

New Faces and New Places



Rory Hutchinson – Carpenter
Newberg Dundee

With 21 years construction experience, Rory is no stranger to a jobsite, but Newberg Dundee is his first bridge work and he is loving it. Rory says the thing he likes best about heavy civil work has been the pace: no down time. His philosophy about getting up to speed? “I told the others—if you see me doing something that is not the Hamilton way—just tell me—I won’t take it personal—this is business.” Rory has been working closely with Hamilton veteran Bob Orem and appreciates the mentoring he has received from him and others. Rory hails from Reedsport, OR. He and his wife Lisa have three children: Wade, Emily and Jacob.



Chris Duty – Project Engineer
I-205 Marine Drive at Troutdale

Chris comes to Hamilton from Oregon State University CME program where he was the AGC Student Chapter President. Chris says he doesn’t necessarily want to have the reputation of being an “I.T. Guy”, but nevertheless he is taking the lead on exploring new Blue Beam technology for Hamilton that could provide digital solutions for paperless submittals, RFIs, bid sets, punchlists, and As-Builts.



Sammy Duran – Operator
Portland Ave., Tacoma

Sammy Duran has more than 25 years construction experience and says the thing that surprised him the most about coming to Hamilton is how strong the emphasis on safety is. Raised in Colorado, Sammy and his wife Lani are enjoying being in Tacoma where Lani was raised and both have family. Sammy says when he is not working the thing he likes best is family weekends with his wife and two daughters Jenessa and Emelia. “We like to stay active!” In July you’ll find Sammy competing at the Ellensburg Heavy Equipment Rodeo. Sammy has one other unusual talent: In his spare time he works as a tattoo artist.



Portland Ave. North Levy Crew

Some of the new hires starting to put in the north workbridge for Pier 5 off the North Levy include: Doug Jackson, Operator; Fred Zeitelhack, Operator; JJ Dill, Pilebuck Foreman; Lisa Collins, Pilebuck; Dusten Pettinger, Pilebuck; and Justin Boggs, Pilebuck.

Hamilton came into 2015 knowing this would be one of the busiest years in its 76 year history. And when you have lots of new work, you know you have to add to your talent base to get the work done right. And that’s just what we’ve done. Since the beginning of the year, Hamilton has brought on more than 50 new employees. These employees represent the cream of the crop in construction—selected from more than 1,000 applications received during the past six months.

Says Operations Manager Con O’Connor, “The way we approach construction is different than a lot of other companies, and so our first goal

with new hires is to make sure they are acclimated to our way of doing things safely. We have a tremendous support network in place here. We focus on helping them to recognize all of the resources they can call upon.”

“People at Hamilton like to work hard—we just need to focus on making sure we are all moving toward the same goal” Con adds.

He also points out that a number of our long-time employees have stepped up to take on new assignments. He reports the excitement in the field is high this year. While there is no way to recognize all the new hires, we’ve selected a few people to highlight in this issue and hope all of you join us in welcoming everyone to the team! ■



Derek Burr and Ty Furman – New Safety Managers Everywhere!

You will definitely see these two in the coming months as they join the team that works hard to maintain Hamilton's excellent safety record. Derek joined Hamilton in April, and Ty, a recent graduate of the Central Washington University Safety & Health Management program started in July. Ty worked construction for 10 years before attending CWU and says, "I had friends who were hurt and never could go back to work. That just shouldn't happen—that's what inspired me to go into safety."

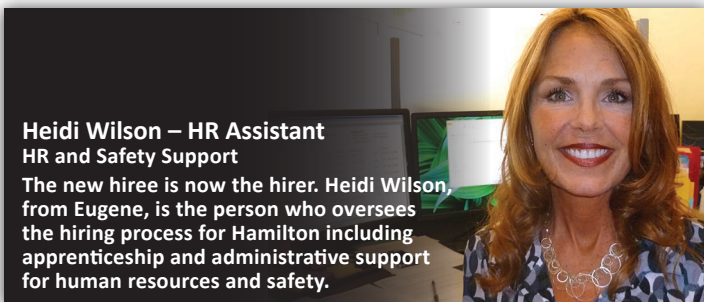


SH92 Stengel's Hill Project, Colorado



Doug Jackson – Operator Portland Ave., Tacoma

New hire Doug Jackson brings with him the most romantic story of the new employees. When he graduated from high school at Warm Springs, OR, he gave his class ring to his girlfriend Nichol and told her if she still had it when he graduated from college he'd marry her. Well, it took a couple extra years, but Nichol still has the ring and the high school sweethearts are back together! Doug brings 10 years of construction experience and 5 years as an operator. He comes to Hamilton off the oil fields of Eastern Montana. Also of note: He's a golfer with a seven handicap.



Heidi Wilson – HR Assistant HR and Safety Support

The new hiree is now the hirer. Heidi Wilson, from Eugene, is the person who oversees the hiring process for Hamilton including apprenticeship and administrative support for human resources and safety.

Kathleen Wilcox – Project Manager Portland Ave., Tacoma

Kathleen is the "civil side" project manager on the Portland Ave. job where she is focused on work including earthwork, electrical, paving, traffic control, environmental and coordination with other subs. Kathleen grew up in Northern Minnesota, graduated with a degree from Minnesota Technological University and has worked in construction since 1992. Before coming to Hamilton, Kathleen had taken a short "retirement" from construction and was pouring her heart into a farm growing produce for eight families. She had helped estimate the Portland Ave. job for another company before the bid was retracted and re-bid a year later. "When I heard Hamilton had won the job I called and said—please let me at it!" and she is still excited to be a part of it. "It's a tough job—complex—on a small foot print—unusual ground improvement challenges, high profile. This is the job I think we'll all remember in our careers!"



Jason Kunkle – Pilebuck Newberg Dundee

Jason brings 20 years of bridge experience to Hamilton. He echoes the sentiment of many others at Newberg Dundee when he talks about how exciting it is to work on a whole new highway alignment—a rare opportunity in this day and age. "It's a neat job—you don't have many opportunities to work on a project like this." As a newcomer to Hamilton, he said he has been struck by how much people like working here. "Company loyalty is strong!" he comments. Jason lives in Stayton, OR. He and his wife have a son, two daughters and two grandkids. "My son and oldest daughter are both in the Marine Corps," he proudly adds.



I-5 Portland Ave. to Port of Tacoma Rd., Tacoma, WA

Discount for Hamilton Employees!

As Hamilton employees you can receive discounts on computers, personal cell phones, work clothes, farm and garden supplies! In most cases you just need to show a pay stub as proof you ride for the Hamilton Brand. Check these out:

Dell Computer July/August Specials

Three ways to shop:

- Quickest way to shop is online: www.dell.com/mpp/hamiltonconstruction (Everything is already discounted here for your convenience)
- Members can also call 888-243-9964 and reference Member ID: GS131618336
- Email Brittani_Samuels@dell.com Please note Brittani has a 24 hour turn-around time for quotes and works 8-5 (M-F only)
- Offers change regularly

Coastal Farm & Ranch—20% discount

(See www.coastalfarm.com for locations throughout Oregon and Washington)

Wilco Farm Stores—20% discount

(See www.wilco.com for locations in Oregon and Washington.)

Verizon—12% discount on personal phone charges.

(Must present a paystub. Does not apply to all charges.)



Chickaloon Bridge, Alaska

Victoria Cheval – Job Office Manager (JOM)
Portland Ave., Tacoma

Victoria is keeping things humming at Hamilton's Tacoma job. Victoria jokes that her career path went from KFC to construction...after a brief stint in the world of fast food, she went into construction almost 20 years ago and has never looked back—she loves the environment and the people. In her spare time, Victoria likes to ride on the back of her husband's Harley—likes to fish—and enjoys raising her kids. "I have a ton of them," she laughs.



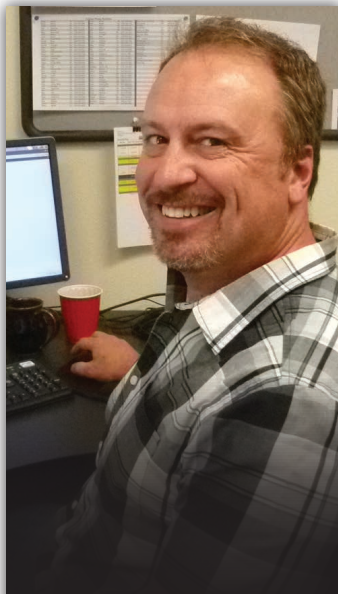
Morgan Bunch – Job Office Manager (JOM)
Newberg and Troutdale

Morgan is enjoying learning the administrative side of construction. She has aspirations to become an engineer one day and is on the run balancing work and school to get there!



July/August/September Anniversaries

John Kurz	24
Sheldon Gilliam	24
Larry Martin	22
Jason Stone	21
Evan Stuart	18
Chris Kirkpatrick	16
Bryan Fischer	16
Tino Gutierrez	15
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Troy Milburn	9
Brandon Winsbury	9
Jack Bunch	8
Eric Gutierrez	8
Robert Fletcher	7
Timothy Downard	7
Stephen Blakeley	7
Todd Schindler	7
Kevin Humphrys	6
Eliseo Guerrero	6
Ken Lange	6
Roger Downard	6
Chad Martin	5
Wendee Leon	5
Karl Stelljes	5
Jim Bunch	5
Linda Mitchem	5
Dana Welch	4
Joshua Coyle	3
Lane Radford	3
Duane Romane	3
Carlos Torres	3
Nick Prescott	3
Jason Garner	3
David Egan	3
Brian Martel	2
Keith Black	2
Derek Wilson	1
James Barker	1
Mark Kombol	1
Joshua Ray	1
Genaro Morales	1
James Barker	1



**Jan Lusso – Estimator/
Project Manager**
Estimating/Chickaloon Start Up

Jan Lusso packed up his wife Amber, dog Levi and left Redding, California to join the Hamilton team in April. He is quick gaining a reputation for being the "transition artist"—a guy with a special knack for assuring a seamless hand-off as new work moves from the Estimating Dept. to operations. This talent won him a quick ticket to Alaska where he and Pat Prescott and Austin Dukowitz have teamed to do submittals, finalize contracts and hand off the new Chickaloon job to Project Manager John Szymik. Says Jan, "When I came up here for interviews, I was so blown away by how much everyone here obviously LOVES what they do, I knew immediately this was the place for me!"

SAFETY

Hamilton Achieves Lowest Workers' Comp Experience Mod Ever!

Hamilton Herald – Safety Column

By Ron Bennett, Hamilton Risk Manager

Starting with this issue the Safety Dept. will provide a safety column for the Hamilton Herald. Besides information, articles and news we think you should see, please feel free to give us some ideas or suggestions for articles and stories.

Safety is job one at Hamilton and it is pretty obvious why: We all want everyone to go home safely every night. But there is another benefit of a strong safety record: It actually helps us get work. Owners are demanding safe practices. One way our safety performance is "graded" is by what the workers' compensation insurance companies call an "experience mod" number. On this scale, 1.0 is the industry standard for safety performance. Less than 1.0 means you are performing better than the industry (less injuries). A low number allows us to buy workers' comp insurance at a lower rate so we are more price competitive when

we bid work. More than 1.0 and chances are some owners won't even hire you!

We start this new column with some great news. We were notified recently that our Workers' Compensation Experience Mod. will be .64 for the 2015-16 safety year! This is fantastic news and a number that is remarkably low for our industry. This is a really big deal. It is also the best in Hamilton history! It is a clear sign each project is really paying attention to safety and practicing what has been preached.

"See it, Say it, Fix it" is having tangible results. This will have a meaningful impact on reducing our workers' compensation costs! Well done to everyone!

Special kudos to the crews at Fern Valley and Newberg Dundee who have each surpassed 30,000 injury-free work hours. Well done! ■

PARTNER'S MESSAGE

What a spring and beginning of summer!! 2015 is proving to be a great year. It's hot, dust is flying, crews are in position, new employees are being hired, and equipment is being mobilized. We're ready for a fantastic year. This is expected to be our biggest year in history with Alaska finishing three projects soon plus getting started on our new project on the Chickaloon River. Colorado has three projects running and a fourth to start later in the year. Tacoma, WA (our largest job) is gearing up for a very productive summer. The Rail Division has a great string of work in Oregon and Washington including Harrisburg, Jefferson, Millersburg, Huntington, Oregon City, Washougal and Longview. BAS (Bridge Access Specialties) is traveling across the

nation inspecting bridges (they have been as far as Tennessee this year). Here at home Newberg/Dundee, Marine Drive, Fern Valley, McCullough Bridge, Fogarty, and Colorado Dam (Bend) are crewed up and humming—with Siuslaw (Florence) scheduled to start in September.

With all this work hiring new people has been a key objective. We strived for the best and have succeeded. Last year we were a team of 156, today we are a team of 213, a great success story. We welcome all new folks to our great team and if you see a new face please take time to welcome them when they come to your jobs or you go to theirs. There are still positions to fill--the work is not done.

Estimating continues to boom, there are many proj-

ects to bid. Although Oregon continues to be slow, Washington has a transportation package that passed the Legislature which will provide for many projects over the next 10 years. Rail has multiple projects coming out to bid; Alaska is the same and Colorado is picking up. The BAS team continues to find work all over the US. 2016 is proving to be a great year as we have tremendous backlog and an estimating team that's committed to finding the right projects.

Over the last few years we have made great strides in our safety culture and our hard work is allowing us to be more competitive. With all the new employees added to our team it is our duty to pass on our culture and we need your help.



It's important that we heighten our awareness and manage the hazard not the rule, both are key to continued success. Remember See It, Say It, Fix It—and the 3 C's, Commitment, Competence and Compliance.

New things are happening throughout the company, it's an exciting time. Hope you all have a great safe summer. ■

*Sincerely,
Brad Sullivan*



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