

Hanging Up A Hard Hat After 45 years



What is striking about Dave Weiland is the depth of caring he demonstrates with patience and gentleness and how it permeates everything he does. His gentle demeanor, incredible depth of knowledge, talent, and generosity make him one of a kind. In his unique way, he has shaped the work environment and lives of those he worked with for 45 years.

Kathleen Smith has worked with Dave since 1979. Kathleen knows Dave to have a memory like a steel trap and the ability to work with numerous people on numerous projects simultaneously – all the while treating each person as if their project was the only project he was working on and they were the only person he was working with.

Jack Bunch, who joined Hamilton and began working with Dave in 2007, recounts, “For years Dave started his work day by driving in, parking, putting on his hard hat, and walking out in the yard to talk with just about everyone to make sure they had what they needed. He would go over drawings with the fabrication crew. He would give me a heads up about materials or load list items that would be needed and coming my way soon. It was rare for him to come straight into his office and sit down.”

A Mentor with Unlimited Patience

Jack Bunch came from a totally different industry. Given the unique terms used in the construction industry, Jack often went to Dave to find the meaning of practically everything. Dave has an immediate, hands-on, quite enthusiastic approach to teaching. One example: in a conversation, a becket was discussed. Not knowing what that was, Jack asked. With a gentle confidence, Dave stopped mid-sentence, put his hard hat on, walked with Jack out into the yard, and picked up the item. “This is a $\frac{3}{4}$ ” becket for a crane,” Dave said. That was just the way he did things, and he did it time and time again. It is a gift to drop everything and give a coworker your time and attention. That is what Dave did. It is how he cares for those he works with.

Another thing that sets Dave apart is the work environment he creates. He gives his coworkers freedom within a system that runs harmoniously in an intuitive way. His team knows what to do and when to do it, without being told. It is seamless. His team is a cohesive whole. Dave fosters collaboration and respect among his team by gathering everyone together, listening, and finding compromises. Team members are expected to give a little and take a little.

Dave is a fantastic listener who taught those around him how to be as well. He affords everyone the opportunity to be heard. Even when a coworker just needs to vent, he listens. At length he listens and is known to conclude, “Feel better now?”

He supports his coworkers through their failures with the utmost loyalty, instilling in them the mindset that, in the end, we are all human and fallible. With his gentle personality he deals with situations by going back to the start, talking it through, and finding a solution – together with those involved. From time

to time he is required to be an arbiter. He is fair and willing to make the call when those involved will not. As a result, his judgment is well respected.

He demonstrates complete respect for everyone he meets or deals with. Jack witnessed phone conversations where the person on the other end was being less than professional (to put it kindly). Dave maintained composure and respect. “That rubbed off onto all of us as well,” said Jack.

To this day, Dave operates from a common sense point of view and treats others like they are Hamilton’s best customer, whether they are truly a customer or part of the field crew. Whatever their need is, he has an attitude of respect and he gets the job done. His example leads coworkers to rise to this expectation as well.

Innovator

Often, field employees came to Dave with an idea for a tool or machinery that doesn’t exist, that would be beneficial in a significant way. Most people in Dave’s position wouldn’t be able to do

1973 Graduated from the Oregon Institute of Technology

1973 Began working for Hamilton as a Timekeeper and Engineer

1974 Dave’s duties at Hamilton have included all of the following:

Obtaining supplies and materials for field crews

Developing a system to track hardware for bridge construction jobs

Assisting with equipment and steel fabrication

Hamilton Fabrication Shop Manager

Hamilton E-Z Bridges Manager

Hamilton Equipment Manager

Hamilton Springfield Yard Manager

anything about it nor would they have to, but not Dave. Numerous times he developed their ideas and credited them by naming the end result after them. One example: Ellis Runk had an idea for a fall protection device. It was a vague idea, but with great appreciation for it, Dave went to work. He collaborated with an engineer to develop drawings for the tool. He sent those drawings to the fabrication department with the question, "What do we need to do to build this?" Dave made it happen and the *Runkster*, a leading edge fall protection device, was created.

Furniture Maker

When Kathleen's daughter was getting married, Kathleen wanted to give her a family heirloom sideboard. Seeing that she really didn't want to part with it, Dave offered to build one that was identical. This was no easy task for sure, but made more difficult because Kathleen needed it to not only look identical but also make the same squeaking sound when the drawers opened. Who could pull that off? Dave did. He cared that much and is that talented.



The sideboard Dave made for Kathleen, with legs lathed by hand.

Hobbies

Dave loves woodworking and has the tools to support it. Working with Cherry, Black Walnut, and other woods, he has made cabinets, tables, chairs, bookcases, corner hutches, tv centers, and almost all the furniture in his house. He can pretty much build anything from a picture. I'm not kidding ... anything. His attention to detail and finish work is amazing.

He enjoys riding his Harley-Davidson three-wheeler with his wife, Carol. Together they've traveled through Canada, to Moab, and throughout Oregon. One of his favorite things to do is cruise to the coast for lunch and back.

Yard work is another hobby. Dave enjoys maintaining the land he owns – big enough for Carol's 150 rose bushes and much more.

Giving Back

It has always been important to Dave to give back. Among the many ways

he gives back is his regular donation of blood. To date, he has donated over 100 pints.

There are hundreds of stories that can be told and so very many lives Dave impacted with the depth of his integrity and heart. To many, he is a mentor with unlimited patience. To everyone, he is a pillar of Hamilton that was integral in creating the Hamilton family culture.

"Dave will not be easy to replace. In fact, it will take multiple people to handle his job. He had a unique ability to juggle many balls at once. Every day he helped numerous jobs with their emergencies while making each one feel they were his number one priority. His ability to handle equipment issues, fabrication problems, and trucking issues, all in the course of one work day, was amazing. After 45 years he deserves his retirement, but there is no doubt he will be greatly missed."

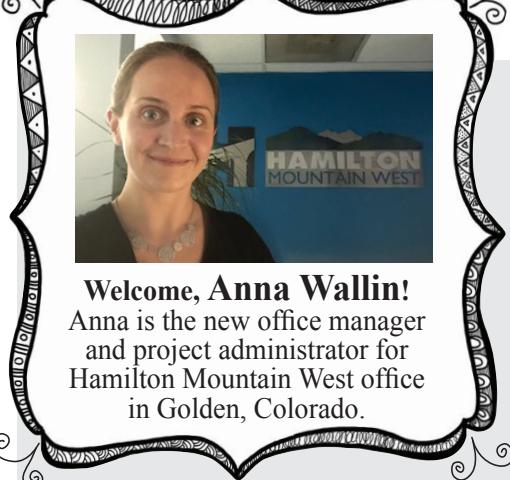
– Scott Williams, President of Hamilton



Cruising with his wife, Carol.

Welcome, Hamilton's newest members!

Congratulations Szymik (Alaska) and Marks (Colorado) families!



HAMILTON PEOPLE



Everett Marks



John Szymik V

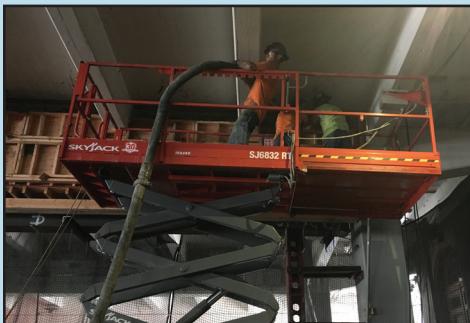
DIVISIONS

Pacific Northwest

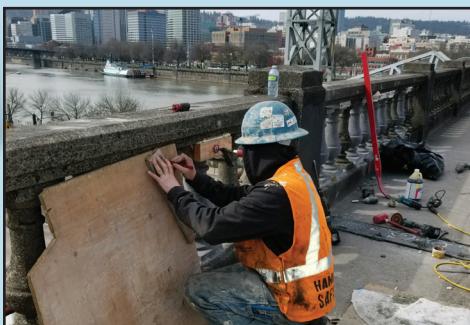


Red Wolf Bridge Deck Rehabilitation, Clarkston, WA: Made the front page of the paper on Day 1 – “*You shall not pass.*”

Burnside Bridge, Portland, OR:



Pouring the floorbeam enlargements using a 3" diameter concrete line pump out of a scissor lift to fill wood forms on the beam.



Chad Martin working on concrete baluster replacements on the Burnside Bridge rail

I-5 Northbound, Fife, WA:



Derek Torres tining concrete on a crossbeam pour



Clate Manning vibrating concrete for a pour



Pat Finnegan pulling oscillator pile underneath the new NB bridge

Mountain West



Tollgate Creek Trail Extension, Aurora, CO: The 156-foot pedestrian bridge was set in place.



US 34D - Greeley, CO: Getting this project off the ground. Diverting the river using concrete barrier, super sacks, and the sandbar Mother Nature left for us. The water was back to the pier beyond the skid a few days prior and the island to the left was another 30-feet to the right.

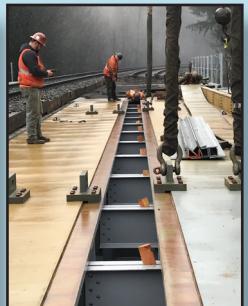
Greeley, home of the *World's Largest 4th of July Rodeo*.

Rail

Sherwood, OR Bridge Design-Build: First set of tower bracing in Span 16. The new 604-foot-long bridge has a total of 20 spans. The 85 year old timber trestle caught fire on August 10, 2015.



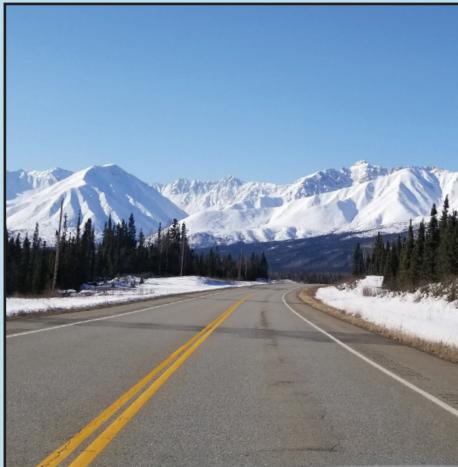
Bridge 70.4, Winlock, WA: Changeout. All Hamilton MOB out is complete.



DIVISIONS

Alaska

Things are starting to get going in the North. Snow is melting and we are starting to get shorts and tee shirt weather.



New project, Alaska Highway MP 1309 Tok River Bridge Replacement: replaces an existing 250-foot-long steel truss on the Alaska Highway over the Tok River about five hours northeast of our Sutton, AK, office



Start up on new Ketchikan project to complete all substructure work and deck overlay. Superstructure deck repair will be spring of 2019.

American Concrete Company (ACC)



Utility circle cutting work on the Wendell Creek subdivision, Eugene, OR



ACC Olympia's shot blasting job in Seattle, WA. N180 Track work: UWS Northgate station



ACC Portland wall sawing on the Mortenson job

Bridge Access Specialties (BAS)



Martin Lanz



Tallon Anderson

BAS has recently hired two new employees, Martin Lanz of Creswell, OR, and Tallon Anderson of Reedsport, OR. Both will be training with our other five certified operators throughout the year at various locations throughout the United States and working in several different markets as in Rail, Transit, and Highways.

BAS is expanding and is now working more toward the East Coast.



BAS in Tulsa, OK

From The Safety Team

Continuously Improving Our Health and Safety Culture

In a effort to reduce the number of workplace injuries, illnesses, and unsafe behaviors, we are establishing a *partnership approach* involving employees and safety representatives. This approach includes the following:

- Updating employees each month on issues and improvements in Safety from job to job
- Making sure a manager and safety representative investigated lost-time injuries on the day of the incident. Lessons learned will be quickly communicated to all jobs.
- Sharing with employees Root Cause Analyses on incidents and accidents
- Continuing to include health and safety items on the agendas of all safety committee meetings
- Involving project managers, superintendents, foremen, and safety representatives in joint meetings, communications, training, and investigations

These efforts will boost morale and pride, job to job.

Hammy Awards

Recipients of the Hammy Award have been selected for going above and beyond what is required and putting “SEE IT, SAY IT, FIX IT!” into action.

January - April, 2018

Derek Torres was sent to a new operation and asked to review the JHA. Realizing there was no JHA, he spoke up. This is a great example of having awareness of the process.

Kaylynn Chrisman noticed, during a site inspection, the document containing our contact numbers was given to the subcontractors to sign, but then returned to us! Realizing this was a practice that needed to be changed, Kaylynn suggested giving subcontractors cards with the current contact information that they could keep. Great idea!

Noel Santacruz observed a new employee start a demo saw and noticed the blade was wobbling and not sitting securely in the saw. He stopped the employee before he started his task to secure the blade. Upon further inspection, Noel noticed the arbor was missing causing the blade to walk itself loose. He trained the new employee on how to secure the blade and got him the proper arbor.

Phil Blackmore, Bridge Access Specialties employee, is recognized for his quick and continuous response with CPR when a co-worker suffered a heart attack while working with him.

BENEFITS & DISCOUNTS

Be Prepared

Take a minute and update the beneficiaries on your Life Policy and 401k plans. To check the status of your beneficiaries, contact Melissa Shields at 541-746-2426.

Anniversaries — Number of Years

January		Jorge Munoz	4	Bobby Parker	6	Wendell Snook	23
Brad Sullivan	40	Dan Eller	3	Kyle Rowe	5	Con O'Connor	19
Richard Dugan	14	Kate Martin	3	Jordan Marks	5	Shawn Bunch	16
Joe Hampton	13	Kathleen Wilcox	3	Phil Plymale	3	Pete Sundberg	13
Andres Juarez	11	Jared Witchey	2	Chris Duty	3	Jeff Putnam	8
Randy Reynolds	9	Nancy Michael	2	Rory Hutchinson	3	Michael Daniel	6
Heidi Wilson	3	Melissa Ekhoff	1	Kyle Beaty	2	Jason Willard	6
Austin Williams	3	Natalie Hampton	1	Melissa Shields	2	Jan Lusso	3
James Ellingsen	2			Dakota Munoz	1	Manual Quiroz	3
James Johnson	2	March		Phil Cross	1	Susanna Barnes	2
Mark Copeland	2	Dave Weddle	27	Ed Dowel	1	Gil Rivas Gutierrez	1
Vanessa Sanchez	1	Bryan Cloe	23	Seth Haskins	1	Cleve Clark	1
Gabe Zavala	1	Eric Hill	22			Robert Ross	1
		Bruce Ellingsen	16				
		Mike Fisk	14	Bob Orem	25		
February		Rich Carden	11	Jaime Amaral	24		
Pete Flockoi	12						

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CONTRACTORS & ENGINEERS

2213 S "F" Street
P.O. Box 659
Springfield, Oregon 97477

PARTNERS MESSAGE

Spring has finally arrived! Along with the warmer weather, we are welcoming the upturn of the highway markets in each of our divisions. It has felt like a long time in coming.

Like many have said, you need to have the hard times to appreciate the good. While we haven't had a true "hard time," we have weathered many a storm over the past year and our people's adaptability have put us in a position to be successful for the rest of the year and well into the future. Having close to 50 projects on the books in different stages of construction is a testament to our people's ability to handle the pressures of this business. Some success stories are:

We are in the process of completing our first project in "Active Traffic Management" on the Region ATM job. A job that in years past

wouldn't have been on our radar. Yet the Portland crews were up to the challenge and have aggressively been attacking the job and are doing a fine job of it.

Our success at deck repair and overlay work on multiple jobs in Washington have set the stage for a large scale deck repair work in downtown Portland on the Banfield Ramps and will keep the Portland crews busy throughout the year – good work no doubt.

For years we've been proud of our ability to work on the movable bridges of the Northwest and our crew's skill is showcased on the Willamette River on bridges like the Broadway, Morrison, Steel, and Burnside, and have recently been on display on the Coos River Isthmus Slough Bridge. With more projects on the horizon in Washington and Oregon,

we are poised well to pick up more of this type of work.

Our people in the Railroad division continue to adapt to the needs of the different owners we work for. Everything from our first railroad Design-Build project in Sherwood to the multitude of Emergency Services work that was completed in the past three months, have shown their adaptability.

Our Colorado team continues to be on the forefront of changing how Hamilton does business, such as acquiring our first job in Yellowstone Park and providing our first self-performed earthmoving service to jobs.

All of the great things we've done have built our companies' resume and book of business that allows our estimators to target some great work that is coming down the pipeline.

Adapting to the departure of such key people as Dave Weiland (page 1) and the influx of new work, it will be imperative in the near future that we reinforce our ability to acquire, train, and continue to surround ourselves with the best people in the business.

So, indeed, we look forward to a bright spring for the Hamilton Team. Thanks to each of you for all that you do. In the words of a great builder, each Hamilton employee should continue to "Work hard, stay focused, and be safe."



Con O'Connor