



## A Season of Reflection

DAN JENEMA, SENIOR FIELD MANAGER & FLT MEMBER

There is one word in construction that solicits more stress, angst and frustration than anything else; schedule. Even in our personal lives, our time is dictated by a schedule. In our profession, the schedule is a key indicator of a project's success. Even in the early stages of preconstruction schedules are being made and discussed. When shovels hit the dirt, we use master schedules and frequently develop four-week look-aheads. Hour-by-hour task scheduling is also occasionally necessary for effective work planning and trade coordination. Schedules are essentially the backbone of any construction project and are key to sequencing the proper workflow from start to finish. So where does the frustration come in?

Recently, some members of the Field Leadership Team met in a roundtable setting with some of our most well-respected trade partners to solicit feedback on areas that could use some improvement. We asked about their current top frustration in the industry and every single one of them mentioned schedules. There seems to be this disease in the industry lately called "schedule slippage". As the construction manager, our trades are looking to us to lead the charge. That doesn't mean we just send out

a schedule and hope that we hit the dates and milestones and the project magically gets done. It means we work as a team to ensure the site is ready for the next scheduled task and that we hold people accountable for when they fail to meet their commitment. It's no secret there are numerous variables that affect schedules; manpower, material lead times, weather delays and design changes to name a few. These are oftentimes expected and accounted for, but when they are not, it is our job to plan these course corrections with total team buy-in. T. Boone Pickens said it best, "a plan without action isn't a plan, it's a speech." At EV, we take pride in the fact that we have a roster full of great people that turn words and plans into action.

Stay safe,  
*Dan Jenema*



# Ronald McDonald House Charities® West Michigan

So many presents! Thank you to everyone who donated a gift (or several) for the families staying at the Ronald McDonald House at the EV Christmas Party. We estimate that our delivery to the house contained over 300 presents, which is incredible!

As a result of the generosity, each family staying at Ronald McDonald House could select five gifts per child, plus had access to a “freebie” table of games, clothes and more. At this table, guests could take however much they needed. They were also welcome to grab items to fill stockings.

Leftover items are stored in a toy closet and will be used for future needs like birthdays and other celebrations.

Megan, the Senior Marketing Manager at RMH, sent two quotes she overheard from participating families:

*“This situation has been a real strain on our family finances because I have been off work for so long. You have no idea how much this means to my family.”*

*“I can’t believe you guys do all this. It’s really amazing. I don’t even have to worry about wrapping.”*

EV is also hoping to help prepare a couple of meals at the home in the coming months. We will distribute details once we have a firm plan.



## UPCOMING DATES TO NOTE

- January 31 | 11:30 AM | Lunch & Learn - Microsoft Teams
- February 14 | 2:45 PM | Corporate Safety Meeting
- February 14 | 3:45 PM | EVYOUiversity - Building Envelope Forensics
- March 11-14 | EV Construction Safety Week
- March 13 | 2:45 PM | Corporate Safety Meeting

**Check for more information on EVinsite!**

## CONSTRUCTION TERMINOLOGY

### Section Drawing:

A drawing that shows the building's view as if cut on a vertical plane.

## TEAM GROWTH

### Open Positions:

- Project Manager
- Assistant Project Manager
- Preconstruction Manager

### Tradespeople:

- Carpenters
- Painters & Drywallers
- Steel Stud Framer
- Sitework Laborer/Equipment Operator
- Firestop Technician

# WHAT WE'RE BUILDING

## RECENTLY AWARDED

### Wolverine Worldwide - Rockford, MI Renovation and Addition



» Wolverine Worldwide is renovating the Annex building originally constructed in the 1960s. The project will include selective demolition and reconstruction of private offices and open areas, conference rooms, a cafe and satellite pantry, exterior courtyard and more. In total, EV will be renovating 42,000-SF and building an additional 2,200-SF of space.

Wolverine has worked with our Facilities Services Department many times. The quality work performed by that team is what opened the door for us to have this opportunity.

- » Work on this project is anticipated to begin this summer and go into the fall.
- » We estimate a project cost of \$5.0M.
- » Self-perform trades for this project will be negotiated.
- » The pursuit team for this project included John Parker, C.J. MacKenzie, Scott McConnelee, Jereme Reeths and Jill Monte.

## GETTING STARTED

### River Terrace Church - Lansing, MI Renovation



- » Phase one of this renovation will focus on interior upgrades: a stage extension, projection screens and acoustical upgrades in the sanctuary, replacement of architectural finishes, creation of a café for congregation fellowship and a family restroom. The exterior will follow phase one and will include a new parking lot for improved traffic flow, sidewalks, additional ADA accessibility, site lighting and landscaping.
- » This project was originally awarded to EV back in December, 2021. Due to circumstances beyond our control this project has taken some time to get started, but we plan to finally start moving dirt this coming March.
- » The budget for the project is approximately \$1.2M.
- » Our self-perform trades will include general trades, sitework and firestopping
- » Project Manager: Charlie Bennett
- » Field Manager: Tyler Lewis

## UNDERWAY

### UHS Southridge Hospital - Byron Center, MI New Construction



- » EV is partnering with Universal Health Services (UHS) and Trinity Health for the construction a new, 96-bed behavioral health hospital. The roughly 73,500-SF facility will be built on 8.3 acres off 64th Street in Byron Center. The facility will also consist of a dedicated kitchen, dining, administration areas and offices, patient activity courtyard and indoor gymnasium.
- » Self-perform trades on this project include firestopping and general trades.
- » Work on this project started in June, 2023, and is scheduled to run until March, 2025.
- » The project value is \$36.1M.
- » Project Executive: Dan Behler
- » Project Manager: Jared Andersen
- » Assistant Project Manager: Julie Cole-Bouwens
- » Senior Field Manager: Dan Jenema

## FINISHING UP

### GMB Architecture + Engineering - Holland, MI Renovation



- » EV managed this two phase renovation of GMB's Holland office. Phase 1 included separating the floor into multiple tenant units with a common corridor. Phase 2 was 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 on this project included demolition, drywall, painting, firestopping and general trades.
- » Work on this project started this past June.
- » The total budget for the renovation was about \$1.75M.
- » Project Manager: Judd VanBergen
- » Assistant Project Manager: Madelyn Wright
- » Field Manager: Joe Shashaguay, Jr.

# IN NEED OF ASSISTANCE? USE OUR EAP!

# WELCOME TO THE EV FAMILY!



Employee Assistance Program  
A Guide to Your Benefits

Please mention, "I have an EAP with... (name of your organization)"

**800.442.0809**

\*Press 1 to access your EAP benefits

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- 24/7 hotline for crisis calls
- Free 30-minute legal consultation
- Free 30-minute financial consultation
- Free elder care consultation
- Personal Advantage online library access
- All benefits are available to the employee and EVERY member of their household.



Olivia Martinez  
Painter



Mike Ayers  
Rough Carpentry  
Division Manager



## MINDFUL MINUTE with Pine Rest EAP

Developing Grit: The Power of Persistence and Resilience, written by Simon Batement, provided by Pine Rest

I wanted to talk about grit. Grit is a word that's thrown around a lot, but what does it really mean? Put simply, grit is the ability to persevere in the face of challenges and setbacks. It's a combination of passion and perseverance that helps people achieve long-term goals.

Research shows that grit is a better predictor of success than talent. While talent is certainly an advantage, it's not enough on its own. Grit helps people push through obstacles and stay focused on their goals, even when things get tough.

But grit isn't just important for achieving success in business or other areas of life. It's also crucial for mental fitness. Building grit can help you develop resilience and cope with stress, anxiety and other mental health challenges.

So how can you develop grit? Here are a few of my tips:

- Embrace the challenge: Don't shy away from difficult tasks or situations. Embrace them as opportunities to learn and grow.
- Stay focused on your long-term goals: When setbacks occur, keep your eye on the prize. Remember why you started and stay committed to your goals.
- Find support: Surround yourself with people who believe in you and will support you when things get tough.
- Practice self-compassion: Be kind to yourself when you make mistakes or encounter setbacks. Remember that failure is an opportunity to learn and grow.
- Take action: Grit is all about taking action, even when it's hard. Break down big goals into smaller, manageable tasks, and take steps every day to move closer to your goals.

Building grit takes time and effort. But the rewards are well worth it. By developing grit, you can achieve your goals, build resilience and improve your mental fitness.

Key Takeaway: Embrace challenges as an opportunity to learn and grow, focus on your long-term goals, find support, practice self-compassion and take action. By building grit, you can achieve success and improve your mental fitness.