1-foot layer of sand in place, the Boh team then placed 10 inches of crushed limestone, 5 inches of asphalt base, 2.5 inches of binder and 2 inches of wearing course for each expanded section. “We began on the western end of the site and worked our way east,” says David Quebedeaux, project manager.

Between phases, subcontractors reconfigured median islands, and installed new electrical components and cross drains. When issues arose, the Boh team would quickly devise solutions to keep the project moving. “Our surveyors laid out one of the service roads and found the edge of it ran through the middle of about 500 feet of open ditch,” Quebedeaux says.

Boh quickly submitted an RFI and met with the project engineer to devise a solution, ultimately choosing to install a culvert rather than relocate the ditch. “We didn’t want to stop the project as we worked through the issue, so we continued building the rest of the job,” Alexander says. “We opted to just skip over this one service road, and then once everything was approved, we went back and wrapped everything up.”

Under Cover of Darkness

Given the volume of traffic, it would have been nearly impossible to perform the work during the day and still meet the deadline. To mitigate major disruptions to traffic and the schedule, Boh decided to perform the work at night. But while working from 8 p.m. until 6 a.m. alleviated the traffic issue, it created other challenges inherent with night work. “I don’t care how much portable lighting you put on a job, it’s never enough,” says Tim Dupre, Boh’s general superintendent. “And with asphalt work, you’re constantly moving. That requires a lot of lighting.”

And since the rock supplier did not operate at night, the Boh team had to find property nearby to stockpile materials. “They’d haul rock during the day and pile it up for us,” he adds. “That made the process easier.”

Anthony Harrison, Boh’s asphalt superintendent, would go over the Job Safety Analysis (JSA) at the start of each shift to ensure that everyone knew the game plan for the night. The team also used a GPS-based “Fleet Watcher” tracking system to monitor the location of the 10 to 13 asphalt trucks hauling asphalt from Boh’s France Road plant to the jobsite.

“We’d call the plant and give them a loadout time, and once they started, we just looked at our phones to determine exactly how far away they were,” Harrison says.

A smooth transition between night and day shifts was essential, so there was a heightened level of communication between the superintendent, project manager, transportation manager, operations engineer, construction manager and asphalt plant team. “The whole group had to be in sync with one another,” Quebedeaux says. “Everything had to be staged and ready for the next night. The site crew would get off at 6 a.m., then everyone at the France Road office would get in at 7 a.m. We had to provide them with a detailed daily report, letting them know what happened the previous night and what our game plan would be the following night.”

To keep the rest of the project team in the loop, Boh managers would meet with DOTD, the City of Mandeville and project engineer every other Tuesday.

Through it all, safety would always trump schedule. “We knew there was going to be a lot of traffic, even at night,” Alexander says. “Because of that, all eyes were on this job. Having the proper lighting out there, making sure the guys were wearing the proper visibility vests, making sure that the lane closures were set up properly, that we had police presence out there etc. … there were quite a few things to track.”

Heat was another safety concern. Even at night, the temperatures in August 2023 rarely dipped below 90 degrees, so supervisors provided workers with access to water and sports drinks and reiterated the importance of staying hydrated. “Safety is number one at Boh, both for our workers and the public, so we made sure our lane closures were executed correctly, the delineators were clearly defined, and that any excavations were properly backfilled,” he adds.

“No matter what we were doing, we communicated constantly and had everything in place when it needed to be.” Our goal at the beginning of the project was to deliver a safe, high-quality project for both the owner and the traveling public, and our goal was accomplished.

ASPHALT PLANT EARNS DIAMOND ACHIEVEMENT COMMENDATION

Earning the Diamond Achievement Commendation from the National Asphalt Pavement Association demonstrates to our employees, neighboring community, customers, potential customers, and the asphalt paving industry that our company is dedicated to responsible operational practices and high-quality products through continuous improvement. This recognition stands for our commitment to excellence and our leadership efforts to encourage excellence at all asphalt plants/sites.

Approximately 15% of asphalt plants received Diamond Achievement Commendation in 2023.

Congratulations to our asphalt plant operations team for earning NAPA's 2024 Diamond Achievement Commendation for Excellence in Asphalt Plant/Site Operations.

BOH EMPLOYEE SPOTLIGHT

Brad Savage
Piling Superintendent

Brad began his career with Boh back in 1998 as a pile driver. Today, he serves as a superintendent for pile driving operations, a task he does not take lightly. "Back in the day, we were more focused on getting the job done," he said. "Today, we are completely safety oriented. I take keeping the crews safe very seriously." As is the case with many Boh employees, Brad's father also worked for the company as a piling foreman for fifteen years. Over the course of his career, Brad has been on many interesting and challenging jobs. The current project he is working on, however, stands out. "The Baton Rouge City Park Lakes project could be the most memorable simply due to the constrained site size and number of crews. There is also a lot of pedestrian and vehicular traffic that we are working around," he says. Brad credits his 25-year tenure to the constant work and to the coworkers who have come to be like family. When he's not on the job, Brad enjoys hunting, going to the beach, and as he says, "fishing wherever they are biting."

David Littlejohn, Jr.
Operator

David originally started working for Boh's sister company Broadmoor, LLC, 35 years ago as a carpenter foreman working his way up to superintendent. After roughly 20 years, he decided to move over to Boh as an operator. "I started operating back in 1979 with a company that is no longer around," says David. "Once I came to Boh, I got recertified as an operator for all equipment." David can handle almost every piece of equipment that Boh utilizes. One thing he never envisioned doing in his career was working within the industrial plants. "When I went to work with the Baton Rouge group, we were always in the plants and I never thought I would do that type of work," he says. "It's a whole different world working on the industrial side of things." Some of the more memorable projects he has worked on include Phase II of the New Orleans Convention Center and the Pontchartrain Beach section of Jazzland Themepark. Throughout his career, David has met and trained many people. "I enjoy getting to do what I do. This place is like family and being able to learn and help others learn is great," he says.

Russell Labourdette
Foreman

Russell, who joined Boh in 1983, has honed his trade for over 40 years. "An employee married my cousin and told me about the company. Once I started here, I never looked back," Russell says. Starting out as an oiler, Russell learned as much as he could about the equipment before going on to become an operator. Today, he serves as a foreman leading crews through daily tasks. "Each day it is my job to lead the crew and do so in a safe, productive manner," he says. During his decades of service to the company, one specific job stick out the most. "Putting the Twin Spans back together after Hurricane Katrina was satisfying because we knew this route needed to be opened so people could get home," he says. Russell is a big believer in learning a trade and constant improvement. Russell has enjoyed working with Boh and credits the company for helping provide steady work. "I've met a lot of good people here, and I wouldn't change anything."

Ricky Hernandez
Crane Operator

Ricky has served a quarter-century with Boh, starting in the heavy civil department, and currently working as a crane operator with the piling department. "The people of this company and the way we work is what kept me around for so long," Ricky says. When he started back in 1999, Ricky enjoyed working in the heavy civil group building interesting projects. He now enjoys working with the piling department because "you see just how critical the foundation of a project is to its success." Keeping the crew safe is not something Ricky takes lightly:"as the crane operator, you need to have eyes in the back of your head and always maintain your equipment." . Over the years technology has changed including improvements to crane equipment. "These new cranes have enhanced everything and I may not want to retire anymore," he said, with a smile. "Boh is an awesome company and for being so large its impressive to see how well it is run." Outside of work, Ricky enjoys spending time with his wife of 34 years and his twin grandchildren.

Canaan Clanton
Carpenter Apprentice

Though Canaan, a carpenter apprentice, recently celebrated his fifth anniversary with Boh, he did not start his career in the construction industry. In fact, Canaan came to Boh from the hospitality industry, where he worked for some of the top-rated restaurants in New Orleans. "I was a server at Emeril's and Restaurant R'evolution and I really enjoyed it because I was able to talk and meet so many new people," said Canaan. His communication skills have not gone unnoticed in his second career in construction. Canaan serves in the Craft Voice In Safety (CVIS) program, a program which provides an additional platform for the craft to share information regarding safety. "I am able to be a voice for any crewmember that may bring something to me, and I can share it with management," he says. One thing that Canaan thinks is important is the team's ability to adjust to changes. "Issues arise on jobs, and we always get together and come up with a solution quickly," he said. Outside of work, Canaan is a proud new homeowner and loves watching his 11-year-old son play sports. "Boh has been great to me and has allowed me to take care of my family," he said.

Todd Burton
Carpenter Foreman

Todd began his career with Boh 5 years ago after hearing about the company and its longevity. Having joined the company as a carpenter journeyman, Todd is now a carpenter foreman. "I take pride in ensuring our forms are made properly and helping the crew stay safe," he said. Currently, Todd is working on the footings, columns, and caps for the US 190 Bridge Project in Covington, Louisiana. "This project is unique because we are using a new form system call PERI Formwork," said Todd. "These forms will wreck faster than what we used before so we can be more efficient." Another task that Todd enjoys is training new crew members. "The Boh way to do things is safety first and production will follow," he said. Todd described Boh as a great company with opportunities to grow. "If you want to do construction, this is the place to be. You just need to get your foot in the door and you can work your way up," he said. Outside of work, Todd enjoys hunting, fishing, and playing sports with his sons.

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David J Poole
Darryl L Stevenson
Thuan V Tran
Vinh Q Tran
Bert W Whipple
Travis S Wilhike
Bryant E Woodson
Matthew J Vessier
Richard K Ziegler

10 YEARS
William P Cookmeyer
Anne Gwin Duval
Ryan A Lee
Christopher A Sterling

5 YEARS
Todd O Burton
John Dennis Carr
Canaan D Clanton
Franklin A Ebbs
Ethan A Esquerre
Keith A Gonzales Jr
Andrew P Matthews
Anthony De Shawn Meadows
Craig E Miller
Mark S Percle Jr
Scott C Richardson
Bryce W Schell
Matthew A Stephens
Tien Quoc Tran

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.