



# THE WRIGHT TRACK

SPRING 2020

## COVID-19

**Project Action Plan**

**NOVEL**

**CORONAVIRUS**



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## CORONAVIRUS PANDEMIC

The COVID-19 Pandemic has affected all of us. Businesses all across America have shut down in an attempt to abate the spread of the virus. While there is currently no vaccine to prevent the virus, there are simple steps that you can take to help stop the spread of this and other respiratory viruses. While some things are very simple (frequently washing your hands for at least 20 seconds, staying home if you're sick), there are still many things about this situation that are unknown. CEO Steve Wright addresses some of our concerns and Corporate Safety Director Tom Harris unveils our COVID-19 Response Manual.

# ABOUT COVID-19

BY STEPHEN  
WRIGHT

All,  
These are unprecedented times we are experiencing. For a couple of weeks I have been trying to figure out what to say to all of you, in an effort to encourage, guide, be a good leader, and set a good example.

My problem has been my opinions vacillate between COVID-19 is largest most expensive life destroying over reaction in history to, maybe it is a bad as some would have you believe. Honestly, we just don't know yet. To that end, in my opinion we should respect those who lead us and take a common sense approach.

From a business perspective, the Departments of Transportations are saying "business as normal." The majority of our heavy civil private clients have said nothing.

Our area of concern is many of the Industrial Clients are publicly traded companies whose boards are in sheer panic due to the stock market tumble. Some clients have been instructed to stop spending money. Hopefully this will pass soon.

We should take stock of those around us and do our best to protect those who are at the greatest risk, like the elderly, children, and those with compromised immune systems. Give special consideration to those who care takers at home as well. We need to be as accommodating and respectful to those needs as we can. We should learn and live by the best practices of how to take care of ourselves as well.



## STEVE'S MESSAGE

**"WE ARE A FAMILY. IF THERE ARE ANY SPECIAL NEEDS OR CIRCUMSTANCES OUT THERE, FEEL FREE TO SHARE SITUATIONS THAT MAY NEED ATTENTION WITH ME OR ANY OF OUR LEADERS. WE WILL DO WHAT WE CAN TO GET THROUGH THE CHALLENGES TOGETHER."**

Personally I choose to believe this will get better soon, and to place my faith in scripture. Among those I would recommend is Psalm 91, and Philippians 4:6-7, please share yours with me. Chaplain Bill has published several good devotionals over the last few days. If you are not on his email list let me know and we will fix that as well.

# COVID-19 RESPONSE PLAN

BY TOM  
HARRIS

Our work in the construction industry supports the infrastructure of civilization: without it, the framework of lives cannot continue. We appreciate the diligence and dedication you have to Wright Brothers and we want to keep you working. We are also concerned about the health and safety of you, your family and others who work around us.

## COVID-19 Project Action Plan

### About COVID-19

In January of this year, the World Health Organization (WHO) declared the outbreak of the novel coronavirus (COVID-19) a global public health emergency. While public health authorities across the world are taking action to contain the COVID-19 outbreak, it is important that businesses and individuals play a role as well to stop the spread of this disease.

People of all ages can be infected by COVID-19. Most persons infected experience mild symptoms and recover. Older individuals and people with weakened immune systems or pre-existing medical conditions (such as asthma, diabetes and heart disease) appear to be more vulnerable to becoming severely ill with the virus.



# COVID-19

## NOVEL CORONAVIRUS

**Project  
Action  
Plan**



Wright Brothers has developed a response to the Coronavirus pandemic. The COVID – 19 Action Plan was released to all team leaders on Wednesday, March 25. It will be discussed and shared at Toolbox Meetings (TBM) during the pandemic and will be updated periodically when the need arises. Everyone should have access to the plan.

In this dynamic situation, we will continue to provide up-to-date information on our website, through social media, and emails. We are all dealing with many challenges today and for the foreseeable future, but we are confident that we have the people and processes in place to successfully continue our operations.





# TRBA CONTRACTOR OF THE YEAR



We are proud to announce that Wright Brothers Construction Company, Inc. is Tennessee Road Builders Association (TRBA)'s Prime Contractor of the Year. We are overwhelmingly humbled by this award and are thrilled to share this achievement with all of you!



## WRIGHT BROTHERS AWARD-WINNING RECRUITMENT

Congratulations to our Workforce Development & Recruitment Team, who were honored by Associated General Contractors of East Tennessee for Excellence in Education and Workforce Development! Accepting the award were Kelaiah King and Parker Fugate, who spearhead our efforts throughout the region.

The team, headed by Tony Boals and includes simulator instructor Will Ollis, travels throughout the southeast speaking to individuals about careers in construction. They often travel to high school and college career fairs, but have spoken to children as young as elementary-school students.

Educating the future is only part of the team's mission. They also actively engage in recruitment of new hires, using their skill set to attract new talent at military and adult career fairs.



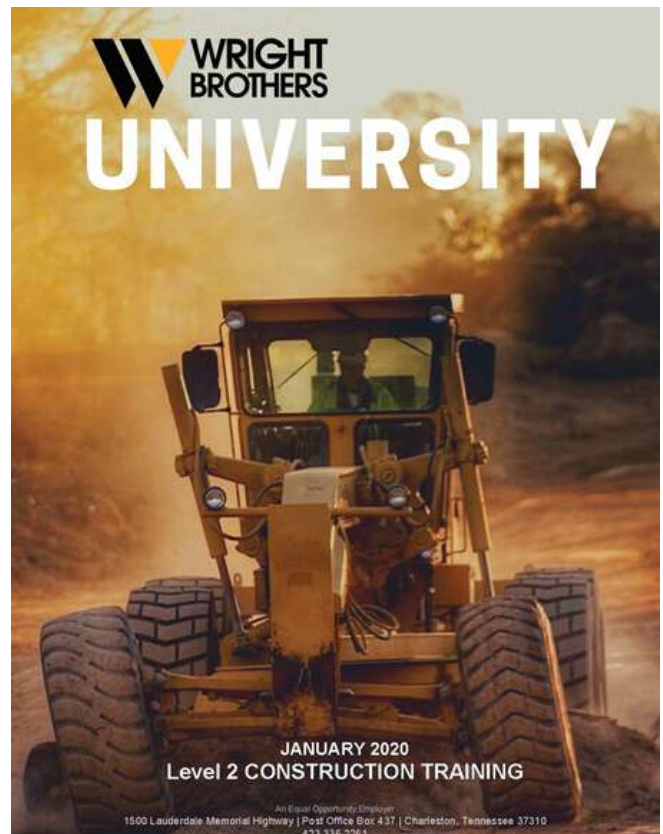
*Kelaiah King with Will Ollis.  
The pair are part of the Workforce  
Development & Recruitment Team  
along with Parker Fugate and  
Tony Boals.*





This is the first year for **Wright Brothers University**, a 40-Hour, Level Two Construction class held here at our home office. This week-long immersive training was designed for current operators to hone their skills, gain experience on our Caterpillar simulators, earn their OSHA 10 card, and learn additional aptitude in preventative maintenance, safety, and leadership.

The team had many in-depth learnings in both technical and behavioral skills focusing on various aspects of Construction. They were also instrumental in providing experienced input as we continue to build Wright Brothers University. It was a good week with engagement and collaboration, ultimately bringing this team closer together with additional knowledge of the business, increased confidence in their daily roles and appreciation for being noticed as valued employees.





## FEBRUARY

In February, 15 employees completed a MicroSoft Project Level 1 training course through Wright Brothers University. While centered around the MS Project scheduling software, the course introduced students to basic and fundamental principles of project scheduling.

Understanding how to create and maintain a project schedule is a valuable tool that will help our Project Managers and Project Engineers schedule, track, and forecast our projects as well as meet increasing scheduling demands by our clients. Discussions and plans to offer a Level 2 course are already in the works.

## SPECIAL THANKS

We offer special thanks to Chris Calandrino and New Horizons Learning Center for producing and teaching the class. Please help us congratulate the following employees for completing the class:

### • Brian Charlesworth

- Devin Baker
- Forrest Catron
- Parker Fugate
- Hunter Bates
- Jacob Hunter
- Joel Brown
- Claire DeFoor
- Tanner Dodd
- Josh Reeser
- Ryan Lovelace
- Taylor Bishop
- Kayla Calfee
- Greg Dutson
- Bruce Sparrow





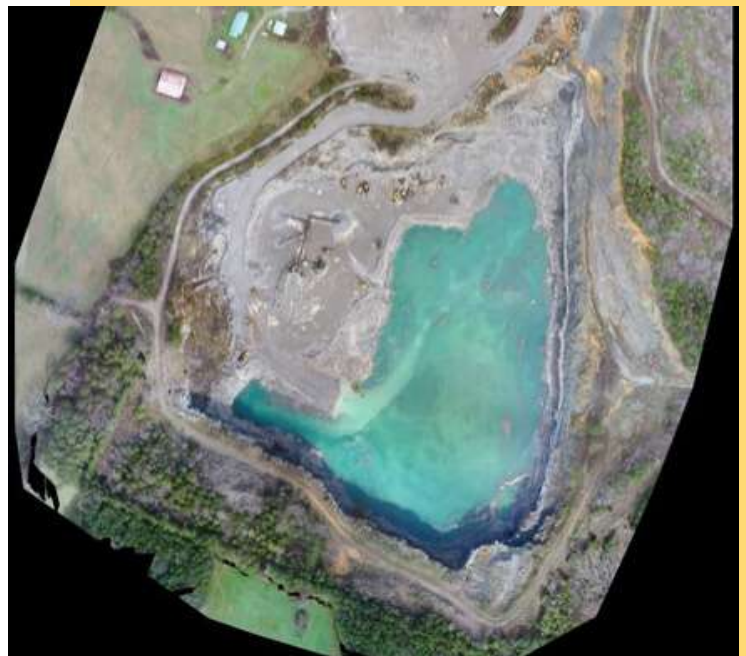
# In Flight

*Everyone enjoys a good drone video. The soaring vantage of a job site is second-to-none. But as David "Hootie" Houghton explains, drone flights improve safety in surveying, while saving the company time and money.*

## WRIGHT BROTHERS DRONE PROGRAM

In Summer 2017, Wright Brothers Surveying and GPS Department began utilizing drones for project mapping purposes. We now have three FAA licensed SUAS (small unmanned aircraft system) pilots on staff: David Houghton, Michael Franklin and William Keys.

Drone flight have vastly improved safety, quality, and production of our surveys in quarries. First, a "safe zone" had to be determined by checking site conditions and with assistance from a site supervisor. Once the safe zone was established, we would use GPS in these areas, then use a reflectorless instrument to capture the unsafe zones. This required many setups of the instrument to capture all the angles, piles, and berms. We would have to do this from the top side of the high wall and then again from the floor below the high wall. This process typically took 10 - 12 hours to complete.



*With a drone flight, we have cut survey time to 2-3 hours. There is no need to determine a safe or an unsafe zone, since no one ever needs to be anywhere near the high walls. The processing means we get as good or better topography than ever before.*





## HOW IT WORKS

Sites are mapped by photogrammetric methods; combining aerial drone imagery, ground control points, and photogrammetry processing software to produce accurate 3D surveys of project sites.

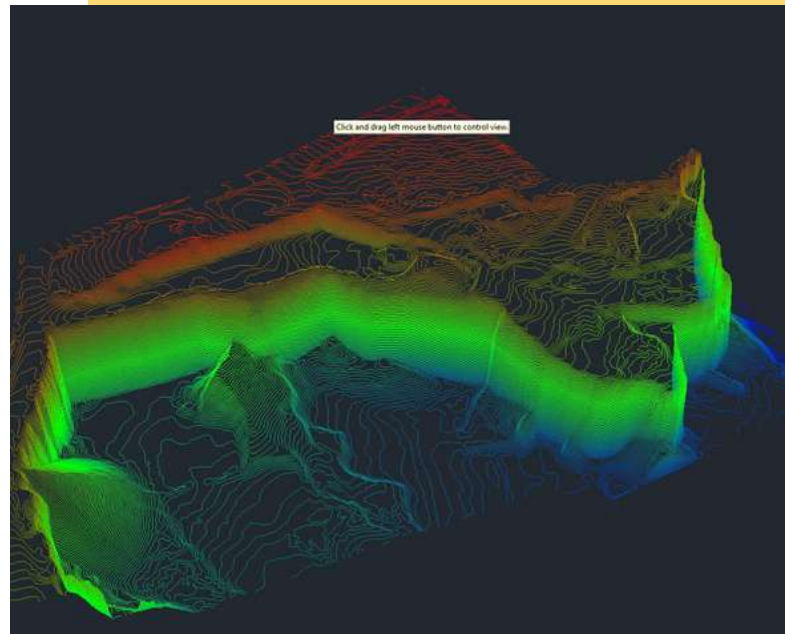
These 3D surveys are then used for volumetric analysis and capture some pretty cool images of our sites. We learned a lot in 2017 and early 2018 through trial and error. We had to not only master the proper protocols for ground control points along with the drone and flight, but also the office software required to produce an accurate 3D survey. We performed a lot of checks to verify and build trust in the new technology. We performed traditional surveys and aerial surveys and then compared the two. This helped to establish our protocols for aerial surveys.

## PROCESSING

We examined different services for processing, ultimately deciding on a custom-built Workstation designed by our Wright Brothers IT department. This gave us the ability to tailor each flight for its project needs, and to only process the data we needed, speeding up the processing time tremendously.

**Do you have questions or need aerial photos of your site? Contact the survey department.**

**In 2019 we successfully performed 112 flights with processing.**







# Safety Spotlight

*Congratulations to Job 517 on being our first safety spotlight job for 2020*

## MENTONE ALABAMA

Project Length: 2450'  
Overall Bridge Length 156'  
108' Precast Arch Span  
Contract Value: \$5,714,487

The safety plan was developed, discussed and executed flawlessly with no accidents or near misses during a very interesting phase of the project that required precision accuracy. A very small space in which two large cranes had to operate a tandem pick to set each of the four arches. This task took months of prep and excellent planning to safely set each 140,000 pound arch. Hats off to Steve Turner, his crew, our crane operator, Charlie Frost, and the guys from Crane Works to safely and precisely set and secure each arch.

### JOB #01-0517

Chris Brown – Construction Manager  
Josh Reeser – Project Manager  
Hunter Bates – Project Engineer  
Steve Turner – Site Superintendent







# Wright Industrial Group Update

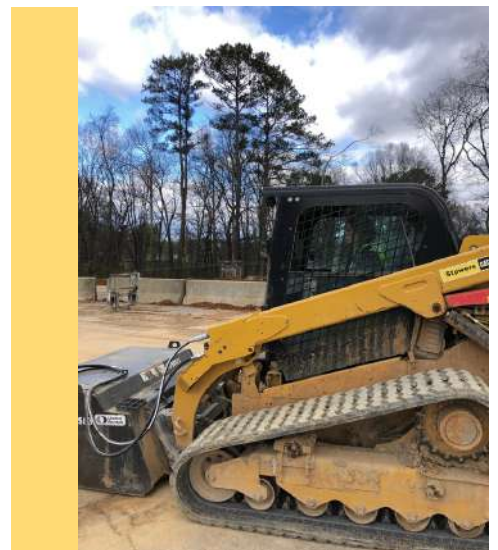
*The Industrial division of Wright Brothers Construction continues to expand its footprint and services.*

## 1ST QUARTER UPDATE

The Industrial Division has remained in growth mode since the last publication. This expansion has necessitated the addition of a number of new management roles which includes a mechanical director and a dedicated scaffold & insulation superintendent. These individuals bring with them a wealth of experience and knowledge in their respective fields, and we welcome them to the team.

### CIVIL DIVISION

Within the civil department, the lingering adverse weather has hindered progress on most of the jobs involving earthworks. But we have been fortunate to complete several projects since the fall of last year. These include the truck trailer lot in Collegedale, a tank foundation for a local client, and various other smaller private projects. The current jobs have advanced as fast as possible, but not lacking in frustration from both the Client and our sides.



*We are able to remain competitive and provide our clients with a “One Stop Shop” for many of our client's needs.*



**Special Project of  
the Year**

# Construction Update

*When a rockslide paralyzed I-40 on February 22, 2019, NCDOT and Harrison Construction thought of Wright Brothers Construction first.*

## I-40 SLIDE REPAIR

**JOB #01-0570**

When a rockslide shut down I-40 at mile marker 7.5, NCDOT first priority was to get it back open, safely, as quickly as possible. This section of I-40 is critical to commerce and carries tens of millions of dollars' worth of goods and supplies everyday. Discussions between the Department and Harrison Construction, who had an open paving job at the site at the time, immediately turned to Wright Brothers Construction Company as a contractor who could excavate and remove this material the quickest. Jeff Ball and his crew were on site within hours. Five days later, I-40 was opened to one lane in each direction and by the first week of May, all lanes of traffic were restored, and the slope was stabilized.



*Traffic is open in this picture and the slope is ready for scaling and nailing. Note the conex boxes for added protection for the traveling public.*



Small Project of  
the Year

# Contracting Update

*The landfill as it appears today.*

## VONORE SUBSTATION LANDFILL CLOSURE

**JOB #02-0256**



*The landfill in its 2017 pre-closure condition.*





**PROJECT  
SUMMARY**

Protective Cover installation



Side slope storm water  
channel installation



Closure turf with sand infill -  
Standard Cap vegetative layer  
transition.



#01-519

Lakepoint Extension  
Large Job  
Project of the Year



#02-229

Vonore Substation  
Small Job  
Project of the Year



## 2020 ANNUAL MEETING AND PROJECTS OF THE YEAR

We had a spectacular two days during our 2020 Annual Meeting! The Lakepoint Extension in Bartow County won the award for Large Project of the Year. The Haywood County, NC Slide Repair won Special Project of the Year. The TVA Vonore Substation won Small Project of the Year. The resounding message that carried throughout our gathering is that our people are our number one asset and everything we do is because of, and for, them. This meeting is not only a time to celebrate achievements, which we have, but to look at all we do on daily basis internally. Wright Brothers is a company that builds great things: roads, bridges, and industries. But without you, our people, those goals would never be accomplished. We are proud of the human company that we are; *our greatest goal at Wright Brothers is to build great people.*

#01-570

I-40 Slide Repair  
Special Job  
Project of the Year







## 2020 JAMES AND ROBERT WRIGHT CORE VALUES AWARD

Our Core Values Award was presented to Wright Brothers Contracting Superintendent Johnny Miller. Johnny is a 33-year veteran of Wright Brothers, and a past recipient of the Excellence Coin. He earned this award for being a true model of integrity, urgency, selflessness, and hard work. His sincere dedication to always go above and beyond is ever-present, inspiring those around him with his diligence and industry. Every job he has ever undertaken has been beyond excellent and exceeded every expectation. Congratulations, Johnny, on this incredible achievement!

**James and Robert  
Wright Core Values  
Award Winner  
Johnny Miller**





# WRIGHT REWARDS

Do you have a crew member who exemplifies our core values? One who always goes above and beyond, even in this time of uncertainty?

Introducing Wright Rewards...a program intended to shine the light on these employees by offering extra incentives, like gift cards, to those employees who are outstanding.

So how does the program work? It's simple. Leaders will be given gift cards. When they spot a crew member doing great things, acknowledge it with this little reward. Make sure to make a list of the crew members you've rewarded and send them on to your HR representative. Those rewarded will be entered into a drawing to win an even larger gift card each month. Just another incentive for being an incredible Wright Brothers employee!

## Recognize Your Crew Member!

- Your crew member is a great employee!
- Reward him/her with a gift card on the spot or at your next TBM.
- Send his/her name to your Human Resources Representative to be entered into a monthly drawing.



See someone on your crew doing an excellent job? Reward them!

Research shows that employees want more than just good pay and benefits; they also want to be treated fairly, to make a substantial contribution to the organization through their work, and to be valued and appreciated for their efforts. Wright Rewards does just that. It is designed to thank employees for a job well done. Organizations consistently recognized as "great places to work" are typically those that frequently recognize, validate and value outstanding work—not only by telling employees they are doing an excellent job... but also by giving them great incentives.

# MARK YOUR CALENDARS

## *Wright Brothers Picnic*

OCTOBER 17, 2020

On the front lawn at the home office  
1500 Lauderdale Memorial Hwy  
Charleston, TN 37310

### **FUN AND FESTIVITIES START AT 11 AM**

The Caring Team will be taking donations to benefit  
two amazing charities:

**The Caring Place**

**Prevent Child Abuse Tennessee**

Some suggested items:

Non-perishable foods, please no glass.

Baby items, diapers, or wipes.

**WE LOOK FORWARD TO SEEING YOU AND YOUR FAMILIES**



# CHAPLAIN'S CORNER WITH BILL HOLLAND



God has given so many gifts and treasures to His children.

One of them that we especially need today is peace. Jesus said, "Peace I leave with you, My peace I give to you; not as the world gives do I give to you. Let not your heart be troubled, neither let it be afraid."

Have you been troubled or afraid lately? Have you allowed the global panic about Coronavirus to creep into your thoughts? Our God is bigger than a virus, and He offers us the gift of peace. But like any gift, we must receive it.

Unwrap and open it! God's peace is available to you today, for whatever you are facing. Spend time in prayer and in the Scriptures. Engage the Word of God and watch the peace that passes understanding wash over your heart and mind as you do.

If there's something in your life that I can pray about, feel free to email with your prayer request. I'd be honored to bring it before the Lord.

Bill Holland • Senior Certified Chaplain • [bholland@chaplain.org](mailto:bholland@chaplain.org)  
1-877-322-2427 ext 4255 • [www.chaplain.org](http://www.chaplain.org)



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