



Employee Newsletter

February 2024

In this issue:

- Did you know
- Updates and Reminders
- Project Updates
- Employee Highlights
 - New Hires
 - Anniversaries
 - Job Openings
- Safety Update
- Employee Spotlight
- A Note from HR
- Photo of the Month
- New Wins

Did you know.....



Pisaphotography/Shutterstock

The Old Seven Mile Bridge was among the world's longest when it was first completed in 1912. Masterminded by Henry Flagler, it was part of the Overseas Railroad, or East Coast railway, and linked mainland Florida with the furthestmost isle of Key West. Dubbed the 'Eighth Wonder of the World', this iconic bridge was partly destroyed by the Labor Day Hurricane of 1935 and the new Seven Mile Bridge (which runs alongside it) was completed in 1982.

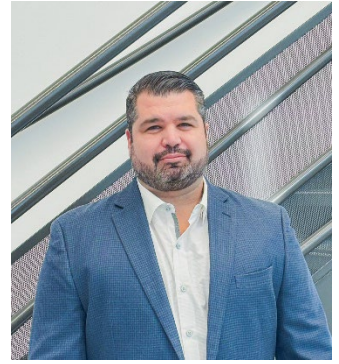
UPDATES AND REMINDERS



We are excited to announce the launch of QuickBooks Time this month. By implementing this new timekeeping system, employees will be in control of their hours, PTO and per diem. This will allow for better time management, weekly time tracking, PTO requests and accurate pay. Thanks to everyone for their work on getting this up and running, this will save Aptus and our employees a lot of time and money going forward.

PROJECT UPDATES

Our Chief Operating Officer, **Ben Trapuzzano**, shares a list of our **completed projects**. Great job Team Aptus!



COMPLETED PROJECTS	PROJECT MANAGER	SUPERINTENDENT/FOREMAN
Bob Sikes Bridge	Steve McLaughlin	Matt Barnes
I-26 over Greenriver	James Puzino	Matthew McWhorter
Triangle Expressway	Dave Mattia	Felix Estrella
Duck Bridge Repair	James Puzino	Felix Estella
FAM	Steve McLaughlin	Winona Osborn
VA Dare Inspection	Steve McLaughlin	Omar Brown

FEBRUARY ANNIVERSARIES

Felix Estrella 2/1/2022
 Durell Smith 2/6/2023
 Sergio Gonzalez 2/7/2022
 Daniel Trevillian 2/10/2020
 Dwayne Phelps 2/20/2022

FEBRUARY BIRTHDAYS

Edward Dill 02/05
 Christine Campbell 02/06
 Alexander Solansky 02/13
 Omar Brown 02/22
 John Westrich 02/22
 Burns Conrad 2/29

CURRENT JOB OPENINGS

- Safety Specialist

SAFETY UPDATES

Ergonomics in the Workplace

When you're working for several hours continuously, good ergonomics can make a big difference in your comfort, productivity, and overall health. Ergonomics means the study of work from a health perspective, and the term is further refined to mean the study of workplace efficiency. If you've ever developed soreness in your back, neck, wrists, or fingers after a day's work, you're probably working with poor posture or inadequate equipment. Improving your work ergonomics is as easy as changing your posture, work environment, and/or office equipment so that you can work under the healthiest conditions for your body and long-term health.

Proper Lifting Technique

- A. Keep a wide base of support
- B. Squat down
- C. Keep good posture
- D. Slowly lift
- E. Use your feet AND Lead with your hips
- F. Set down



EMPLOYEE SPOTLIGHT - OFFICE

Jenny Arms – Accounting Manager
Ten years with Aptus

Hi, folks. I am Jenny Arms, the accounting manager at Aptus. I have been a member of our Aptus Family for over 10 years now, and I am proud of how far our company has come. Aptus has experienced many obstacles, a variety of challenges, and even some major losses, but we've kept our focus and continued to persevere. My motto comes from the great Dory in Finding Nemo " Just keep swimming, just keep swimming". I am a wife to Eric, Mommy to Payton Hope and Gracynn Faith, and Bonus Mom to Dylan. Payton and Gracynn are my 8 year old identical twin girls, born 2 months early , but have been fighters from the beginning. We love to travel as a family and the beach is our favorite place. I mean, who doesn't love to watch the ocean waves from the shore and feel the sun on your soul? I live in Gaston County, where I was born and raised. I prefer the small-town quiet life as opposed to the city. My favorite lunch restaurant around the office is Fiesta Maya – and you can let me know when you want to go to lunch there and try it out – I'd go everyday (seriously, hahaha).



EMPLOYEE SPOTLIGHT - FIELD

Charlie Vanchure – Foreman
Seven months with Aptus

My name is Charles Vanchure. I live in Eastern Ohio. The most important part of my life is my wife and two kids. We have 3 dogs and a crazy cat. My main focus is to provide for my family and spend as much time as I can making memories with my loved ones. My hobbies are 4-wheeling, fishing, hunting, kayaking, pool, swimming and gaming. I don't feel like I'm working unless I'm giving it my all and doing my best. I'm very dedicated to my job and the work I do. I hope to continue my work ethic and grow as an employee in many different ways that's beneficial for the company and my family.



A NOTE FROM HUMAN RESOURCES

Five Ways to Make Workplace Conflicts Constructive

Conflict, whether in our personal lives or in the workplace, is inevitable. Many people are ready to complain, debate, or argue at the outset of any conflict. But there are some tools we can all use to help diffuse difficult situations.

1. Break the ice first.

Try to avoid addressing the topic of the controversy immediately. That can get people stuck in their positions. Perhaps start with discussing how each employee sees their role in the project and what their personal goals are.

2. Don't simply try to mediate.

Your obligation is to the interests of the business and others that work with you. Try to keep the topic of conversation on business goals not personal feelings.

3. Listen closely and talk less.

This sends a positive message that you are genuinely concerned. Ask open-ended questions (not yes or no) to get a person's side of the story and then listen carefully. If it turns negative, re-insert yourself to keep the focus on solutions.

4. Use positive language and encourage others to do the same.

Always think before you speak. Words matter. Tone matters. Whoever you speak to will likely mirror what you are doing. For example, you can say, "This is affecting the business, and we need to address it so we can get everyone focused back on our goals." When you keep things positive, you can work towards solutions efficiently and effectively.

5. Aim for SMART solutions.

Your goal is not just to defuse the situation in the near term, but also to come up with a sustainable answer to the problem.

- **S**pecific: Be clear about who will do what, when, where and how.
- **M**easurable: Establish a way to tell that something has been done, achieved, or completed.
- **A**chievable: The solution should fit the situation and be doable by those involved. Don't set anyone up to fail.
- **R**ealistic: Look at previous performance to predict future actions and allow time for glitches and delays.
- **T**imed: Set reasonable deadlines and target dates and provide necessary tools and support to meet those targets.

Remember, we are a T.E.A.M. (Together Everyone Achieves More), and we need to communicate in positive, respectful, and productive ways to be our most successful!

PROJECT PHOTO OF THE MONTH



Scott Tart
Watauga Lake, TN
\$100 Prize

Remember to submit photos to the email address: FieldPhotos@Aplus.com every month for a chance to win \$100. The winners will have a chance to get their photos on the Aplus website. Check March Issue to see which picture won in February.

NEW WINS

Congratulations to our Sales/Estimators bringing in the following new wins!



Project	Client	Aplus Start Quarter
PA, PTC 2.5 - AECON	AECON	Q1 2024
VA, Route 193 Georgetown Pike and Old Dominion Drive Over I-495 VSL	VSL Electrical, Signing, Lighting LLC	Q3 2024
VA, Live Oak Drive Over I-495 VSL	VSL Electrical, Signing, Lighting LLC	Q1 2024
SC, BJWSA Lemon Island Bridge Repair Beaufort	BJWSA	Q1 2024