

THE PIPELINE

Concrete Pipe & Precast Newsletter

Volume 59

VDOT H56 Lee Highway Improvements, Fairfax VA



Concrete Pipe & Precast's Salem facility recently produced several sections of 14'-4" x 8'-6" precast segmental box culvert for Ardent Company on their Virginia Department of Transportation project H56 in Fairfax, VA.

These sections were needed to extend an existing bridge over Hunters Branch Tributary of Accotink Creek that runs under Lee Highway in order to facilitate road widening at that location. The segmental precast box sections each weighed under 10 tons and included precast wing walls and end section.

Ardent Company installed the sections and is based out of McClean, VA focusing on excavating and underground utility work.

The Dunn Precast Plant—looking good from above!



Continuous Improvement

We are very proud of our Kaizen team at CP&P for engaging and receiving their LLDP Level 100 Lean certification. 20 hour Training course incorporating Classes in Lean Manufacturing and Frontline leadership. Many Congratulations to Jeff, Terry, Eric, Rich, Cam and Erika. Great job team !!

The Mid Atlantic leadership team for CP&P Participated in a transaction processing mapping kaizen event this October. The team found the process of mapping out our "Quote to Cash" process eye opening. The team was able to identify multiple opportunities to better serve our customers and improve the process by eliminating / reducing waste within the system. Great teams make great things happen !!!



Rincon Fly-over



Girls in Construction Event



The Girl's in Construction 2023 event was a huge success!

The event was free for children ages 5-18 and was an excellent opportunity to share our passion for our industry.

CP&P's theme was WHERE DOES THE RAIN GO?

We parked the drop deck right beside a DI-1 in the parking lot; the children were so fascinated to be able to see what is under the pavement; the 3-D models were also a hit!



Concrete for Kids Event (C4K)

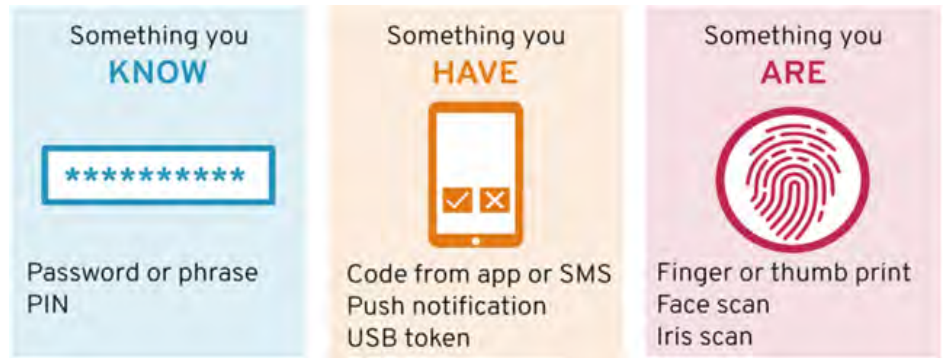
CP&P sponsored the 2nd Annual Concrete for Kids event.

The Concrete for Kids event is a STEM-based community program that was designed by ASCE's Roanoke Branch to reach out to local elementary through high school students in Southwest Virginia. This year over 160 K-12 students signed up to participate where local engineering professionals and engineering students from Virginia Tech presented age-appropriate information about civil and materials engineering, followed by a hands on learning experience where the students got their hands dirty mixing and placing concrete into forms. Families got the opportunity to participate in a concrete-themed scavenger hunt, eat lunch from the Lazy Bulldog food truck, sip craft brews, and strength test pre-cast concrete beams.



Dunn Family Day





What is multi-factor authentication?

Multi-factor authentication means that you need more than one authentication factor to log in to a device or an account. For example, to unlock your phone, you need to enter a passcode and scan your fingerprint. Many software vendors and other service providers offer this security feature so that you can add a layer of security to your devices and online accounts. With this feature enabled, you need to provide multiple pieces of authenticating information to access a device or an account. If cyber criminals gain access to one piece of information (e.g. your password), they still need to provide additional pieces of information to successfully gain access to your accounts.

Think of it like this: When you're trying to log in to your online banking account, you use a password to demonstrate that you are the account owner—you're verifying your identity. The idea is that you should be the only person who knows the password associated with that account. The problem, of course, is that using a single factor, such as a password, to authenticate you is imperfect. A cyber criminal can steal or guess your password. That's when it helps to have, at least, a second authentication factor. Multi-factor authentication is a way for software vendors and other service providers (e.g. a bank) to say, "OK, you have one piece of information that identifies you as the account owner. But can you provide two pieces of information? Three? Four?" Multi-factor authentication is an important cyber security measure because of it. Multi-factor provides an added layer of security for devices, accounts, and information.

How multi-factor authentication works

The most common form of multi-factor authentication is pairing your log in credentials, meaning your username and password, with another authentication factor. In many cases, this is 2-step verification – something like a text message sent to your phone or an email sent to your inbox. Which is better than a password alone. But what's best is using a second authentication factor: something you have (e.g. a token, smartcard) or something you own (e.g. a biometric like a fingerprint).

On social media, for example, the chain might go like this:

1. To gain access to your social media account, you need to enter the password.
2. To make significant changes to that account, you need to scan your fingerprint.

This ensures that a cyber criminal can't make significant changes to the account (such as changing the email address for password recovery).

How multi-factor authentication can help you

The easiest way to think of multi-factor authentication is through a real-life analogy. Imagine you have a safe at home with lots of valuable possessions inside. The safe is protected with a code, which provides one layer of security. But let's say someone gets a hold of that code. They can use it to open the safe.

Let's say that in addition to a code, you also needed another element to open the safe — a device that scanned your face or a text message that was sent to your phone. The fact that you need those additional steps to open the safe makes it more difficult for anyone else to open it.

It's the same with multi-factor authentication. Say, for example, that you've turned on multi-factor authentication for a social media account. If someone guesses your password, they still can't log in to your account. To log in, they also need to provide another piece of information to log in.

Conclusion

Multi-factor authentication is a key component of keeping yourself cyber secure. So don't wait! Use multi-factor authentication on your key accounts now.

Developer

Thomas Builders of
Virginia

Engineer

Perkins & Orrison

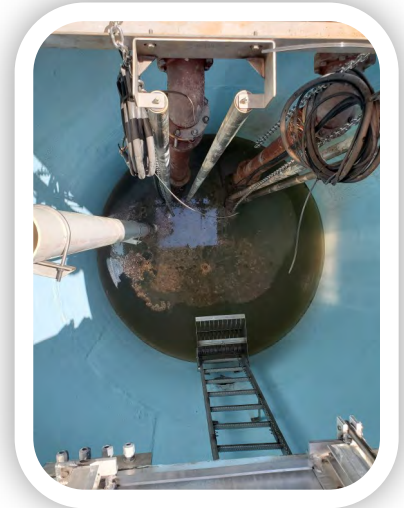
Blue Ridge
Engineering &
Construction
Services, LLC



Project Spotlight

CLEARFLOW

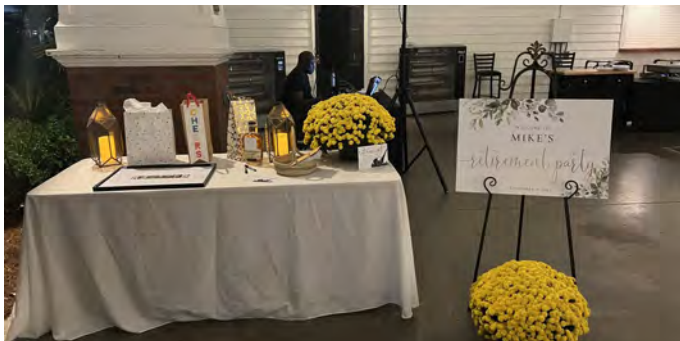
*Jefferson Forest Middle School
Sewage Pump Station*



Mark Gilenson Retires

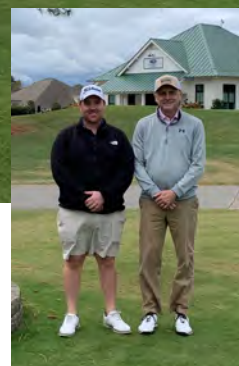


Mike Young Retires



CP&P Golf Outing

Les Walker, Nick Talley (MA Industries), Dave Burnham (Strong Products), Howard Tyndall, Don Anger, Gene Drake, Paul Gallant, Brent Alvis, Scott Kennedy (Besser), Michael Johnson, Mike Young, Scott Crumpler, Jeff Kirk, Larry Mueller, Ed Plucinski, Jimmy George (Liberty Steel), Steve Jackson, Dean Hatley (Liberty Steel), Zach Greber (Martin Marietta), Greg Simril (CH Robinson), Ryan Kistler, John Blankenship, Carissa Alexander [Inset - Sean Johnson and Shane Presley (Insteel)]



Winning Team – Ed Plucinski, Jimmy George, Scott Crumpler, Dean Hatley

CP&P—On The Road...

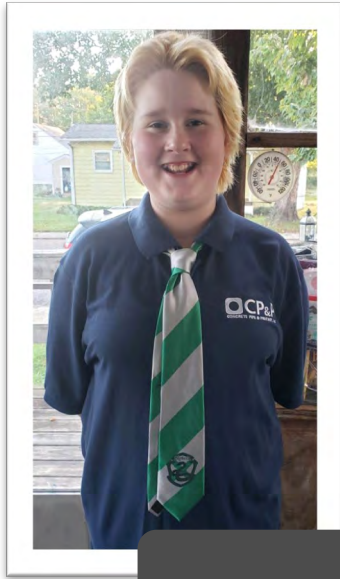
Do you know where these photos of our CP&P swag were taken?
(Answer in next month's newsletter.)

Last month's location:

Sunset Beach, NC



The Gallery



Alex McDole dresses for success



Beverley Hayden (Left) receiving her 20 Year service award.



Brent Alvis (Left) celebrates 5 year anniversary



Henrico County tours the Hanover Pipe Plant



Jason Heikila Martinsburg Maintenance with the new MDI Board

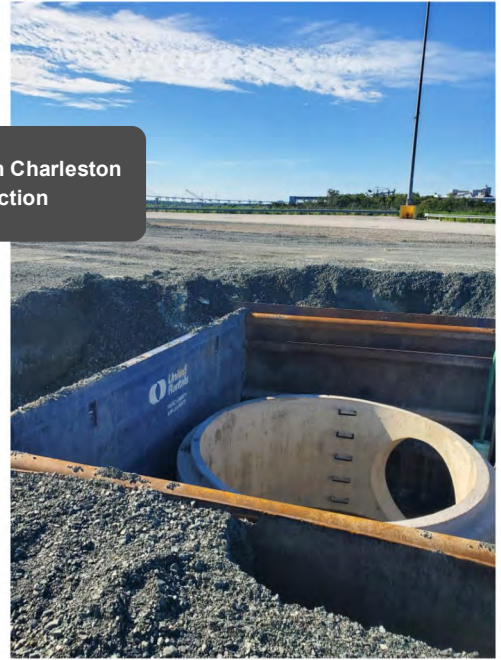


Rincon MDI Roll Out



PJ Heflin (Left) celebrates 25 Years Service

HLT Project in North Charleston with Banks Construction



Mike McDole (Right) celebrates 5th Anniversary with Chris Richmond (Left)

Retain-it modules delivered to the Ironwill Project in Chesterfield, VA



Brian Fleece celebrates 15 Years Service, presented by his wife, Tina



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USACE tours the Chesapeake Pipe Plant



Steven Jackson (Left) celebrates 10 Year Anniversary



Josh Sanders (Left) - PC Martinsburg celebrates 10 Year Anniversary



Chris Blackwelder (Right) receives 25 Year Service Award

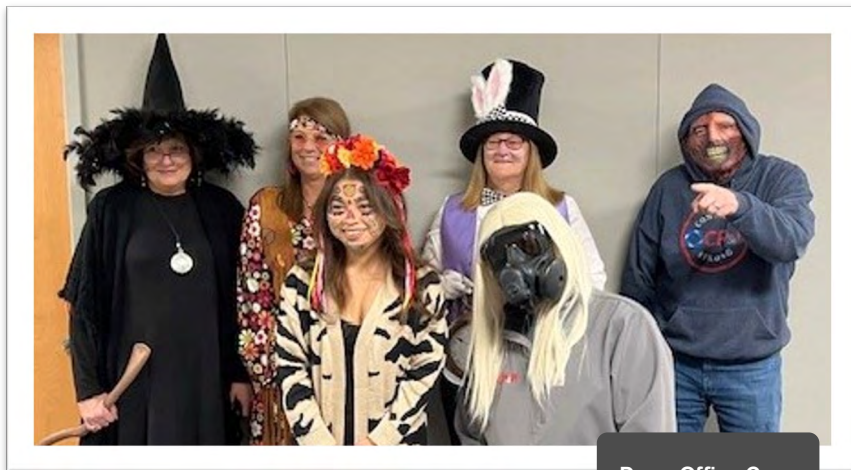


Scott Rudisill (Right) celebrates 5 Year Anniversary



Team Summerville holds morning discussion about improvements

Dunn Halloween



Dunn Office Crew



The White Rabbit- Jenny in Wonderland



Laughter



The Candy Crew



Saul Gomez singing Pretty Woman to Pam-ish.



2024 BENEFITS UPDATE

Several changes to CP&P's benefits were announced during our recent open enrollment events. In case you missed it:

All prescription drug plan members will receive new cards. Our pharmacy plan is not changing, but **Express Scripts** has now partnered with **RxBenefits** to provide enhanced customer service.

The new cards will feature different group and customer service numbers, so be sure to use your new card at the pharmacy starting January 1st.

We are changing Flexible Spending Account (FSA) vendors. **Employee Benefits Corporation** will administer our health care and dependent care FSAs in 2024.

Current participants should continue to use their TASC FSA cards through December 31, 2023. EBC will mail new cards for 2024 spending.

You can roll over **up to \$610** of unspent funds from your health care FSA into 2024. TASC and EBC will coordinate the transfer of the rollover funds to your new EBC account.

PAID TIME OFF

As announced during open enrollment, CP&P is moving to an accrual-based PTO model in 2024. Instead of receiving a lump sum of PTO each January, you will now earn PTO hours throughout the year based on your years of service:

Years of Service	Hours Accrued per Pay Period (Weekly)	Hours Accrued per Pay Period (Semi-Monthly)	Annual # of PTO Days	Maximum # of Days
0-1	1.54	3.33	10 days	10 days
1-5	2.00	4.33	13 days	23 days
6-9	2.31	5.00	15 days	25 days
10-14	3.07	6.67	20 days	30 days
15+	3.85	8.33	25 days	35 days

This change is designed to better align with industry best practices and give you more control over how and when you use your time off. For example:

- Up to 80 hours of unused PTO will now automatically **roll over** to the next calendar year.
- Starting in November 2024, you can **cash out** up to 40 hours of unused PTO each year.
- If your balance is low, you can request up to 24 hours of **advance PTO**.
- **New hires** will now begin to earn PTO during their first year of service. Current employees will earn **more PTO** based on their years of service under the new model as well.
- Employees who give **2 weeks notice** when leaving CP&P will have any accrued PTO balance paid out on their final check.

EMPLOYEE ASSISTANCE PROGRAM

On January 1st, Optima EAP becomes **Sentara EAP**.

Remember, this benefit provides up to 5 free counseling sessions per presenting issue to all members of your household at no cost. Call **1-800-899-8174** to schedule an appointment or visit **sentaraEAP.com** for more resources. You can log in anonymously with our company username, **eagle** – no password required.





November 2023 Celebrations



Ashland	Samuel Singleton
Ashland	Torrey Shelton
Ashland	Bernard Hall
Ashland	Stacey Jackson
Ashland	Reshelle Claborn
Ashland	Jerry Coleman
Ashland	Wayne Hill
Ashland	Lamont Straus
Charleston	Irvin Scarlett
Charleston	Cameron Nelson
Chesapeake	Travis Waters
Corporate	Carissa Alexander
Corporate	Chris Richmond
Customer Service - MAR	Amy Dull
Dunn	David Strickland
Dunn	Ramiro Aguirre
Engineered Products	Steven Gordon
Engineered Products	Paul Gallant
Engineered Products	Mike Johnson
Greencastle	Brian Kile
Hanover	Bruce Woodson
Harrisonburg	James Hanson
Harrisonburg	Tyler Funkhouser
Jessup	Ben Wright
Jessup	Cameron Fulton
Jessup	Adrien Malagal
Martinsburg	Jose Mendez Dela Cruz
Martinsburg	Billy Shrout
Martinsburg	Scottie Jenkins
Oakboro	Elijah Morton
Rincon	Jacob Keylor
Rincon	Alston Smith
SC/GA Customer Service	Angela Kushnir
SMAR	Mark Jillson
Summerville	Thomas Childers

Sales MAR	Charles Brabble	36
Corporate	PJ Heflin	25
Chesapeake	Joe Bell	25
Customer Service - NC	Matt Creech	19
Customer Service - SC/GA	Shaun Nailling	13
Accounting	Mark Gilenson	12
Ashland	Chris Wilbur	11
Summerville	Pedro Doroteo Hernandez	10
Sales MAR	Steve Jackson	10
Sales MAR	Tonya Shrader	9
Summerville	Lisa Royce	9
Dunn	Lawrence Molina	9
Chesapeake	Sean Haubert	7
Ashland	Carlton Wills	5
Dunn	Samuel Strickland	2
Jessup	Ricky Reid	2
Summerville	William Jones Carvalho	2
Hanover	Debbie Whitlock	2
Hanover	Bruce Woodson	1



December 2023 Celebrations

Ashland	Earl Evans
Ashland	Demonte Ketter
Ashland	DeWayne Foster
Ashland	Richard Setzer
Charleston	Allan Walker
Charleston	Teshawn Horne
Chesapeake	Deshawn Malone
Chesapeake	Levi Miller
Chesapeake	Peytron Latney
Chesapeake	Zach Belton
Chesapeake	Tavares Johnson
Chesapeake	Deborah Branch
Chesapeake	Gail Molitas
Chesapeake	Ivan Sutton
Dunn	Jesus Macias Sanchez
Dunn	Yolanda Gonzalez
Dunn	Natividad Hernandez
Dunn	Macario Gomez
Dunn	Jen Welker
Greencastle	Jose Lopez
Hanover	Saleem Stevens
Hanover	Joseph Law
Hanover	John Blankenship
Hanover	Andrew Jukkola
Hanover	Danny Burcham
Hanover	Les Walker
Harrisonburg	David Caricofe
Harrisonburg	Kelly Cross
Harrisonburg	Davey Kline
Jessup	Todd Wingate
Jessup	Emilio Flores
Jessup	Gary Ford
Jewssup	Samuel Lyons
Martinsburg	Todd Epperly
Martinsburg	Dylan Cook
Martinsburg	Scott Crumpler
Martinsburg	William Funk
Martinsburg	Victoria Cadigan
Martinsburg	Jonathan Moyers
Oakboro	Caleb Hartsell
Salem	Chad Ward
Salem	Tony Walker
Salem	Andrew Mastrangelo
Salem	Idrissa Musa
Salem	James Martin
Waynesboro	Jordan Pierantoni



Employee	Location	Years of Service
Larry McLean	Dunn	32
James Whitted	Dunn	32
Brian Fleece	Martinsburg	15
Mike Moshier	Martinsburg	15
Brian Mellott	Martinsburg	15
Randy Bise	ma	15
Danny Gregory	Martinsburg	11
Steve Hammond	Charleston	7
Wishart Bryan	Summerville	6
Jeff Kirk	Hanover	5
Guy Walters	Ashland	4
HectorSoto Ortega	Ashland	4
Stanley Macuich	Ashland	4
Lucian Gathers	Charleston	4
Jason Heikila	Martinsburg	3
Juan Hernandez	Dunn	2
Jeremy Schuler	Rincon	2
Lynsey Ware	Waynesboro	1
Leonicio Castro	Mat	1
Kenneth Gordon	Greencastle	1
Dennis Owens	Dunn	1
William Dickson	Harrisonburg	1

With The Flow

Certifications

NPCA PQS I Technician Certification:

Danny Morris, Ashland
John Roberts, Summerville

NPCA PQS II- Technical

Robert Morrison, Harrisonburg

Virginia DOT Concrete Plant Technician

Randy Bise, Martinsburg

North Carolina DOT Concrete Batch Technician

Brian Beasley, Dunn

Georgia DOT Concrete Plant Technician

Darin Todd, Summerville

Maryland DOT Concrete Plant Technician

Bill Armstrong, Jessup
Billy Shrout, Martinsburg

Plant Certifications:

QCast Certification: Oakboro NC

NPCA Quality Certification: Dunn, NC

Contact Us

Give us a call for more information about our services and products

Concrete Pipe & Precast
P.O. Box 1567
10364 Design Road
Building A
Ashland, VA 23005

(804) 798-6068 Main

(800) 999-CAST (2278)

info@concretepandp.com

Visit us on the web at
www.concretepandp.com

The Pipeline Newsletter will be published Quarterly in 2024

Deadline for next issue is Feb 15, 2024



Concrete Pipe & Precast Commitment

We are committed to making Concrete Pipe & Precast 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."

Happy Holidays & Merry Christmas!

