



## A Season of Reflection

JORDAN GOUGEON, PROJECT EXECUTIVE & OLT MEMBER

It's that time of year, where it is easy to get caught up in the hustle and bustle. Running from one Christmas party to the next, shopping for that perfect gift and finding creative or mischievous ideas for elf on the shelf. As the year winds down amid festive cheer, there's an essential practice often overlooked—reflecting on the year that's passing. Reflection isn't just reminiscing; it's a thoughtful pause to understand our journey and recognize the achievements, setbacks and personal growth we experienced. This practice allows us to pause amidst life's obligations and gain insights that shape our future. While it is important to spend time with friends & family and celebrate the reason for the season, we should not forget the importance of reflection and planning.

I encourage all of us to take time to reflect on this year and plan for the year to come. As a company, EV utilizes tools such as the painted picture and annual business plan maps to set a three-year vision, annual goals and quarterly rocks (sub-goals). As employees, we have the uMAP software that promotes goal setting for both our professional and personal lives. With the year winding down and 2024 around the corner, now is a great time to look at those goals. Are they still relevant? Is it time to replace

a goal you've achieved? Do you need to add short term milestones? Making sure they're easy to measure and realistic is important. Regularly checking in on our goals throughout the year keeps us on track, breaking them into smaller steps or checkpoints to measure progress.

Reflection isn't solely about what we did or didn't accomplish. It's about learning from those experiences, and understanding why things worked or didn't work. Failures are opportunities to learn and grow, while successes show us what strategies to use again. Taking the time to analyze these experiences helps us make informed decisions moving forward.

Reflection involves assessing our feelings too, not just our actions. Among life's hectic moments, overlooking our feelings is easy. Taking a moment to understand our emotions helps us identify if we're stressed, tired or in need of support. This self-awareness enables us to take better care of ourselves or employ the help of Pastor Josh if we need additional support.

In essence, reflecting on the year's end helps us comprehend our goals, experiences and emotions. It's a chance to celebrate successes,

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# A SEASON OF REFLECTION CONT'D

learn from setbacks and prepare for a fresh start. By pausing to reflect, we gain insights that guide us into the new year with renewed clarity and purpose. As the year comes to a close, let's cherish these moments of reflection. They hold the key to a more intentional and fulfilling future. I look forward to celebrating your accomplishments and seeing the evidence on our "Savoring our Success" board in the office.

Happy New Year,



## WELCOME TO THE EV FAMILY!



Jacob Van Spyker  
Carpenter

## TEAM GROWTH

### Open Positions:

Project Manager  
Preconstruction Manager

### Tradespeople:

Carpenters  
Painters & Drywallers  
Steel Stud Framers  
Sitework Laborer/Equipment Operator  
Traveling Field Manager

## CONSTRUCTION TERMINOLOGY

### Integrated Project Delivery:

A construction model where a single multi-party contract is established between the owner, architect and builder. The contract outlines that all stakeholders will share both the risks and incentives of the project.

## UPCOMING DATES TO NOTE

December 25 | EV Closed - Merry Christmas!  
January 1 | EV Closed - Happy New Year!  
January 10 | 2:45 PM | Corporate Safety Meeting  
January 10 | 3:30 PM | EV YOUiversity - Framing  
January 31 | 11:30 AM | Lunch & Learn - Microsoft Teams  
February 14 | 2:45 PM | Corporate Safety Meeting

Check for more information  
on EVinsite!

# WHAT WE'RE BUILDING

## RECENTLY AWARDED Tyson Foods - Zeeland, MI Renovation



- » Tyson Foods is planning a renovation of Spiral Freezers 1 & 2. Tyson is replacing two of the three spiral freezers for their sausage lines. Our self-perform work will include building 200-feet of temporary wall, concrete demolition, insulated metal panel (IMP) demolition, installation of a Rytec door, painting and installing bollards. For trade partners we will manage concrete, floor brick and IMP installation.
- » Work on this project is scheduled to begin next April and will run for seven weeks.
- » This project has an approximate budget of \$816,000.
- » Project Manager: Charlie Bennett
- » Field Manager: Jereme Reeths

## GETTING STARTED Tommy's Express - Muskegon, MI New Construction



- » EV Construction demolished a former Golden Corral location to make way for the newest Tommy's Express. This location is our third consecutive project with this ownership team who has allowed EV to self perform and negotiate with a group of preferred trade partners.
- » Construction on this project will run until the end of July, 2024.
- » The budget for the project is \$2.8M.
- » Project Executive: Jordan Gougeon
- » Assistant Project Manager: Harry Sadler
- » Field Manager: Joe Shashaguay, Sr.

## UNDERWAY Devon Self-Storage - Southfield, MI Renovation & Expansion



- » EV is managing another project for Devon Self-Storage, and this time it is in Southfield, MI. For this project, each floor is just over 32,000-SF, and there are four floors. We are also building a 3,000-SF addition onto the building for a total project square footage of 132,466. The building addition includes a climate-controlled loading/unloading area with a small loading dock and two new elevators. The existing building was a high-end accounting and tax office that was gutted by EV earlier this year. The finished space will consist of 780 storage units of various sizes and a new leasing office. There are also plans for a commercial retail space on the first floor that may be another opportunity for EV in the future.
- » Work on this project started in October and will wrap up in early August, 2024.
- » The budget for the project is \$2.5M.
- » Senior Project Manager: Anthony Davis
- » Assistant Project Manager: Veronica Cline
- » Field Manager: Brian Piper

## FINISHING UP Blodgett Sixth Floor - Grand Rapids, MI Renovation



- » The sixth floor at Blodgett was the second phase of a three phase project. Work at the hospital started on the second floor with the renovation of the inpatient breast clinic. This phase included a 11,750-SF renovation to create new offices, conference rooms and collaborations spaces.
- » Self-perform trades on this project included steel, firestopping and general trades.
- » Work on this project started almost one year ago.
- » The total budget for this phase was about \$4.2M.
- » Project Manager: Jared Andersen
- » Assistant Project Manager: Julie Cole-Bouwens
- » Field Manager: Nate Stuart

# EV ON THE ROAD



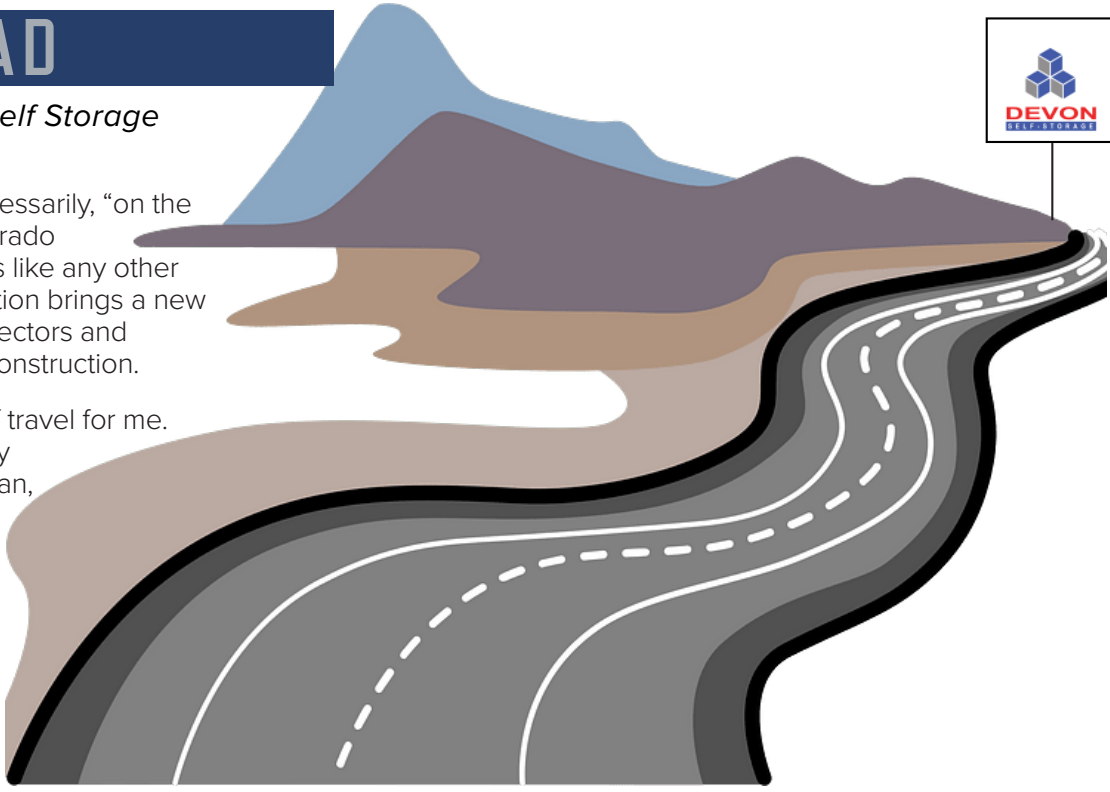
Colorado Springs, CO - Devon Self Storage  
Parker Slagh, Field Manager

Although my current situation isn't necessarily, "on the road," since it is very close to our Colorado home, but it still brings new challenges like any other placement for our travelers. Each location brings a new team of trade contractors, clients, inspectors and obstacles throughout the process of construction.

This past year has been a whirlwind of travel for me. I started the year turning over a Tommy Express Car Wash in Westland, Michigan, and then found myself completing another in Flowood, Mississippi. From there I went to Omaha, Nebraska to demolish an existing bank and strip mall. From Omaha I ventured to Charleston, South Carolina where I had the opportunity to kickoff the ground breaking on one of our three projects in that area. My time ended in Charleston completing the Ashley Phosphate car wash, a true EV team effort there.

Currently, I am working on a Devon Self-Storage building in the heart of Colorado Springs, Colorado - the place I currently call home. The project is a full renovation and addition of an existing 64,000-SF Baby 'R' Us. There will be two additions to the existing building totaling an additional 35,000-SF. In addition to the main building there will be seven single story storage buildings. In the early stages, we have experienced vandalism and theft causing additional delays to the schedule but nothing we can't work through.

The travel life isn't the easiest one but it can be so rewarding. I try to make the most of it no matter where the job takes me. I have created lasting relationships with trade contractors in almost every placement which is something I value deeply. My hopes are that will help our EV team in the long term.



## Merry & Bright

