



Employee Newsletter

January 2024

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Here's the Dill....

Message from our CEO, Scott T. Dill



Hello Team,

The topic this month is Company Trucks. Company Trucks is an area of focus that can have great overall benefits for the individual employee as well as the company as a whole. Aptus spends a lot of money yearly to purchase and maintain an industry leading fleet of vehicles. This is a great benefit to drive nice vehicles . It is up to YOU to make sure that these vehicles are operated professionally and taken care of. Money that has to go to fleet repair is money that will not be available for bonuses, pay increases, and new tools and equipment. Take pride in your trucks – drive them responsibly, keep them clean. If you take good care of the equipment, it will take good care of you! Thank you for all that you do.

Scott T. Dill

UPDATES AND REMINDERS



American Red Cross | Blood Services

Did you know: There is an emergency blood shortage and blood donors of all types are urgently needed.

Aptus would like to help with the assistance of the American Red Cross. We are looking to hold a blood drive in February. Please contact Christine at ccampbell@goaptus.com or 980-867-0223 if you are willing to donate.

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
Churchland Bridge	Steve McLaughlin	Matt Barnes
Bob Sikes Bridge	Steve McLaughlin	Matt Barnes
Shoals Indiana	Dave Mattia	James Puzino
Cable East	Scott Tart	Scott Tart
i-70 Bridges	Steve McLaughlin	Adam Kremers
Hampton Roads-CYMI	Dave Mattia	Omar Brown
Mount Vernon Bridge	Adam Kremers	Winona Osborn

WELCOME NEW HIRES

Aptus is pleased to welcome the following New Hires to our team.

- John Westrich – Regional VP
- Karla Chavez - APM
- Elijah Parker - Const Mgr
- Dusty Pool - Locator
- Garrett Trussell - Driller

JANUARY ANNIVERSARIES

Congratulations to the following employees for their commitment to Aptus.

- Randy Beard Jr - 1/2016
- Jason Milks - 1/2019

CURRENT JOB

- Safety Specialist
- CDL Operators

SAFETY UPDATES

Start Strong Plan 2024

To start 2024 strong, we have developed the start strong plan to focus on key items that can prevent incidents and protect our team. We need everyone's participation to help focus on recognizing and eliminating the risks around us.

The plan covers three weeks as follows:

Week 1 (1/8/2024): Review the Line of Fire Hazards each day.

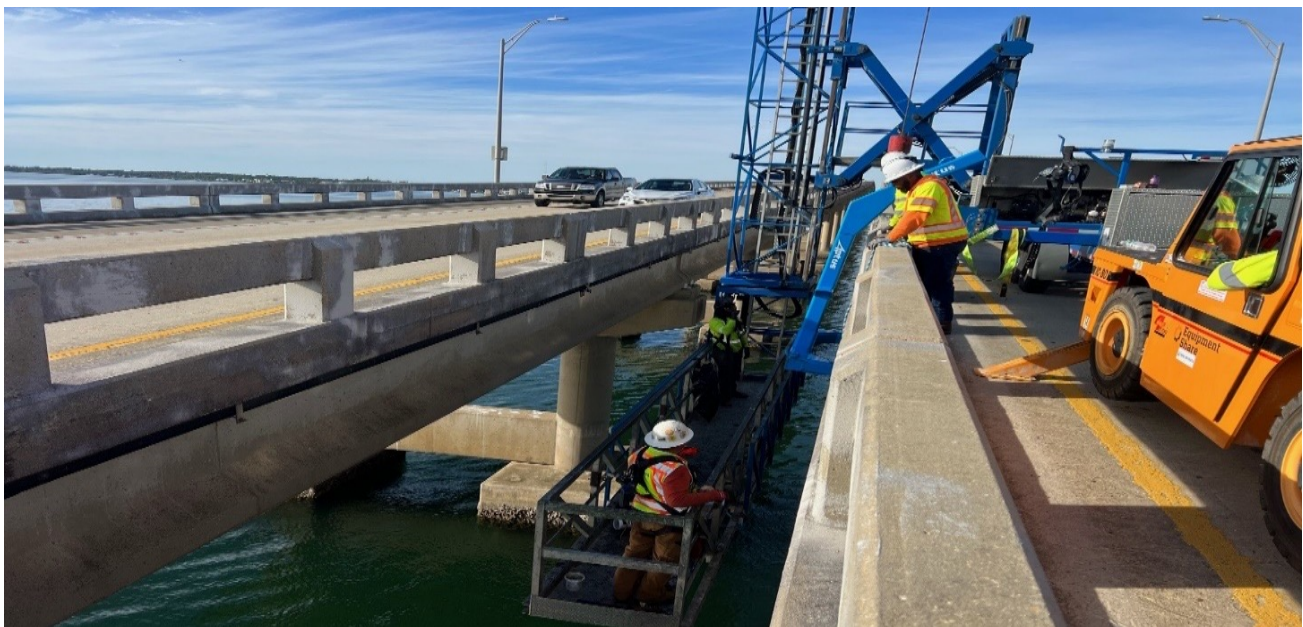
1. **NEVER** Operate a tool with a guard removed.
2. **ALWAYS** Identify where the energy will go if the tool slips.

Week 2(1/15/2024): Dropped objects prevent Slips, Trips, Falls, and Safe Access.

1. **NEVER** remove your hard hat in the work area.
2. **ALWAYS** look up and around you and be aware of changes.

Week 3(1/22/2024): Review and practice LMRA daily.

1. **NEVER** start a job without proper risk assessment.
2. **ALWAYS** use **LMRA** – Last Minute Risk Assessment gives us a last layer of defense against the hazards of the task we are going to do.



EMPLOYEE SPOTLIGHT - OFFICE

Lonnie Wright II – Fleet Manager
Three years with Aptus

Lonnie Wright II (Fleet Manager) Employed with Aptus going on 3 years, is a team player with a can-do attitude. His hobbies include spending time with family, engineering and producing music, working out, and rooting for the Atlanta Hawks, Braves, Falcons, and Georgia Bulldogs. He has been married for 15 years with 4 grown children. One out of college, one in college, one in trade school, and the youngest going to college in the spring. His favorite food is steak (Tomahawk to be exact). His best slogan is “If you have to get out of bed, make it count.”



EMPLOYEE SPOTLIGHT - FIELD

Winona Osborn – Foreman
Two years with Aptus

It is a pleasure to be married to a wonderful woman and to have five children. Our house is like a farm, with three dogs, four cats, and many wild animals outside that we love to take care of. Comedy and music are two of my favorite things, and I enjoy singing out loud at random. There are so many dad jokes I tell, that my wife swears she is going to write a book about them. There is no such thing as one size fits all for me. I am a jack of all trades and a master of many. I'm a veteran of the United States Army.

My wife and I worked as traffic control and safety personnel for an Aptus project in Florida. Asked my wife if she thought I would be a good fit for this company, she said yes. Within days, I had packed up my family and moved to North Carolina.

The Aptus family has been a part of my life for over 2 years now and I love it. My role as a Foreman gives me great satisfaction, and I am proud of the work I do. The great things Aptus will achieve this year and in the years to come excite me and I look forward to taking part in them.



COMMUNITY SERVICE

While researching charities to donate to for the Holidays, Edward Dill, our Chief Human Resources Officer, was made aware of a unique situation. Michael Crabb, our Vice President of Underground Operations, told Edward of a young woman named Makayla. Due to terrible conditions at home, she had recently been homeless and living out of her car while finishing up her high school studies. She was taken in by a local center that provides temporary rooms for youth in trouble. All she owned fit into her backpack. With the hard work of Debbie Fornelli, we went about purchasing the items that Makayla had listed on her “wish list.”



Scott Dill, CEO, insisted that Aptus would purchase not just some things, but **everything** from her list. From a hairbrush to a crock pot, from a mattress to a mop, and from gift cards for clothing to a television, your Aptus office team assembled a truck load of items to help this young woman get a brand-new start on her own. Office personnel also took up a cash collection which totaled \$1400 to open a checking account for this young lady who is working hard to build a better life. Our fleet staff of Lonnie Wright, Marquet Thames, and James Jagacki loaded up the items into an Aptus truck and Edward and Dwayne Phelps delivered it just in time for Christmas. Thanks to all that participated in spreading the kindness from our Aptus Family!

PROJECT PHOTO OF THE MONTH

Remember to submit photos to the email address: FieldPhotos@Aptus.com every month for a chance to win \$100. The winners will have a chance to get their photos on the Aptus website.

Check the February Issue to see which picture won in January.

NEW WINS

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



Project	Client	Project Starts
TX, RM 620	Sice	Q1-2024
NC I-440 Beltline Lane Construction	Lane Construction	Q1-2024
NY, James A. Farley Bridge	Kiewit	Q2-2024
VA, I-64 HREL Segment 4C Project VSL	VSL Electrical	Q4-2024