



GILCHRIST
CONSTRUCTION COMPANY



THE GILCHRIST GLANCE

Volume 14, Issue 2

Third & Fourth Quarters 2019

GCC Project 1257 - Loyola Interchange Design Build

Special points of interest:

- Project 1257 Design Build
- Projects 1245 and 1260
- Leadership Development
- Employee Appreciation Tour
- Continuing Education
- SECO
- Health Tracks
- Living the GCC Core Purpose

August 30, 2019 - Louisiana Department of Transportation and Development Secretary Shawn D. Wilson, Ph.D. announced another major milestone in the Loyola Interchange Project, which will create new entrance and exit ramps into the Louis Armstrong New Orleans International Airport in Jefferson Parish.

The contract with Gilchrist Construction Company was signed and the notice to proceed issued, marking the official beginning of the project. Gilchrist Construction was identified as the successful proposer during a public bid opening and was of three contractors that submitted proposals for the \$125.6 million project.

"Signing the Design-Build contract is a significant step in the process of building the project," Secretary Wilson said. "This allows the contractor to begin design and construction services and starts the clock ticking on completion. This new interchange will be a major step for the New Orleans Airport and community, as millions of



August 30, 2019 - DOTD Secretary Shawn D. Wilson, Ph.D., left, and Randy Gilchrist, president of Gilchrist Construction Company sign a contract for the Design Build project for the Loyola Interchange in Kenner.

individuals utilize this area for their travel needs."

This project will utilize a diverging diamond interchange to improve traffic flow at the intersection of Loyola Dr. and I-10, which would eliminate the need for a left turn signal at the interstate. Additionally, the project will reconfigure the proposed elevated on and off ramps from New Orleans to a single structure in the median of Airport Access Road south of Veterans Blvd. and provide aesthetic enhancements.

Utilizing the design-build method of project delivery will expedite the process by allowing the design and construction phases to take place simultaneously while employing innovations.

October 10, 2019 - An official groundbreaking ceremony was held on this signature project! Loyola Dr./Interstate 10 (I-10) to New Airport Terminal (LANCOIA) Design-Build.



"Leading the way in safety, quality, innovation, efficiency"

Project 1257 - Loyola Interchange Design Build (continued)

October 3, 2019 - The first Partnering meeting for GCC Project 1257 Loyola Dr./Interstate 10 (I-10) Interchange to New Airport Terminal (LANOIA) Design-Build was held in New Orleans.



Project 1245 US 71; Union Pacific Railroad Overpass

Gilchrist Construction Company completed the US 71 overpass at Tioga and it was officially opened for traffic on September 21, 2019. Thanks to all of our construction teams who helped deliver this quality infrastructure project!



Project 1260 I-10: LA 328 to LA 347



On October 8, 2019, a groundbreaking on the I-10 Widening Project in St. Martin Parish was held. Another great GCC project getting started.

The purpose of this project is to improve traffic flow and alternative congestion by increasing capacity via additional through-traffic lanes. I-19 would then have 6 lanes of through-traffic, three lanes in each direction with the existing median with concrete median protection. The 2-foot depth existing pavement will be completely removed and repaved.

Pavement striping, raised markers, and rumble strips will also be installed. A 54-inch tall median barrier will be installed in portions of the project corridor. Openings in the barrier will be located at appropriate median crossings.



“Strong teams, successful projects”

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This curriculum is designed to help leaders recognize the varied needs, values, and motivations of today's workforce, comparing traditional leadership to today's dynamic leader.

Participating leaders learned how to navigate coaching opportunities and utilize influence skills. The program aligns with our GCC organizational vision, mission, and values and explores the characteristics of a leader's behavior – the extent to which a leader relies on their authority and the extent to which they demonstrate a respect for people.



Coaching In the Moment – Leader Edition
August 20, 2019 – Group 1

Curnest Guillot	Shane Carter	Raymond Boniol	Greg Reynaud
Kevin Grage	Marc Dinnat	J.J. Hickey	Greg Branch
Tip Whiddon	Dirk Fontenot	Daymond Brister	John Paul
Tommy Dauzat	Debbie Humphries	Kane Gagnard	Christina Hathorn
Don Mercer	Kelly Knight		

Coaching in the Moment - Leader Edition



Coaching In the Moment – Leader Edition
August 20, 2019 – Group 2

Kevin Bourke	Chad Bordelon	Jimmy Lachney	Farrell Thomas
Wilmon Frank	Salvador Rodriguez	Chris Prier	Michael Zimmerman
Matt Castille	Brandon Lawson	Mike Hicks	Jonathan Shire
Zach Burnaman	Tristen Brister	Addison Riddle	Stephen Guidry
Hunter Welch	Andrew Brady	Amy Deselle	Jon Offutt
Jeff Smith	David Roberts	Ryan Hazelton	



Coaching in the Moment – Leader Edition
August 21, 2019 – Group 3

Mark Dubea	Kenneth Kopf	Jose Bautista	Greg Hagar
Glen Russell	Albert Lewis	Shane Guillot	Jeff Kalz
Josh Ducote	Scott Sterritt	Jesus Rubio	Brad Dupuy
Antonio Bautista	Vince Jordan	Todd Desselle	Roland Welch
Mickey Gauthier	Keith Dauzat	Greg Sidney	Scottie Richey
Danny Trudell	Kenneth Hicks		

Coaching in the Moment - Leader Edition



Coaching in the Moment – Leader Edition
August 21, 2019 – Group 4

David Ndoumba	Kenny Emrick	Jason Ducote	Richard Ferguson
Nick Rupert	Austin Johnson	Michael Poole	Matthew Armand
Jeremy Dufour	Harvey Dixon	Gilbert Haynes	Mark Jackson
Chris Hagar	Ivan Valle	Carlos Escalona	James Williams
Daniel Smith	Rhonda Spillers	Renee Austin	James Scott
Josh Munholland			

Thank you to everyone for your passionate participation and active engagement in the first session of our 2019 Leadership Development Series. Also, thanks to our facilitator, Thomas Evans with Training Logic. He did a great job!

Valerie Aymond, Chief Resource Officer

Celebrating the Positives



Transportation team members, Nick Veal and Freddie Crawford each received a “clean bill of health.” This signifies that after inspections of the units they were operating, DOT compliance officers found there to be *no violations*.

Nick and Freddie, we are proud of your commitment to keeping safety first. Keep up the good work!



GCC Leadership Development - Series 2

Mastering Influence: Leader Edition



This curriculum is designed to help leaders recognize and understand different methods and styles of communication, influence, perception, and response. Participating leaders will learn how to better analyze a situation and navigate to a more effective method or style of communication. The program will align with our GCC organization vision, mission, and values and will explore the characteristics of a leader's ability to positively communicate and influence the workforce.



Mastering Influence: Leader Edition, Group 1

Curnest Guillot	Rodney Jones	Greg Reynaud	Marc Dinnat
J.J. Hickey	Greg Branch	Tip Whiddon	Dirk Fontenot
Daymond Brister	Debbie Humphries	Kane Gagnard	John Paul
Don Mercer	Kelly Knight	Tommy Dauzat	Raymond Boniol
Mickey Gauthier	Jody Sanchez	Lauren Vollman	Omkar Thombare
Jimmy Lachney	Valerie Aymond	Mark Dubea	



Mastering Influence: Leader Edition, Group 2

Kevin Bourke	Farrell Thomas	Wilmon Frank	Chris Prier
Michael Zimmerman	Matt Castille	Brandon Lawson	Daniel Smith
Tristen Brister	Addison Riddle	Stephen Guidry	Hunter Welch
Andrew Brady	Amy Deselle	Dawn D'Angelo	Chad Bordelon
Jeff Smith	Ryan Hazelton	Jon Offutt	Carlos Escalona
David Roberts			

Mastering Influence: Leader Edition



Mastering Influence: Leader Edition, Group 3			
James Scott	Kenneth Kopf	Jose Bautista	Greg Hagar
Glen Russell	Albert Lewis	Shane Guillot	Josh Ducote
Scott Sterritt	Jesus Rugio	Brady Dupuy	Vince Jordan
Chris Hagar	Roland Welch	Keith Dauzat	Greg Sidney
Scottie Richey	Danny Trudell	Christina Goodrich	



Mastering Influence: Leader Edition, Group 4			
David Ndoumba	Kenny Emrick	Richard Ferguson	Joshua Munholland
Austin Johnson	Casey Leleux	Jeremy Dufour	Harvey Dixon
Gilbert Haynes	Mark Jackson	Todd Desselle	Ivan Valle
Jeffery Kalz	James Williams	Rhonda Spillers	Renee Austin
Matt Armand			

Thanks to the **80** GCC team members who participated in this program and also to our great facilitator, Thomas Evans with Training Logistics!

Valerie Aymond, Chief Resource Officer

Gilchrist Construction Company Video: We Make Good Stuff

Our local economic development organization, Central Louisiana Economic Development Alliance (CLEDA), has released a video campaign to market central Louisiana as a great place to live, work, and do business. Multiple central Louisiana businesses, primarily in the manufacturing arena, are highlighted in these high-quality video productions.

Gilchrist Construction Company is proud to represent the infrastructure/heavy highway industry in the latest round of CLEDA's "We Make Good Stuff" promotional videos. This footage was shot at our Tioga Project 1245 and will be used to showcase our region to business and industry, across the globe, as they consider the establishment of a business presence in Louisiana.

Check it out! <https://vimeo.com/user5514172/review/362816650/491896b55a>

We are very proud of our teams! Thanks for the great work that you do!

"Working together to improve ourselves, our industry, and our communities"

Employee Appreciation Tour - Fall 2019



We are very proud of our safety culture, our strong teams, and our successful projects. Thanks to everyone who makes this happen each day!

During our Fall Appreciation Tour we discussed the importance of safety leading indicators to ensure our employees work safe and go home safely to their families each day. Tenure (years of service) hard hat stickers were distributed. Employees with more than 90 days of service, but less than 1 year, received a white hard hat. In alignment with our core purpose of *“working together to improve ourselves, our industry, and our communities”*, we talked with our teams about the importance of developing people and building careers in the heavy highway industry and keeping ourselves healthy through the GCC Wellness Program and our clinic, Legacy Health and Wellness!



Our Employee Appreciation Tour began the morning of October 17th with breakfast for our Equipment and Shop teams. What a great group of talented individuals!



We are very proud of this group for their progress in mentoring and teaching others: we presented 3 mentoring jackets this morning.

GCC Mentors	
Kevin Bourke	
Greg Sidney	
Salvador Rodriguez	



GCC Employee	Years of Service/Tenure Sticker
Kevin Bourke	20
Kawamaine Glenn	5
Ray Sewell	1
Dee Montgomery	1
Bennie Johnson	1
Joe Linsey	1
Joe Evans	White Hard Hat (4 months)
Stephen Guidry	White Hard Hat (3 months)



Employee Appreciation Tour - Fall 2019



GCC Employee Appreciation Tour

Oct. 17 6:30 am Equipment Shop
 Oct. 17 11:30 am Main Office
 Oct. 18 11:30 am Arkansas Road, West Monroe
 Oct. 22 TBA Transportation, Plant, QC, Asphalt & Concrete Teams (at Asphalt Plant PL6293)
 Oct. 23 11:30 am Henderson & Bayou Alexandre (at 1233)

We Develop People & Build Careers!

During our Employee Appreciation Tour, not only did we discuss the importance of working safe and developing people; we also had Amy Sonnier and Aimee Mundy from Legacy Health & Wellness joining us at the project sites to administer flu shots. We talked about the importance of wellness visits and the upcoming Walking Challenge. Employees were encouraged to get involved and be proactive about their health!



Thank you, Amy and Aimee for traveling to our project sites to educate our employees on wellness and administer the flu shots!

October 17 - Thanks to our Corporate Office Team for supporting our crews and teams at the face of the work. We discussed the importance of working safe and developing people.



The following employees were recognized with hard hat tenure stickers. Congratulations to these team members!

GCC Employee	Years of Service/Tenure Sticker
Jan Williams	10
Alysha Gagnard	1



"Leading the way in safety, quality, innovation, efficiency"

Employee Appreciation Tour - Fall 2019



October 18 - Our tour continued with our team at **Project 1232 Arkansas Road**! What a great group of talented individuals!

Congratulations to the team members who were recognized for their years of service with hardhat tenure stickers.



GCC Employee	Years of Service/Tenure Sticker
Kelly Knight	20 years
Kenneth McFarland	1 year
Preston McCarvill	1 year
Benjamin Talley	1 year
Lester Hatfield	1 year
Mike Chilton	1 year
Rhonda Spillers	1 year
Joshua Munholland	1 year
Nick Campbell	1 year
Logan Ducote	1 year
Mike Bailey	1 year
Antonio Vaughn	White hard hat (3 months)
Chasity Hill	White hard hat (3 months)
Charles Anderson	White hard hat (3 months)

This team's progress in mentoring and teaching others is commendable. We took the time to award mentor jackets (round 2) to our team members who are teaching others through our formal mentoring program. Thanks to **Jeremy Dufour, Brandon Lawson, Brad Dupuy, and Don Mercer** for your continued efforts to build strong teams!



Everyone loved this cool hat that we distributed to each GCC team member!

"Leading the way in safety, quality, innovation, efficiency"

Employee Appreciation Tour - Fall 2019

October 21 - We had a great time celebrating our skilled and impressive workforce at the Alexandria Pant/Transportation Facility this morning. In attendance were over 70 GCC team members across Asphalt Operations, Transportation, Plant, Concrete, Construction, and Quality Control.

As always, we began our discussion with safety and the importance of safety leading indicators. We shared the importance of risk observations, solutions to minimize and/or eliminate the risks, and holding ourselves and others accountable to work safe.



Tenure (years of service) hard hat stickers were distributed to our team members. Thanks to everyone for choosing a career with GCC – we had three 20 year

We took the time to talk about the importance of developing our people and building careers by presenting mentoring jackets to our new mentors who have participated in our formal program since our Spring 2019 Employee Appreciation Tour! Thanks to all of our mentors who are teaching construction craft skill sets and investing time in this important initiative.

GCC Employee	Years of Service/Tenure Sticker
Leroy Willis	20
Todd Desselle	20
Mike Poole	20
Kellie Dixon	5
Nina Baird	5
Shaun Dausat	5
James Lachney	5
James Williams	1
Joe Smooth	1
Lance Williams	1
Jessie Williams	1
Jerad Red Man Carranza	1
Jon Offutt	1
Felicia Harris	White hard hat (3 months)
Joseph Gray	White hard hat (3 months)
Neil Hayes	White hard hat (3 months)
Robert Barnes	White hard hat (3 months)
Tyler Stracener	White hard hat (3 months)
Demetrius Austin	White hard hat (3 months)
Peter Montalvo	White hard hat (3 months)

GCC Mentor	GCC Group
Bruce Richardson	Asphalt
Stephen "Wildman" Hariford	Construction
Shaun Dausat	Concrete
Jimmy Lachney	Asphalt
Greg Reynaud	Plant Operations
David Shorter	Asphalt
John "Buck" Lloyd	Asphalt



Employee Appreciation Tour - Fall 2019

October 23 - We wrapped up our Fall 2019 Employee Appreciation Tour with our team members from Projects **1233 Henderson** and **1223 Bayou Alexandre**, hosted at Henderson. Keeping with our theme, we visited with our workforce to express our appreciation for their great work and for choosing a career with GCC!

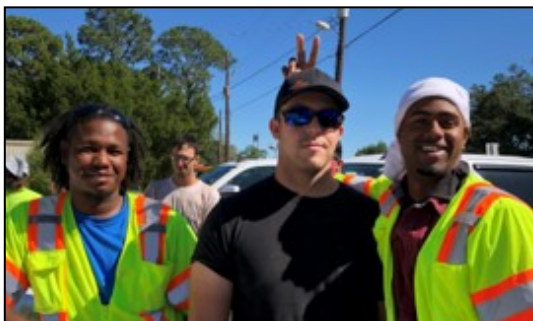


This team's progress in mentoring and teaching others is commendable. We took the time to award mentor jackets (round 2) to our team members who are teaching others through our formal mentoring program. Thanks to **James Scott, Kevin Baker, Matt Castille, Jeff Kalz, and J.J. Hickey** for your continued efforts to build strong teams!



Congratulations to the team members below who were recognized for their years of service with hardhat tenure stickers.

GCC Employee	Years of Service/Tenure Sticker
Chris Prier	5
Caderious Davis	1
Dawson Gauthier	1
Gerardo Labrada Prieto	1
Vicente Labrada	1
Keyleen Blue	White hard hat (3 months)
Alvaro Rubio	White hard hat (3 months)
Voranate Leela	White hard hat (3 months)
Jorge Carreon	White hard hat (3 months)
Skylar Hebert	White hard hat (3 months)



GCC Continuing Education

OSHA 30 Certifications



As we moved through the last quarter of 2019, we are offered education resources to enhance our skills, knowledge, and ability across all aspects of our organization. In the risk management arena, Outreach Training Programs are recommended as ongoing education for the occupational health and safety of workers in the construction industry.



Hunter Welch	Rhonda Spillers
Shane Guillot	Mike Chilton
Austin Johnson	Preston McCarvill
Josh Munholland	Cody Gongre
David Wallace	Kane Gagnard
Vince Jordan	Brandon Lawson
Mike Hicks	Mark Jackson
Kenneth Hicks	Antonio Vaughn
Nicholas Campbell	

Dirk Fontenot	Jose Bautista
Antonio Bautista	Daniel Smith
Keith Dauzat	Chris Prier
Scotty Stelly	Kelly Dixon
Mario Lotts	Garin Mayeux

Project 1232 Arkansas Road completed an OSHA 30 class which resulted in OSHA 30 certified team members!

Over a four day period, multiple team members from across the organization participated in an OSHA 30 Outreach Program which was facilitated at the Main Office in Alexandria.



Congratulations to the **34** members of our workforce who broadened their knowledge, successfully completed this course, and earned an OSHA 30-Hour Construction Outreach DOL course completion card!

James Jones	Orlando Neal
Shaun Dauzat	Terrell Jewell
Alvaro Martinez Garay	Vincent Labrada
Ivan Valle	

"Leading the way in safety, quality, innovation, efficiency"

GCC Continuing Education CPR/Medic First Aid Certifications



114 members of our workforce are now CPR certified! - an impressive 46%!

Thanks, everyone, for your hard work and commitment to our organization!

Valerie Aymond, Chief Resource Officer

Staffing a workforce that has the ability to respond to cardiac events and other accidents before professional paramedics can reach the scene is a key initiative at GCC. The statistics are staggering.....The American Heart Association's workforce training campaign recently reported that there are more than 10,000 cardiac events in the workplace each year. In other key findings, the AMA reports that 33% of safety managers say that First Aid and CPR training has saved lives in the home and at work.

On November 27th, we launched a campaign with an ambitious goal - to **certify 50%** of our workforce in CPR/ Medic First Aid by the end of January 2020. To accomplish this, we scheduled weekly CPR/medic first aid training classes at our main office and job sites.

Medic First Aid/CPR Certified

Jodrick Allen
Lucas Bertrand
Vicente Labrada
Jason Mulea
Jose Bautista
Caderious Davis
Alvaro Martinez
Alvara Rubio
Blake Cooper
Carlos Escalona
Alysha Gagnard



Bennie Johnson	Farrel Thomas	Darius Sykes
Wilmon Frank	Marvin Harris	Kelly Dixon
Julius Johnson	Johnny Hart	Leroy Willis
Jessie Williams	Ronda Spillers	Preston Mccarvill
Cody Gongre	Joshua Munholland	Brandon Lawson
Nicholas Campbell	Antonio Vaughn	Kenneth Hicks
Greg Swayzer	Kenneth McFarland	Mario Lotts
Dawson Gauthier	Keith Dazat	Jeff Smith
Ivan Valle	Jason Ducote	Tristen Brister
Carl Futrell	Jon Offutt	Allaina Tellis
David Roberts	Clyde Lacour	Casey Leleux
Troy Desselles	Nicholas Rupert	Chris Prier
Chris Hagar	Michael Gravgarrd	Todd Desselle
Garvin Mayeux	Neil Hayes	



"Leading the way in safety, quality, innovation, efficiency"

GCC Continuing Education

CPR/Medic First Aid Certifications, continued



Medic First Aid/CPR Certified
Greg Reynaud
Kevin Sweet
Shundricka Turner
Harvey Dixon
Scottie Richey
Danny Trudell
James Williams
Roland Welch
Robert Davis
Gilbert Haynes
Shelton Strother
Salvador Rodriguez



Medic First Aid/CPR Certified
Zachary Burnaman
James Scott
R.J. Dugas
Jeff Kalz
Deborah Humphries
Alfred Doyle
Blake Robinson
Jorge Carreon
Vorante Leela
Jesus Rubio
Javier Arteaga
Cristan Guerrero
Gerado Labrada



Legacy Health & Wellness



Congratulations to our 21 GCC employee participants, who finished the challenge with a combined total of 1,722,324 steps!

- 1st place Tommy Welch 330,345 steps
- 2nd place John Paul 172,822 steps
- 3rd place Jon Offut 120,471 steps

This was a healthy, fun, and rewarding challenge.

Thank you to everyone who participated!

Amy Sonnier
Wellness Coach/Care Manager

"Leading the way in safety, quality, innovation, efficiency"

Students Exploring Career Opportunities (SECO) Event



Preparing young adults for success requires a different educational experience than it did even a generation ago. We can be involved by contributing to regional activities which are designed to engage students and introduce them to the meaningful and fulfilling careers that exist in the heavy highway and construction industry.

Students Exploring Career Opportunities (SECO) Expo engages over 3,000 10th grade students across the central Louisiana region, including Allen, Avoyelles, Catahoula, Grant, LaSalle, Natchitoches, Rapides, Winn and Vernon Parishes. The event was held at the Riverfront Center in Alexandria. In summary, the goal of SECO is to expose student to the various types of occupations that they should be thinking about as they near completion of high school. The event is hosted by The Orchard Foundation, The Rapides Foundation, and the local school districts. GCC, representing the heavy highway industry, sponsored a booth with a presentation of state-of-the art technology including two equipment operation simulators (provided by Louisiana CAT) and the use of our drone technology.

We would like to recognize and thank our GCC representatives and industry partners who participated in the SECO Expo:

- Mark Dubea - HR
- Christina Goodrich - HR
- Hunter Welch, Project Engineer
- Zachary Burnaman, Field Manager
- Kevin Grage, Safety Director
- Michael Deloach, Technical Communicator, Louisiana CAT
- Bronson Dauzat, Service Coordinator, Louisiana CAT
- Chanie Frederic Smith, HR Business Partner, Louisiana CAT
- Vince Meadows, Louisiana CAT



"Working together to improve ourselves, our industry, and our communities"



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Service Anniversary Milestones

25 Years

Matt Armand

Dirk Fontenot

20 Years

Kevin Bourke

Todd Desselle

Kelly Knight

Michael Poole

Leroy Willis

5 Years

Shaun Dauzat

Kawamaine Glenn

James Lachney

Chris Prier

Mark your Calendar!

GCC Family Day - Saturday, April 25

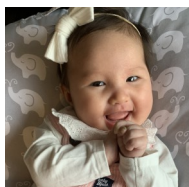
Mark your calendar and bring your family to our annual GCC Family Day. Good food, fun & games for all ages, and door prizes.

You just might be one of our top prize winners: Tickets, compliments of Louisiana CAT, to the NASCAR Texas Motor Speedway 2020.

Employees will be recognized and receive safety and service awards for their tenure with Gilchrist.



Christina Hathorn and Greg Reynaud, along with their spouses, enjoying their trip to the NASCAR races.



Margo Reeves Schwamb, granddaughter of Jan Williams, Administrative Assistant..

November 24, 2019



Rebecca Louise Rougeou

Greg Reynaud, couldn't be any more excited with his new grand-baby..

His email with picture on January 14, 2020, "I'll be a few minutes late this morning."

