CONCRETE PIPE & PRECAST

ENGINEERED PRODUCTS

June 2024

THE PIPELINE

Concrete Pipe and Precast Newsletter Volume 61

Welcome to the team
WINCHESTER
CONCORD
DENVER

Hear from your
CEO

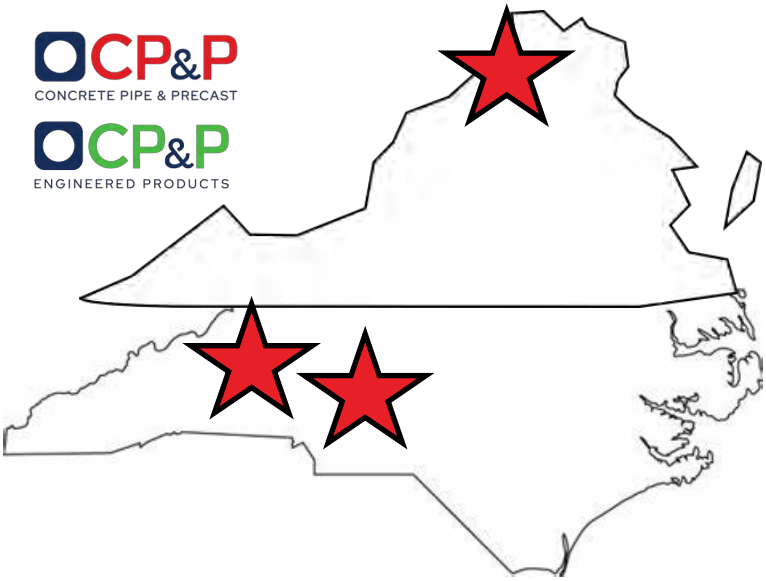
Core4
Logo
Winner

What is
Multi-factor
Authentication?

Emergency
Action Plans

You're Accepted to
Concrete
Product
University

Welcome to CP&P



It's been an exhilarating journey at CP&P as the company has experienced exponential growth in recent months.

At the start of March, CP&P acquired three new precast concrete companies. Two plants in western North Carolina located in Denver and Concord, and one plant in Winchester Virginia, joined the CP&P family along with 170 new employees.

"We inherited a lot of good people with this change," said Ed Eagle, the North Carolina General Manager. "It's great that we're growing and these two in North Carolina give us a footprint and a competitive edge in this market."

Just in the past 60 days, management has seen exponential growth at both North Carolina plants.

"We're really looking forward to promoting a one-team mentality, promoting safety and celebrating every win we can," said Eagle.

Up in the Virginia area, PJ Heflin, the North Mid-Atlantic General Manager, was thrilled when he heard Winchester was now part of CP&P.

"They have always been known for the quality of their products," said Heflin. "The location of the plant is also ideal as it's right there on Route 50. Plus, they have a very solid group of employees."

Heflin indicated that the Winchester branch has a noteworthy safety record too.

"They came on board with safety already at the forefront of their mind and they've been more than willing to put forth every effort to become part of our organization. It's been a pleasure."

WELCOME TO THE TEAM DENVER, CONCORD AND WINCHESTER!



Concord, NC



Denver, NC



Winchester, VA



Notes from Behind the Windshield
With CEO
Matt Wayman

Over the course of each month, I spend quite a bit of time “behind the windshield” driving to visit plants and customers up and down our 16-plant network. These moments offer me time to ponder, connect with the team through phone calls and mull over various questions. We've decided to capture some of these musings in our quarterly newsletter, hoping to provide insight into our business trajectory and the issues we're navigating to ensure your success on the plant floor and in your daily lives. Thanks for reading – and always open to questions or comments that this might provoke.

It has been an exciting start to 2024. With the launch of Hb4H and Core4, coupled with the addition of over 100 new team members at three locations, we're off to an incredible start. These initiatives underscore our commitment to reforming our foundation on Respecting People and ensuring their safety every night as they return home. However, change, as exciting as it may be, is never easy. The results often take longer to materialize than we anticipate. I'm reminded of this truth not only in a business sense but also on a personal level. A quick anecdote -- Recently, my wife encouraged me to undergo tests for food allergies, and the results were conclusive – certain foods needed to be avoided for better long-term health. But it is incredibly difficult to change eating habits, especially ones like pizza on Friday night with the family, or a Jersey Mike’s sub at lunch. While I have the desire to change and fully understand the cause/effect, the temptation to revert to comfortable habits is ever-present.

Similarly, in our business, change takes time, and the “cold turkey” approach is usually a recipe for failure… From my experience, small incremental steps are the only way to implement long term change. Therefore, we must exercise patience and understand the “why” on the direction we are going; For example - we are undergoing changes in many of our operations, notably, the MidAtlantic business, which is implementing a pivot to improve customer service and support to meet our customer commitments. Additionally, locations like Concord, Denver, and Winchester are adjusting processes to streamline our post-order flow. These changes have been enacted to Get Better, to create a better customer experience and drive improvement along with market share…but I fully expect this to come with some slips, trips, and falls (e.g. sneaking a slice of pizza). However, they should also foster discussion, debate, and feedback from the team on what is working and what may need adjustment. As we navigate these changes, let's not be discouraged by the time it takes to see results and I'll work on managing my impatient nature as well.

Thank you for all the hard work and embracing where we are headed as a group.

Look forward to seeing you throughout the course of the summer months.

MW

Ensuring Safety Through Emergency Action Plans

In today's fast-paced world, ensuring the safety and well-being of our employees is of paramount importance. Emergencies can happen unexpectedly, ranging from natural disasters to workplace incidents, and having a well-thought-out Emergency Action Plan (EAP) is crucial for mitigating risks and ensuring everyone's safety.



Why an Emergency Action Plan Matters:

An Emergency Action Plan is a comprehensive strategy designed to guide employees on how to respond to various emergencies effectively. It outlines procedures for evacuations, sheltering, communication, and medical assistance, among other things. By having an EAP in place, we not only comply with legal regulations but also demonstrate our commitment to prioritizing the safety and security of our team members.

Key Components:

Risk Assessment: Understanding potential hazards specific to our workplace is the first step in developing an effective EAP. This includes assessing risks such as fire, severe weather, chemical spills, or medical emergencies.

Clear Procedures: The EAP should provide clear, step-by-step procedures for different emergency scenarios. This ensures that employees know exactly what to do, who to contact, and where to go in case of an emergency.

Communication Plan: Effective communication is vital during emergencies. The EAP should outline how information will be disseminated to employees, whether through alarms, PA systems, or other means, and designate individuals responsible for communication tasks.

Training and Drills: Regular training sessions and emergency drills are essential for familiarizing employees with the EAP and ensuring that everyone knows their roles and responsibilities. These drills also help identify any weaknesses in the plan that needs to be addressed.

Accessibility and Updates: The EAP should be easily accessible to all employees, whether in digital or physical format. It should also be regularly reviewed and updated to reflect any changes in the workplace layout, personnel, or procedures. Everything we do.

The Importance of Practicing the EAP:

Having an EAP in place is only half the battle; regular practice is equally important. Practice not only reinforces employees' understanding of the procedures but also helps build muscle memory, enabling swift and efficient responses during actual emergencies. Additionally, practicing the EAP allows us to identify areas for improvement and make necessary adjustments to enhance overall safety.

Our Commitment to Safety:

At CP&P, the safety and well-being of our employees are non-negotiable. We are committed to providing a safe work environment and ensuring that everyone is prepared to respond effectively in case of emergencies. By having a robust Emergency Action Plan and regularly practicing it, we empower our team members to stay safe and secure, no matter what challenges may arise.

Remember, safety is everyone's responsibility. Let's continue to work together to prioritize safety in everything we do.







Hb4H!







Our safety focus for 2024 is Head before Hands, Hb4H! We have been prioritizing safety by engaging in plant-wide activities including:

- Making a paper airplane with one hand
- Discussions and show-and-tells on past hand injuries as well as having people share their experiences and lessons learned
- Handprint activity to highlight safe habits at work and at home to set an example for our children/family.
- Using a zucchini to simulate an area on a machine with a pinch point or crush hazards

We have completed over 70 Hb4H events throughout CP&P this year.











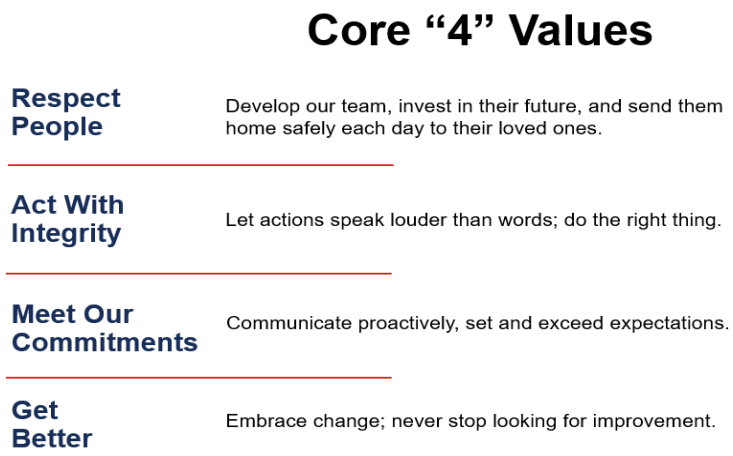


Core “4” Values

At CP&P, we live by four important values: respect people, act with integrity, meet our commitments, and always strive to improve. These values aren't just words on a poster; they're what guide us in how we do business, treat each other, and serve our customers.

No matter our position or which site we work at, these values unite us in our shared mission.

This June, we're putting extra emphasis the value: meeting our commitments. This means prioritizing communication, establishing standards, and surpassing them and when we say we'll do something, we follow through on it.



KEEP IN MIND:

1. Know the values: Understand why our values are important for our success.
2. Share your own stories: Talk about times when you've seen these values in action.
3. Talk about values with your team: Have conversations about why our values matter.
4. Hold each other accountable: Make sure we all stick to our values, even when it's tough.
5. Lead by example: Show others how to live our values through your actions.

Congratulations to our Core4 Logo Winner Hank Gottschalk

Steve Hides presented Hank Gottschalk with a gift card for his winning design and commitment to our **Core4 Values**. We had over 100 entries for the contest and we're grateful for the incredible response. Thank you to everyone who submitted.

First Runner Up:
Chad Crayton– Harrisonburg

Top 10 Winners
Reshelle Claborn, Tera Wright, Brent Alvis (Group Entry) – Ashland
Randy Reblora – Ashland
Jamie Melms – Ashland
Jabril Green – Hanover
Jeff Thurston – Hanover
Luise Castillo – Dunn
Kenneth Bond – Oakboro
David Vargas – Summerville



Tech Tidbits

From your IT Department

What is multi-factor authentication?



Multi-factor authentication means 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.

How multi-factor authentication works

The most common form of multi-factor authentication is pairing your login credentials, meaning your username and password, with another authentication factor. In many cases, this is a 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.

ACCEPTED

You're going to Concrete Product University



Last newsletter, we told you about our new initiative, Concrete Product University. Since then, we're excited to announce that CPU was a success. In alignment with our core values, the CPU program offers classes and activities designed to educate and develop our current and future leadership team members in four key aspects of our industry. The CPU classes focus on leadership development within CP&P, as well as equipping our employees with essential tools for growth. These classes involve a combination of classroom instruction and hands-on exercises.

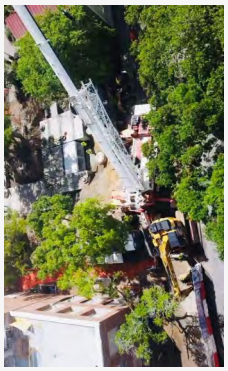




The first session kicked off on April 16 where 10 forums were held over a three day period. In attendance were 18 associates and eight instructors including Matt Wayman, Mark Thurston, Webber Ferguson, Erika Wilhelm, Scott Crumpler, Ed Eagle, Brett Blose, and Hank Gottschalk. The program targeted four separate categories which focused on key elements of our business: leadership, production, lean and business.



After 8 WASTE and 5S Training, the group was separated into three teams. Each team was assigned an area to conduct a 5S or process improvement mini-kaizen event. The teams were then tasked to put together a PPT presentation of their event and present it to the group and Dunn leadership team. Teams enjoyed getting out to the floor and conducting hands on activities.









Space-Savvy Underground Stormwater Management

As part of a multi-million dollar renovation to the Albert Simons Center for the Arts, located on St. Philip Street within the College of Charleston, CP&P's Summerville precast plant provided a Storm Pass system to Gulf Stream Construction. This innovative solution facilitated efficient underground stormwater management with minimal disruption. Upon completion, the revitalized Simons Center will offer over 99,000 square feet of classroom and performance space, cementing its place as "The Artistic Heartbeat of Charleston."

OUR PROJECTS





Going underground in Berkeley County, SC

The CP&P project for the Wildcat Lindera Expansion Phase 16, designed by Thomas and Hutton I Mount Pleasant, SC, involved the installation of a precast box culvert under the road to support the new residential development for Lennar Carolinas, LLC of Charleston, SC. This development encompasses 82 townhomes and 48 single-family homes. Additionally, the project prioritized quality assurance, safety compliance, and timely completion, while ensuring effective joint sealing to meet community needs and support ongoing development initiatives.



NEWNEWNEWNEW



Hot Dog!

Plant manager Allan Walker trades his hard hat for a chef hat and serves up steak, chicken, shrimp and hot dogs for the Charleston employees.



CP&P to the Rescue

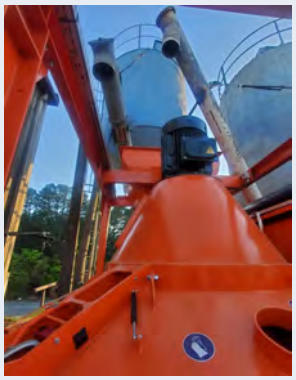
Maryland MDOT I-68 Emergency Interstate Road Closure

Terri Frey (Jessup Dispatch) and Chad Shade (Customer Service) reacted swiftly and efficiently to an emergency purchase order from First Fruits Excavating and the Maryland State Highway Administration. Chad got a call from First Fruits Excavating around 10:30 on Thursday, April 25 saying a pipe had failed under I-68 near Frostburg, Maryland and 80 feet of 36" CL IV reinforced concrete pipe was needed for the repair immediately. CP&P had the pipe in the yard in Jessup, Maryland and Terri was able to arrange for 2 drivers on very short notice to haul the pipe that afternoon and evening. By Saturday morning on April 27, the detour was lifted, and I-68 was back to being fully functional. First Fruits Excavating and MD State Highway were both very pleased and thankful for our quick response.

Footprints in the Concrete

The Oakboro plant in North Carolina received a new mixer as well as a new kiln floor. Martin Rushing couldn't help but leave his mark.









Trade Shows and Expos and Conferences, OH MY!

The Engineered Products Division has been on the road the last few months to teach others about CP&P's new engineered product line at a variety of shows across the east.



Shaping Young Minds



Members of our CP&P Engineered Products team enjoyed visiting the campus of Virginia Tech to teach students more about our industry and what's on the horizon for us here at CP&P. It's one of our favorite events each year!



Welcome to Hanover





Members of the Precast Concrete Association of Virginia and the Virginia Department of Transportation met with our team in Hanover Virginia. We love when guests visit our sites!



Guten tag!

Eagle Corporation CEO Matt Wayman, Director of Engineered Products Steve Hides, Southern Mid-Atlantic General Manager Matt Horst, and the North Mid-Atlantic General Manager PJ Heflin had a productive time in Germany attending IFAT Munich. As one of the world's leading trade shows for environmental technologies and innovation in water, sewage, waste and raw materials, the event showcased incredible international participation and an impressive array of exhibitors and visitors. The trip provided us with invaluable insights, fueling our passion for continuous learning and growth.







NEW NEW NEW NEW

Anniversaries

Name	Location	Years
Morral, Richard	Harrisonburg	44
Alexander, David Jr.	Hanover	
Coleman, Jerry	Ashland	42
McDonald, Tony	Martinsburg	40
Chau, Liem	Chesapeake	38
Blaney, Jon	Salem	37
Gottschalk, Hank	Hanover	37
Freeman, Stacy	Harrisonburg	36
Wright, Ben F Sr.	Jessup	36
Diaz, Pam	Eagle	36
Epperly, Kevin	Ashland	36
Gonzalez, Jose	Dunn	32
Collins, Jerry	Salem	31
Burns, Tommy	Harrisonburg	30
Hernandez, Francisco	Dunn	29
Lyons, Samuel	Jessup	29
Woodson, Stewart	Ashland	28
Gomez, Saul	Dunn	28
Crumpler, Scott	Martinsburg	27
Seabolt, Aimee	Dunn	27
Beasley, Brian	Dunn	27
Williams, Jammie	Eagle	26
Lam, Jen	Eagle	26
Drummond, Chad	Salem	26
Davoy, Leonard	Martinsburg	24
Johnson, Delroy	Jessup	22
Richmond, Chris	Hanover	21
Gomez, Macario	Dunn	21
Matthews, Lynell	Salem	20
Mendez, Isidro	Dunn	19
Ewell, Elaina	Hanover	19
Cypress, Brett	Hanover	18
Hall, Bernard	Ashland	18
Thompson, Johnny	Salem	18
Chambers, Richard	Oakboro	17
Newcomb, Randall	Hanover	17
Patriss, Dan	Charleston	17
Johnson, Derek	Oakboro	17
Crumpler, Matt	Ashland	17
Lebron, Lee	Martinsburg	16
Morris, Danny	Ashland	16
Johnson, Jesse	Dunn	12
Joseph, Fritzner	Salem	12
Morton, Kevin	Oakboro	12
Johnson, Calvin	Ashland	11
Goldwire, Mitchell	Rincon	11
Raffinie, William	Charleston	11
Jillson, Mark	Hanover	11
Wilkins, Jen	Martinsburg	11
Alexander, Alex	Summerville	9
Crutchfield, Ronnie	Ashland	8
Hyndshaw, Chad	Hanover	8
Norris, Billy	Charleston	8
Poston, Kenneth	Charleston	8
Whitchurch, Linda	Ashland	8
Dull, Amy	Harrisonburg	8
Johnson, Shane	Dunn	8
Sonson, John	Summerville	8
Todd, Darin	Summerville	8
Comer, Justin	Eagle	8
Pierantoni, Jordan	Waynesboro	7
Gosse, Jennifer	Summerville	7
Jackson, Stacey	Ashland	7
Oakley, James	Summerville	7
Mclaughlin, Brian	Eagle	7
Johnson, Tavares	Chesapeake	6
Johnson, Mike	Dunn	5
Grant, Elijah	Summerville	5
Logan, Lawrence	Salem	5
Eastman, Cecilio V	Ashland	5
Sklarek, Jeffrey	Hanover	5
Diaz, Alexis	Eagle	5
Lewis, Jermaine	Ashland	4
Fulton, Cameron	Jessup	4
Law, Carlos	Dunn	4
Heflin, Beth	Hanover	3
Lynch, Kathy	Hanover	3
Stephenson, Chase	Hanover	3
Osborne, Marcel	Chesapeake	3
Macias Sanchez, Jesus	Dunn	3
Johnson, Nikolas	Hanover	3
Vazquez, Victor	Dunn	3
Crawley, Kyle	Ashland	3
Alamillo, Janeth	Dunn	3
Nguh, Kelvin	Jessup	3
Slate, Russell W	Hanover	3
Frey, Terri I	Jessup	3
Howell, Kenneth	Eagle	3
Bethea, Robert	Jessup	2
Smith, Cedric	Hanover	2
Torres Roche, Wilfredo	Dunn	2
Stevens, Saleem	Hanover	2
Flores, Emilio	Jessup	2
Walker, Allan	Charleston	2
Scarlett, Jr., Irvin	Charleston	2
Martinez Delgado, Apolonio	Dunn	2
Chattin, Bryan	Salem	2
Kost, Cody	Oakboro	2
Smith, Walter	Ashland	2
Moore, Kevin	Ashland	2
Caceres, Julio	Jessup	2
Whiten, Randy	Ashland	2
Shelton, Torrey	Ashland	2
Galeas, Cristian	Harrisonburg	2
Adkins, Anthony	Harrisonburg	2
Velasco Rivas, Jonathan	Martinsburg	1
Solomon, Gregory	Ashland	1
Morton, Elijah	Oakboro	1
Lawrence, Vernon	Chesapeake	1
Malagal, Adrien	Jessup	1
Singleton, Samuel	Ashland	1
Brown, Elijah	Jessup	1
Runion Jr, James	Martinsburg	1
Joseph, Jean	Dunn	1
Reneus, Emmanuel	Dunn	1
Beasley, Daniel	Dunn	1
Wolfe, Desmond	Greencastle	1
Wilhelm, Erika	Hanover	1
Thurston, Mark	Hanover	1
Cousins, Ricky	Harrisonburg	1
McDonald, Bryce	Chesapeake	1
Brugh, Kendall	Salem	1
Perez, Cesar	Greencastle	1
Fleming Sr, LeTrae	Ashland	1
Jones, Ruben	Chesapeake	1
Jackson, William	Ashland	1
Setzer, Richard	Ashland	1
Miller, Levi H	Chesapeake	1
Menefee, Jamey	Salem	1
Hernandez Mena, Cristian	Martinsburg	1
Messer, Ethan	Rincon	1
Robertson, Kobe	Salem	1
Matthews, Kenneth	Hanover	1
McDougall, Hunter	Charleston	1
Nelson, Cameron	Charleston	1
Williams, Rich	Salem	1
Zavala Moncada, Arturo	Dunn	1
Harris Jr, Joseph	Hanover	1
Arnold, Cam	Charleston	1
McNeeley, Dillon	Charleston	1
Hawk, Ryan	Chesapeake	1
White, Robert	Eagle	1



Marcio Gomez- 20 years


Wilfredo Torres- 2 years


Jason Swoap– 10 years


Apolonio Martinez- 2 years

Property of Anniversary.com

Certifications

American Concrete Institute (ACI) Level I Concrete Technician

Mike Fritz	Ashland
Scott Dickson	Harrisonburg
Osman Sulaiman	Jessup
Leonard Davoy	Martinsburg

National Precast Concrete Association (NPCA) PQS I

Doug Smith	Chesapeake
Sean Haubert	Chesapeake
James Cortez	Concord
Eddie Odom	Denver
Brian Kile	Greencastle

American Concrete Pipe Association (ACPA) QCast Technician

Doug Smith	Chesapeake

ACPA P3

Pat Hurd	Mid- Atlantic Sales
Matt Hurd	Mid- Atlantic Sales
Guy Walters	Mid- Atlantic Customer Service

Contact Us

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

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DID YOU KNOW?

June is National Safety Month

The National Safety Council (NSC) observes June as National Safety Month to raise awareness and promote safety in various aspects of our lives and within workplaces. Each week, NSM aims to highlight leading causes of preventable injuries and deaths, offering strategies and resources to keep environments safe.

Week 1: Safety Engagement

Week 2: Roadway Safety

Week 3: Risk Reduction

Week 4: Slips, Trips and Falls

Want to see all the updates coming out of CP&P? Follow us on LinkedIn and Facebook.

LinkedIn **Facebook**

CP&P CONCRETE PIPE & PRECAST CP&P ENGINEERED PRODUCTS