



Employee Newsletter

November 2024

Hello Everyone!

By the time we roll out our December Employee Newsletter next month, Aptus Utilities will officially be performing work on our projects! With all your help, and Scott Dill's blessing, a new Aptus chapter is about to begin. Burns and Jeff are excited to have you on the team and look forward to the future. We hope that the new employee initiatives that will be implemented over the next few weeks like the 401k match of 3.5%, yearly reviews in February, drive time pay being the same as work pay, etc. have excited you all. We feel that we have the best team that has ever worked at Aptus and want you to believe this too. If we all continue to work together, safely as a team, Aptus should be around for a long time and continue to be a great place to work and build a career.

Thank you very much and please feel free to reach out to us with any questions or ideas on how to keep improving Aptus.

Have a great Safe day!

Burns Conrad and Jeff Pinter

Did you know....

With the leave changing colors and the Autumn winds rolling in, you can't help but think of fall in North Carolina. The majesty of the mountain peaks and the sweeping ocean waves next to the beach, North Carolina seems to have it all. From hayrides to apple picking and bonfires to kite flying, there is something for everyone. The beauty that North Carolina has to offer has also been captured in movies. The Bass pond bridge at Biltmore Estate was featured in *The Last of the Mohicans*. The red brick arch bridge was featured due to the sweeping curve and high archway with a reflection in the water below. The bridge was designed by Richard Morris Hunt who was also the architect of the Biltmore House which is in Asheville, NC.



Fun Fact:

North Carolina's forests contain more than 14.7 billion trees including 85 species. Loblolly pine is the most abundant. Our forests covers approximately 61% of the state's total land area.

Project Updates

Our VP of Operations, Scott Tart, shares a list of our **upcoming and completed projects**.



Great job Team Aptus!

UPCOMING PROJECTS	PROJECT MANAGER	SUPERINTENDENT/FOREMAN
2257 – COR5 Bridge 7	Adam Kremers	Chase Fisher
2426 –HWY 18 Repairs	Steve McLaughlin	Delton Locklear
2171 - Essex	James Puzino	Winona Osborn
2507 – American Electric Power	Steve McLaughlin	Matt Barnes

COMPLETED PROJECTS	PROJECT MANAGER	SUPERINTENDENT/FOREMAN
2153 - Passaic	James Puzino	Winona Osborn
2421 – Welcome All Rd	Adam Kremers	Vic Vanover

Benefits - Open Enrollment

Please note that Aptus Utilities, LLC Open Enrollment begins on November 11th through November 22nd . During open enrollment, you will be able to select from 3 different medical plans and other benefits. Enrollment will happen online through www.employeenavigator.com. There will be an in-person meeting to discuss benefits on November 11th. If you are unable to attend, please direct all questions to Dwayne Phelps, 980-416-9909 or dphelps@goaptus.com. Your newly elected benefits will begin on December 1st.

Employee Highlights

November Birthdays:

Scott Tart – 11/7
Brandon Robbins 11/19

November Anniversaries:

Brandon Robbins 3 yrs
Fredric Parker 1 year
Jenny Arms 11 years
Chase Fisher 1 year

PENINSULA
CLUB

19101
PENINSULA
CLUB DR
CORNELIUS
NC

FRIDAY
DECEMBER
20TH

YOU AND A GUEST
ARE INVITED TO THE
APTUS CHRISTMAS
PARTY

6 PM - 9 PM

COCKTAIL
ATTIRE

PLEASE RSVP
BY

MONDAY
DECEMBER
2ND

TO

CCAMPBELL@
GOAPTUS.COM

Safety Updates



Cell Phone Usage and Work Zone Vigilance

Using your cell phone while driving is not only distracting for the driver but most likely against the law in many states as well. In 2024 the CDC estimates that over 3,000 people will lose their lives due to distracted driving. Cell phone usage contribute to 14% of all fatal crashes in the US. Texting while driving is six times more likely to result in an accident than driving under the influence.

The National Department of Transportation states that texting is the most alarming distraction while driving. At 55 mph, if you take your eyes off the road for even 5 seconds to read or send a text it is equivalent to driving the length of a football field with your eyes closed.

In our industry Work Zone Vigilance is crucial. Work zones are dangerous but driving while distracted in a work zone can make it even worse. Work zone related crashes can happen anywhere. Things that are necessary to stay safe in a work zone: You must wear high visibility clothing and PPE like hard hats, safety glasses and work boots. Always be aware of your surroundings by keeping your head on a swivel and having a designated spotter. Blocker trucks such as a TMA truck behind, bridge truck in the middle and tool truck in the front. Blue lights are required for all Aptus nightwork. Never turn your back to traffic. Communication with your co-workers such as using hand signals is key to staying safe. Maintaining a safe distance between by using dedicated walkways around moving equipment or machinery is crucial to staying safe. For more questions about safety in the workplace contact Scott Tart at start@goaptus.com.

Employee Spotlights – Letter from Superintendent, Winona Osborn

Team,

I want to take a second to acknowledge some of the dedicated, hardworking professionals we have in the field.



The two crews we had down South in October came together to crush the remaining installation of 2212 Port Allen, LA. In 17 hours, they installed the remaining 700LF of 4” XW and pulled in 3 runs of 1.25” HDPE totaling 7,500’. When finished, the crew from Alabama returned in the middle of the night to finish their bridge the very next morning. I did not request this team to go to the extreme lengths to complete this bridge the way they did.

Motivated words like “We got you” and “We want to stay and knock it out together no matter how long it takes” are what steered their determination to cross the finish line.

To these guys, I want to say thank you for your passion, strength, and positive energy day in and day out. Keep making us shine out there.

Brandon Robbins, Frederic Parker, Jameson Smiling, Jalen Winder, Bill Cox, and Robert Allen Jones.

Respectfully,

Winona Osborn
Superintendent

Employee Spotlights

Employee Spotlight - Office

James Jagacki -
Fleet Manager

My name is James. I was born and raised on Long Island. I've been with Aptus for a little over a year. My wife Jessica and I have been married for 10 years. We have three children, Autum (5), Asher (2) and Liam (11 mo.), along with two dogs named Porkchop and Beans.

I was hired last year as an in-house mechanic to help maintain equipment.

Through some turn of events, I was promoted to Fleet Manager/ Mechanic. I love the people I work with at Aptus and the opportunities it has given me to further my career. I am doing my best to make us a winning team to achieve an even better future.

When time allows, I like to spend time with my family. I used to snowboard and race motocross. I miss it but all my kids and wife have dirt bikes, and I enjoy watching them learn and enjoy riding. My family and I love the lake and the beach. I enjoy a good steak and in my spare time I like doing side projects.



New Wins



Congratulations to our Sales and Estimating Team for bringing in the new wins!

Q1-2025	South-East	Randy Beard	2515	(NC) Town of Rhodhiss Carolina Grading	Carolina Grading & Utilities LLC
Q1-2025	Mid Atlantic	Jason Milks	2511	(VA) 1-95 over Rappahannock River	JCRoman Construction

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 December issue to see which picture won in November.

October Photo of the Month

Sergio Gonzalez
Basiliere Bridge Project
Haverhill, MA
Aurora Lights