

BUILDING TOGETHER

AUGUST 2025



Being Coachable: Critical in the Journey to Success



Recently, in both sports and professional conversations, I've heard this age-old term used to describe an individual: "coachable." I personally pay close attention to how coachable someone is when I am leading or coaching them. It is one of the most critical character traits influencing how a person performs—and, ultimately,

the level of success that person achieves (or doesn't).

Coachable athletes and employees share common traits that determine how a coach or boss perceives their level of coachability. They listen intently, embrace feedback from others, maintain a lifelong commitment to learning, take action after coaching, and remain open to learning new things. Ever hear someone say, "I've been doing this for X years—you don't need to tell me."? That person, while honest, is not coachable—and I'd wager they are rarely successful in their profession.

I often hear people, usually parents, complain that the coach or boss only plays or recognizes their "favorites." The truth is, coachable players and employees often do become "favorites" in the eyes of their coaches or leaders. Talent alone, or even a high IQ, is not enough for success when someone lacks the qualities of coachability. This valuable trait leads to both personal and team success—and it is absolutely essential for thriving in our culture here at EV Construction.

So ask yourself, "Am I coachable?" That's the question you should pose to yourself and to those you work for or play for. First, be honest. Self-awareness is critical, and it will shape how you receive feedback. Humility—another strong trait of a coachable person—is also essential. Invite constructive criticism, and don't always expect or seek a pat on the back. It's okay—you'll survive!

Finally, I believe we have more coachable teammates here at EV than any other company I know. I truly enjoy my one-on-one coaching sessions, as well as the coaching I receive daily.

Keep learning, stay humble, listen with intent to improve—and I'll see you at the top!

Sincerely,

Chief Operating Officer



10 Things that take 0 effort,
but will get you 100% respect

1. BEING ON TIME
2. WORK ETHIC
3. EFFORT
4. BODY LANGUAGE
5. ENERGY
6. ATTITUDE
7. PASSION
8. BEING COACHABLE
9. DOING EXTRA
10. BEING PREPARED

Upcoming Dates to Note



September 10 | Safety Meeting
September 18 | ABC Western Michigan EIC Awards
September 23 | Field Manager Meeting

Check for more information on EVinsite!

Construction Terminology

Retrofitting

A type of construction project wherein additions are made to the original building or structure to enhance the functionality of the building. E.g., by adding new technology, building systems, material, or equipment.



We're Hiring

Help EV find your new coworkers!
Our open positions include:

Office:

Project Manager
Director of Preconstruction

Field:

Carpenter
Sitework Operator
Firestop Technician
Interiors

Welcome to EV!



Ethan Kelch
General Trades Laborer



Lukas Cook
Sitework Laborer



Henry Dykstra
Equipment Operator



Jordan Major
Assistant Project Manager
- Gulf Coast Office

Congratulations!

We're delighted to celebrate with Maddy (Wright) and Matt on their recent nuptials. Wishing them joy, love, and a wonderful future together. Congrats Gagnons!



Please join us in congratulating Marcelo and Justine on their recent marriage. We wish them happiness, love, and success as they begin this new chapter together. Congrats Laranjas!



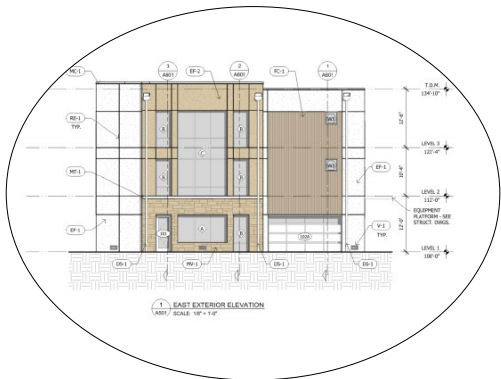
Corewell Health - 588 Lakewood Medical Office Building



- » Project Type: Expansion and Renovation
- » Location: Holland, MI
- » Project Value: \$31.0M
- » Self-Perform Trades: Demolition, Painting, General Trades, Firestop, Interiors, and Sitework
- » Team: Jared Andersen, Harry Sadler, Ethan Stempky, and Nate Stuart
- » EV originally constructed this building in 2012. Corewell has now selected us to complete its addition and renovation, creating opportunities to introduce new services and expand care options in Holland. The project includes a two-story, 40,000-SF addition and renovations to the existing 60,000-SF facility, which will be refreshed and reconfigured.

What We're Building

Perfectsville Beach House



- » Project Type: New Construction
- » Location: Fort Myers Beach, FL
- » Project Value: \$2.5M
- » Team: Jordan Gougeon, Nicole Howell, Jordan Major, and Brian Piper
- » A new island home is planned for Fort Myers Beach, designed to meet the latest hurricane standards with a first-floor elevation of 12 feet above sea level. The residence will feature 5 bedrooms and 5 bathrooms, along with an outdoor oasis created for both entertainment and relaxation.

Projects Getting Started

Tommy's Express



- » Project Type: New Construction
- » Location: Grand Rapids
- » Project Value: \$2.5M
- » Team: Jordan Gougeon, Jordan Major, and Ben Frederick
- » This Tommy's Express, which will stay true to the brand, and look similar to other locations, will be located at the busy corner of Breton and Burton in Grand Rapids. The is a small site that will be a small space in which to maneuver.

Friendship Village of Kalamazoo



- » Project Type: New Construction
- » Location: Kalamazoo, MI
- » Project Value: \$65.0M
- » Self-Perform Trades: These are still being negotiated, but we hope to use as many of our own trades as we can.
- » Team: Dan Behler, Curt Hielke, Tyler VanderZwaag, and E.J. Calloway
- » This project features a new 70-unit, 150,000-SF independent living building, a 40-bed, 30,000-SF nursing facility, and multiple renovations across the campus. Similar in scope to projects completed for Resthaven, Sunset Communities, Clark Retirement, and other senior living clients, this development highlights our depth of experience—a key reason we were selected to lead the work.

Thrive Together Pulse - Free Biometric Screening

Mark your calendars for **September 22–26, 2025**, when Holland Hospital will visit our Holland office to offer free biometric screenings for all employees. This is your chance to gain valuable insights into your health—no cost, no insurance reporting, and no hassle.

What to Expect

During your 15-minute, one-on-one session with a Registered Nurse, you'll receive:

- **Measurements:** Height, weight, blood pressure, and Body Mass Index (BMI).
- **Blood Work:** A simple blood draw to assess: Complete Blood Count (CBC)
 - Comprehensive Metabolic Panel
 - Lipid Panel
 - Hemoglobin A1C (for blood sugar insights)
- **Personalized Report:** A detailed summary to share with your primary care physician.

Health Tip Reminders

(We will keep an ongoing list from past posts.)

1. [TytoCare Medical Exam Kit](#)
2. [Wellness Drinks](#)
3. [Sleep Center: Putting Your Sleep Issues to Rest](#)

Why It Matters

Staying on top of your wellness ensures you can tackle demanding projects with energy and focus. This free screening is a quick, easy way to understand your health baseline and catch potential issues early. Plus, it's completely confidential and won't affect your insurance.

How to Sign Up

You should have received a calendar invite, through Microsoft Bookings to schedule your session. If you haven't, please contact Scott McConnelee to secure your spot. Sessions are quick, so don't miss out!

EV Commitment to Your Wellness

Over the past six months, we've introduced health shots, sleep improvement tips, virtual doctor visits, eye care resources, and benefits reviews to support your well-being. This biometric screening is another step toward helping you stay strong on and off the project site. Seize this opportunity to learn more about your health—it could make all the difference!

Be well, Scott McConnelee

Back to School and the Return of Homework

How We Can Help Our Kids Have a Successful Year

- **Know the teachers**—and what they're looking for. Attend school events, such as parent-teacher conferences, to meet your child's teachers. Ask about their homework policies and how you should be involved.
- **Set up a homework-friendly area.** Make sure kids have a well-lit place to complete homework. Keep supplies — paper, pencils, glue, scissors — within reach.
- **Schedule a regular study time.** Some kids work best in the afternoon, following a snack and play period; others may prefer to wait until after dinner.
- **Help them make a plan.** On heavy homework nights or when there's an especially hefty assignment to tackle, encourage your child break up the work into manageable chunks. Create a work schedule for the night if necessary — and take time for a 15-minute break every hour, if possible.
- **Keep distractions to a minimum.** This means no TV, loud music, or phone calls. (Occasionally, though, a phone call to a classmate about an assignment can be helpful.)
- **Make sure kids do their own work.** They won't learn

if they don't think for themselves and make their own mistakes. Parents can make suggestions and help with directions. But it's a kid's job to do the learning.

- **Be a motivator and monitor.** Ask about assignments, quizzes, and tests. Give encouragement, check completed homework, and make yourself available for questions and concerns.
- **Set a good example.** Do your kids ever see you diligently balancing your budget or reading a book? Kids are more likely to follow their parents' examples than their advice.
- **Praise their work and efforts.** Post an aced test or art project on the refrigerator. Mention academic achievements to relatives.

If there are continuing problems with homework, get help. Talk about it with your child's teacher. Some kids have trouble seeing the board and may need glasses; others might need an evaluation for a learning problem or attention disorder.

Learn more at kidshealth.org/en/parents/homework.html