



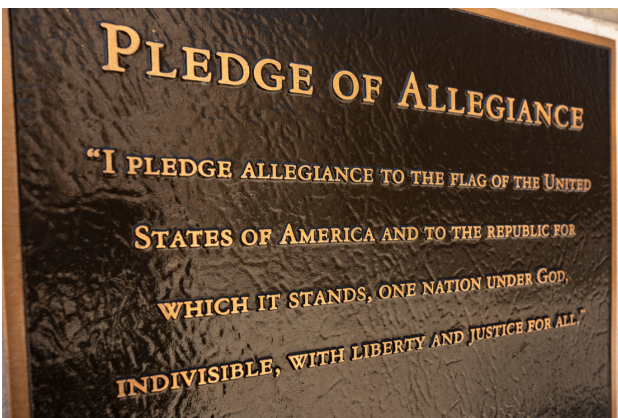
THE WRIGHT TRACK

AUTUMN 2020



PLEDGING ALLEGIANCE

Wright Brothers is proud to be an American corporation and is loyal to the institutions of The United States.



The pledge reminds us that our freedom will not be taken for granted and each American will remember the countless men, women and children who have given their lives so that they can live peacefully today.

Saying the Pledge of Allegiance or hearing our national anthem played usually makes one have an emotional moment. We feel proud to be part of this great nation, and this revelation, about how blessed we are to be part of its history, fills us with a sense of duty, purpose and love of country.

Because of this, and as an outward sign of our patriotism, Wright Brothers will now require our employees to respectfully participate in the recitation of the Pledge of Allegiance at all company gatherings. This includes staff meetings, company assemblies and weekly project safety meetings. Participation is defined as standing at attention, with men removing headwear, facing the flag of the United States.

This proclamation before each meeting states that we are all proud Americans...unified, standing together... as one nation and working together to create our future.

TITLE

BY STEPHEN
WRIGHT

Once again I have the opportunity to write to each of you, something I do not take lightly given I know the Wright Brothers family is among the best. It is my honor to humbly lead such a great group of people. 2020, a year marked by layoffs as a result of the China Virus, has been a busy and successful one for our industry. We are also blessed and thankful that only a few of our coworkers have contracted the virus, and of those, all have recovered. Thank you all for making good, reasonable choices and taking care of each other.



STEVE'S MESSAGE

"DO NOT BE AFRAID; DO NOT BE DISCOURAGED, FOR THE LORD YOUR GOD WILL BE WITH YOU WHEREVER YOU GO." JOSHUA 1:9

Why are we so blessed while the virus and civil unrest seems to be making the world around us fall to pieces? How should we react? What should we do? While I have no answers, I would suggest we take a moment to consider Joshua 1:9 "Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go." NIV



BE STRONG AND BE COURAGEOUS

Be strong and courageous. Do not be afraid; sound advice from where I sit. It makes sense to me when a vaccine becomes available soon, it will be the beginning of the end of the virus which has had such a hold on our lives for the last few months. Please continue to make the good common sense decisions you have been making and take care of each other.

Be strong and courageous. Do not be afraid; I believe there are forces out there who are using some very unfortunate situations to try to destroy the rule of law in the name of progress. Because they know without the rule of law our country will fail. Please be courageous and not afraid to reach out to your neighbor, your coworker, your fellow Americans and look for ways to be kind, helpful, to show love for each other. Micah 6:8 says... "and what does the Lord require of you? To act justly to love mercy and to walk humbly with your God." Some good advice...



Stephen O. Wight

**REACH OUT TO YOUR
NEIGHBOR, YOUR
COWORKER, YOUR
FELLOW AMERICANS
AND LOOK FOR WAYS
TO BE KIND,
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LOVE FOR EACH
OTHER**

Be strong and courageous. Do not be afraid. For 244 years so many have suffered and died to make and keep this country free, providing the foundation for one of the greatest countries ever. The success stories are everywhere. Please honor those who sacrificed by taking time to study the candidates and vote. There has never been a clearer difference, don't listen to the talking heads, please study what they have done over time, make up your own mind and exercise the most precious right on earth and cast your vote.

CARING TEAM

BY KELLY ROAN

Your Caring Team is here to “Show the Love of Christ Through Caring.” It is our mission to show this love by caring for our employees, their families, and the communities in which we work. Over the last two and a half years, we have funded 143 caring activities totaling \$212,967.00.

When we hear about a cause or a need for our community, we present it to the team, have a discussion and a vote just like any other activity. Since our inception, we have helped to fund several Community activities including:

- Holiday Food Gift Baskets for Veterans through the VFW, Athens / Sweetwater, TN
- Donated to the family of ‘Team Mason’ – a teenage boy who was diagnosed with a rare brain cancer and who must travel out of state for medical care
- Empty Stocking Fund – a charity that helps to ensure underprivileged children have Christmas gifts.



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

- Jimmy Ammons – Apison, Tenn.
 - Taylor Bishop – Chattanooga
 - Patricia Cooper – Corporate / HR
 - Danny Davis – Industrial South
 - Soon To Be Announced – GA
 - Jeff Dent – Corporate / Shop
 - Ricardo Diaz – Safety
 - Greg Dutson – Contracting
 - Ashley Gerald – Asphalt
 - JR Green – Alabama
 - Madeline Haneline – Asheville JV
 - Rocky Hunter – Eastern NC
 - Monica Johnson – Corporate
 - Bo Ramsay – Industrial North
 - Kelly Roan – Facilitator
-
- American Heart Association
 - Helped ATS provide Easter Dinner to over 70 families
 - Helped to fund a replacement service animal for a child whose animal died unexpectedly
 - Donated to a woman who was in a tragic head-on collision with a car that was involved in a police chase. She lost her arm and her husband, who had been released from the hospital, later died from injuries sustained in the crash.

FOSTERING THE FUTURE

While working Project 01-4XX in Cave Spring, Georgia, Project Engineer Hunter Pachman met the most extraordinary helper in 4th-grader Eli Morgan.

Eli's family farm is located near the project, and as Wright Brother's crews worked, he became more interested in the construction. So much so, in fact, young Eli purchased his own hard hat so he could join the nightly walk-through. Eli was also a terrific watchman, keeping an eye on the job site and Wright Brothers equipment on the days workers weren't there, preventing theft. To reward him for going above and beyond for Wright Brothers, Hunter presented Eli with his very own Wright Brothers pocket knife.



Pachman accepting his Excellence Coin Award for his participation in the Cave Springs Community.



Hunter Pachman, above right, with 4th grader Eli Morgan. Hunter fostered Eli's love of heavy civil construction, allowing him to join during nightly walk-throughs.

While doing his final checks on the bridge in early Septemeber, Hunter spoke with Eli and his father. Eli was just made the youngest member of the Polk County Junior Cattle Show Team. To honor his accomplishment and his hard work for us, Wright Brothers has decided to donate \$1,000 to the team...which will furnish the club with 2 tons of feed and will pay for the entire team's entry into a show this year.

Hunter Pachman was honored to receive an Excellence Coin for fostering Eli's love for construction and for his involvement in the Cave Springs Community. Congratulations, Hunter, for serving the needs of a great community and its hard-working residents.



LEADING FOR SAFETY

The best companies know that employees are their most valuable asset, its success is truly dependent on the workforce being successful. Leaders of these companies also know the importance of each employee's personal development and provide continuous opportunities to learn and grow.

Wright Brothers and Leading for Safety is just that! We are committed to becoming an industry leader in safety and operational excellence. This means we must lead by example... demonstrating our core values and leadership excellence behaviors daily. Our purpose, desired outcome, and personal development is driven by achieving smart goal objectives, attaining effective communication skills, creating engagement and individual connectivity, acquiring critical thinking skills and demonstrating genuine care and concern while building trust within. Let's create a culture of collaboration... creating a better, safer work environment for all of us.

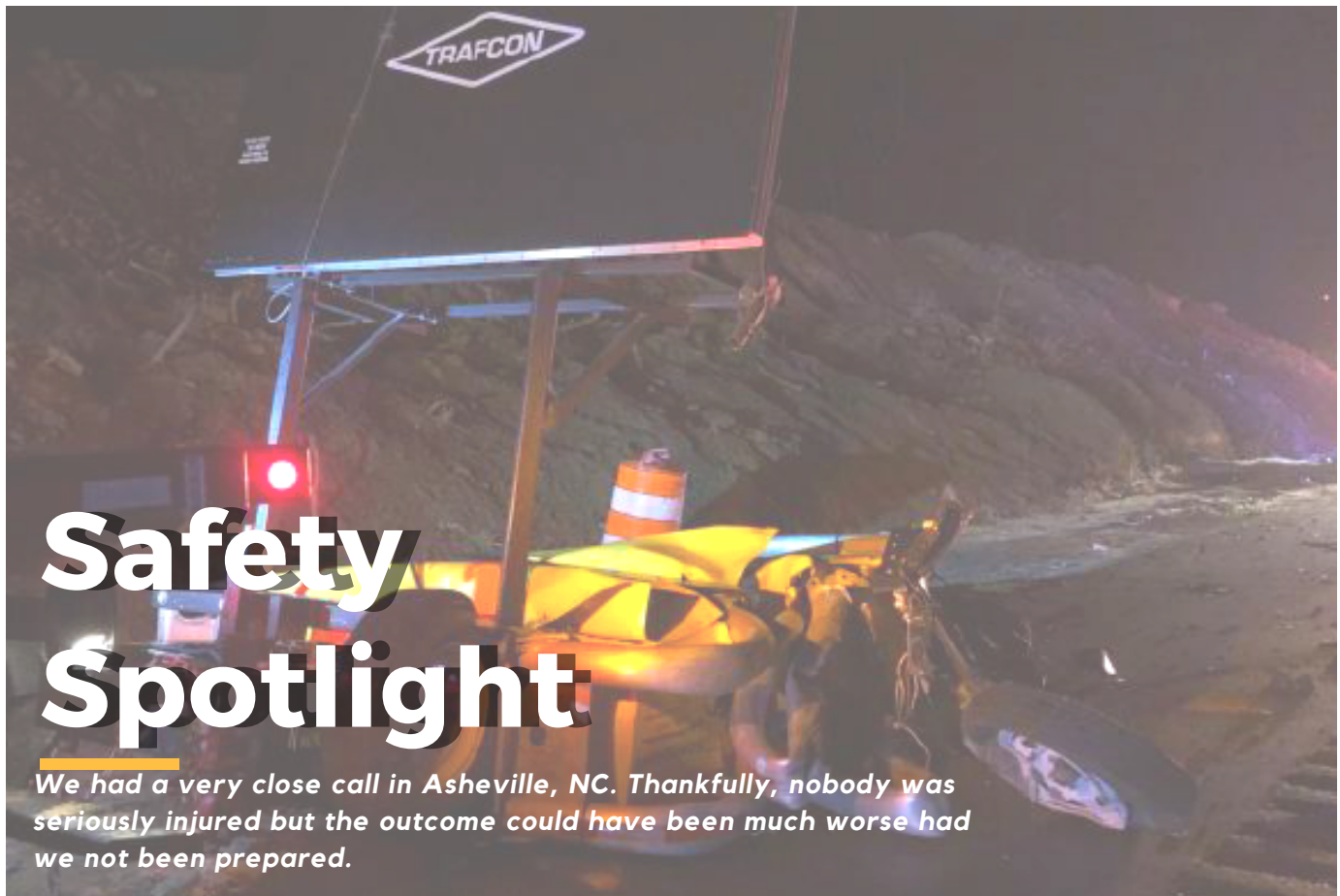
Drive Accountability Clearly define safety expectations, train on what great looks like, measure performance to ensure accurate execution, provide feedback on what is right and what needs to improve, and provide resources needed.

Create Connectivity Involve employees in identifying problems and creating solutions that work, share information so employees have what they need to work safely, and integrate safety into daily operations as the way of doing business.

Demonstrate credible consciousness Let others know that they have the knowledge necessary to create a safe work environment.

Build Trust Let others know you sincerely care about their safety! Demonstrate openness to build an honest speak up/listen up culture.

Need assistance with *Leading for Safety*?
Contact Chris Calandrino
ccalandrino@wbcci.com 423-421-3501



Safety Spotlight

We had a very close call in Asheville, NC. Thankfully, nobody was seriously injured but the outcome could have been much worse had we not been prepared.

HAVING THE RIGHT PLAN

DEVELOPING THE MOT

MOT plan was developed to ensure the safety of the crew removing the lane closure as well as the traveling public. Advanced warning signs were in place along both sides of the interstate approaching the work zone. The speed limit through the area have been reduced and posted for months. Law enforcement was present with their blue lights flashing in our transition zone.

A Wright Brothers F-650 truck with a Truck Mounted Attenuator (TMA) was positioned behind our foreman's truck, protecting crew members removing the barrels forming the lane closure. The arrow boards were lit, strobes were flashing, and the crew was wearing high visibility vests.

THE ACCIDENT

At approximately 2:20 AM, an 18-wheeler sped through the work zone and slammed into the TMA on the F-650. The distracted driver hit our attenuator and veered into the open lane before coming to a stop against the center guardrail.

The equipment that we use is critical to our MOT plans (in this case the Scorpion TL3). Our driver was trained well and knew to have the F-650 TMA in park with his foot on the break.

Though our attenuator was totaled, it did its job *perfectly*. No one, even the driver of the semi, was hurt and our F-650 was virtually undamaged. Everyone walked away from this accident because the plan was followed correctly. GREAT JOB!



Construction

Tourism, other local industries, and local residents will all benefit from the economic opportunities provided by the new highway.

US 19 COMPLETION

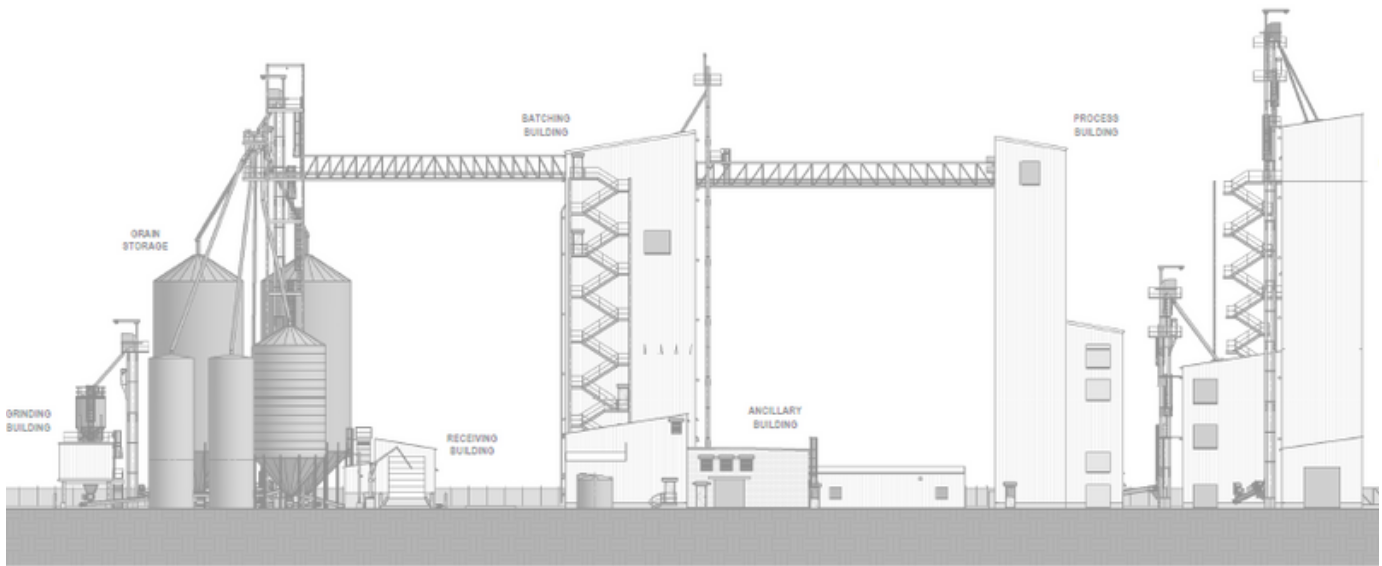
JOB #01-0428

We're excited to announce that US 19 in Mitchell and Yancey Counties in North Carolina is open! The eight-mile-long project transformed the old two-lane roadway. Six new bridges, six box culverts and fourteen turn arounds, along with additional drainage, guardrails, signage and lighting makes it a straighter, safer stretch of road.

Criteria

The end result is an improved transportation network in these mountainous counties. Trucks and tourists can now cruise on four lanes from Interstate 26 in Madison County, through all of Yancey County and into Spruce Pine. Long-range plans for U.S. 19E include extending four lane sections east of Spruce Pine and into Avery County.





Contracting

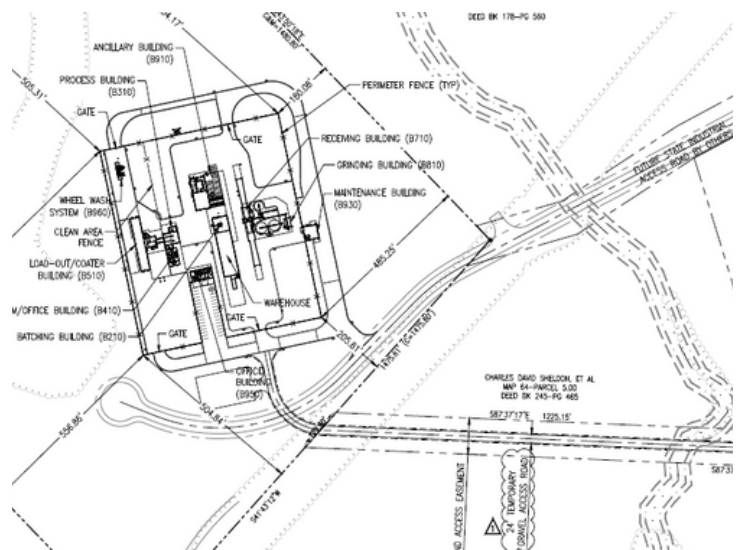
With the capacity to produce 2,400 tons per week (125,000 tons annually), the feed mill will supply more than 65 farms

PIKEVILLE FEED MILL

JOB #02-0295

Aviagen, a global poultry breeding company, broke ground this summer on a state-of-the-art feed mill processing facility in Pikeville, Tenn. The new facility will supply the company's growing number of internal flocks with high-quality, pathogen-free feed. The \$35.3 million allocated to the feed mill is part of a larger \$100 million investment for the company in the communities of Pikeville and Crossville in southeastern Tennessee.

Wright Brothers Contracting is the chosen contractor for the site development on this massive project. Work includes: 70,000 CY of mass excavation, finish grading of 22 acres, rough-grading and footing excavation for 12 buildings, a quarter-mile of geogrid reinforced access roadway. There are also numerous laydown areas and temporary roadways, 2000 LF of RCP storm, sanitary sewer, and water/fire lines.



The major site work will be completed September thru November of 2020, allowing structural contractors to commence activities. Final grading, revegetation, and paving is scheduled to complete in the fall of 2021.

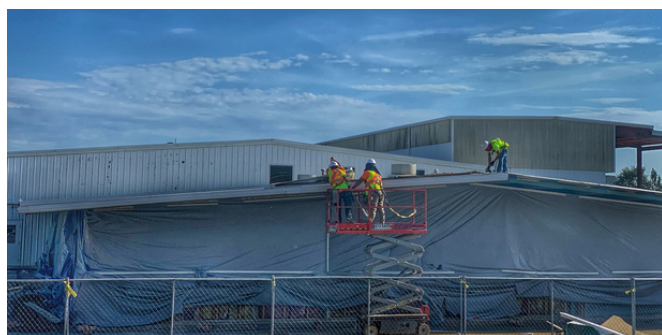


BUILDING OUR FUTURE

Wright Industrial Group is overseeing the expansion at home office. The “old building” functioned as the only office for Wright Brothers from 1982 until 2018, when we outgrew our space and a new two-story building was constructed.

The remodel of the “old building” will add a much needed, renovated space. The new addition, pictured above, will house the Wright Brothers Contracting team.

The entire facade has been removed from the original office building (pictured top right) and the portable offices have been removed. Now that the steel bar joists have been installed, work will continue at a rapid pace until completion.



Tom Graham and crew work with Sequatchie Concrete Service, Inc. on the foundation pour for the expansion.



2020 WBC SCHOLARSHIP RECIPIENT

Ross Ledford/Paving Intern (2020)
Knoxville, TN
University of Tennessee
Construction Science
Class of 2021

Wright Brothers understands the importance of teaching and training the workforce of the future. To show our dedication, WBC awards a \$1,500 scholarship to a promising intern. This year's winner is Ross Ledford from Knoxville, Tenn.

Ross was one of the largest classes of interns Wright Brothers has ever accepted. He and 15 other college students spent the summer working closely with Wright Brothers crews, learning the ins and outs of the industry.



University of Tennessee senior Ross Ledford stands with Charlie Parker, head of the UT Construction Science Department (L), and Wright Brothers Vice President Tony Boals (R). Ledford interned with Wright Brothers Paving Division this summer.



**PROTECT YOUR
HEALTH**

FLU SHOT

Getting a flu vaccine is more important than ever this year. Protecting yourself and the people around you from flu helps healthcare systems responding to the COVID-19 pandemic.

Seasonal flu shots protect against the three or four influenza viruses that research suggests may be most common during the upcoming season. There are many flu vaccine options to choose from, but the most important thing is to make sure you and your family get a flu vaccine every year. If you have questions about which vaccine is best for you, talk to your doctor or other health care professional.

