



THE WRIGHT TRACK

WINTER 2021



**Great
Place
To
Work®**

Certified

DEC 2020-DEC 2021

USA

GREAT PLACE TO WORK

*Wright Brothers is so proud to be a
Great Place to Work Certified™
Company in 2020!*

In December, you might remember completing a Great Place to Work survey on our company culture. Answering a few short questions about how you feel about the health insurance, training and development, compensation, paid time off, retirement plans, and corporate philanthropy here at WBCCI. An overwhelming number of us participated (thank you!) and a significant number (92%!) said Wright Brothers is a Great Place to Work!

A Great Place to Work is one where employees trust the people they work with and have pride in the work they do. Each year millions of employees take the same survey about where they work, the benefits they receive there and how they feel about the workplace culture. Only a handful of those are certified as Great Places to Work.

A Great Place to Work cannot be that way without incredible people. Thank you for making Wright Brothers one of the best American workplaces!





60th

Anniversary

VALUES DRIVEN. GOING STRONG

Not only are we greeting a New Year, but we're also celebrating our 60th Birthday!

On January 1, 1961, James and Robert Wright bought a bulldozer from their father to begin digging ponds for local farmers and clearing right of ways for Tennessee contractors. From these humble beginnings, Wright Brothers Construction Company was born.

60 years later, we are still a family-owned company that places our core values of integrity, urgency, selflessness and hard work at the center of our business model.

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CARING TEAM

BY KELLY ROAN

The Caring Team is structured so that each of our leaders serve for about two years. They then roll off the team and we have new leaders take their place. We find these new members by asking those that have served for nominations, asking management and looking for those that have expressed an interest. In February, 2021 we will be saying goodbye to two members of the team. Jimmy Ammons and Rocky Hunter are both finishing up their term. As busy as they are, they were still able to be active members of the team. Our thanks to both of these amazing leaders!

We would like to welcome Jonathan Smith who is now covering the Hayesville and Murphy, NC areas. We have also had a couple other new Caring Leaders since the last update. Ethan Brown is serving as interim leader in Georgia for Construction. Jennifer Grammer has also stepped up to care for the entire Chattanooga region. These new leaders join the rest of the team as we "Show the Love of Christ Through Caring."

To learn more or to begin giving to the Caring Fund, please reach out to one of the following Caring Leaders:

- Ethan Brown - Georgia, Interim
- Patricia Cooper - Corporate/ HR
- Danny Davis- Industrial South
- Ricardo Diaz- Safety
- Greg Dutson- Contracting
- Ashley Gerald- Asphalt
- JR Green- Alabama
- Jennifer Grammar - Chattanooga
- Jonathon Smith- Western, NC
- Madeline Haneline - Asheville JV
- Kenley Hooper- Shop
- Monica Johnson - Corporate
- Bo Ramsay - Industrial North
- Kelly Roan - Facilitator

It is our mission to show this love by caring for our employees, their families, and the communities in which we work. We are now just under three years as an active team and in that time, we have funded 162 caring activities totaling \$253,099.00.

The Caring Team is a peer-led group that works to make a positive difference in the lives of our co-workers and communities. You have the opportunity to donate a few dollars per week. *The company matches your donation dollar for dollar to fund needs that make a positive impact in the lives around us.*

Are you ready to make a difference?

YES! I WOULD LIKE TO DONATE TO THE CARING FUND

☐

I would like to commit \$5/Week

☐

I would like to commit to \$____/Week

Print Name

Signature

Employee #

Date

RECOLLECTIONS

BY STEPHEN
WRIGHT

Johnny Miller first came to work for the company in mid-1980's. He started in Elizabethton, Tennessee as the fourth person Wendell ever hired. They were starting the first truly mountainous terrain projects we tackled. Johnny ran a D10 (the largest bulldozer made at that time) doing the breakdown work. A few years later, Johnny worked for Red Rouse on two I-26 projects I managed in Unicoi County, TN, on the Tennessee - North Carolina border. Again, this was very mountainous terrain and Johnny was the go-to guy to do the breakdown work building access roads and preparing a bench for the scraper crews or drill to get started.

Often his work was so challenging it made me so nervous I could not watch. Johnny helped on many projects. On the Mars Hill, NC, project, I remember driving to the top of a 665-foot solid granite cut. There as we stood on the edge of the access road Johnny had built, I looked between my feet and saw the roof of Wendell's office trailer.



STEVE'S MESSAGE

**"MY ASK IS WE HONOR THEIR LIVES BY
LIVING THEIR VALUES."**

Eventually Wendell convinced him to become a Foreman, and later a Superintendent, working on projects in several states over the years. Johnny lost his multi year battle with cancer in January. He fought the disease with the same humble, soft spoken, lead from the front discipline he lived his life. What a role model.

BE STRONG AND BE COURAGEOUS

Last November Lindsey Burke passed suddenly from a heart attack at work. He was doing what he had done, since he started here in the mid 90's, finding just what somebody needed to keep the show performing. Lindsey started working in the shop as the "parts man". He had a gift for finding things that were not easily located. I never really knew how he did it, because all he ever said to me was "I am on it boss" and then whatever we were looking for would show up. Honestly, to borrow a line from my Uncle, he was so good with people "he could borrow things that I could not buy". His positive "I am on it" attitude, allowed him to excel at managing relationships.

Lindsey's great "people skills" served him well. Beginning with the Wacker Project, Lindsey became an integral member of our safety and training staff. In that role he impacted so many.

In my experience when you lose key people there is no replacing them, you just find another way to get the work done. Both Johnny and Lindsey fall in that category we will miss them always and will hold on to all those wonderful memories. However, we need to learn from their lives, they represent the core values of this company so well. Just think how well they lived up the greatest commandment of loving your neighbor as yourself, and how they each lived our stated values of integrity, urgency, selflessness, and hard work.

**"IN MY EXPERIENCE
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In closing my ask is we honor their lives by living their values. But please, remember to take care of yourself as well. Have an annual physical, do the colonoscopy, lose the weight, have the stress test, quit smoking, and pay attention to your diet. Thanks for your time and know we appreciate all you do for each other and the organization. Be safe out there.





Saying Goodbye

LINDSEY BURKE

On Veteran's Day 2020, our dear friend Lindsey Burke passed away suddenly. The sadness that the Wright Brothers family feels at the news of his passing is beyond words. He was a veteran, a patriot, and a God-fearing man. Lindsey had been with our organization for over twenty years and touched many lives with his gruff but compassionate nature.

In memoriam, the Tennessee Road Builders Association and Wright Brothers are offering the Norman Lindsey Burke Scholarship to deserving students who are majoring in Engineering or Construction Science at Middle Tennessee State University.



ESTELL COOK

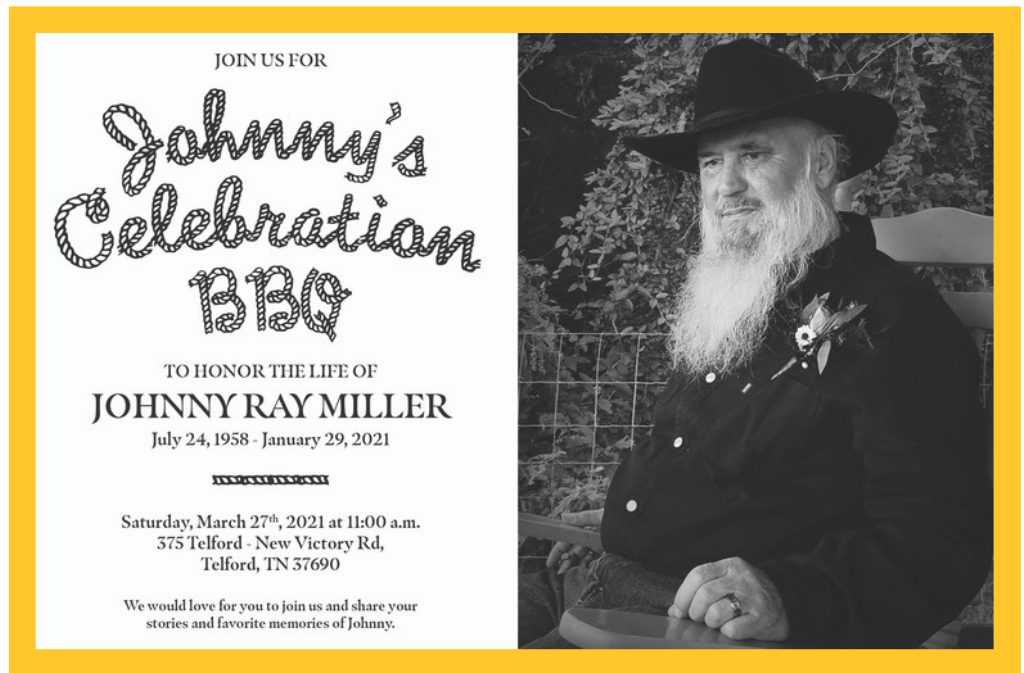
Estell Cook was hired in Mississippi in the late '80s by James Wright. From that point forward, the talented motor grader operator worked across the southeast for Wright Brothers. He worked for Wright Brothers off and on over 16 years, retiring in June 2019.

We were all saddened to hear he had passed away this year in January after a battle with cancer.

JOHNNY MILLER

On January 29, we received the news that our friend and colleague Johnny Miller had passed away. He was truly a member of our Wright Brothers family and will be missed by us all.

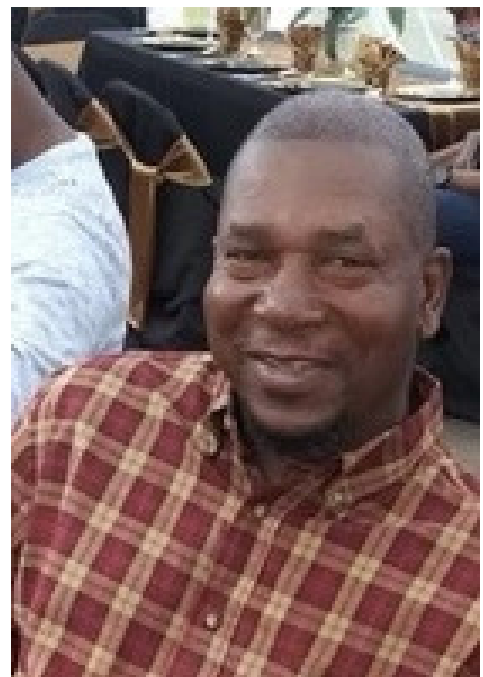
Johnny was a 33-year veteran of Wright Brothers and a past recipient of the Excellence Coin. Last year, Johnny was presented our James and Robert Wright Core Values Award, which he earned for being a true model of integrity, urgency, selflessness, and hard work.



It was Johnny's wish that we not mourn him, but celebrate his life and the good times that we had with him. He wanted those who knew him to gather together to share laughter and their "Johnny Miller Stories" at a BBQ. His beloved wife, Rachel Oakes, who is also a member of our Wright Brothers family, has planned a beautiful tribute to him to be held at his ranch, a place he worked so hard on and loved so much.

ANDY JOHNSON

Andy was only with us for a year, working as a Bridge Foreman with Steve Turner, Josh Reeser, Mark Jenkins, Elvin Calvo, Jose Soto and Chris Brown, in Dekalb County, AL, Menlow, GA, Apison Pike, TN, and Macon, GA . In that short year, he was loved and respected by all that got to know him. He brought most of his crew with him, including his son, brother, and nephew. We were all shocked and greatly saddened by his passing on December 31, 2020. He will be greatly missed.





ASHEBORO BYPASS COMPLETION

JOB #01-0442

On December 18, the Asheboro bypass, a joint venture between Wright Brothers and Thompson Arthur, opened to the public. The project, awarded in 2015, broke ground in August 2016. In a statement released by Cary Fine of NCDOT, ... "to have a project of this magnitude designed, right of way acquired, utilities relocated, and built-in this timeframe is a very significant achievement in itself."

Criteria

- Approximate cubic yards of earth moved — 7,000,000
- Approximate tons of asphalt — 690,000
- Approximate cubic yards of concrete — 27,000 cubic yards went into 11 box culverts and 21 bridges
- Approximate linear feet of concrete pipe — 98,000 (almost 19 miles)





TVA 500KV SUBSTATION

In September 2020, Wright Brothers Contracting broke ground on a new TVA 500kV substation that will service Oak Ridge and the surrounding area. The work on this project includes; rerouting an existing stream through 730 LF of 72" pipe running beneath the substation pad, 130,000 CY of mass excavation, 30,000 CY of rock blasting, 92,000 CY of lime treated structural fill soil, 2,400 LF of ADS storm drainage pipe, 23 acres of finish grading, and 5,700 TNS of riprap placement on 2:1 slopes.

This project was originally intended to export the mass excavation and import the structural fill because the onsite soil parameters did not meet TVA's soil specifications for structural fill. Due to permitting delays, this project started several months behind schedule. To compress the schedule and help TVA achieve their original target completion date, Wright Brothers proposed utilizing the onsite soil for the structural fill by treating it with lime.

By chemically altering the onsite soil thru lime stabilization (pozzolanic reaction), the Plasticity Index (PI) of the soil reduces to fall within the parameters of the project specifications. Thus, the need to export soil from the site is no longer warranted. Onsite cut-to-fill techniques can be utilized to accomplish the needs for the project. The use of the chemical process alleviates typically expected winter hurdles such as freeze/thaw and wet soil conditions.

Wright Brothers has also recently started working a seven-day work week with two crews. Site Superintendent Steven Ball has done a tremendous job keeping this project at peak production and Supervisor Jerry Earnest has been brought in to run the second crew. Project completion is expected in early summer of 2021





Industrial

EXPANDING OUR FUTURE

In August of 2020, Wright Industrial began construction on a new 4000 sq. Ft. building designed solely for Wright Brothers Brothers Contracting. The new building is joined with the existing rear office complex by a glass atrium, which will exit to a rear courtyard that it will share with the shop. The new addition replaces the portable offices that were once there with eight spacious offices, three bathrooms, an all-glass conference room, a multi-purpose area, a copy center and flex space. A complete exterior remodel of existing rear office was also included with new precast, including brick and new windows. Estimating has relocated to the 1st floor and Safety will soon move upstairs to the former Estimating facilities. Contracting began the big move in on Monday, February 8.





Safety

EMERGENCY ACTION PLAN

An Emergency Action Plan Saves Lives By Giving Everyone a Concrete Actionable Document to Follow in a Crisis.

Why have an emergency action plan? The best reason is to keep everyone safe in case of disaster. The confusion of an emergency can make a bad situation worse and put lives at risk.

Whenever an accident occurs on or near a project and personal injury or property damage has or may have occurred; the Company site supervisor or designated employee will call the Project Manager as soon as possible. **Start documenting immediately!**

During an emergency, all employees are required to meet at the Project office or a pre-designated assembly area. A supervisor will check to make sure everyone is accounted for.

Steps to Manage an Incident:

- Immediately notify emergency contact and police, if necessary.
- Care for any injured, stabilize the area, and prepare access for emergency vehicles.
- Take as many pictures of the accident area and surrounding areas as possible.
- Document as much detail as possible; interview and get statements.
- Follow through with obtaining any police reports.

Need assistance with *Leading for Safety*?
Contact Tom Harris
tharris@wbcci.com

GOLD SERIES



INSURING THE BEST

Jean Grayson will never forget her first day at Wright Brothers. It was May of 1985 and Wright Brothers home office looked much different than it does today (construction on what is now referred to as the “rear building” had yet to begin). She had hardly slept the night before due to a dizzying combination of excitement and nervous anticipation. Jean, freshly hired by Cindy Freeman for her experience doing payroll, had never worked in construction.

In honor of our 60th Anniversary, we introduce our Gold Series, a series of interviews where we speak to a team members who have dedicated a large majority of their career to Wright Brothers. In this issue, HR Veteran Jean Grayson discusses her 30+ year career with Wright Brothers.

Jean didn't know how she would fit in with her bold 80s look, including short spiky hair and oversized earrings. But that morning, as she exited her car, the friendly voice of Lloyd Wiseman rose up behind her, “How're you today, ma'am!” Jean knew then that she had made her first friend, who would become one of many, and that she would like Wright Brothers Construction Company just fine.

Later that year, Wright Brothers expanded into the larger office that still stands on the back of the property. Along with a larger office, she also had expanded responsibility. She began helping Ann Wright with insurance, which she took over exclusively after Ann's retirement. She continued to do both positions until Courtney Marlar came over from accounts payable in the early 2000s to do payroll. Since then, ensuring that all of Wright Brothers is insured and understood that coverage has been Jean's mission. Even as policies have become more complicated and hard-to-navigate Jean makes sure Wright Brothers employees have access to the benefits they need. It's not unusual to see Jean and team member Stacey Peel on the jobsite, explaining benefits to crews and making sure they're signed up and participating. "I so enjoy coming to work...we've got such a great team in HR. I will miss them all when I retire...but I know they won't miss a step."

Have a question about your insurance benefits? Jean is always available to answer your questions.

Send her an email or call her on her direct line at 423-336-0222



Jean with her coordinated flamingos during the ugly Christmas sweater contest in December.

When asked about her position, she smiles. Of course, many things have changed. When she began her journey here back in the mid-80s, she was a young mother to two school-aged children, who are now grown. "I've always told people to call me with any questions they might have about payroll or insurance, but when I started I think they felt weird about that because I was so young," she laughs. "Now people call me 'mama' and I love that. I love that I can help them."

And perhaps they feel so comfortable since many she's worked with through the years aren't just her co-workers, but some of her best friends. "The Wright family has treated me as one of their own through the good and the bad. Even through some of the worst times I've experienced, I not only knew I had a job waiting for me, but I had friends there to help. I just love this company!"



A Bradley County road, located just east of home office will soon be getting new name!

The Bradley County Commission recently approved a resolution to request Gov. Bill Lee and the Tennessee General Assembly designate Wacker Boulevard N.W. as the "Wright Brothers Industrial Corridor" to honor the contributions of Wright Brothers Construction to Bradley County.

Commissioner Louie Alford, who introduced the resolution, said "this is not changing the name of Wacker Drive but to give credit to Wright Brothers." The resolution notes, "Wright Brothers Construction has demonstrated a commitment to furthering industrial development in Bradley County including their critical role in attracting Wacker Polysilicon North America, LLC to the current location on Wacker Boulevard N.W."

After approval by the County Commission, the resolution has been sent to the governor and local legislators for consideration. If approved at the state level, signage "shall designate the stretch of roadway as the 'Wright Brothers Industrial Corridor honoring James and Robert Wright and families."

The currently-named Wacker Blvd. stretches north from Lauderdale Memorial Hwy where it meets Lower River Rd..



CHAPLAIN DONNIE JENKINS

By now, I have had the opportunity of meeting a great number of the Wright Brother's family. When I first was introduced to this amazing company (who truly does operate as one big family), I knew very little about the construction business. Now, I am proud to say my knowledge has increased, to I know a little bit more than I did and continuing to learn with each go around. I appreciate the patience that has been extended to me as I have been acclimating myself.

I wanted to take this time to tell you a little bit about myself. This is my 29th year in ministry and I have been a chaplain with Corporate Chaplains of America for two years. During my time in ministry, I have served as a Youth Pastor, an Associate Pastor, a Senior Pastor and now chaplain. My wife Wendy and I have been married 30 years in June and have a rescue dog named Ms. Bonnie.

While serving in a church setting, it has not been uncommon for me to have worked outside the church. My longest stint was at Duracell for 16.5 years. I worked in the HR/Safety department as a Safety Technician/Supervisor. Later, I would become the first full-time Catering Director/Manager for the Cleveland area Chick-fil-a. I have a Masters of Divinity from Southeastern Theological Seminary and a Bachelors of Science in Organizational Management from Tusculum College.

CHAPLAIN DONNIE
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"WE KNOW THAT ALL THINGS WORK TOGETHER FOR THE GOOD OF THOSE WHO LOVE GOD, WHO ARE CALLED ACCORDING TO HIS PURPOSE."

ROMANS 8:28



WRIGHT BROTHERS UNIVERSITY

competence-skills-knowledge-experience-learning-growth

**SAFETY CULTURE
OSHA 10
HEAVY EQUIPMENT OPERATIONS
PREVENTATIVE MAINTENANCE
SURVEYING/SITE LAYOUT
STRUCTURES**

**PLAN READING
PROJECT READING
ESTIMATING
TASK SPECIFIC TRAINING
PERSONAL DEVELOPMENT
CERTIFICATION TRAINING
MORE...**

2021 Dates:

Feb 23-25

Mar 23-25

Jun 22-24

Sep 21-23

Dec 14-16

To register: Discuss with your manager and contact
training@wbcci.com