

INTOUCH

SPRING 2017 | A **McALVAIN** GROUP OF COMPANIES PUBLICATION



RAPID RIVER HATCHERY SCREEN & DIVERSION TEAM MEETS CRITICAL MILESTONES

Riggins, Idaho. Construction of the Rapid River Fish Hatchery Screen & Diversion continues to progress as planned and is on schedule for substantial completion in June 2017. To date, McAlvain Construction has successfully achieved six of eight milestones for the project. The most recent three completed in February were extremely critical with no room for delay. This included completing all in river work; constructing weirs, building concrete structures, and installing pneumatic crest gates. With a February 22nd deadline, the crew on site worked tirelessly through most of the winter to successfully meet each critical milestone. "You've got to hand it to our Team," says Geoff Hewitt, McAlvain Project Engineer. "Even during one of the craziest winters, everyone stayed motivated, braved the elements and worked hard to make it happen." The remaining milestone dates include putting a concrete vault into operation by May 29th and substantial completion June 15th.



PROJECT ANNOUNCEMENTS

McAlvain Concrete, Inc.

St. Luke's Children's Pavilion, Boise
St. Luke's Magic Valley MOB
Residence Inn Boise
Boise City Hall Main Plaza Renovation

McAlvain Construction, Inc.

ISU Davis Field Renovation
Animal Shelter of the Wood River Valley
Indian Creek Plaza
Sweetwater Townhomes
LCSC Living Learning Complex
Lander Street WWTF Improvements
CCDC Pre-qualified Contractors List
SkyWest Maintenance Hangar

EMPLOYEE MENTOR PROGRAM ROLLS FORWARD

McAlvain Group of Companies is dedicated to the betterment of its employees by developing a skilled workforce of craftsman and managers. Launched in 2016, a written plan has been made available to qualified employees. This plan outlines key steps to learning skills and duties necessary to manage work at a Foreman and Superintendent Level for McAlvain. Interested individuals should contact Brian Burford or Brandon Fannesbeck.

BLUEPRINTS BOISE FOR MANAGERS

The construction industry is evolving, and now more than ever Customer Service has to be a top down priority within our organization. Blueprints for Managers is a yearlong program that focuses on Client Services and Communication skills. The first class from McAlvain to be enrolled in this program is comprised of Brandon Fannesbeck, Jamal Nelson, Mike Wilson, Steve Kaufman, Torry McAlvain, Jr., Tyler Resnick and Walt McBrier. June 2017 will mark the completion of the first class and is to be superseded by the second class.



RECENTLY COMPLETED

McAlvain Design Build, Inc.

Valley Country Store at the Crossroads, Jerome

McAlvain Concrete, Inc.

The Afton Lofts
The Fowler Apartments
Barber Station Apartments

McAlvain Construction, Inc.

Walmart Learning Center
Grove Plaza Renovation Phase 1
Western States Pocatello
Dixie Drain Phosphorus Removal Facility

WELCOME TO MCALVAIN

Gerardo (Gary) Vidales as Jr. Estimator

CONGRATULATIONS!

Tyler Crofts has been promoted to Concrete Superintendent

Reed Lenkersdorfer has been promoted to Assistant Project Manager

Tyler Resnick has been appointed to the City of Boise's Building Codes Board of Appeals for a four year term ending 1/20/21



Ruth Fritts a candidate for NAWIC National Secretary

Our very own Ruth Fritts is running for the office of 2017-18 NAWIC National Secretary. Ruth has served as National Chairman of the Safety Committee and Strategic Planning Committee as well as multiple positions within the NAWIC Boise Chapter. Ruth currently serves as Director of the Pacific Northwest Region which oversees ID, OR, WA, AK, MT, Northern Nevada, Northern California and Guam. Over the next month, Ruth will be campaigning visiting 5 of the 8 regions within the US leading up to the May 31st election.

Employee Assistance Program Added to Benefits

Newly added to this years company benefits is the Employee Assistance Program (EAP). The EAP is set up to provide access to face-to-face counseling professionals, web-based tools and other resources that help you sort out work, personal or family issues. This includes:

- **Personal:** Stress, anxiety, depression, grief, drug or alcohol use
- **Relationship:** Marriage, separation or divorce, family, parenting, domestic abuse
- **Work:** Anger management, job change, co-worker conflicts, ethics
- **Legal & Financial:** Wills, budgeting, financial planning, divorce, identity theft protection & recovery

These services are provided at no cost to eligible employees & families and are strictly confidential. To access services call **1-800-726-0003**. Crisis counselors are available 24 hours a day, 7 days a week. Go to BPAHealth.com for more information. McAlvain login access can be found on page 137 of the 2017 McAlvain Benefits Booklet.



SPOTLIGHT

PAOLA BURGOS ELDREDGE

FRONT DESK COORDINATOR

Paola is the first one to welcome you as you enter our doors! She has been with McAlvain for nearly a year now and manages the front desk, handles subcontractor insurance compliance, provides translation/interpretation and assists human resources, payroll and accounts payable. Originally from Bogota, Colombia, Paola has lived in the United States for 13 years and loves Idaho. She moved to Boise in 2010 and graduated from Boise State University with a degree in Human Resources Management. Paola is married with two kids; a 4 yr. old boy and 18 mo. old girl. Paola and her family enjoy the outdoors and love to hike, fish, camp and swim. She also enjoys running and loves to travel; especially to visit her family in Colombia. **About working at McAlvain:** "One of my favorite things is the company's customer oriented culture and the integrity and professionalism of each employee. I feel part of a great team that works hard and goes beyond quality expectations. The enthusiasm and hard work is contagious!"



GROVE PLAZA SPONSORSHIP

From the original construction to the 2017 renovation, McAlvain is a proud builder of the Grove Plaza in the heart of Downtown Boise. In addition to the recent renovation, McAlvain helped contribute as a sponsor to pay for some special added features to the plaza including choreographed displays of water, lights and music at the fountain. As a token of appreciation, CCDC is preparing a special plaque for each sponsor to be placed near specific trees within the Grove Plaza. This summer, take a trip down to visit the beautiful new plaza and look for the McAlvain plaque!



ANNUAL EMPLOYEE PARTY 2016 "OF THE YEAR" AWARDS

- CONCRETE FINISHER OF THE YEAR** Chayse Laleman
FOREMAN OF THE YEAR Brian Vernon/Joel Durham
EQUIPMENT OPERATOR OF THE YEAR Jared Cammann
LABORER OF THE YEAR Johnny Tovar
CARPENTER OF THE YEAR Jose Padilla



Prescription Medications are often helpful in recovery from illness and injury, and chances are you have received benefits from one or more prescribed by a physician. Almost every medication has some risk associated with taking it, including various side effects.



Opioids are medications that relieve pain. Common brands are Vicodin, OxyContin, Percocet, Hydrocodone, and Dilaudid. Prescription painkillers work by binding to receptors in the brain to decrease the perception of pain. These powerful drugs can create a feeling of euphoria, cause physical dependence, and, in some people, lead to addiction. A person who is abusing prescription painkillers might take larger doses to achieve a euphoric effect and reduce withdrawal symptoms. Larger doses can cause breathing to slow down so much that breathing stops, resulting in a fatal overdose. These painkillers are powerful drugs and are highly addictive. The misuse of these drugs is becoming an epidemic today. In 2013, over 51% of overdoses (22,767 deaths) were due to prescription medications. It's important to be an informed consumer as you discuss the potential use of these medications with your medical provider and their impact on your safety at home and at work.

Is there an Alternative? There are several alternative non-opioid pain relievers. Ask your doctor if a non-opioid alternative can be prescribed. If not, ask your physician to limit the dose and length of time you take the medication. There is no way to determine who will become addicted to the prescription painkiller. People with a history of substance abuse including alcohol or other drugs, or those who experience depression or anxiety, are more vulnerable.

Do not share your medications. You may be endangering someone's life, or enabling someone else's dependency or addiction.

Safely dispose of medications once you have stopped taking them. Your local pharmacy can give you information on how to do this. Be sure that you understand the part of your workplace policy that talks about prescription drug use. Prescription opioids greatly increase the risk for incidents and errors. It is important that your physician knows that you are in a safety sensitive job or responsible for any work where impairment creates an unsafe or high-risk situation.

McAlvain's Drug-Free Workplace Policy requires the employee to disclose that he or she is taking medications if the drugs are producing or may produce side effects that could result in unsafe working conditions. Employees are cautioned regarding the use prescription medication that contains a WARNING LABEL that the use of the drug may impair his/her ability to safely operate equipment or machinery.

2016 SAFETY AWARDS | ACCIDENT FREE HOURS

Del Abbott	7,129 hrs	Dawn Geddes	6,746	Fabian Marquez-Chavez	49,554
Taylor Ades	3,182	Justin George	5,449	Gerardo Martinez	10,074
Arnold Ades	3,665	Daniel Godoy-Lamas	4,723	Chase McCubbins	4,413
Luis Arellano	4,233	Angel Gomez	3,558	Juan Mora	2,299
Joseph Barrera	3,199	Erick Gomez	3,195	Larry Moulton	4,956
Amador Barrios	6,595	Erasmo Gonzales- Suarez	3,011	Brian Murphy	52,680
Mike Barron	8,200	Dameon Goodway	7,007	Jonathon Nagel	4,163
Jose Bautista	11,236	Pete Hamilton	7,449	Kent Olsen	37,272
Fran Bohl	35,531	John Hanson	3,840	Juan Padron	4,826
Christian Brandon	5,415	Christopher Hart	6,800	Guadalupe Perez	2,160
Shane Brandon	29,039	John Hernandez	4,647	Ervey Pesina	6,117
Daniel Brier	2,448	Jose Hernandez	3,673	Jesus Ramirez	6,381
Brian Burford	50,381	Dan Johnson	3,802	Ricardo Rodriguez	4,226
Jared Cammann	21,692	Daniel Johnson	2,529	Ivan Sandoval	3,424
Dustin Campbell	24,901	Christopher Knott	4,032	Antonio Silva Mora	7,534
David Carrera	21,090	Dan Koski	17,469	Marco Solis	3,868
Oscar Carrillo	2,539	Shane Koski	6,742	Richard St. Germain	2,337
Richard Clauson	47,294	Chayse Laleman	4,431	Cesar Tejada	2,430
Rodney Cole	7,058	Curtis Law	3,000	Lenny Thomason	9,512
Gulberto Colis-Martinez	2,678	Anthony Lawrence	8,330	Johnny Tovar	6,823
Rodie Cox	3,265	Bruce Leonard	6,851	Epigmenio Valenzuela	5,932
Clayton Crofts	5,095	Matthew Lindenmuth	8,053	Raudel Valenzuela	7,701
Tyler Crofts	15,360	Leonard Loewen	6,213	Angel Vasquez Jr.	8,533
Raul Deanda	23,468	Julian Lopez	8,200	Bill Newhouse	25,051
Joel Durham	4,194	Luke Lott	6,522	Amlicar Vasquez	8,025
Randy Engle	29,648	Stephen Ludwig	5,402	Brian Vernon	4,405
Ben Eriksen	6,717	Mark Lundquist	5,524	David White	3,338
Federico Flores	13,996	Jayme Madler	5,496	Mike Wilson	46,360
Juan Galvez	3,887	Pablo Maravilla	12,882	Manual Zapata	2,438

ANNIVERSARY MILESTONES

5 YEARS +	10 YEARS +	15 & 20 YEARS +
Mark Lundquist (5 yrs)	Michael Barron (10 yrs)	Pete Hamilton (15 yrs)
Rod Coles (5 yrs)	Gerardo Martinez (10 yrs)	Ruth Fritts (15 yrs)
Shane Koski (5 yrs)	Candice Kittrell (10 yrs)	Gay Lynn Anderson (16 yrs)
Angel Luis Vasquez (5 yrs)	Lenny Thomason (10 yrs)	Jose Bautista (16 yrs)
Torry McAlvain Jr. (5 yrs)	Pablo Maravilla (10 yrs)	Kent Olsen (17 yrs)
Tyler Crofts (6 yrs)	Raul Deanda (11 yrs)	Julian Lopez (18 yrs)
Federico Flores (6 yrs)	Dustin Campbell (11 yrs)	Randy Engle (19 yrs)
Pablo Maravilla (6 yrs)	Jared Cammann (11 yrs)	Mike Wilson (21 yrs)
Tyler Resnick (6 yrs)	Kirk Davenport (11 yrs)	Fran Bohl (21 yrs)
Dan Koski (7 yrs)	Chuck Graves (12 yrs)	Brian Burford (22 yrs)
Del Abbott (8 yrs)	Richard St. Germain (12 yrs)	Fabian Marquez (24 yrs)
Walt McBrier (8 yrs)	Shane Brandon (12 yrs)	Brian Murphy (25 yrs)
Macy Lui (9 yrs)	David Carrera (12 yrs)	Rich Clauson (26 yrs)
	Dawn Geddes (13 yrs)	Bret Gibleau (26 yrs)