

NEWSCORNER

Winter 2023

A LOOK BACK AT 2023



From the Chairman and CEO

Bill Morton



We are forecasting to reach our sales goal of \$2.3 billion for the year. And the good news is that several projects that would have put us over the goal will become sales in 2024. As a result, we will enter 2024 with the highest amount of awarded work in our history.

Our current projection for revenue for the year is \$1.95 billion, which allows us to achieve our goal for the third year in a row. Our total backlog will be just under \$3.5 billion as we enter 2024. Thanks to everyone for all the hard work in producing a very good year for Robins & Morton.

By the time you receive this, we will have completed our business planning sessions for 2024. Based on our preliminary goals, we are expecting an outstanding 2024. Along with a healthy sales increase, we should have our largest backlog ever at year-end. We are truly excited about the future growth of our company.

SOME MAJOR MILESTONES FOR 2023:

- We achieved a Customer Satisfaction rating of 93.6% in 2023 with 10 projects surveyed through the third quarter of the year.
- In April, we contributed to our profit-sharing plan for the 35th year in a row.
- We had 11,821 class attendees in the Training for Excellence program, covering 354 subjects.
- We received 17 ABC Excellence in Construction Awards, including 13 first-place awards.
- We spoke at nine national healthcare conferences.
- Robins & Morton was ranked as a Best Place to Work in our Birmingham, Nashville, Orlando, and South Florida markets.
- We released our third State of Healthcare Construction Report publication, which was then covered by several regional and national trade and business publications.

We will enter 2024 with the highest amount of awarded work in our history.

- We published our first-ever Company Report on Health, Strategy, and Initiatives.
- We started our fifth class of Rocky McMichen Craft Mentorship participants. The current class of 16 mentees will graduate in April 2024 and is the largest group yet.
- Our Charlotte and Nashville offices held open-house events to celebrate their recent renovations, and our Miami office relocated and expanded to better serve our South Florida clients.
- We created and started our Women's Network and formalized our Veterans Network across all office locations.

In sales presentations, it has always been rewarding to be able to mention so many successful projects. Of course, excellent performance and happy clients allow us to use their satisfaction as powerful references. The hard work you do shows up in every

facet of our business, whether it is client satisfaction, sales, revenue, or contribution to our profit sharing. Thank you for the way you serve our clients and for keeping their satisfaction as the highest goal for every project.

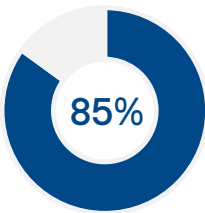
As we close another very successful year in our business, we should stop and reflect on our blessings. These include the health and security we experience personally as well as the opportunities we have to contribute to our communities. In almost every community where we work, we have participated in worthy charitable events. These contributions are written up in the Newscorner and often reported in The Framework by many of you as they occur. Our thanks to each of you who gives back to your community.

The holiday season is a good time to appreciate the completion of another successful year and take time to be with family and friends. Please take advantage of this time to enjoy the holidays and be thankful for all our blessings. Best wishes for a very happy holiday season and a great New Year. ■

2023 PERFORMANCE INDICATORS

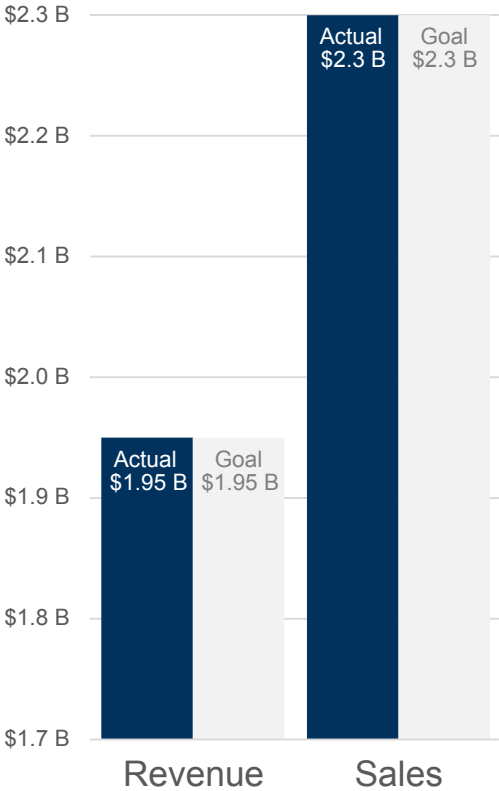
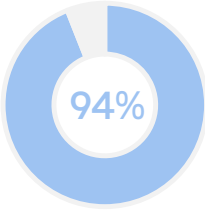
Profit

Percent of year-end projection



Customer Satisfaction

Cumulative



Robin Savage Named 2023 Cornerstone Award Recipient

Associated Builders and Contractors (ABC) of Alabama announced Robins & Morton President and COO Robin Savage as the 2023 Cornerstone Award recipient at its annual Excellence in Construction Gala.

This lifetime achievement award recognizes individuals who have demonstrated a commitment to the construction industry while conducting business with integrity, advocating for the future of the industry, and maintaining community involvement.

Robin began his journey in construction as a teenager, holding various carpentry and labor positions, which led to his pursuit of a Building Science degree at Auburn University. He graduated in 1982 and earned the Outstanding Senior Award. Upon graduation, Robin joined Robins & Morton. Over the next 20 years, he held the titles of field engineer, assistant superintendent, project manager, senior estimator, operations manager, and senior vice president, engaging in nearly every operational aspect of the business. In 2002, Robin became Robins & Morton's chief operating officer, and in 2015, he became president of the company.

Since the beginning of Robin's tenure as chief operating officer, Robins & Morton has experienced substantial growth. During this period, the company has also expanded by opening seven offices and five new divisions, including Central,



Government Services, Self-Perform Work, Commercial, and Special Projects. There has also been substantial progress in our safety program, our sustainability efforts, and in the implementation of our Building Forward® and SmartFab® approaches. Further, evidence of Robin's support is in every facet of Robins & Morton.



Robin received the Cornerstone Award in November at the annual Excellence in Construction Gala. He became one of 29 recipients since the award's founding in 1994, a roster that includes Robins & Morton's Chairman and CEO Bill Morton, who received the award in 2017, and Robins & Morton's late Chairman Emeritus Barry Morton.

Outside of work, Robin has contributed to the construction industry through education and advocacy. He chaired and served on the Auburn Building Science Industry Advisory Council and is a current board member and former president of ABC Alabama. He is also a former member and chair of the Construction Industry Fund Board. In 2013, he received the Lifetime Achievement Award from Auburn University's McWhorter School of Building Science.

Robin's civic involvement includes serving as a board member for the Greater Birmingham Humane Society and for Glenwood, a nonprofit agency dedicated to serving individuals with autism and other behavioral needs. He has also worked as an industry fundraising leader for both the United Way and the American Heart Association and served as a Project Business instructor for Junior Achievement. ■

Mark Mattox Named 2024 ABC of Alabama Chairman

Congratulations to Vice President Mark Mattox for his appointment as 2024 chairman of Associated Builders and Contractors (ABC) of Alabama.

Mark's leadership within ABC began in 2012 with his appointment to the General Contractor/Subcontractor (Gen/Sub) Committee, which was followed by a board position in 2013, and his appointment to the executive committee in 2015. He has been an essential advocate for the construction industry through his engagement locally with programs such as the Academy of Craft Training and through his involvement in advancing national legislation.

Mark has been in the construction industry for more than 30 years and has served in a variety of roles at Robins & Morton, including field operations, project management, operations management, and business development. He has directly contributed to the success of more than 150 projects, totaling \$2.2 billion of work.



Caitlin Shiflett, Robins & Morton Receive Distinguished Service, Legacy Awards from Auburn University

Talent Acquisition Specialist Caitlin Shiflett was recognized with a Distinguished Service Award by Auburn University's College of Architecture, Design and Construction (CADC) at its Annual Awards Event on Oct. 26 at the Marriott Grand National in Opelika, Alabama. Additionally, Robins & Morton was honored for its longtime support of the university with the 2023 Legacy Award. The annual awards program recognizes outstanding faculty, staff, students, and industry supporters.

Since joining Robins & Morton in 2019, Caitlin has served as a recruiting champion at Auburn University, guiding students to full-time careers in the construction industry. Caitlin estimates that in the last four years, she has attended more than 55 Auburn University College of Architecture and Design career events and has assisted more than 170 Auburn students on their career journeys.

At the end of the banquet, the CADC recognized Robins & Morton with the Legacy Award, which is given to an industry partner with at least 50 years of leadership, support of Auburn University, and professional distinction.

Former Legacy Award recipients include housing finance provider Fannie Mae for its support of Rural Studio's Front Porch Initiative and the Associated General Contractors of America – Alabama Chapter.



Charlotte Team Holds Open House in October

Robins & Morton's Charlotte team held an open house event on Oct. 12. The team welcomed clients, business partners, and friends for an evening of cocktails and hors d'oeuvres. The event celebrated the newly renovated office and the work completed in the greater Charlotte area.

More than 100 people came by to celebrate and see our new space.

In 2023, Robins & Morton's Charlotte office ranked No. 8 on the Charlotte Business Journal's Top Contractors list.



Barbara Wilson Mentorship Program Applications Now Open

The Learning and Development team is now accepting applications for the Barbara Wilson Mentorship Program's 2024 class. The program, which was named after Robins & Morton's former vice president of marketing, takes an individualized approach to supporting administrative professionals who want to transition into an operations position. Applications close Jan. 31. Check out the application on the HR HUB page for more information.

Raleigh Office Tees Off for First Annual Robins & Morton Raleigh Open

On August 28, Robins & Morton hosted our inaugural Robins & Morton Raleigh Open golf tournament.



We welcomed 240 participants – including client, contractor, and vendor partners – to play on two courses at Prestonwood Country Club in Cary, North Carolina. The tournament was followed by an awards ceremony, where the winners were recognized.

In addition to a great turnout and a fun day of golf, we raised \$40,000 for the American Heart Association and Ronald McDonald House Charities of the Triangle.

We would like to offer a special thank you to all of our sponsors who made this event possible, especially our title sponsors: ERS Construction Products, Starr Electric Company, Inc., Tech Air, and Adams Electric Company.

professionals nationwide. This has resulted in the hiring of over 48 entry-level team members, an accomplishment that is vital to our long-term growth.

- In the area of benefits, our commitment extends beyond traditional offerings with expanded coverage for voluntary benefits, including cancer screening, online physical therapy, and free vision and dental coverage. In 2024, we will be adding new weight loss programs at no cost to our people to help with longer-term well-being and health.
- Some of our existing programs—including GITHrive digestive treatment, Virta Health diabetes assistance, and the EAP program for counseling—all experienced increased adoption this year, demonstrating our team members' heightened sense of awareness for these important areas of treatment.

Development and growth of our people is a constant team effort. It requires the offering and facilitation of programs, classes, and benefits as well as the willingness and acceptance of our team members to embrace these opportunities. In 2023, this combination has resulted in exceptional advancement in this area. I believe 2024 will be an even better year of development as we continue to grow.

This has been a highly successful year for the company due entirely to the efforts, hard work, and expertise of our people. It has been said, "If we take care of our people and each other, the rest will take care of itself." Thanks to everyone for making us the great company we are. Let's look forward to a great 2024. Have a wonderful holiday season with your family and friends. ■

From the President and COO Robin Savage



As we draw 2023 to a close, we can look back on a highly successful year for our people and for the company. In fact, in many areas, we could consider this a record year and one of the best in the company's history. In almost all of our measurable business goals, we have

exceeded or come very close to accomplishing what many of us considered to be stretch goals that we set at the end of 2022. This includes sales, revenue, profit, and backlog going into the next year. As you know, backlog is the amount of booked work that has yet to be put into place. A high backlog is extremely important to giving us the comfort to make expansion and improvement plans going into the next year. It also helps us sleep really well just knowing we have a strong base from which to work!

In addition to these accomplishments on business terms, we have made strides in preserving and developing our most important resource in the company: our people. Through our safety and people development programs, we have made great progress in 2023. I want to expound on these two aspects of our company, as they are the most important goals for us to accomplish.

In 2023, we made historic strides both in our measurable results and in the cultural advancement of our attitude toward safety. Our dedication to safety remained apparent as we continued to strive to foster a culture where safety was not just a priority but a shared core value, addressing both the technical and cultural aspects of safety. Our commitment was evidenced by the following initiatives:

- **ADVANCED SAFETY TRAINING COURSES:** We conducted advanced-level safety training courses, benefiting over 200 salaried team members.
- **HUMAN PERFORMANCE CLASS:** Approximately 90 new salaried team members participated in our two-day Human Performance class.
- **ON-DEMAND HUMAN PERFORMANCE TRAINING:** New for 2023, we developed an on-demand Human Performance training course. This initiative aimed to familiarize incoming salaried team members with the fundamental concepts of our Human Performance Operating Philosophy, bridging the gap between hiring and participation in the full two-day Human Performance course.
- **HOURLY TEAM MEMBERS FOCUS:** Our dedication to Human Performance education extended to our hourly team members through the delivery of the craft HP introductory course and corresponding HP modules.
- **HUMAN PERFORMANCE IMPLEMENTATION GUIDE:** We developed a Human Performance Implementation Guide designed for all salaried managers. This guide will serve as an essential tool for the successful integration of our Human Performance Operating Philosophy into daily operations.
- **HUMAN PERFORMANCE PROJECT ASSESSMENTS:** In line with our commitment to continuous improvement, we initiated a Human Performance

project assessment designed to benchmark our current implementation efforts and target specific improvement actions as needed.

Additionally, we have continued a concerted effort on technical training, initiated a revised safety monitoring system through the AIC software, and promoted the GoContractor program to help educate and obtain buy-in from our trade partners.

Your efforts have yielded tangible outcomes in the following key performance indicators for the year:

- A reduction in the PSIF incidence rate, reaching the lowest level since we began tracking this indicator in 2013.
- A reduction in the total recordable incidence rate, reaching the lowest level in company history.
- A reduction in the workers' compensation cost per work hour, achieving the lowest level in company history.

Most importantly, there is a noticeable difference in our cultural attitude toward safety and simply the idea of caring about each other. This success stands as a testament to the commitment and action of our teams. However, it is crucial that we do not rest on past successes. Instead, we need to continue to refine and enhance our safety efforts into 2024, ensuring sustained success and safeguarding the well-being of our people. There is nothing more important in our company than this effort.

The development, growth, and enhancement of our people is another area that is critical to our long-term success. In 2023, we have made a concerted effort to facilitate the professional development and well-being of our team members through the implementation of a multifaceted approach. However, none of this would be successful without the acceptance and effort on the part of the individuals within the company. Some of our advancements include the following:

- Utilization of SuccessFactors has increased to an impressive 87%, indicative of our commitment to leveraging technology for team member growth, performance tracking, and career development. This is our best year of advancement in the utilization of SuccessFactors.
- The Training for Excellence program saw impressive engagement with more than 11,000 attendees participating in 350 subjects this year, resulting in an average of about eight classes completed by each full-time team member. This is a remarkable improvement over years past and indicates the willingness of our people to learn and develop themselves.
- There were substantial improvements to new hire orientation, cultural alignment programs, and people-related guides, reflecting our commitment to providing comprehensive support and information, particularly for our newest team members.
- The growth and actions of our Recruiting team have resulted in the hiring of over 130 new team members into the company. We have particularly increased our footprint in campus recruiting, which has allowed us to engage in more on-campus events and jobsite tours, fostering connections with construction management



INDUSTRY LEADERSHIP

GLORIA COOK PRESENTS AT CMFA

In August, Robins & Morton Project Risk and Insurance Manager Gloria Cook participated in a Women in Construction Leadership panel at the Construction Financial Management Association’s Southeastern Regional Conference in Chattanooga, Tennessee. The panel was the first of its kind at this event.

ASHLEY DYER SPEAKS ON SUPPLY CHAIN

In August, Operations Manager Ashley Dyer served on Associated Builders and Contractors of Alabama’s Construction Supply Chain Briefing and Panel Discussion at The Club in Birmingham. Attendees heard forecasts for the supply chain from Ashley, Hardy Corporation’s Kevin Cordell, and Warren Averett’s David Salters. The event concluded with a brief legal update from Balch & Bingham’s Joe Leavens.

Ashley chairs the General Contractor/Subcontractor (GenSub) Committee. The committee recently released a new newsletter to help ABC members stay updated on market conditions.

HFSE IN CHARLOTTE SHOWCASES INDUSTRY TRENDS, LEADERSHIP

In September, several team members from Robins & Morton attended and presented at Healthcare Facilities Symposium & Expo in Charlotte, North Carolina.

In the first session, Division Manager Eric Groat joined Building Forward® Lean Practice Leader Jennifer Lacy, Division Preconstruction Manager Tom Thibeaux, Tenet Health’s John Klopsch, JLL’s Daina Pitzenberger, and HKS’ Marc Budaus in challenging attendees to identify what it takes to build confidently under current market conditions. The interactive session challenged the status quo and explored reliable strategies for greater certainty in the construction process.

In our second session, Senior Superintendent Mike Goodin and SmartFab® Director Matt Hardy joined Charlotte Engineers’ Greg Turner and Novant Health’s Ben Brodersen and Matt Steine to discuss the realities of prefabrication. The team shared their process to complete a modular mechanical penthouse on the roof of Novant Health’s new hospital, rescuing nearly 10,000 square feet of patient care space and helping Novant Health achieve an operational goal. The week was highlighted by a Robins & Morton-sponsored happy hour, giving us the opportunity to reconnect with industry peers and meet some new faces.

DALLAS TEAM MODERATES HEALTHCARE PANEL

Robins & Morton Building Forward® Lean Practice Leader Jennifer Lacy and Vice President Bob Wall served as co-moderators of a Healthcare Panel for the Society for Marketing Professional Services (SMPS) of North Texas in August.

Parkland Health’s John Wilson, Baylor Scott & White Health’s Andy Craigo, and Cook Children’s Health’s Sam Werschky served as panelists for the event, sharing insights on navigating the changing landscape of healthcare construction and design.

A special thank you to Marketing Manager Laura Hernandez for her work in planning and executing this event as the president of SMPS North Texas. Laura now holds the immediate past president title after the installation of the chapter’s 2024 officers in September.

ROBINS & MORTON SHOWCASES FIELD-DRIVEN INNOVATION AT LEAN CONGRESS

In October, our team members created meaningful industry connections and led impactful discussions at this year’s Lean Construction Institute Lean Congress in Detroit, Michigan. Building Forward® Lean Practice Leader Jennifer Lacy, Innovation Lab Manager Steve Moore, and Senior Superintendent Josh Young led a session on innovation, demonstrating how to bring field-driven ideas to life. We also enjoyed connecting with industry peers over beverages and hors d’oeuvres at our sponsored happy-hour event at the Caucus Club.

JENNIFER LACY DELIVERS CONFERENCE KEYNOTE

Building Forward® Lean Practice Leader Jennifer Lacy delivered the keynote address for the Associated General Contractors of America (AGC) 2023 Construction HR and Workforce Conference on Nov. 7 in Atlanta. Jennifer’s presentation, titled “Connect, Create, Celebrate: The Cheat Code to Unleashing Team Member Potential,” addressed the importance of fostering meaningful connections, authentic communication, and genuine celebrations. She emphasized that these elements have the power to cultivate a workplace culture that shapes the future of the workforce and drives critical business outcomes.

Giving With Purpose

Post your Giving With Purpose activities on Viva Engage (formerly Yammer) using the hashtag #GWP

Our Carilion Roanoke Memorial Hospital project team joined Branch Builds this summer to host our second annual Crystal Spring Tower Charity Softball Game. Team Ronald McDonald House Charities of Southwest Virginia faced off against Team Carilion Clinic Children’s, and the event raised about \$3,000 to benefit each charity.



Several of our ERS team members in Birmingham, Alabama, spent time volunteering with Sleep in Heavenly Peace in July in an effort to build, assemble, and deliver 100 beds for local families in need.



Our King’s Daughters Medical Center team created back-to-school excitement by painting pawprints along the sidewalks of Crabbe Elementary School in Ashland, Kentucky, in August. The team also collected and donated school supplies to help out the second-grade classes at Ponderosa Elementary School. They topped it all off by creating a spooky construction-themed booth for Crabbe’s annual Trunk or Treat in late October.



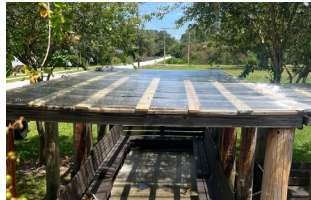
Our AdventHealth Riverview Hospital team in Tampa, Florida, welcomes Lighthouse Gospel Mission’s food truck to the project site weekly, and all proceeds are donated to local food banks and shelters. The team also led a school supply drive for students at nearby Lamb Elementary School in August. Together with trade contractors, they contributed to donating more than \$15,000 worth of school supplies and uniforms, as well as 12 picnic tables for students to enjoy lunch outside.



We were proud to support Kid One Transport’s Diamonds for Life Gala in Birmingham, Alabama, in August. Several of our team members attended the event, which helps Kid One fulfill its mission to transport children and expectant mothers to necessary healthcare services.



Our AdventHealth Winter Haven Emergency Department project team rebuilt a school bus stop roof for students at Friends of Joshua House Foundation, a nonprofit that develops resources to improve the quality of life for abused, abandoned, and neglected children and teens. The old roof sustained damage from storms in recent years and began to leak, so our team decided to give the kids a dry place to wait for their bus for the new school year.



Several of our team members participated in the Girl Scouts of North-Central Alabama’s Annual Leadership Summit. While in the “Hall of Experiences,” where students in grades 4 through 12 could interact with professionals in various industries, our team discussed careers in construction with more than 300 participants and demonstrated the use of virtual reality in construction.



Our Carilion Roanoke Memorial Hospital team shared a heartwarming moment with young patients at Carilion Children’s Tanglewood Center in September. Several patients and their families spent some time painting a beam that will be used in the construction of the Crystal Spring Tower expansion project, which will include pediatric and adult trauma care units. The event was an opportunity to integrate art into the healing process for these children, allowing them to relax for a brief period, focus on something fun, and use their creative expression.



Our NextGen Birmingham Young Professionals Group joined Coosa Riverkeeper in September to clean up trash along the waterfront. Team members learned about the riverkeeper’s mission of protecting, promoting, and restoring the Coosa River, including educating the public about the value the river brings to our community, economy, and environment.



Our team saddled up to support the Western Jamboree in Greenwood, South Carolina, benefitting the 1951 Club and the Equation For Progress Campaign by Self Regional Healthcare Foundation. The 1951 Club works to ensure access to excellence in healthcare for all patients in the community. Our contributions through the campaign directly support life-saving initiatives, including da Vinci robotic surgery technology and the establishment of a comprehensive breast center for women.



Our Nashville team members and their families participated in the American Heart Association 2023 Greater Nashville Heart Walk. In total, our group raised more than \$6,300.



Our Charlotte team was proud to be the presenting sponsor of this year’s 18th annual Tidelands Health Foundation In the Pink Breast Cancer Awareness Walk. The event helps make a difference in the fight against breast cancer by ensuring that vital mammography services are accessible to everyone, regardless of their financial situation.



GROWING 32 NEW HIRES OUR TEAM

MUNEEB AHMAD	Field Engineer	UofL South Expansion
GEORGE ASIEDU	Layout Engineer	Harrah's Cherokee Casino Renovation
LOGAN BEAN	Field Engineer	Samford Greek Housing
DUNCAN BLACKWELL	Assistant Superintendent	Embassy Suites Gulf Shores
GARRETT BLALOCK*	Assistant Project Manager	San Antonio Office
TRAVIS BOND	Project Safety Manager	Embassy Suites Gulf Shores
STACIE BOOTH*	Project Risk Specialist	Birmingham Office
GARRETT BRITT	Construction Coordinator	Duke Health
MICHAEL BROWN	ERS Estimator	ERS Trussville
DENNIS CAMPBELL*	Senior Project Safety Manager	UHealth at Doral
MABRY COOK	Project Manager	Huntsville Office
WILL CRAWFORD	Field Engineer	Manatee Memorial Hospital
KAYSA GOFF	Field Engineer	UMC El Paso
BOBBY GRADY*	MEP Coordinator	Wadley Regional Medical Center
CHRIS GUTSCHICK*	Field Engineer	Opelika Sportsplex & Aquatic Center
BRIAN HANSEN	Superintendent	Methodist Hospital
MATT HEAD	Insurance Compliance Coordinator	Birmingham Office
BRIAN KING*	Field Safety Engineer	Harrah's Cherokee Valley River
REID MANLEY*	Construction Coordinator	Birmingham Office
BRIAN MCCULLOUGH*	Project Manager	Nashville Office
NICK MEDEIROS	Assistant Project Manager	Methodist Hospital
CHRIS REED	Superintendent	Wadley Regional Medical Center
ULISES REYNA GARCIA	Construction Coordinator	Westover Hills Baptist Hospital
ANGEL RODRIGUEZ	Construction Coordinator	The Hospitals of Providence - Memorial
WALKER SHAW*	Project Engineer	Boca Raton Regional Hospital
MASON SIMPSON	Construction Coordinator	Duke Health
CARSEN SIMPSON	Field Engineer	Wadley Regional Medical Center
DALTON SIZER	Project Engineer	Universal Health Services Freestanding ED
MIKE SMITH*	Field Superintendent	Duke Health
HOLLY TATE*	Construction Coordinator	Harrah's Cherokee Valley River
JOSH TAYLOR*	Field Engineer	Birmingham Office
LAURENS VONK	Field Service IT Technician	Remote

*Asterisks designate hires made from the Employee Referral Program.

Service Anniversaries

We celebrate these team members and thank them for their continued dedication.

5 Years

Richard Adams
Jose Aguilar
Chat Atkins
John Bottiger
Chris Chernick
Eudon Edwards
Melody Evans
Sean Falcone
Alejandro Fernandez
Jacob Gehringer
Jacob Gehringer
Jamie Gilbert
Daniel Gomez Vasquez
Stanley Gray
Jose Grimaldo
Lonny Guertin
Wesley Hammick
Shane Hansen
Dustin Hayes
Brent Haynes
Juan Herrera Bustos
Thad Hogan
Danielle Knaul
Aaron Lasalde
Kimberly Lee
Francisco Lopez
Jessica Lopez
Austin Mauer
Jason Mercer
Eric Morales
Jaime Nevarez
Alex Nicholson
Syllas Novembre
Nicholas O'Connor
Hugo Ortiz Calderon
Kevin Osani
Terry Osborne
Larry Park
Cameron Putman
Sergio Rangel
Fermin Reyes

Alejandro Rivera
Elizabeth Russ
Michele Ruzinsky
Betzzy Sanchez
Rafael Sanchez-Breton
Christian Smith
Greg St. Cyr
Shawnice Steptoe
Scott Strength
Jared Torbett
Daniela Torres Ramirez
David Vasquez
Sean Webb
Al White
Robert White
Kenneth Wilson

10 Years

Tim Busby
Ryan Cerwick
Steve Culler
Kyle Davis
Anna Eder
Norma Estrada
Fred Gomillion
Josh Goodwin
Mark Gurley
Bryan Hufalar
Cody Osborn
Daniel Pinon Briones
Jerrod Ratliff
Christena Smith
Todd Smitherman
Jessica Tomaselli

20 Years

Jennifer Lacy
Allen Sanders
Adam Scott
Marshall Scott
Ryan Van Dyke

PROMOTIONS

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

CONCRETE DIVISION SUPERINTENDENT

Clay Hamby

SENIOR SUPERINTENDENT

Justin Corrao

SENIOR CONCRETE SUPERINTENDENT

Brandon Secrist

SUPERINTENDENT

Jared Torbett

LOW VOLTAGE SUPERINTENDENT

Josh Helms

Debbie Foose

FIELD SUPERINTENDENT

Julya Welch

Larry Johnston

Richard King

Shane Wolff

Jake Thompson

Jordan Roberson

Brian Goodwin

ASSISTANT SUPERINTENDENT

Samuel Veloz

Eric Rought

Jonathan Rowell

Bransen McCaleb

SENIOR PROJECT MANAGER

Erik Woods

Ivy Armstrong

Mikel Swack

PROJECT MANAGER

Al Ramirez

Miguel Fernandez

Gustavo Pinero

Brent Rigney

Ryan Powell

LOW VOLTAGE PROJECT MANAGER

Bruno Mendez

ASSISTANT PROJECT MANAGER

Dalton Buxton

Ricky Wallace

Matt McDonald

PROJECT ENGINEER

Jazmine Melton

Joy Taylor

Artez Glover

Kevin Pedersen

Philippe Cox

Will Farr

Melvin Smith

Cole Reed

Alec Marsch

Austin Spiers

Tony Torres

Thalia Morejon

Michael Carrieri

Ryan Bell

Nathan Atkinson

Trey Williams

Colin Thompson

Joseph Alexander

SENIOR PRECONSTRUCTION MANAGER

Taylor Payne

PRECONSTRUCTION MANAGER

Bryan Ward

Christena Smith

Jeremy Bolton

PRECONSTRUCTION ESTIMATOR

Taylor Porter

ERS ESTIMATOR

Nick Arcara

FIELD ENGINEER

Wyatt Mills

Miller Stevens

Jimmy Smith

SENIOR FIELD OFFICE

ASSISTANT

Christina Chappell

Norma Estrada

FIELD OFFICE ASSISTANT

Jessica Montano

IT DIRECTOR

Bryan Ledbetter

PROJECT RISK & INSURANCE MANAGER

Gloria Cook

BUSINESS ANALYST

Gillian Gammon

PROJECT RISK SPECIALIST

Ariel Blanding

MARK FERNUNG PROMOTED TO OPERATIONS MANAGER

Mark Fernung has been promoted to operations manager. In his new role, he will be responsible for developing relationships with new and existing clients, as well as identifying and pursuing new sales opportunities for the Florida division. Additionally, he will provide leadership for awarded projects.

Mark has been with Robins & Morton for 18 years and has been integral to the success of nearly 60 projects totaling more than \$800 million.



DARE SELECTED AS ENR TOP YOUNG PROFESSIONAL



Robins & Morton Project Director Mike Dare has been named one of Engineering News-Record Southeast's 2024 Top Young Professionals.

After living in the Raleigh-Durham area for more than a decade, Mike opened Robins & Morton's Raleigh office in 2022. He has earned

work with several new clients, significantly expanding the company's client base.

Outside of work, Mike volunteers with American Heart Association, Ronald McDonald House of Durham & Wake's Red Shoe Crew, Wake County Public School System's SHED Program (Students Hands-on Experience Day), Apex United Methodist Church, Connect for Success NC, Habitat for Humanity, and the Leukemia & Lymphoma Society.

He also maintains Robins & Morton's involvement with the Raleigh, Durham, and Chapel Hill Chambers of Commerce.

FARR EARNS ACCREDITATION IN PUBLIC RELATIONS



Corporate Communications Director Rachael Farr completed her Accreditation in Public Relations (APR) from the Universal Accreditation Board this summer.

The Accreditation process includes a multi-step application, a two-hour readiness review panel, and a four-hour proctored exam. Each step tests applicants on both academic knowledge and skills-based application.

Rachael completed the 12-month program in only eight months.

In addition to her recent Accreditation, Rachael also engages in continuous learning through her board service for the Public Relations Society of America (PRSA). She was a charter member of the organization's Western North Carolina chapter and served as its secretary from 2019 to 2021. Since then, she has served as the student chapter liaison on PRSA Alabama's board.

SMPS RECOGNIZES ROBINS & MORTON FOR HOLIDAY CAMPAIGN

In August, Robins & Morton's Marketing and Communications team received a Merit Award in the Society for Marketing Professional Services' (SMPS) Marketing Communications Awards.

The award recognized the excellence of Robins & Morton's 2022 holiday campaign, which featured a partnership with nonprofit Studio By The Tracks (SBTT). Located in Birmingham, Alabama, SBTT is a studio and gallery for adult artists with autism.

Our team collaborated with the SBTT creative team to commission six unique artworks. Each depicted events and projects that shaped our company throughout 2022. Once Robins & Morton received the artwork, we used it to develop a comprehensive omni-channel campaign – from a series of printed holiday cards to a website and social media showcase. A special congratulations to Marketing Manager Amanda Bradley Witteck for spearheading this campaign and all of our annual holiday endeavors.

Pictured above: our Joe DiMaggio Children's Hospital project



WOMEN’S NETWORK LAUNCHES



Robins & Morton launched its new Women’s Network on Oct. 17.

Women across the company attended the virtual event, which featured an introduction to the group and a message from speaker Cyndi Gundy.

The Women’s Network provides a community for women within Robins & Morton that supports them in achieving their full potential to make a positive impact on our organization and industry. The formation of the Women’s Network is a result of feedback from Robins & Morton team members who voiced the desire to start a women’s peer group dedicated to our company.

The leadership committee of the Women’s Network includes:
Project Risk and Insurance Manager Gloria Cook
Marketing Manager Amanda Bradley Witteck
Project Manager Carrie Carr
Project Engineer Neesha Carroll
Project Manager Heather Gallagher
Assistant Controller Melinda Garrett
Project Engineer Maya Little
Project Engineer Jazmine Melton
Field Superintendent Julya Welch

Since its launch, the Women’s Network held a virtual meeting on Dec. 6 to discuss work-life balance with guest speaker Jennifer Reeder-Toomer Hay, the CEO of Keller Williams Vestavia. By January, the group also plans to solidify and announce 2024 events, which will include more regional networking and service events. Via the Network’s Teams channel, the leadership committee also shared several professional development opportunities that are available through discussions and third-party webinars.

To volunteer to support regional networking and service events, reach out to the Events Committee via Marketing Manager Stephanie Harbison, Project Manager Elizabeth Russ, or Field Engineer Maggie Newell.

To join the Robins & Morton’s Women’s Network Teams channel from the app, select the Teams icon on the vertical toolbar. At the bottom of the “Your teams” panel, click on “Join or create a team.” Locate “RM Women’s Network” in the “Join or create a team” area on the right. Position your cursor over the team and click the “Join team” button.

Hourly Team Members to Receive Additional PTO Hours at 10-Year Service Anniversary

Effective January 1, 2024, hourly Robins & Morton team members with 10 or more years of service will receive 120 hours of paid time off (PTO) annually. Previously, hourly team members received an annual maximum of 80 hours of PTO.

After this change, the hourly team member PTO policy will be as follows:

- Six months of service:**
40 hours each year
- Two years of service:**
80 hours each year
- 10 years of service:**
120 hours each year

“We recognize that 120 hours of paid time off for hourly team members is an anomaly in the construction industry,” Vice President of People and Development Aimee Comer said. “But we aspire to be outliers in the way that we wholeheartedly care for our team members and provide meaningful rewards for their work.”

PTO is calculated cumulatively, meaning that eligibility will be based on total time as a Robins & Morton team member, not by last-hire date. If you are unsure of your team members’ cumulative service, please reach out to Human Resources.

No matter their duration of service, all hourly team members remain eligible for the holiday program and two floating holidays after hire.

Robins & Morton Recognized in Litmos Lenny Awards for Best Branded Platform

Robins & Morton’s Learning and Development team received an honorable mention for Best Branded Platform in the annual Litmos Lenny Awards.

The Lenny Awards showcase innovative and inspiring Litmos use cases across all industries and organizations of all sizes.

Robins & Morton HRIS Director Laurie Wright entered a case study on the company’s

recent implementation of Litmos, citing improvements in skill gaps, time saved in safety reporting, and expedited new hire onboarding. All of these elements support team member development and retention.

“Litmos has helped our people learn new skills, have access to their course records, and become more engaged in training,” Laurie said. “This technology solution has helped our company culture by improving accessibility to learning and by allowing for more shared learning experiences.”



Birmingham Office Holds Christmas Tree Lighting Ceremony

On Nov. 27, we celebrated the sixth annual lighting of the Christmas tree at our home office in Birmingham. This year’s tree is a 25-year-old Fraser fir from Sugar Mountain Nursery in Newland, North Carolina, and stands 28 feet tall and weighs 1,100 pounds. It features more than 18,000 LED lights and a WiFi- and Bluetooth-enabled star designed and 3D printed by our Innovation Lab.

In-person attendees enjoyed holiday treats, face painting, a photobooth, a holiday sweater competition, and a visit from Santa. We also streamed the event via our YouTube channel to reach team members across the country.

Although this event officially kicked off the season at Robins & Morton, the holidays came a bit early this year.



In July, we received a special request for proposal to build a new clinic for none other than Santa himself. The planned Kris Kringle Gingerbread Clinic for Elves would be dedicated to the health and well-being of Santa’s most trusted helpers, but there was one catch: it had to be completed before Christmas Day.

Learn more about our work at the North Pole and whether or not we met the holiday deadline by scanning the QR code.



VETERANS NETWORK LAUNCHES

Earlier this fall, Robins & Morton officially launched the company’s new Veterans Network.

The Veterans Network is a dedicated community for military veterans across Robins & Morton. It encourages mentorship, professional development, and service to veterans within and outside of Robins & Morton. The program is led by a steering committee consisting of Senior Mechanical Preconstruction Manager Kyle Davis, Superintendent Hans Beutel, Director of Corporate and Operational Technology David Pratt, Superintendent James Ayers, Division Safety Director Sheldon Monroe, HR Coordinator Hillary Sturkie, Recruiting Manager Liz Swack, HR Manager Laura Tedford, and Senior Marketing Coordinator Ashley Theodore.

The Veterans Network evolved from years of successfully recruiting veterans and soon-to-be-discharged servicepeople. With excellent leadership skills and a penchant for teamwork,



veterans are a natural fit for careers in construction management. As the veteran population at Robins & Morton grew, veteran team members wanted to increase the available support.



Robins & Morton’s recent count of self-identified veteran team members nears 100 and accounts for approximately 6.5% of our total workforce, exceeding the national average.

Although the company’s Veteran Mentorship Program was technically assembled before the Network, it encouraged an informal community of veterans. Now, the Veterans Network is official, with a defined process for self-identifying and getting involved. This becomes an even more pressing need as Robins & Morton’s recent count of self-identified veteran team members nears 100 and accounts for approximately 6.5% of our total workforce, exceeding the national average.

Through the steering committee and the efforts of the participants, the Veterans Network will continue to evaluate programming and resources to implement alongside the changing needs of our workforce.

CORY LEE LEADERSHIP PROGRAM GRADUATES CLASS OF 12

In October, 12 Robins & Morton team members completed the Cory Lee Leadership Program.

The 26-week program, led by leadership coach Cory Lee and offered by the Robins & Morton Learning and Development team, provides an intentional professional development opportunity specifically for managers.

The class is based on “The 21 Irrefutable Laws of Leadership” and “The Leader’s Greatest Return,” two books by John Maxwell. Members participate in weekly one-hour sessions and are responsible for reading and completing exercises in a supplemental workbook between meetings.

The Cory Lee Leadership Program graduated its inaugural class of nine in February 2023 and grew by three for the fall graduation.

Please join us in congratulating the following team members for their

dedication to this six-month program of continuous improvement.

Superintendent Jamie Atkins
Superintendent Chris Cadenhead
Project Manager Carrie Carr
Assistant Controller Melinda Garrett
Project Manager Heather Gallagher
Senior Project Manager Blair Hansen
Marketing Manager Laura Hernandez
Assistant Project Manager Brett Jacobs
Project Manager Scott King
Field Superintendent Darian Robinson
Assistant MEP Manager Michele Ruzinsky
Recruiting Manager Liz Swack



PROJECT UPDATES

Mayo Clinic Projects Ramp Up

Jacksonville, Florida

Robins & Morton joined Mayo Clinic in November in Jacksonville, Florida, to mark the topping out of the Integrated Oncology Building and Patient Tower Expansion projects. Scheduled to complete in 2025, the \$170 million, 250,000-square-foot Integrated Oncology Building, featuring proton and carbon ion therapy, will be the first of its kind in the Western Hemisphere. Work also continues on the \$240 million Mayo Clinic Patient Tower Expansion Phase 3 project, a 168-bed, 249,962-square-foot vertical addition scheduled to complete in 2026. Since 2012, Robins & Morton has 26 projects completed or in progress on Mayo Clinic’s Jacksonville campus.



AdventHealth Care Pavilion Central Pasco Marks Completion

Land O’ Lakes, Florida



Robins & Morton joined AdventHealth West Florida in August to celebrate the ribbon cutting of AdventHealth Care Pavilion Central Pasco in Land O’ Lakes, Florida. The two-story, 28,605-square-foot facility includes 24 patient beds, two procedure rooms, and an imaging suite featuring MRI, CT, X-ray, mammography, and bone density rooms. A lab and daycare complete the space.

Cherokee Indian Hospital Authority’s Tsali Care Center Tops Out

Cherokee, North Carolina



Robins & Morton joined Cherokee Indian Hospital Authority and McMillan Pazdan Smith Architecture in October in Cherokee, North Carolina, to mark the topping out of a new long-term care facility, the Tsali Care Center, devoted to the care of the Eastern Band of Cherokee Indians. Adjacent to Cherokee Indian Hospital, the 135,000-square-foot Tsali Care Center will stand two stories and consist of 120 private rooms. The facility will house skilled nursing, assisted living, and memory care units, in addition to a dialysis center and will complete in fall 2024.

Freytag Health Plaza at AdventHealth Palm Coast Breaks Ground

Palm Coast, Florida



Cone Health MedCenter Celebrates Groundbreaking

Asheboro, North Carolina



In October, Robins & Morton celebrated the groundbreaking of the new Cone Health MedCenter in Asheboro, North Carolina. The 51,500-square-foot, \$72 million facility will include a comprehensive cancer center, urgent care, primary care, imaging, and other medical services, combining them into one location for patient convenience. A phased opening will begin in fall 2024.

AdventHealth Winter Haven Marks Topping Out

Winter Haven, Florida



Robins & Morton joined AdventHealth West Florida in October to celebrate the structural completion of a new offsite emergency department in Winter Haven. The one-story, 19,800-square-foot facility will include 24 patient beds, a CT scanner, a radiology room, and a lab, allowing emergency department personnel to provide a wide range of care options. Robins & Morton is using a tilt-wall technique to build the facility, and the team erected all of the concrete walls in only three days. All following steel activities were complete in only 25 days. There have been zero recordable or lost-time safety incidents.

UofL Health Frazier Rehabilitation Hospital – Brownsboro Celebrates Completion

Louisville, Kentucky



In July, Robins & Morton celebrated the ribbon cutting of UofL Health Frazier Rehabilitation Hospital – Brownsboro in Louisville, Kentucky. The two-story, 55,000-square-foot, 40-bed facility will focus on acute rehabilitation for patients who suffer from stroke, traumatic brain injury, spinal cord injury, complex neurological disorders, orthopedic conditions, multiple traumas, amputation, and other injuries or disorders.

AdventHealth Palm Coast Parkway Hospital Celebrates Ribbon Cutting

Palm Coast, Florida



In July, Robins & Morton celebrated the ribbon cutting of the four-story, 153,000-square-foot AdventHealth Palm Coast Parkway Hospital in Palm Coast, Florida. The new hospital includes an emergency department, full-service imaging, five operating suites, endoscopy services, a heart catheterization lab, and an outpatient lab. It opened with 100 private rooms. The project represents the single largest healthcare investment in Flagler County.

Redstone Gateway 8100 Marks Completion

Huntsville, Alabama



In July, Robins & Morton completed work on the Redstone Gateway 8100 building project in Huntsville, Alabama. The five-story, 125,000-square-foot office building is adjacent to the five-story RG8200/RG8300 Northrop Grumman campus buildings completed by Robins & Morton earlier this year. This project represents the fourth multi-story tilt-wall building constructed by Robins & Morton in the office park since 2020.

Rheumatology Associates of North Alabama Breaks Ground

Huntsville, Alabama



In September, Robins & Morton celebrated the groundbreaking of the new Rheumatology Associates of North Alabama (RANA) facility in Huntsville, Alabama. The single-story medical office building will be 20,500 square feet and will sit on 2.1 acres. It will be built using tilt-wall construction. The practice will have 24 exam rooms, four nurse stations, a lab, infusion room, X-ray room, and numerous offices.

Embassy Suites Holds Groundbreaking

Gulf Shores, Alabama



Robins & Morton joined DD Partners, Peachtree Group, and Woodbine Development Corporation in November to break ground on the new Embassy Suites Gulf Shores, a full-service resort overlooking the Gulf of Mexico and its renowned white sand beaches. The eight-story property will have 257 all-suite beachfront guestrooms; a lobby bar and restaurant; a rooftop amenity terrace with a bar and grille, pool deck, an outdoor entertainment venue; and more. The project is scheduled for completion in summer 2025.

Town of Smyrna, Tennessee Fire Station Celebrates Groundbreaking

Smyrna, Tennessee



In September, Robins & Morton held a groundbreaking ceremony for Fire Station #4 in Smyrna, Tennessee. The two-bay, 14,000-square-foot facility will include offices, a training room, an attached living area, coffee bar, kitchen and dining, and eight bunk rooms.

RECENTLY AWARDED PROJECTS

Mayo Clinic
\$240,000,000
Bed Tower Expansion
Jacksonville, Florida

Mayo Clinic
\$165,000,000
Proton/Carbon Ion Therapy Building
Jacksonville, Florida

Remedy Medical Properties
\$68,000,000
Centra Health Medical Specialty Building
Lynchburg, Virginia

Alabama Department of Public Health (ADPH)
\$20,000,000
Facilities Maintenance and Special Projects
Various Locations, Alabama

UNC Rex Healthcare
\$12,000,000
Substation Replacement
Raleigh, North Carolina

El Paso County Hospital District
\$11,000,000
Eighth Floor Buildout
El Paso, Texas

Universal Health Services
\$8,000,000
OR Expansion
Edinburg, Texas

Universal Health Services
\$7,000,000
Freestanding Emergency Department
Palma Sola, Florida

Universal Health Services
\$7,000,000
Freestanding Emergency Department
Pharr, Texas

Signature Flight
\$6,000,000
Terminal Expansion
Huntsville, Alabama

Clearview Cancer Institute
\$4,000,000
Second Floor Renovation
Huntsville, Alabama

UHealth
Cost Confidential
West Entrance
Miami, Florida

AdventHealth Carrollwood
\$3,500,000
Pandemic Unit Renovation
Tampa, Florida

Aerojet Rocketdyne
\$3,000,000
AMF South Design and Pre-purchase
Huntsville, Alabama

Duke Health
\$3,000,000
Emergency Department Repairs
Durham, North Carolina

AdventHealth Bloomingdale
\$2,000,000
Phase Three Interior Renovation
Bloomingdale, Florida

El Paso County Hospital District
\$2,000,000
Pharmacy Renovation
El Paso, Texas

Huntsville International Airport
\$2,000,000
Rental Car Lot
Huntsville, Alabama

King's Daughters Medical Center
\$2,000,000
PAT Renovation
Ashland, Kentucky

Pecos County Hospital
\$2,000,000
Repairs
Pecos, Texas

Duke Health
\$1,500,000
Generator Exhaust Tunnel
Durham, North Carolina

El Paso County Hospital District
\$1,200,000
Imaging Renovation
El Paso, Texas

Freedom Real Estate
\$1,000,000
Pod B Tenant Improvement
Huntsville, Alabama

Huntsville Hospital Health System
\$750,000
HH Main Starbucks Buildout
Huntsville, Alabama

AdventHealth Ocala
\$400,000
Nuclear Medicine Renovation
Ocala, Florida

Nemours
\$250,000
Inpatient and Monitoring Room Renovation
Orlando, Florida

ON THE COVER

ROW 1

Redstone Gateway 8200
Huntsville, Alabama

Joe DiMaggio Children's Hospital
Hollywood, Florida

ROW 2

Southeast Georgia Health System
Brunswick, Georgia

BayCare Hospital Wesley Chapel
Wesley Chapel, Florida

BayCare St. Anthony's Hospital
St. Petersburg, Florida

ROW 3

Rusk State Hospital
Rusk, Texas

Beal House Fort Walton Beach, Tapestry Collection by Hilton
Fort Walton Beach, Florida

CaroMont Regional Medical Center
Gastonia, North Carolina

ROW 4

Novant Health Ballantyne Medical Center
Charlotte, North Carolina

Duke Raleigh Hospital
Raleigh, North Carolina

Patricia Neal Rehabilitation Center
Knoxville, Tennessee

ROBINS & MORTON

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Charity Softball Game



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Year in Review



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Embassy Suites Group
Opening

