

Downtown Office FAQs

- The new office building is located at 211 N Moose St in Morrilton in the old Coca Cola bottling plant.
- Selective demolition has started and completion is expected in Summer/Fall 2019.
- Administrative offices and project management will be in the renovated building.
- Existing office and shop will remain in use.
- Crow will invest approximately \$2MM into the project
- Just over 20K sqft
- Crow is collaborating with local architects on this design-build project and will be the prime contractor.
- The building is on the National Historic Register and we are working with the National Forrest Service to preserve the historical value and we are taking advantage of historic preservation tax credits.



Crow employees donated over 50 boxes of breakfast foods to the Conway County Care Center annual food drive.

Demo Begins at Downtown Office

Andy Copeland and his crew have start demolition at the new Crow corporate headquarters in downtown Morrilton. The new office will be located in the historic Coca Cola plant located at 211 N Moose Street. It was originally build in 1929 and since then has also housed Walmart Store No. 8, Morrilton City Hall and the Morrilton Police Department. The renovation is expected to be complete in the Summer of 2019 and will be the new home for Crow's field operations. Check out the left margin for som FAQs about the project!

Asphalt Team Wins Big at AAPA Cook-Off

Robert Perkins, Mike Glover, and Ryan Hix represented Crow at the Arkansas Asphalt Pavement Association Fall Cook-off in Little Rock on October 12. The team took home First Place in the Chicken Category, Third Place in the Ribs Category, and big belt for overall winner. Congratulations! (photo right)

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DBIA Certification Workshop

Brian Rohlman and David Watkins completed the Design-Build Institute of America (DBIA) design-build certification training workshop in St. Louis in September.

According to the DBIA, design-build is the fastest growing method used to deliver construction projects in America. It is important to us that we stay in front of new innovations in the industry to ensure that our clients are getting the best service and the most value from us. We are already engaged in some design-build projects and this certification will allow us to more projects like that in the future.



President's Corner



Since we started this journey nearly 4 years ago, we have been a company "under construction", pun intended. Many of you know where we have been and can appreciate the progress that has been made over these past 4 years. After our first year, revenues were less than \$4MM and currently our work in progress backlog is approaching \$35MM!! We have had our fair share of growing pains but our growth has been remarkable and I would like to thank everyone for their role in getting us to this point. We have found areas of strength and have settled into some core divisions: Commercial, Water/Wastewater, Industrial, and Heavy Civil/Asphalt. Our diversity will contribute to our long-term stability. Our brand and identity are evolving and coming into focus. We are developing an impressive project portfolio that I am very proud of, and you should be too.

As a preview for 2019, I look to challenge everyone to focus on three areas of emphasis that will strengthen our foundation and brand. These are customer service, quality, and safety. If we grow our foundation around these values, profitability and success will follow. More on these to come!



First employee picnic is a success.

More than 300 employees from the Miller-owned family of companies gathered at Point Remove Lodge Oct 14.

Mike and Suzan Miller and family hosted employees at Point Remove Lodge for games, music and food at what they hope to make an annual appreciation event for employees at all of their companies.

Crow Construction was well represented but Weston Petroleum took home the "Miller Company Cup" for highest percentage of employee participation.

Every employee received a door prize and we thank our vendors for donating the following: ASI Technology, iPad; Hawkins Insurance, 10-\$200 Cash Prizes; Hagans Dodge, Free Oil Change; Centennial Bank, 2 \$50 Gift Cards; and Sterling Seacrest Partners, large cooler and knife set. Thanks also goes to the Sacred Heart Key Club students for working the event.

Please share any feedback or ideas for next year's picnic with Morgan Zimmerman.



New Employee Spotlight



Kimberly McQuain, Project Coordinator

Kimberly has been in working in the construction industry since 2005. She has AAS in Drafting Technology from UACCCM and OSHA 10 and OSHA 510 certifications.

She has a 12 year old daughter, Olivia, 15 year old step-son, Alex, and husband, Ronnie. She likes to fish with her husband and enjoys home and yard projects.

Kimberly will be assisting the Project Management team with estimating and project coordination. She is located at the main office and can be reached at 501-354-6511.



Kenneth Barrett, Superintendent

Kenneth has been in the commercial and industrial piping business for 15 years. His brother and son are also in the pipe field. He has a computer engineering degree. He enjoys motorcycling in his free time.

Kenneth joined Crow Construction in September and is currently working as an onsite Superintendent on the Central Arkansas Water job.

You can reach him on company email at kbarrett@crowconst.com or at 501-289-1030.

Project Spotlight



Hope Water & Light Water Treatment Plant

We started the \$10MM improvements to the Graves Water Treatment Plant over the summer. Josh Beck, John Doyle, and John Dunn are heading up the project. Design is by international engineering firm CDM Smith. We will install, complete, ready for operation, and field test a 750,000 gallon prestressed concrete clearwell with aeration system, a new finished water pump station to include pumps, process piping, instrumentation, electrical & HVAC equipment, site work & yard piping to support the project. Est. completion Feb 2020.

EYE ON IT Current Projects

Delta Heritage Trail – AR Dep of Parks and Tourism - \$5.1MM

Morrilton Airport Improvements – City of Morrilton - \$63K

Bull Shoal Sump Pump Retrofit – Corp of Engineers - \$1.9MM

Knoxville Paving – AHTD - \$300K

Dixon Dental Offices – Perryville - \$500K

Lonoke Clarifier Dome - \$300K

Pinecrest Lumber Kiln Design Build – Menifee - \$5.5MM

Two Rivers School Elementary Safe Room - \$900K

RQMJWTP Alum Tank and Filter Media Replacement - \$460K

Stewart Stainless Truck Shop - \$161K

ANO Gutter Job - \$70K

HWY 247 – ArDOT - \$2.2MM

Hope WTP Improvements - \$10MM

Hot Springs Airport - \$3.9MM

Just Landed

HWY 9

Moment of Mission

Our mission is to take a professional and personalized approach to every project in order to provide the greatest value and best customer experience for each of our clients. One way to deliver a great client experience is unsolicited communication! Don't wait for your clients to ask for an update. Communicate project information early and often to ensure the client remains in the loop.

October Safety Update

Job Site Assessment Update

October began the first month Crow Superintendents and Foreman began completing Job Safety Analysis (JSA's) at the beginning of each day. The purpose of the JSA is for all parties working on the site for that day to verbally identify different hazards they will encounter before starting the job. Once the hazards are identified, each individual working on the job will help identify solutions to those hazards in an effort to eliminate the potential for injuries and failures. In many cases performing a JSA at the beginning of the day, before work starts, will help identify previously

undetected hazards and increase the job knowledge of those participating in the process. Safety and health awareness is raised, communication between workers, supervisors and sub-contractors is improved, and acceptance of safe work practices is promoted. Finally, JSA's can be used as a teaching aid for initial job training and as a briefing guide for infrequent jobs.





Have news to share?

Send your on the job photos, milestones, professional and personal news to Morgan at mzimmerman@crowconst.com or 479-264-4332.

Industry Update

Don't forget to vote on November 6! For more information on how the issues on this year's ballot impact our industry visit the Associated Builders and Contractors online election portal at webuildamerica.com.



Upcoming Events and Announcements

- **Open Enrollment – November 15**
Open enrollment will be held at the office on November 15. Employees working out of town will receive notice if their open enrollment will take place on another date.
- **Crow Downtown Office Demo Day Ceremony – November 15**
Media and stakeholders are invited to a ceremonial “demo day” to kick off the renovation of the downtown office. Ceremony at 10:00 AM with walking tours to follow.
- **Thanksgiving Holiday – Closed November 22-23**
- **Christmas Holiday – Closed December 24-25**
- **New Year Holiday – Closed January 1**
- **REMINDER: Vacation Day Balance**
With the end of the year approaching, be sure to check your vacation balance and plan to use any unused days before they expire.

Please join us as we celebrate the renovation kickoff for Crow Construction's new **DOWNTOWN OFFICE** November 15, 2018 at 10:00 AM
211 North Moose Street, Morrilton, AR

CEREMONY FOLLOWED BY GUIDED TOURS OF THE DEMOED INTERIOR