

NEWSCORNER

SPRING 2019



Dinner at Fairways Pub

ROBINS & MORTON

BUILDING **Forward**

CONNECT

Building Forward Connect was the largest Robins & Morton gathering in company history, bringing together more than 550 employees, their families, plus client and industry partners in Orlando, Florida, on March 8 and 9.

The two-day event led by our people, was designed with an agenda centered around the four tenets of Building Forward: Collaboration, Continuous Improvement, Leadership Development and Creating a Learning Culture. Learning opportunities spanned more than 15 topics in various formats, including Coffee Connect discussions, breakout sessions, interactive Lean Labs, a keynote speaker, a town hall with company leadership and an exhibition hall featuring 53 unique subjects.

The exhibition hall was a crowd favorite – demonstrating broad expertise from numerous Robins & Morton projects, departments, individuals and partners in innovative and interactive ways. During the Town Hall, senior leaders addressed several questions submitted by our people, including one that has been consistently asked since Building Forward's third anniversary in July – as Building Forward has become such a significant part of Robins & Morton's business practices, what does its future look like? The simple answer was: it is up to you and all of Robins & Morton's partners to embrace the principles of Building Forward to gain its benefits.

The inspiration and excitement of Building Forward was present throughout the event. The hope is to bring the spirit of Connect into our offices and on our jobsites every day. Building Forward Connect was a significant milestone for us as the company continues to grow and learn. The message we should all take from Connect is to never stop improving and to strive to incorporate all of the principles of Building Forward in our daily activities.

Check out the insert for more highlights from Building Forward Connect!



Vice President Bruce Adams addressing employee questions during the Town Hall



Building relationships during the Expo Hall

LETTERS *from our* LEADERS

FROM
the
CHAIRMAN
and
CEO
Bill Morton



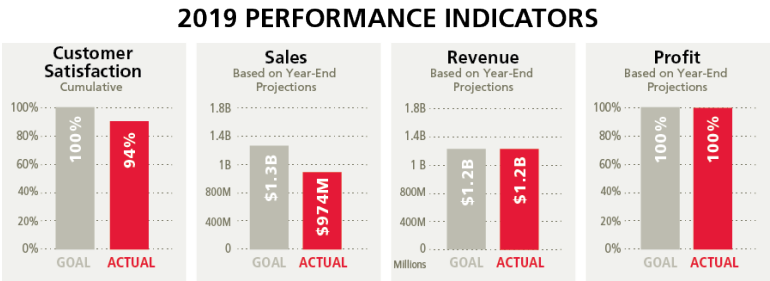
I simply cannot find the words to describe the magnitude of the success of our Building Forward Connect Event. All aspects of the event — the dinners, team exhibits, presentations, keynote speaker and town hall — were well done and enjoyable. The one thing that stood out to me during the entire session was the amount of excitement and energy everyone showed when connecting with old friends. One of the major strengths of our company is we treat each other like family and Connect reminded us of those feelings.

We are off to a good start for 2019. We began the year with a record backlog at \$1.7 billion, which will go a long way in helping us reach our revenue goal of \$1.2 billion. We have set our sales goal at \$1.3 billion, which every year at this time seems like a very challenging goal, but will allow us to end the year having achieved our best year ever.

We are excited about the work of our new Strategic Planning Group and the role they will play in the company going forward. We expect this new group to work alongside the Senior Planning Group to produce both near-term and long-term initiatives to keep us adapting to the ever-changing environment. Members of the new group will serve staggered terms to allow for input from a broad cross section of the company. There is a detailed description of the new planning team and process in this Newscorner.

We have included in this Newscorner the latest version of our Vision, Mission and Values. I would ask that you review and think about the ideas they express. By design, there are not many words used to describe our fundamental beliefs. We spent a good bit of time reducing the statements and values to a core set of guiding principles. Please take a moment to think about how you incorporate them in your daily activities.

The goal of Building Forward Connect to emphasize the concepts of continuous improvement, collaboration, leadership development and creating learning environments was a huge success. In my mind, the mutual benefit of getting everyone together, which both rekindled friendships and renewed the team spirit, was invaluable. It had been 13 years since we were all together at a single event. To keep from letting that happen again, we are thinking it would be great to plan a get



together to celebrate our company’s 75th anniversary in about three years. More to come on that later.

With the momentum gained from Building Forward Connect, we are in a great position to set new records in delivering the highest quality projects to very satisfied clients. Combining our client and people focused culture with the key tenets of Building Forward will ensure a bright future for our company and for each of us. Thank you for the hard work you do every day to make our company stand out in the industry.

ROBINS & MORTON

VISION

To be the construction services provider of choice by delivering superior value.

MISSION

Exceed the expectations of our clients and our people.

VALUES

Safety Focused
Client Focused
Integrity
Excellence
Leadership

FROM
the
PRESIDENT
and
COO

Robin Savage



As 2019 continues, we are fortunate to have a good backlog of work and ample sales opportunities to facilitate our growth. I wanted to take a moment to emphasize a few activities that will continue to help advance our development both as people and as a company. If we place a little extra importance on these items, we will benefit greatly from the effort.

First, we are coming off one of our most successful company gatherings in our history, the Building Forward Connect event. There was much to be gained from the educational portion of this in both the programs and the conversations that revolved around the many booths that everyone made such a great effort to organize. The breakout sessions also provided a formal environment for more pointed direction on several valuable subjects. The sharing of ideas by both the experienced and less experienced generated a great amount of synergy and enthusiasm and brought us together in a family culture environment. Probably our most important benefit, however, was the development of relationships and just catching up with everyone. By making personal contact and just getting to know each other, we begin to build professional and personal relationships that can last us throughout a career. Everyone should have gained something from this and I hope you took some ideas with you that could change how you do things for the better. This event was truly an additional springboard for advancing Building Forward and promoting the

culture behind it. If you haven’t taken the time to “gather your thoughts” on the many things that were shared, please take a minute to do so. Whether you picked up a new idea or just made a new friend, I hope you found the benefits to be invaluable.

Secondly, as many of you know we are rolling out a major training effort this year involving the evaluation and management of human performance. I wanted to lay the groundwork for the importance of this training as it will have far-reaching effects if we embrace it. This training will provide a new way to look at what motivates us, how we perform, and the results of that. It does not strictly apply to only safety but can be implemented in all management practices and decision-making. Some of the basic principles of human performance are:

- **People are fallible and even the best of us make mistakes**
- **Situations that create errors are predictable**
- **Organizations and people drift from sound principles**
- **Individual behaviors are influenced by culture and leadership**
- **Events can be avoided by learning**
- **People achieve high levels of performance based on encouragement and reinforcement**

This class will expound upon these principles to a level of detail that should give you a new way of looking at how we all work together. As you approach this class, please take the time to prepare and give it a priority.

Lastly, we have been advising everyone of a new plan for people development. We are continuing the rollout of our performance standards and career development planning through our new SuccessFactors platform. Training is underway, and implementation has started on some test projects. This program will provide a means to formalize your development plans and the use of performance standards. It will address core values, competencies, and will set individualized objectives between you and your manager. Most importantly, it is designed to facilitate meaningful conversation about your objectives and performance as well as long-term planning. Please contact your manager to take advantage of this practical and helpful tool.

There are many other training and development opportunities this year that will help advance us as a company, including some items coming out of our strategic planning. Please take advantage of all these opportunities as I truly believe this will make us better individually and give us a competitive edge. As always, thanks for the hard work and effort by everyone.

REMEMBERING DAVID MCMICHEN



It is with great sadness that we share that a member of our family, David McMichen, experienced a cardiac episode on the evening of Dec. 7 that led to his passing.

David joined Robins & Morton in May 1991 and successfully led more than 25 projects, devoting much of his professional career to our company. Known by his teams, clients and friends as tactful, genuine and warm, he had a quiet but effective approach to communication and management. He was a hard worker, a comprehensive source of knowledge and a true builder.

He faced many personal trials in his life, including beating an aggressive form of cancer and losing his wife in 2012, but he faced each challenge with a spirit and determination that inspired admiration from all whom he touched.

David was a native of the Dogtown community close to Fort Payne, Alabama, and leaves behind his brother, Robins & Morton Senior Vice President Rocky, his uncle, retired Field Superintendent Gerald, his sister, multiple nieces and nephews who David adored, and their families.

David deeply impacted Robins & Morton and the communities where he lived and worked. Although we are saddened by this loss, we are comforted in that David is finally reunited with his wife, Jan, after six long years.

ROBINS & MORTON

CHECK OUT THE NEW ROBINSMORTON.COM!

Building Forward

Building Forward represents our commitment to continuously improve operations, safety, collaboration, and innovation. It is a journey that requires the participation of every individual at every level.

OOPS! Please note that in the previous Newscorner, HH Madison Hospital was misidentified as Huntsville Hospital. We apologize for the oversight.

100% CUSTOMER SATISFACTION *for 2018*

Robins & Morton is proud to give our clients world-class customer service — the kind that cultivates long-lasting relationships. At the end of every project, a third party surveys each client on preconstruction activities, construction activities, post-construction activities, miscellaneous comments and overall ratings, and we have maintained an overall average of 94% since the inception of this survey in 1993. Congratulations to the project teams featured below that received 100% results on their customer satisfaction client surveys in 2018.



AC HOTEL SPARTANBURG

Spartanburg, South Carolina
New Hotel

Start Date: Nov. 2015 **End Date:** Dec. 2017 **Cost:** \$40,954,000

Team Members: David Allen, Tammy Allen, Heath Bridges, Jordan Brook, John Burleson, Chancey Drew, Ashley Dyer, Robert Gambrell, Kevin Graffeo, Craig King, Heidi Marty,



Mark Mattox, Chris Miller, Sheldon Monroe, Blake Sayers, Ben Tribble, Oren Wilson

Comments:
"I put Robins & Morton at the top of the list of [general contractors] I've worked with. They were making a commitment to the Upstate, and we were essentially sold from day one."
Bruce Collins, OTO Development



PARSONS HIGH BAY

Huntsville, Alabama
Research and Development Facility

Start Date: Nov. 2017 **End Date:** July 2018 **Cost:** \$3,830,000

Team Members: Richard Anderson, Jason Bennett, Jacob Davenport, Cindy May, Steven Nickles, Dennis Peterson, Rosemary Rogers



Comments:
"I thought [Robins & Morton's] project management was great. It was probably the best building we have done with them. I'd score this a twelve if I could."
Joe Lee, Property Manager, Crown Group



JENNIE STUART MEDICAL CENTER, GERIATRIC BEHAVIORAL HEALTH UNIT RENOVATION

Hopkinsville, Kentucky
Geriatric Behavioral Health Unit Renovation

Start Date: Feb. 2018 **End Date:** July 2018 **Cost:** \$4,901,500

Team Members: Sharon Barrett, James Boullemet, Scott Bullock, Lance Cobb, Ginger Cullen, David McMichen, Glenn Myers, David Skipper, Chris Szapor



Comments:
"Experience is important. We've done work with Robins & Morton for so long that we know what we're going to get when we work with them. That's how we selected them on this project."
Eric Lee, Vice President of Operations, Jennie Stuart Medical Center



TREASURE VALLEY HOSPITAL

Boise, Idaho
OR Addition, MOB Renovation and Connector

Start Date: May 2017 **End Date:** August 2018 **Cost:** \$11,969,000

Team Members: Jeremy Bolton, James Boullemet, Neal Brock, Debbie Collins, Justin Free, Jake Holland, Larry Jones, Heidi Marty, Barry Maxwell, Bill Michael, Charles Miller, Jeff Morrisette, Todd Osborne, Joel Pate,



Jim Romano, Chris Skinner, Jamey Watson, Donny Williams

Comments:
"[Robins & Morton] went above and beyond... They valued my input and my team's input, took it to heart, and really tried to take care of the customer."
Paul Bettencourt, Facilities Director, Treasure Valley Hospital

INTRODUCING: THE STRATEGIC PLANNING GROUP


For many years, we used a group of senior managers to develop our long-range plans. This year, we have added a new group of people we named the Strategic Planning Group from various parts of our business to broaden our input to the planning process. The inaugural class includes preconstruction, marketing, VDC and self-perform team members along with various levels of our field personnel, totaling 17 Robins & Morton employees from all over the country. They met for the first time in late January and came prepared to discuss company strengths, weaknesses, opportunities and threats.

The Strategic Planning Group will normally meet throughout the year to work on initiatives and to analyze and recommend new areas of improvement. So far, seven areas listed on the right have been identified. Working in tandem with the Senior Strategic Planning team, four of these tasks will be pursued by senior leadership and the Strategic Planning Group itself will champion the others.


The terms of the new Strategic Planning Group members will be staggered and rotated, which will allow for greater participation and broader input over time. We are excited about this new initiative and believe it has the potential to be a very positive addition to the planning process for our company.

We have historically carried on Strategic Planning for many years, and have been successful with implementation when initiatives make good business sense. The ideas that come these meetings need to be tested and researched. Our next step will be to assess the current actions we have developed to be sure that they provide the right return for the effort and investment in them. We look forward to this process and will keep you informed as we make decisions.


THE SENIOR STRATEGIC PLANNING TEAM WILL CHAMPION THE FOLLOWING INITIATIVES:

 **Creating infrastructure to base our people more regionally.**

For years, Robins & Morton employees have built project after project, with little insight on where the next could take them – from Alabama to Maine or South Carolina to Texas. As a result, many of our people have expressed a desire to keep their families more regionally based to reduce the number of significant moves in their career. To further contribute to the workplace satisfaction of our people, senior leadership is now pursuing more diversified work with varying scopes in the areas where we have regional offices. This would ultimately lead to the possibility of keeping our people and their families in a specific region for a longer period of time.

 **Expanding our business unit management model.**

Robins & Morton's organizational structure has remained relatively the same for decades. It worked well for the progression through the various responsibilities in the field and for small support departments, but significant growth leads to new opportunities for more specialized roles. The senior team will work to create capacity for our operations managers and within division leadership. This will also likely lead to specialized roles in junior and mid-level positions, ensuring that projects and departments are properly supported.


 **Clarity in the bonus program.**

While many employees have expressed that they are pleased with their current bonuses, they have also expressed confusion about the areas of their performance considered that lead to the final bonus amount. As a result, the senior team is working to create transparency and clarity around bonus categories.

 **Focusing growth with micro-offices.**

Linked with efforts to give our people more of a regional home base, the senior team is also working to identify areas with a client footprint to open micro-offices. These offices will create an opportunity to generate work locally without the significant overhead costs of opening a full-scale office.

DIRECTLY CORRELATED WITH THOSE EFFORTS, THE STRATEGIC PLANNING GROUP WILL CHAMPION THE FOLLOWING INITIATIVES:

 **Growing our people.**

Although we have existing processes in place for growing our people, the Strategic Planning Group believes that Robins & Morton has opportunities on a more micro-scale to enhance the employee experience. For example, we have an official new hire process, but when new employees arrive on the jobsite, how are we onboarding them in a more personal way? Through this initiative, the Strategic Planning Group believes we can improve learning and development, recruiting, hiring, onboarding, retention, career planning, engagement and diversity.


















 **Revising Policies and Procedures.**

Robins & Morton's Policies and Procedures are the basis of our strong construction practices. They will always be a part of who we are and how we do business, but the Strategic Planning Group saw an opportunity to more effectively weave intent-based instruction into them. Once complete, this would create modernized Policies and Procedures more aligned with our Building Forward approach.

 **Achieving better work/life balance.**

Work/life balance is a challenge in many spheres, but particularly in the AEC industry that is driven by schedule. In conjunction with efforts to create a more comprehensive organizational structure and capitalize on regionally focused opportunities for our people, the Strategic Planning Group is working on ways to improve the work/life balance in our culture.

2019 STRATEGIC PLANNING GROUP

 ASHLEY DYER Sr. Project Manager	 MARSHALL SCOTT Sr. Project Manager	 CHRISTENA HOLCOMBE Asst. Superintendent	 RALLISA JONES Sr. Project Manager	 DAVID SKIPPER Sr. Project Manager	 MIKE DARE Superintendent	 ADAM SCOTT Sr. Precon Manager	 TODD WATSON Sr. Project Manager	 JERROD TIPTON General Work/ Drywall Manager
 JEFF JONES Superintendent	 RYAN VAN DYKE Superintendent	 CHRIS MCCALL Precon Manager	 JOSH FARR Superintendent	 MIKE JENNESSE Superintendent	 SCOTT KING Superintendent	 DAVID PRATT Manager of BIM/VDC	 KATY KLAPPROTH Director of Marketing and Communications	

CONNECT

CELEBRATING OUR UNIQUE BOND

Every day we experience the unique bond that is Robins & Morton – a culture that is our foundation and our compass. Reflecting on the activities leading up to Connect and the three days we all spent together reinforces that.

The idea for Connect was born out of the belief that our people, our company, and our journey is different, and to best capitalize on the value that uniqueness brings, we needed to grow it.

We have incredible talent; people who are creative, dedicated and engaged who, given the opportunity, can prepare us for the future. Our people created the framework for this event and spent seven months preparing for it. In addition to their daily workload, they planned every detail and organized actions to deliver what most of us would say was incredible.

The message from keynote speaker, David Marquet, was about leadership and being personally engaged. Our company journey is made up of a thousand personal journeys and the “Because I Wanted To” mentality is a prerequisite to merge those journeys into a unifying goal.

The facilities, accommodations, coordination and planning of the event were first class and the weather was gorgeous. It was a treat to see our trade partners and clients there, as they are a part of our Robins & Morton family, too. Finally, but most importantly, the event’s ability to bring together our people and their families was truly special.

Already people are asking what the next event looks like. We don’t have that answer right now, but considering the amazing people we have and their creativity, I’m sure it will be special yet again.

ROBERT GAMBRELL
SENIOR VICE PRESIDENT

ORLANDO
florida

623
attendees
1,041 people including families

53
*educational
booths*

27
*breakout
sessions*

TOPICS:
Technology • Safety • Best Practices
Lean Concepts • Finance • Innovation
Sustainability & Green Building
Customer Relationship Management
Employee Engagement & Resources
Jobsite & Department Highlights

MARCH 8-9

FRIDAY, MARCH 8



Coffee Connect
7:00 - 8:00 AM



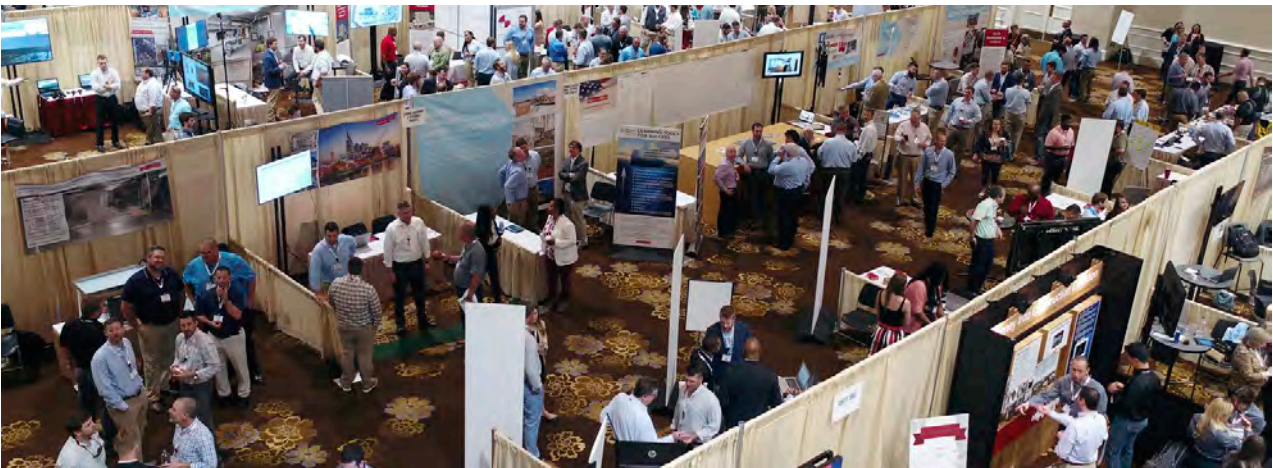
Our Coffee Connect session gave attendees the opportunity to share collective experiences and explore ideas.

Each table, led by a Robins & Morton moderator, explored topics following a theme of the four tenets: Collaboration, Continuous Improvement, Leadership Development and Creating a Learning Culture. Overall, this event led to new relationships and exciting takeaways.

“
I was so impressed with the energy created at the recent Connect event.
I don’t know how much Robins & Morton spent on this event, but I believe the result was priceless. To encourage staff from all over the country to come to a central location share their experiences, expertise, and new technology... I’ve never seen that before. From my perspective as an owner, this event was not just innovative, it engaged a group of very talented individuals to a level that is rarely achieved in the construction industry.”
NELSON ROQUE
DIRECTOR, FACILITIES & CONSTRUCTION
NEMOURS CHILDREN’S HOSPITAL



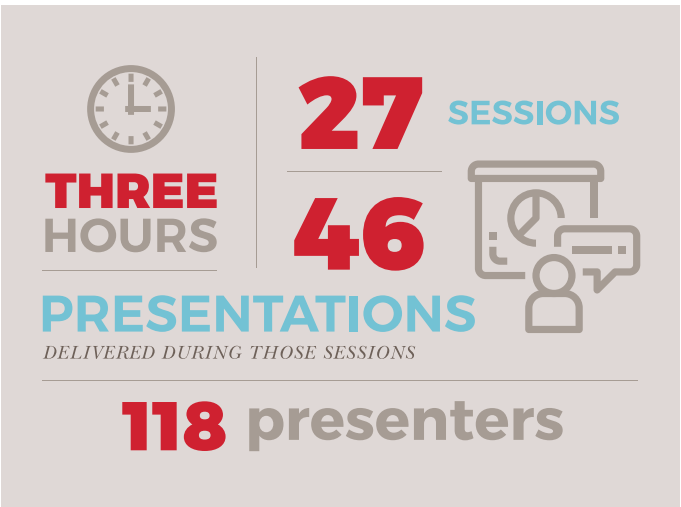
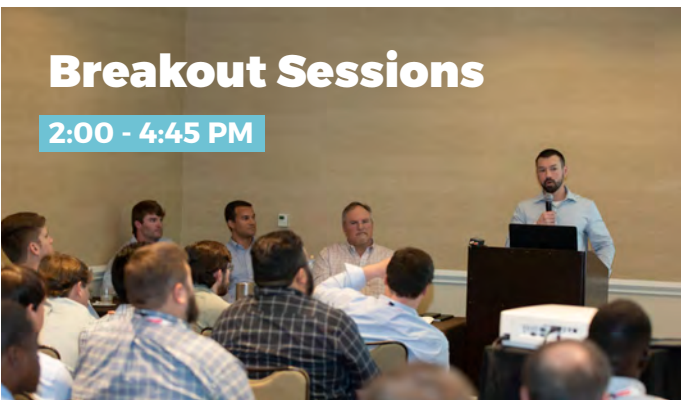
Exhibition Hall
8:30 - 11:30 AM



ROBINS & MORTON BUILDING **Forward**

CONNECT

FRIDAY, MARCH 8



The Breakout Sessions at Building Forward Connect were diverse and allowed attendees to customize their experience through different topics in each of the three breakouts.

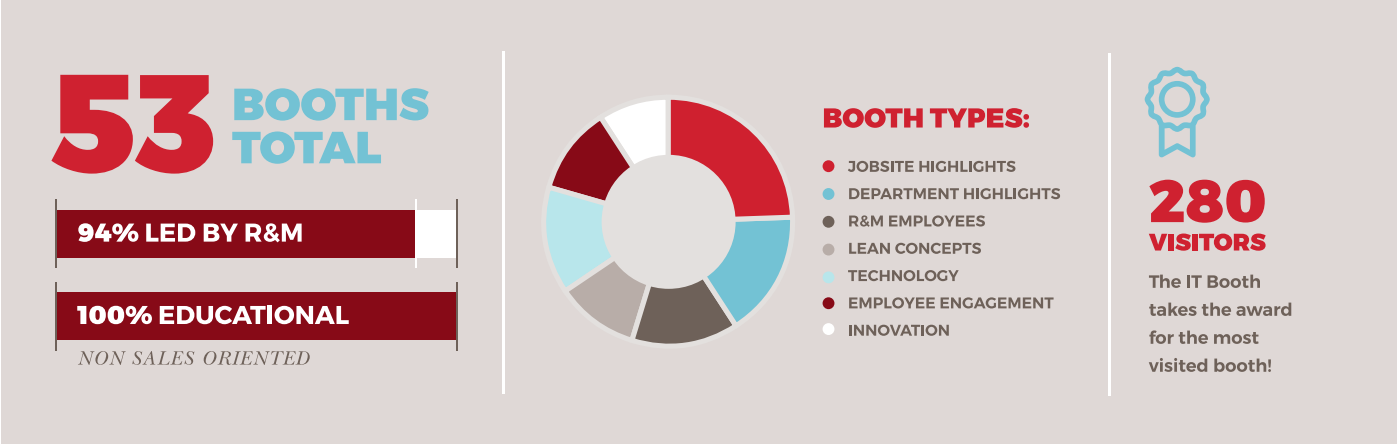
The most exciting part was that the majority of the session presenters were Robins & Morton peers. The incredible presentations and engagement of the participants really highlighted the talent that we have within the company. In total, there were 46 unique presentations in 27 sessions, delivered by 118 presenters representing all aspects of our business and how they align with the Building Forward culture. Although there may have been several sessions that you were not able to attend, don't worry, they were all captured by the A/V staff and will be available on video soon. These videos will make great Study Action team topics. Thanks to everyone who participated in a presentation and for the questions provided during the Q&A portion of each.

SATURDAY, MARCH 9



Robins & Morton is making great strides in innovation.

Manager of Scheduling and Innovative Support, Steve Moore, and Senior Scheduler, Daniel Fahmi, took the stage at Building Forward Connect to explain new processes for innovation support, showcase newly developed products and introduce Buildfore, a company-sponsored tech startup. Do you have an idea that you want to explore? Email the Innovation Department at innovation@robinsmorton.com



The final portion of Connect centered around our team members and their questions regarding the next steps for Robins & Morton and Building Forward.

In a Town Hall format, nine Robins & Morton leaders answered a variety of questions regarding career growth opportunities, acquiring and retaining people, our project bonus program, potential geographic and market diversification, the effect Building Forward processes have on our policies and procedures, self perform work, Robins & Morton's strategic planning initiative, and the future of Building Forward. Each of the panelists thoughtfully answered each question providing insight on the topics that are most important to our team members. The panel reinforced the importance of transparency and communication and offered to discuss any of the topics further with individual team members. We hope that the Town Hall allowed our team members to see the continued commitment to our mission of exceeding the expectations of our clients and our people.

GIVING *with* PURPOSE



On **Nov. 6**, members of our Charlotte team took time to help out the **Samaritan's Purse, Operation Christmas Child**. They volunteered at the processing center to put the finishing touches on shoebox gifts for children around the world. The group inspected and packaged enough shoeboxes to provide over 2,000 children with a Christmas gift.



On **Dec. 19**, our Southeast Georgia Health System team in Brunswick, Georgia, decided to bring a little holiday cheer to the children spending Christmas at the hospital. Members from the Robins & Morton team and onsite trade contractors came together to collect toys to give away, bringing smiles to young patients.



On **Feb. 2**, Robins & Morton sponsored **aTeam Ministries' Heart2Heart Gala**. The event celebrated the artistic talent of pediatric cancer patients and raised funds for the organization. Prior to the event, pediatric patients were paired with professional

artists to create two unique works of art: one by the patient and one by a professional artist. The pieces of art were then auctioned off at Heart2Heart.

RECENTLY PROMOTED

These individuals have displayed a strong work ethic and have improved their skills and qualifications in their positions.

- Jeffery Durrett Assistant Project Manager
- John Michael Fine..... Assistant Project Manager
- Blake Orum Assistant Project Manager
- Logan BurgessAssistant Superintendent
- Jeff ChildressAssistant Superintendent
- Maricio Clark.....Assistant Superintendent
- Brian CowanAssistant Superintendent
- Barry Maxwell.....Assistant Superintendent
- Raphael PerpignandAssistant Superintendent
- Drew Welch.....Assistant Superintendent
- Eric DraganacAssistant Superintendent
- Aaron Edwards.....Assistant Superintendent
- Steve PedersenAssistant Superintendent
- Carrie Buttles.....Field Engineer
- Brian GallucciField Superintendent
- Jared Wilson.....Field Superintendent
- David Pratt.....Manager of BIM/VDC
- Charles Esskuchen.....Project Engineer
- Travis Eubanks.....Project Engineer
- Felipe GiambarbaProject Engineer
- Brian GoodwinProject Engineer
- Allen LlodraProject Engineer
- Troy Martin.....Project Engineer
- Keith McConvilleProject Engineer
- Paul McKee.....Project Engineer
- Jake ThompsonProject Engineer
- Oren Wilson.....Project Engineer
- Shane WolffProject Engineer
- Justin DorningProject Manager
- Eric Talley.....Project Manager
- Dustin WearProject Manager
- Jason Givens.....Senior Estimator
- Tammy Allen.....Senior Field Office Assistant
- Melissa Owens.....Senior Field Office Assistant
- Jacob DavenportSenior Project Manager
- Michael Roberts.....Senior Project Manager
- Roland DorseySuperintendent
- Eudon EdwardsSuperintendent
- Ramiro Torres.....Superintendent
- Jennifer Lacy.....Building Forward Lean Practice Leader
- Katy Klaproth .. Director of Marketing and Communications
- Rachael Farr.....Communications Manager
- Brittany Torbett.....Digital Marketing Specialist
- Lorenza Walker.....Driver (ERS)
- Debbie CollinsExecutive Assistant
- Jennifer FranklinExecutive Assistant
- Rebecca TarwaterHuman Resources Generalist
- Laura Tedford.....Human Resources Generalist
- Kathy Crawford.....Payroll Supervisor
- Gloria Cook.....Risk Managment Supervisor
- Alexandra Battito.....Senior Marketing Coordinator
- Stephanie Harbison.....Senior Marketing Coordinator
- Jake Jacobs.....Senior Project Safety Manager

Please see back for executive promotions.



On **Nov. 27**, our marketing team and our Government Division intern whipped up 87 peanut butter and jelly sandwiches to take to the warming station at **Boutwell Auditorium in Downtown Birmingham**. A big thanks goes to this team for caring for their neighbors during the winter months!



For Christmas, the Birmingham accounting department collected toys for the **Circle of Love Foundation**. This organization gives gifts to children living in area shelters during the holidays.



In December, our Nashville office hosted a food drive for **GraceWorks Ministries**, collected toys for **A Soldier's Child Foundation** and collected gifts for **St. Luke's Community House**. We are so proud of their commitment to the greater Nashville community!



Robins & Morton sponsored and participated in the **2019 Bridge Run** presented by Southeast Georgia Health System. The event had more than 800 runners and all proceeds benefited the Southeast Georgia Health System's cancer and cardiac care programs.



Throughout the holidays, our Medical University of South Carolina Shawn Jenkins Children's Hospital and Pearl Tourville Women's Pavilion team collected nearly 100 new, unwrapped toys for **Toys for Tots**. They began collecting the toys on Oct. 30 and accepted donations through Dec. 15.



Robins & Morton's Beverly Knight Olson Children's Hospital, Navicent Health, team donated gifts to The Medical Center's annual **Holly Jolly Shoppe**. Donations of toys and wrapping paper allow the parents of patients at the children's hospital to shop for Christmas gifts while remaining close to their children during their hospital stay.



On **Feb. 1**, our Nashville office participated in **National Wear Red Day** to help raise awareness about the effects of heart disease and to officially kick off American Heart Month.



Thirty-three volunteers from our Birmingham team packed 278 boxes for **Feed My Starving Children on Jan. 26**. These boxes will create 60,048 meals and feed 164 children for one year!

ROBINS & MORTON

BY THE NUMBERS

WE WELCOMED

32

NEW HIRES

- Jordan Brook
Project Engineer
Brookwood Medical Center
- Davis Byrd
Field Engineer
Florida Hospital Carrollwood
- Christy Chappell
Field Office Assistant
Mayo Clinic
- Jose Ciprian
Field Engineer
Florida Hospital Waterman
- John Duncan
Field Engineer
HealthSouth Midland
- Amy Durham
Operations Assistant
Nashville Office
- Norma Estrada
Field Office Assistant
Providence Transmountain

Matt Ferguson
Assistant Superintendent
Curio Hotel

Julia Gaston
Field Engineer
Huntsville Hospital

Jason Gilbert
Superintendent
CHI Memorial Lufkin

Rob Grady
Project Engineer
Hilton Head Medical Center

Pat Hannan
Field Superintendent
Cherokee Indian Hospital

JD Hart
Project Engineer
CJW Chippenham

Tammy Howell
Administrative Assistant
Birmingham Office

Gentry Jones
Senior Project Safety Manager
Florida Hospital Waterman

Nathan Juliano
General Foreman
Nemours Children's

Lee Killian
Field Engineer
Huntsville Hospital

Jermaine Klopsis
Project Engineer
Florida Hospital Tampa

Cory Lingle
Project Engineer
Duke Medical Center

Todd Lomax
Assistant Superintendent
Springhill Suites

Matt Mathis
Concrete Superintendent
Florida Hospital Tampa

Shad Meier
Project Engineer
Vanderbilt University
Medical Center

Barbara Merryman
Project Assistant
Huntsville Office

Corban McMillian
Campus Recruiter Coordinator
Birmingham Office

Jacob Norman
Field Superintendent
HealthSouth Myrtle

Scott Parker
Field Engineer
Nor Lea General Hospital

Jose Rios Pagoda
Assistant Superintendent
Redstone Federal Credit

Al Ramirez
Project Engineer
UCF CREOL

Tim Roberts
Superintendent
Lexington Surgery Center

Gary Slater
Field Superintendent
Florida Hospital Waterman

Mike Smith
Field Engineer
Lexington Surgery Center

Robbie Tucker
Field Superintendent
Huntsville Hospital

5
YEARS OF SERVICE

- Erik Walls
- Laurie Padgett
- Fermin Diaz
- Blake Sayers
- Eric Suggs
- Chris Skinner
- Jason Bennett
- Katrina Crowe
- Garrett Plossay

10
YEARS OF SERVICE

- Jackie Mustakas
- Raul Mendoza
- Rallisa Jones
- Gerald Davis
- Celvin Alonzo

15
YEARS OF SERVICE

- Roy Waldrup
- Diana Holland
- Cande Rodriguez
- Ashley Dyer

20
YEARS OF SERVICE

- Pedro Olvera

25
YEARS OF SERVICE

- Derek Gregg
- Jimmy Griffis

30
YEARS OF SERVICE

- Barry Jones

SERVICE ANNIVERSARIES

R&M *project* MILESTONES



SAINT THOMAS MEDICAL PARTNERS, GALLATIN, CELEBRATES OPENING

GALLATIN, TENN.

On Nov. 6, the Saint Thomas Medical Partners, Gallatin, project celebrated its grand opening. This is the seventh project Robins & Morton has completed for Saint Thomas Medical Partners over the last several years.



ST. JOSEPH'S HOSPITAL HOLDS BLESSING CEREMONY

TAMPA, FLA.

On Jan. 18, Robins & Morton joined St. Joseph's Hospital for a blessing ceremony of the final structural piece raised to signify the beginning of tower construction in Tampa, Florida.



ADVENTHEALTH WATERMAN BREAKS GROUND IN MOUNT DORA

MOUNT DORA, FLA.

On Feb. 19, Robins & Morton joined AdventHealth Waterman in breaking ground on their new medical plaza project in Mount Dora, Florida. The two-story, 22,000-square-foot plaza would be the first of its kind in North Lake County, intending to provide primary care, with capacity for walk-in appointments and resources for comprehensive health assistance and services. Construction is slated for completion in Fall 2019.



SOUTHEAST GEORGIA HEALTH SYSTEM BREAKS GROUND ON EXPANSION

BRUNSWICK, GA.

Robins & Morton, Southeast Georgia Health System and community members gathered to celebrate the official groundbreaking of the Health System's Brunswick Campus master renovation and expansion project on Feb. 21.

The three-year project will consist of a surgery/emergency department renovation and expansion, central energy plant (CEP) expansion, patient floor renovation and bed tower renovation. Ultimately, the emergency department will increase from 35 to 50 treatment rooms and there will be 16 new operating rooms, a new main entry and new private post anesthesia care unit spaces. These upgrades will total more than 74,000 square feet of new construction and more than 141,000 square feet of renovation.

"We're honored to be a part of the team working with Southeast Georgia Health System to deliver this important project for Brunswick and the surrounding communities," Robins & Morton Operations Manager, Eric Groat, said.



NCDOL PRESENTS ROBINS & MORTON WITH BUILDING STAR DESIGNATION

RALEIGH, N.C.

North Carolina Commissioner of Labor, Cherie Berry, presented Robins & Morton with the Building Star Award for their work in Raleigh, North Carolina, on Nov. 28.

The Building Star Award is part of the North Carolina Department of Labor's Star program, administered through its Education, Training and Technical Assistance Bureau of the Occupational Safety and Health Division. This specific award recognizes construction worksites and companies that have quality safety and health programs that meet the Carolina Star requirements. Some requirements include: management commitment and leadership, employee involvement and participation, hazard identification and evaluation, hazard prevention and control, safety and health training.

Out of 250,000 companies working in North Carolina, only 155 have been inducted into the Star program. Of those 155, only 23 are Building Star recipients.



MOUNT SINAI MEDICAL CENTER HOLDS OFFICIAL RIBBON CUTTING CEREMONY

MIAMI BEACH, FLA.

On Jan. 25, Robins & Morton celebrated the ribbon cutting for the new bed tower and emergency department addition at Mount Sinai Medical Center in Miami Beach, Florida. The new space is comprised of 350,000 square feet, 12 operating rooms and 154 patient rooms. Robins & Morton served as the construction manager and Cannon Design was the architect.



ADVENTHEALTH OCALA OPENS PHASE ONE OF ED PROJECT

OCALA, FLA.

On Feb. 4, Robins & Morton joined AdventHealth Ocala for a ribbon cutting ceremony to celebrate the phase one completion of their emergency department renovations. This was the first department-wide remodel in 40 years.



HH DECATUR MORGAN ED EXPANSION HOLDS RIBBON CUTTING

DECATUR, ALA.

On Jan. 25, Decatur Morgan Hospital unveiled their new, emergency department expansion. Through this project, the ED's capacity has more than doubled, from 14 to 35 beds. Because of this, the hospital has estimated a 20 percent decrease in total time spent in the emergency department for the relatively minor cases. The department officially opened for service to patients on March 6.



BEVERLY KNIGHT OLSON CHILDREN'S HOSPITAL HOLDS TREE LIGHTING

MACON, GA.

In early December, our Beverly Knight Olson Children's Hospital, Navicent Health, team celebrated alongside the hospital for their annual Night of Lights. In addition to a performance by Mercer University Children's Choir, former NICU patient John Pate served as this year's miracle child and ceremoniously lit the tree.



ADVENTHEALTH HENDERSONVILLE BEGINS BEHAVIORAL HEALTH PROJECT

HENDERSONVILLE, N.C.

On Jan. 31, Robins & Morton and AdventHealth Hendersonville witnessed the ceremonious demolition of the first wall of the Behavioral Health Unit renovation. This project includes upgrades to approximately 15,771 square feet, comprised of patient rooms, common and support areas, a nurse's station and more. Construction is slated for completion in late 2019.



BEVERLY KNIGHT OLSON CHILDREN'S HOSPITAL, NAVICENT HEALTH OPENS

MACON, GA.

Robins & Morton, Navicent Health and community members gathered to celebrate the grand opening of Beverly Knight Olson Children's Hospital, Navicent Health, on Feb. 25.

The first floor of the five-story addition includes a new emergency center and imaging center. The second floor holds general pediatric unit, with the third floor used for inpatient and outpatient surgical and procedural services. Floors four and five house the new 66 bed neonatal intensive care unit (NICU), with renovated pediatric critical care unit spaces on the hospital's existing fourth floor.





"We are delighted to complete this project and begin serving patients and their families in the new, state-of-the-art Beverly Knight Olson Children's Hospital, Navicent Health. This project would not have been possible without Robins & Morton, a tremendous partner who has worked tirelessly to meet and exceed our expectations. Robins & Morton's dedicated team of caring professionals have gone above and beyond not only for the purposes of this construction project, but to enhance care for our current young patients who have watched them work each day," said Dr. Ninfa M. Saunders, President and CEO of Navicent Health.

"We are excited about the completion of this dream. Twenty months ago, we embarked on our journey to build a state-of-the-art children's hospital that would bring world class healthcare to the central Georgia area," Robins & Morton Superintendent Jeff Jones said. "After 320,000 work hours, we have completed the new Beverly Knight Olson Children's Hospital while using 80% local contractors and vendors. This was a facility that was built by the people and for the people of Macon, Georgia."

RECENTLY *awarded* PROJECTS

University of Miami \$60,000,000 Tower Expansion Miami, Fla.	America Development and Investments, Dublin \$15,000,000 Rehabilitation Hospital Dublin, Ohio	Children's Health \$6,000,000 Children's Medical Center 11th Floor Renovation Dallas, Texas	Mayo Clinic \$3,000,000 Destination Medical Building Buildout Jacksonville, Fla.	Buddy Moore Trucking \$1,000,000 Renovation Birmingham, Ala.
Homewood Hotel, LLC Valley Hotel Homewood, Ala.	Mount Sinai Medical Center \$15,000,000 Renovations Miami Beach, Fla.	First Coast Surgery Center \$6,000,000 Ambulatory Surgery Center Jacksonville, Fla.	Duke University Medical Center \$2,100,000 CHC Substation Replacement Durham, N.C.	Huntsville Hospital Highly Infectious Disease Recovery Unit \$1,000,000 Infectious Disease Recovery Unit and Misc. Huntsville, Ala.
HostDime \$20,000,000 Data Center and Headquarters Orlando, Fla.	JSMC Blue Creek Medical Office Building \$14,000,000 Medical Office Building Hopkinsville, Ky.	Mayo Clinic \$6,000,000 PACU Jacksonville, Fla.	Regional Medical Center \$2,000,000 20-Bed Behavioral Health Renovation Anniston, Ala.	Saint Thomas Medical Partners, Franklin \$1,000,000 Sleep Clinic Franklin, Tenn.
Wofford College \$20,000,000 Dormitory and Cafeteria Renovation Spartanburg, S.C.	AdventHealth Brandon \$13,000,000 Freestanding Emergency Department Brandon, Fla.	AdventHealth New Smyrna Beach \$5,000,000 Emergency Department New Smyrna Beach, Fla.	UTMB Health \$2,000,000 Second Floor Corridor Galveston, Texas	Southeast Georgia Health System \$1,000,000 Vault Renovation Brunswick, Ga.
Ocala Regional Medical Center \$16,000,000 Intensive Care Unit Ocala, Fla.	Baptist Health South Florida \$13,000,000 Sixth Floor Buildout Miami, Fla.	Wayne Memorial Hospital \$4,000,000 Surgery Addition Jesup, Ga.	Duke University Medical Center \$1,100,000 MRI #2 Equipment Replacement Durham, N.C.	Duke University Medical Center \$900,000 K5 Radiology Robotic Imaging Room Durham, N.C.

SENIOR-LEVEL PROMOTIONS

AIMEE COMER Vice President of People and Development  <p>Aimee Comer is being promoted to Vice President of People and Development. Aimee began her career at Robins & Morton in 2004 after working in other industries in various human resources roles. She was instrumental in establishing a formal HR group at Robins & Morton and has developed a strong team of professionals to support every aspect of our people in the company. As the company has grown, Aimee has provided the management and guidance to support us in all of the many areas of human resources. Aimee will continue to lead our people and development group, focusing her efforts at a leadership level to assure advancement and guidance for all of us.</p>	BEN LEAVER Vice President of Finance  <p>Ben Leaver has been promoted to Vice President of Finance. In this role, Leaver is responsible for corporate accounting, finance and risk management. In 2015, Leaver began his career with Robins & Morton as Assistant Controller after an eight-year career at a Birmingham-area CPA firm. He quickly ascended from that position to Controller and then accepted the Director of Finance position in 2017. Leaver is a licensed CPA and holds a Certified Construction Industry Financial Professional (CCIFP) designation.</p>	DEREK GREGG Vice President, Orlando  <p>Derek Gregg is being promoted to Vice President in our Florida operation. Derek started his career at Robins & Morton in January 1994 after graduating from Auburn University. He spent several years working in the field and played key roles in both Nashville and Birmingham before landing in the Florida division as one of its original founding managers. Derek has been a key player in building the Orlando office into the successful division it is today while managing some of our most challenging and large projects. Derek will continue his management duties in Orlando and Florida as he contributes to further growth throughout this region.</p>	GLENN MYERS Vice President, Nashville  <p>Glenn Myers is being promoted to Vice President in the Nashville office. Glenn began his career in October 1990 and has excelled in every assignment throughout his career. After managing many successful projects both in the field and as a project manager, Glenn settled in the Nashville office in 1995. He has been instrumental in growing the Nashville operation. Glenn is a leader and is well qualified to excel in this position in executive management. He has proven himself to be effective at sales, risk management and helping with the development and growth of our people. A longtime Tennessee native, Glenn will continue to help with the expansion and growth of our Nashville operation.</p>
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