

THE PIPELINE

Concrete Pipe & Precast Newsletter, Vol. 16

May 2018

New Career Path Program

CP&P has instituted a Career Path Program for its employees. Rolled out at the end of March 2018 with the help of the Human Resources team, this new program provides an avenue for employees to identify and reach their career goals at CP&P and CP&P provides the resources, support, and training needed to help employees achieve their career goals.

This new program evolved from a survey sent out to employees several years ago. A common concern stemming from the survey was "How do employees advance, grow, and move up in the company?" It became clear to Bill Tichacek that a program was needed to develop the next generation of leaders and skilled employees to take CP&P into the next decade.

Career Path has been intentionally designed to allow the employee to take the initiative if they are interested in developing his/her skills, strengths, and knowledge of the business. Upon contacting their manager, the employee identifies his/her one to five year career goals. It is then that their manager assesses their current skills, abilities, and education, identifies the gaps between where the employee is and where he/she needs to be to accomplish his goals, and assists in making a tailor made program that will appropriately build the employee's skillset to reach those

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"We are committed to making CP&P the preferred supplier for our customers by delivering outstanding value, continuous innovation, and exceptional customer experience by consistently fulfilling our promise: Not Just Concrete, Concrete Solutions."

-CP&P's Commitment Statement

Tips of the Trade

"The Heat is on" so protect yourself from the sun. There is only one solution to prevent a burn...sunscreen. Whether in the form of lotion, accessories, or clothing, stay cool, protected, and hydrated.



Double 6x6 STORM-PASS on the Way to Lorton Volunteer Fire Station for J.D. Roy to Install

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Blythe Development Installs a 144" Diameter Structure from Dunn at their Coleman Boulevard Project in Charleston, SC

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goals. Each individual's journey will be different, but will include any specific skill development, training, and education needed to qualify the employee for future advancement opportunities within CP&P. Follow up meetings take place every six months (initiated by the employee) in order to review current progress, hurdles, obstacles, accomplishments and successes, as well as to establish next steps. Each journey will be well documented, reviewed and monitored on a regular basis by the Human Resources Department.

“The goal of Career Path is to equip...”

The goal of Career Path is to equip employees with the tools and abilities they need to advance and have a rewarding career at CP&P. It will provide many opportunities to employees by enabling those interested to develop and learn more about the company and industry in which they work and by providing them with the skills and knowledge needed to apply for advancement opportunities within the company.

“to develop...and provide them with the skills and knowledge needed to apply for advancement opportunities...”

CP&P employees of all levels and skill sets are eligible and encouraged to join the program. (You can enter or exit the program at any time.) If you are not already enrolled and think this program could add value to your career and provide you with the opportunities you seek to grow and advance, then contact your manager today to get started!



CP&P CONCRETE PIPE & PRECAST, LLC **CAREER PATH JOURNEY**



Begin your Development & Training Process

Where do I see my career in the future?
 • A program that will guide and lead CP&P employees to the opportunity of job enrichment, growth and direction for them to obtain their future employment goals.



Casting Call

Meet Our HR Coordinators!

CP&P would like recognize and thank the Plant HR Coordinators. The Coordinators assist us with HR administrative duties at each plant. These individuals, in addition to their other responsibilities, are the link between employees and the Human Resources Department. Because of their efforts, we are better able to provide support to all employees and managers of CP&P.



Beth Whitman
Dunn—5 years



Bill Armstrong
Jessup—1 year



Bunny King
Salem—23 years



Cathy Weikert
Martinsburg—16 years



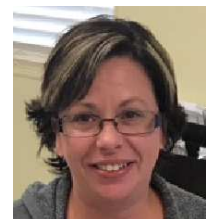
Katrina Mills
Summerville—2 years



Laurie Stoler
Greencastle—8 years



Nancy Llinet
Ashland—5 years



Robin Kimrey
Oakboro—11 years



Robin Rowland
Hanover—11 years



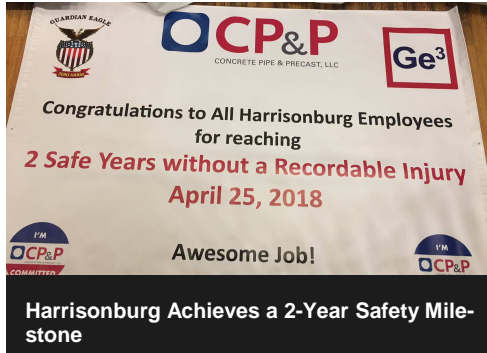
Tabatha Joyner
Chesapeake —2 years

*Not pictured: Dawn Morgan (Charleston-2 years)

The Gallery



Loudoun Water Visits Ashland for PERFECT Manhole Plant Tour in March



Harrisonburg Achieves a 2-Year Safety Milestone



Brad Strickler Presents 25 Years of Service Award to Troy Candia



First Pour of Harrisonburg's New Box Form



Matt Horst and John Blankenship Recognize Anthony Gentile for 10 Years of Service



Greg Smith, President of the HCCA and VP at Shirley Contracting (left) and Robby Oliff, Safety Director at Virginia Paving and head of the HCCA Safety Committee (right) present PJ Hefflin (center) with HCCA Safety Award



Hanover's 2nd Shift Supervisor, Kevin Epperly, Presents George Nash with the Employee of the Month Certificate for March



Michael Williams, Steven Jackson, Brad Strickler, and Ed Eagle Accept the HRUHCA Safety Award



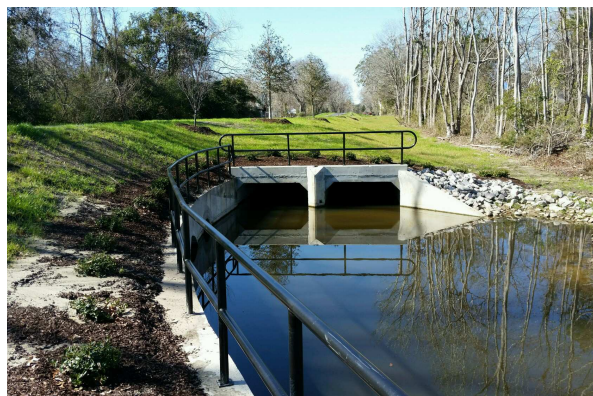
Ashland's David Johnson Removing Styrofoam from a PERFECT Manhole Base



Bill Tichacek Presents Ed Eagle With 5 Years Anniversary Award



Jessup Celebrates Improved Efficiency, Quality, and 22 Months Injury Free With a Cookout



The Completed Forest Acres Project with Gulf Stream Construction



City of Salem Installs Clear Flow Box



Hank Gottschalk, Matthew Crumpler, and Scott Crumpler Attend HCCA Mixer



Summerville Safety Lunch



Ed Page Gives Technical Briefing at the 2018 ACPA Pipe School



Team Salem Celebrates Over 1 Year Without a Recordable Accident.



Level Spreaders Ready for Delivery at the Salem Plant



This Photo Speaks for Itself!



Tom Slaughter is Excited About Hanover's New Sweeper!



Special Junction Box Receiving Final QC Check at Salem Plant Before Delivery to King Street Project

Project Spotlight

King Street Improvements-Roanoke, VA

King Street, located on the east side of Roanoke, VA, required some much needed traffic improvements in order to handle the isolated backups that routinely occurred near the intersection of Orange Ave, also known as Route 460 or Alternate 220.

Drainage modifications along King Street presented a challenge, as the new roadway improvements would require filling in an existing ditch line to accommodate a new turning lane and sidewalk, however the existing ditch line drained through a mix match of old pipe sections, existing box culverts, and a failing CMP multi-pipe culvert under Springtree Drive.



Existing Failing Metal Pipe

Faulconer Construction Inc. accepted the challenge and solicited the help of CP&P's Hanover Pipe Plant & Salem Structure Plant to provide precast concrete solutions. The Hanover facility provide RCP for the project which included 584 L.F. of 66" Reinforced Concrete Pipe. Even though some designers tend to forget that 66" pipe is available, simply because it may not be available from "non-concrete" pipe manufacturers, the 66" RCP was the optimal size for this project based upon project constraints and hydraulic flow requirements.

CP&P's Salem facility provided several custom structures including special junction boxes used to connect the new RCP to existing box culverts and an existing 48" pipe to the system. Salem also provided a modified wingwall for the twin 66" RCP outfall.



Modified Wing Wall for Twin Pipe

Much of the installation occurred at night, because of the routine traffic congestion that occurs during the day at that location. When excavating and removing the failing multi-pipe CMP under Springtree Drive, it was discovered that there were actually four sets of twin metal pipes under Springtree Drive stacked on top of each other. Apparently, as they had settled and crushed over the years, new pairs of metal pipes were simply stacked on top of the older ones instead of removing and replacing the crushed pipe. This had to have happened several times over the life of that particular culvert crossing.

Now, removed and replaced with concrete, the drainage under Springtree Drive should last for many, many years.

With The Flow

Newsworthy

- Ashland and Dunn have successfully renewed their NPCA Plant Certification
- Charleston has successfully renewed its ACPA Q-Cast Plant Certifications
- Mike Dammer (Dunn), Aaron Munson (Martinsburg), Randy Bise (Martinsburg), Leonard Davoy (Martinsburg), Tim Bolyard (Martinsburg), and Richard Chambers (Oakboro) have achieved ACI Level I Concrete Technician certification
- Danny March (Salem) has successfully earned the NPCA PQS Level I Technician Certification
- Todd Epperly (Martinsburg/Greencastle/Salem) has successfully earned the ACPA Q-Cast Certification
- Mike Dammer (Dunn), Todd Leonard (Salem), and Richard Chambers (Oakboro) have earned the NCDOT Concrete Field Technician Certification
- Bill Reynolds (Ashland), Lynn Lane (Hanover), Anthony Gentile (Jessup), Shawn Lyles (Jessup), Robert Specht (Martinsburg), and Randy Bise (Martinsburg) have earned the MSHA Concrete Plant Technician Certification

Recognition of Service to CP&P

- Brad Strickler, Pam Diaz, Hank Gottschalk, and Stacy Freeman celebrate 30 years of service!
- Joe Lynch, James Floyt, Troy Candia, and Mike Peatross, celebrate 25 years of service!
- Anthony Robertson and Brian Beasley celebrate 20 years of service!
- Marcus Massey and Delroy Johnson celebrate 15 years of service!
- Larry Mattox, Anthony Gentile, and Thomas Wright celebrate 10 years of service!
- Juan Lopez, Jeremy Salyers, Joseph Woolfolk, John Zeets, Thomas Yancey, Arthur May, Quinton Parker, Lester Howdyshell, DeWayne Foster, James May, Austin Turner, Jeremy Yoder, Ed Eagle, Dwayne Barcliff, Rebekah Fritz, Reinaldo Arevalo-Grijalva, Kevin Morton, and Calvin Johnson celebrate 5 years of service!

Editors Corner

Have a story you'd like to see in the next issue of The Pipeline? Have a neat CP&P photo that you'd like to share? We want to hear from you!

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