



The Power of a Word

E.J. CALLOWAY, SENIOR FIELD MANAGER AND FLT MEMBER

We recently had the Fall Leadership Retreat and a lot of focus was spent on the word BUSY and how simply hearing the word can add stress to us and others! When someone asks you how you are doing or how you have been what is your number one response? You guessed it, "I'm BUSY." When we answer with BUSY, we sometimes have a sense of added value, success, importance or superiority than others around us. When using the word BUSY this way, it can become dangerous to us mentally and physically, and may even cause health issues. The word can create the feeling of being overwhelmed and also a sense of urgency that leaves no room for relaxation or self-reflection.

Pressure to meet expectations with both work and personal schedules can also add stress to our lives, and can often lead to burnout and/or depression. As we roll into the dark, sometimes gloomy winter months, and the holiday season, we need to be mindful that these times may be challenging for some people. How do we stay positive and keep our bodies and minds healthy?

To start, I would challenge you to take the word BUSY out of your vocabulary. There are many other responses that can be given when

someone asks how you have been, or how you are doing. Focus on the positive things that are happening in your life. For example, you could say you feel blessed to be here, work is going well and that you're enjoying the challenges.

If you start answering with positive responses you will see a dramatic change in your stress level and you will also find yourself encouraging others to do the same. Other ways we can reduce stress are by taking breaks, exercising, using meditation, practicing yoga, reading and shutting off your phone. Make it a point to look forward to seeing family during the holidays instead of feeling like a chore. Be your brother's keeper and look for opportunities to brighten someone's day. Just smiling and saying "Hi" to somebody could brighten their day. If we all take the word BUSY out of our vocabulary, maybe we will all see decreased stress levels.

Stay Safe, *E.J. Calloway*

WE ARE THE Michigan Contractor of the Year! 2023-2024

The American Subcontractor Association of Michigan has again recognized EV Construction as the Michigan Contractor of the Year. Each year, our trade partners vote for the company they feel has the best bid ethics, communication, project supervision, safety procedures, quality workmanship and more. Each and every one of our team members contributed to our successful receipt of this award. Congrats team!



WELCOME TO THE EV FAMILY!



C.J. Thompson
Assistant Project Manager



Ron Velderman
Equipment Operator



Seth Leyendecker
FSD - Assistant Project Manager

UPCOMING DATES TO NOTE

November 2 | 7:00 AM | Safety Committee Meeting at UHS Southridge

November 8 | 2:45 PM | Corporate Safety Meeting (2024 Benefits Presentation)

November 23-24 | Thanksgiving Break

December 7 | 7:00 AM | Safety Committee Meeting

December 8 | 6:00 PM | EV Christmas Party

December 13 | 2:45 PM | Corporate Safety Meeting

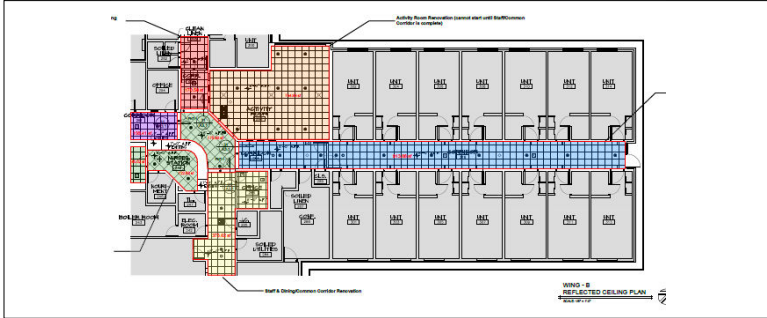
December 13 | 3:30 PM | EV Youniversity - Building Envelope Forensics

**Christmas party details and RSVP
information will be live on
EVinsite soon!**

WHAT WE'RE BUILDING

RECENTLY AWARDED

Breton Rehabilitation and Living Centre - Grand Rapids, MI Renovation



- » EV will be updating five main corridors and the central nurse station at the Breton Rehabilitation and Living Centre (BRLC) with new ceilings, light fixtures, sprinkler heads and HVAC components. Flooring will also be replaced in the staff and employee hallway. In addition to this update, we will also be renovating the main activity room to provide a new, comfortable common area for residents to gather and enjoy.
- » Self-perform work on this project will include general trades, painting and interiors.
- » This project is anticipated to break ground this month and will finish in February of next year.
- » This project is anticipated to cost almost \$500,000.
- » Pursuit Team: Dan Behler, Hannah Thurlow, Brian Englishmen, Ryan Fuller, Craig Flora and C.J. MacKenzie

GETTING STARTED

Reed City Wastewater Treatment Plant - Reed City, MI Expansion



- » This project will include structural and infrastructure improvements to the facility which include: new pump stations with generator back-up, new Tertiary and Headworks buildings (approximately 7,700-SF) and a remodel of the existing control building. We'll also be installing the underground piping systems which include core drilling under the Hersey River.
- » Construction on this project will run through September, 2025.
- » Self-perform trades include sitework and general trades.
- » The budget for the project is \$22.5M.
- » Senior Project Manager: Curt Hielke
- » Assistant Project Manager: Craig Flora
- » Field Manager: Brian Locke

UNDERWAY

GMB Architecture + Engineering - Holland, MI Renovation



- » EV is managing a two phase renovation of GMB's Holland office. Phase one included separating the floor into multiple tenant units with a common corridor. Phase two, currently underway, is the fit out of GMB's new space. This space includes unique ceiling features, open collaborative work spaces and breakout rooms for the architecture and engineering firm.
- » Self-perform trades include demolition, firestopping, general trades, interiors and painting.
- » Work on this project started in June and will wrap up in January.
- » The anticipated budget for the project is \$1.75M.
- » Project Manager: Judd VanBergen
- » Field Manager: Joe Shashaguay, Jr.

FINISHING UP

Tommy's Express - North Charleston, SC New Construction



- » EV currently has three projects underway in the Charleston area, and this will be the first one to begin washing cars. As always, this car wash features the unique Totally Tommy® building architecture including large, outward slanting glass windows and an arched acrylic roof system. Unique to this project is the glass sunburst at the endwalls in lieu of the traditional red metal panels.
- » Work on this project started in March and is currently in the final stages of construction.
- » The budget for the project was \$2.4M.
- » Project Manager: Harry Sadler
- » Senior Field Manager: Scott Chamberlain

EV ON THE ROAD



Warren, Michigan - Devon Self Storage
Don Gilbert, Field Manager

Traveling for work is a unique experience. Depending on the location and the nature of the project, various challenges emerge, although I like to coin "challenges" as "opportunities". One of the significant opportunities that can be encountered is the location itself. Whether the project location is in Colorado, South Carolina, Missouri or Michigan, each of these places presents unique counties and codes that may differ from what others do. Additionally, soil conditions may vary, there are new-to-us trade partners and so on.

I have found it's good practice to talk with the local building inspector early and develop a rapport to get to know what they are looking for from your project. Furthermore, building strong relationships with local trades can be incredibly valuable when it comes to negotiating building codes, practices and getting insights on soil conditions.

****EV On the Road is a new section we are adding to the newsletter to highlight the projects and team members we have around the country.*

Currently, I'm working on a project in Warren, Michigan, involving the transformation of a 1953 metal stamping factory, formerly known as AZ Automotive, into a Devon Self-Storage facility. This endeavor has presented its fair share of "opportunities" to address. Devon is an interesting client for EV, and navigating the intricacies of scopes, contracts and their unique operational model has been a challenge for both field and project managers. Each Devon Self-Storage project involves repurposing existing structures, resulting in a dynamic "design-build" process where decisions are being made in the field during in person walk throughs or through 360 virtual inspections. This approach affords us more opportunities for success, even in the face of unexpected obstacles.

We're now in the final phases of completing this project, with the interior of the 90,000-SF building already under TCO (Temporary Certificate of Occupancy). Our current focus is on the exterior area, where additional storage units are being constructed. During the summer months, we faced setbacks due to soil-related issues, which caused a delay of approximately seven to eight weeks. However, we're back at full capacity and expect to complete the asphalt work by November 1. By the project's conclusion, there will be around 1,000 storage units, including those located outside.

I've been a traveling superintendent for over 14 years, with the last 2.5 years dedicated to EV. I recognize that this lifestyle isn't suited for everyone, but I have a genuine passion for traveling and relish the unique challenges that each project brings. Beyond work, I take pleasure in discovering hidden gems, such as excellent local dining establishments and picturesque hiking spots on the weekends. I firmly believe that EV excels in ensuring that employees are not isolated and genuinely care about their well-being. I've found the support and knowledge-sharing from fellow field managers and the FLT (Field Leadership Team) to be an invaluable resource. Their dedication aligns with both individual and company interests.

I would like to leave you with this: "Individual commitment to a group effort—that is what makes a team work, a company work, a society work, a civilization work." — Vince Lombardi

TEAM GROWTH

Open Positions:

Project Manager

Assistant Project Manager

Tradespeople:

General Trades/Carpenters

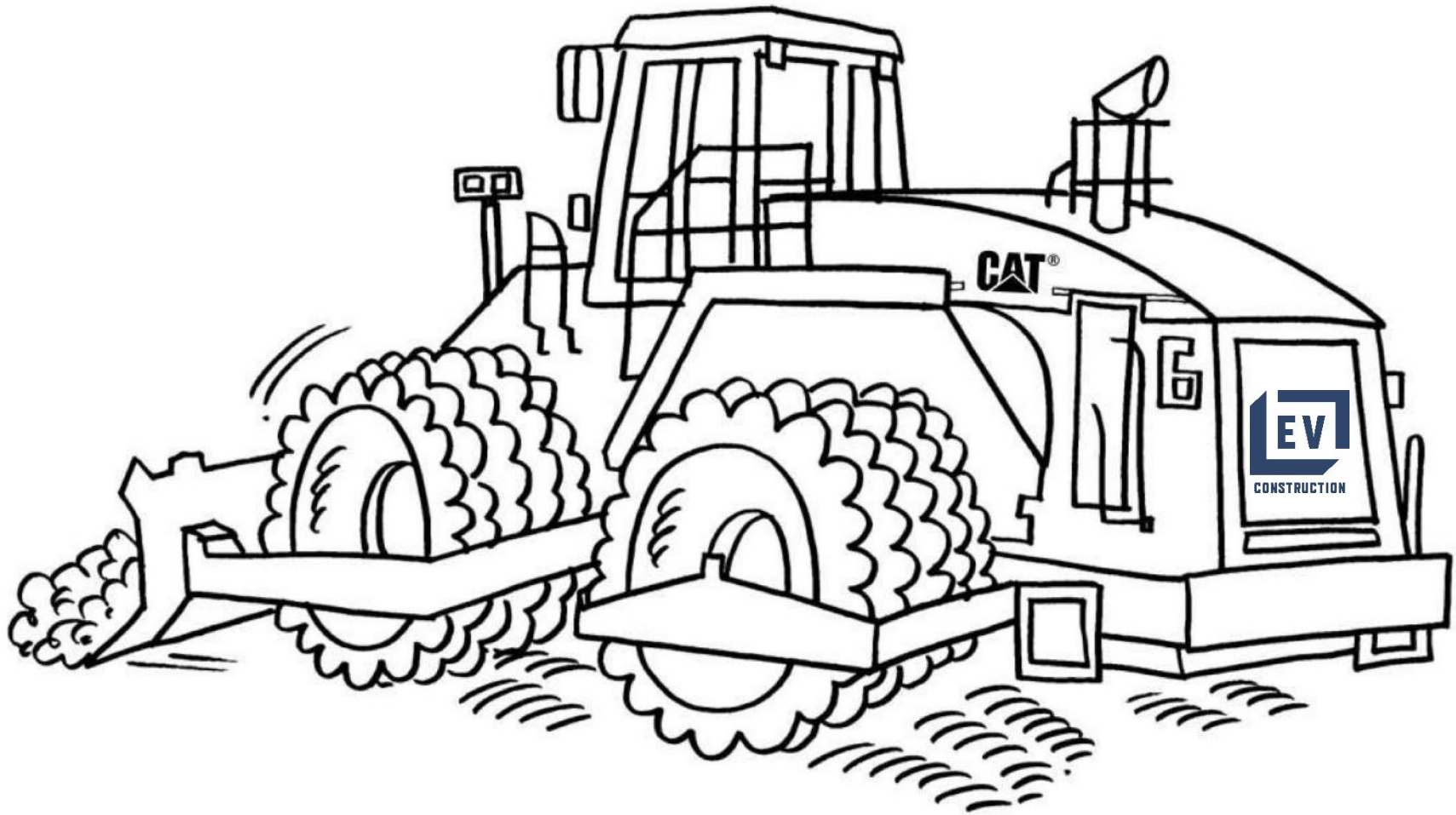
Painters & Drywallers

Steel Stud Framers

CONSTRUCTION TERMINOLOGY

Underpinning:

Construction technique to strengthen the foundation of an existing structure with the use of beams, concrete or base pinning.



Soil Compactor