

# CURRENT FLASHES



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#### **EMPLOYEE OF THE QUARTER**

Congratulations Dexter Lee on being selected Construction Employee of the Quarter.

#### **NEWS FROM THE CREWS**

From Texas to California to Florida. We have all the news from what is happening on the ground at the IRBY Construction Sites.

#### **DEPARTMENT SPOTLIGHT**

Learn about the members of the Accounting Department and why they love Irby.



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# LETTER FROM LEE



Happy New Year to everyone. I want to personally thank you all for your hard work and dedication in 2016. Thanks to everyone's efforts, we experienced a very successful year. Our company met and exceeded both our target growth and operating income goals. These achievements could not have been accomplished without all of you.

We were very fortunate to have a lot of work in 2016, and although 2017 is starting off a little slower in some areas, the work is coming.

Many of our existing and potential new customers are seeing step-function increases in their anticipated spend and are looking to help to commit to helping get their projects completed. As an example, American Electric Power is looking to spend some \$500M+ annually for 2017 - 2019 across their service territories rebuilding much of their 69kV system. Both Florida Power and Light and Lower Colorado River Authority continue to share news of significant transmission and substation projects over that same time. From a new customer perspective, we have made significant strides in reestablishing our relationship with Entergy. Since the beginning of this year, we have submitted a Master Service Agreement proposal for distribution services across Entergy's footprint, currently bidding our first substation project in Mississippi since 2011, and hosted several of their executives for a lunch-and-learn at our corporate facilities here in Richland, MS.

All of these opportunities will yield positive results for our company for years to come. Our vision is to be the full-service contractor of choice in the electric power industry. Our commitment is delivering the very best service and support to our customers while meeting and exceeding safety metrics. Although our safety performance was better than the industry average in 2016, our safety numbers, as a whole, have become somewhat stagnant over the past few years. I would like to personally challenge everyone to go that extra mile with our safety culture and let's become the industry leader. Most importantly, let's bring our employees home safe to their families.

A handwritten signature in blue ink, which appears to read "Lee Jones". The signature is fluid and cursive, written on a light-colored background.

Lee Jones

President



# CONSTRUCTION EMPLOYEE OF THE QUARTER: DEXTER LEE



"I have been employed with Irby Construction for 20 years. CORRECTION: My wife, Tonya Lee and I have been employed with Irby Construction for 20 years. I have been blessed to be able to work and travel with a bunch of great work buddies past and present, to whom I consider Family.

My leisure time first and most important is spending time with my wife, sons, and family. I also enjoy playing cards and going to the casino.

I humbly appreciate this recognition of being chosen for Irby's Employee of the Quarter. Thank you and I pray we continue to be safe in our work and travels so that we can continue to make it back to our families. AMEN!!"

-Dexter Lee

# CONGRATULATIONS, DEXTER!

"Congratulations to our very own Dexter Lee on being selected as our Construction Employee of the Quarter. If you have ever met Mr. Dexter you know his is perfect for the award. Dexter does a great job, but is also one of those people who has never met a stranger. Again, Congratulations our dear friend - keep it up and thank you!"

- Florida Region

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"I first met Dexter in Thomasville, GA in 1998 when he was working as a groundman. He was the only guy I knew that could dig a 10' hole with 8' post hole diggers. Since then it has been a pleasure working with Dexter. He was always the guy that I knew would be a great supervisor someday, and now he runs an eight man transmission crew and is doing a great job. Thanks Dexter for all that you do!"

- Brent A. Croft, Superintendent

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"I have known Dexter for many years now. Dexter was my crew leader when I first came to Irby, and we have worked several different jobs and projects since then. Dexter has always been an individual that would look after his crew and teammates no matter what. You will always find Mr. Lee with a smile on his face and an attitude that would change the worst of times. Dexter is a well-balanced lineman and leader on both transmission and distribution projects. Congratulations, Dexter-you earned it."

- Martin "Doc" Goodrich, Safety/Training Coordinator

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"I first met Dexter back in 1996 in Miami. A few years later, Dexter was working on job 1451 doing distribution. Dexter can work distribution or transmission, and he is a safe and loyal Irby employee-always there when you need him. Congratulations on being construction man-you deserve it."

Bennie Wilder, Superintendent

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"I started working with Dexter Lee in the Florida Everglades installing anchors. He was always a hard worker and someone you could depend on to get the job done. I'm glad to hear of all of his success. Congratulations."

- Duane Bennett, Superintendent

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"Congratulations Dexter. Not bad for a guy from Belle Glade."

-Rufus Killen, Superintendent

# DID YOU KNOW...

This is not Dexter Lee's first time in the spotlight. In June 2005, he was named *Construction Man of the Month* for The Current Flashes. Today we extend our appreciation for Dexter and all of his hard work he has performed for Irby throughout the years. Congratulations again, Dexter!



## The Current Flashes

A Publication of Irby Construction Company

Volume 45 No. 8

News of the Crews

JUNE 2005

### CONSTRUCTION MAN OF THE MONTH

#### Dexter J. Lee



The majority of the Irby Company knows me or knows of me. To those who don't know me my name is Dexter Lee. I started with Irby in the winter of 1995 in Bell Glade, FL, in the Everglades on a 500 kV project. Since then I went to Irby telecommunications school in Jackson, Ms. Later I went to lineman school in Texas. I am currently working in Avon Park, Florida as a Foreman / Journeyman lineman over a small distribution crew. I came back to Florida in 1997 and met my better half, Tonya, 7 years of marriage and son to be 8 years as of June 27, 2005. I have 2 sons CJ and Cornell. I enjoy spending time with my family and visiting my other family members of Bell Glade, Florida. On my days off I enjoy just getting out the grill and preparing Dexter Lee's famous BBQ with secret sauce, while playing cards with my good friends. I just thank God for allowing me to see the places I've seen and meeting the people I have met. I appreciate all of you who have supported me and befriended me through this journey.

Dexter Lee

We hired Dexter Lee while on the 500KV project at Belle Glade, Florida. He was another employee who came out of the work program where we leased office and yard space. Dexter, I feel like most of what we told you about Irby Construction has come true for you. Congratulations on becoming a good employee with a bright future. This is an honor that is well deserved.

Lawrence McGee

Congratulations to Dexter Lee for being chosen Construction Man of the Month. Here in Orlando is the first one on one dealings I have with Dexter. He is always professional and handles his responsibilities with a positive attitude. Thanks for your help Dexter

David McGee

Congratulations to Dexter Lee on being Construction Man of the Month, an honor well deserved. I first met Dexter here on Job 912 in 1999 and had the opportunity to observe and assist him through his apprenticeship. Dexter is presently a crew foreman with us on South Central Region of Progress Energy and is doing a fine job. It is a pleasure to have such "fine tuned" young men like Dexter on our Team and I look forward to working with him for many more years.

Tony Martin

I met Dexter just over 3 years ago and from the beginning I was impressed with his work ethics and outgoing personality. He is the type of person that is welcomed on any crew and is one of Irby's best employees. I enjoy working around him and am proud to call him a true friend.

Luther Boons, Jr.



# FYI...



## Benefit Information Highlight:

Just a reminder: You can only make changes to your benefit plans during Open enrollment in October of each year unless you have a Qualifying Event. Qualifying Events are: Marriage, Birth, Death, Divorce, previous insurance coverage ends, change in spouse's job status, spouse gains or loses insurance and adoption. You have 30 days from the time of the Qualifying Event to change coverage or you will be required to wait until open enrollment to change coverage. You will also need to provide supporting documents for the Qualifying Event such as Marriage/Birth Certificate, Divorce Decree, Death Certificate or Certificate of Credible Coverage from the insurance carrier. Meeting that timeline is important to ensuring coverage.

If you have any questions, please feel free to call Angie McWilliams at 601-960-7237 or the Quanta Benefits Helpline at 1-844-306-7032.



We have been improving Irby's social media presence and brand recognition by updating the following platforms weekly. Please utilize these sites to learn more about Irby as we continue to grow.



### FACEBOOK:

[www.Facebook.com/irbyconst](http://www.Facebook.com/irbyconst)

-LIKE and SHARE our page



### INSTAGRAM:

[irbyconstruction](https://www.instagram.com/irbyconstruction)

-FOLLOW us and LIKE our posts



### LINKEDIN:

[Irby Construction Company](https://www.linkedin.com/company/irbyconstruction)

-FOLLOW us

-LIKE & SHARE our posts



### TWITTER:

[IrbyConst](https://twitter.com/IrbyConst)

-FOLLOW us

-RETWEET & LIKE our tweets



### WEBSITE:

[www.irbyconst.com](http://www.irbyconst.com)

-Visit frequently to stay up to date on all things Irby!

# NEWS OF THE CREWS



## Field Notes

# CALIFORNIA REGION

Greetings to all at Irby from Southern California. This winter has brought California some much needed rain here in the desert as well as snow in the surrounding mountains. We have had more rain days here within a couple week period than we have had in the last few years combined.

Currently all of our crews are working out of our Mecca yard on the "CI line" project which consists of re-conducting six miles of 92kV transmission line along with reframing poles and lowering the distribution under build and services for additional clearance. As usual, the crews here have been doing an outstanding job of working safe and at the same time staying ahead of an aggressive schedule, not counting the lost rain days!

We would like to congratulate those here that have received service awards this year. They include Albert Nix 10 years, James Childers 15 years, Thomas Gosline 15 years, Jack Reece 20 years and Carl Steffler with 25 years. Thank you for all your years of service with Irby and the many years of knowledge and experience that you continually contribute to our projects.

Hector Ayala just completed his third year of apprentice training in Texas and Sam Andrade just left for his second year of training in Texas. Prestin Vaughan will also be attending his second year training.

Our recent big spenders are Isidro Rodriguez and Joe Spence with new GMC trucks along with Howard Oleson with a nice new log splitter!

We would like to thank all those that have come out and visited us here recently in desert. This includes Luther Boone and Bill Korlath for some needed training along with recent visits from Lee Jones, Tim Henry and Bonnie Burnham.

Until next time, everyone work safe and be your brother's keeper!







## Field Notes

# GEORGIA REGION

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Hello from Job 1796.

We are getting close to the end of our project here in Georgia. It has been a nice project to be a part of for the last year and a half. We have had some ups and downs both personally and professionally. We have had some new blood getting into the Apprenticeship Program continuing our tradition of passing knowledge to the next generation. We have welcomed some new leadership and have seen some friends leave us. Along the way, I hope that we continue to grow, improve and exceed in all of our goals.

We have made a lot of progress. All towers have been set and back bolted (193 towers in total). We have pulled 154,066' of Conductor, sagged 116 Structures, clipped 103 Structures, put spacers in between 77 structures and installed all of the log anchors needed for the project. We are sitting at 70-80 percent job completion.

We will be finished at the beginning of May 2017 and heading to our next adventure. I hope the next project that we take on will be as successful as this endeavor has been.

Good luck to everyone.







Keep up the great, safe work guys!







## Field Notes

# OKLAHOMA REGION

### Greetings from Oklahoma,

Congratulations to Dexter Lee on being selected as Construction Employee of the Quarter.

We are off to an incredibly busy season building powerlines. So busy in fact, we have had to enlist the help of crews from other regions. A big thanks to Rick Shouse, Pat Shouse and Joel Votaw for loaning us some of their finest men. We are also excited to welcome some new faces to our Irby family here in Oklahoma. Here is a little bit of what our crews have been up to:

**Job 1732 AEP Nashoba, OK:** Irby's Nashoba crew led by Carl Bell and Randy Franks has successfully energized another 11.5 miles of 138kV Transmission Line rebuild and are working on the final 14.5 miles of what has been a 78-mile project running through Southeast Oklahoma. Rough terrain and weather has been the biggest obstacles faced, but the crews have met every challenge head on and have not missed a deadline yet! The crews received their outage on September 12th to complete the remaining 14.5 miles-134 Structures of the Broken Bow to Lone Oak 138kV rebuild.

**Job 1844 GRDA Inola, OK:** Working within a secure GRDA facility, Irby's crew led by Dean and Mike Anglum built three separate 345kV lines and reterminating an existing 345kV line that was originally routed around the complex. David Hulsey and crew did a great job on this project. This project demanded a great deal of work within the complex and in coordination with other contractors, subs and GRDA while staying focused and alert to get all tasks accomplished safely. Dean and David were able to string the last of the conductor and fiber, and the project is now complete. Mike and the majority of the crew have shifted to our AEP project in New Boston, TX (1884).

**Job 1884 AEP New Boston, TX:** This project was the new construction of 43.5 miles of 345kV transmission line starting at the Red River north of DeKalb, TX running to Texarkana, TX. This was the second half of the project-the first 35 miles were built in Oklahoma originating in Valliant, OK. We kicked this project off in mid-April with plans to knock it out by the end of the year. Luckily, we knew coming into this project that ground conditions were going to be difficult to say the least, with record setting rains occurring in the area over the past year. It was a busy summer for our crews in Texarkana, but we were able to get the job done. Erickson set an amazing 93 structures in five days with the support of Winco. We would like to thank Dwayne Gaddis, Randy Jones, Chris Swindoll and Brandon Cox along with their crews for the assistance they provided us on getting this job completed a month ahead of schedule. With all hands on deck we were able to string approximately 45 miles of conductor in a little less than three months.

**Job 1889 AEP Chickasha, OK:** We began another section of 138kV transmission line (rebuild) that ran from Chickasha, OK to Maud, OK. This project was led by Superintendent Tom Mehlin and Assistant Superintendent Donell Swanson. With almost 50 miles to knock out before the end of the year, we had a heck of a crew and we were able to get the job done. We finished up our first wire pull of the section early in the summer and had 14 miles completed by the end of July. We added a lot of fresh new faces to the family throughout this project who fell right into place and did a great job.

**Job 1900/1916 AEP Slaughterville, OK:** Tom Mehlin's crew has been busy in central Oklahoma on the Cornville to Maud Line. Since May 18, we have completed two 14-mile phases, each only taking 2 ½ months. We recently continued on to phase three totaling 19.5 miles and have put a major dent in it in a just a few weeks. Our deadline for the 22nd of December is looking brighter, especially with the help of Mike Dietz and his crew from Florida who joined the fun two weeks ago. We literally cannot thank our crew enough for all the effort and hard work they have put forth this past year. They have finished multiple deadlines way ahead of schedule and continue to impress us daily.

**Job 1910 AEP Valliant, OK:** With Superintendent Bobby Jones bouncing back and forth between Valliant and Texarkana, Tony Collins and crew have been knocking out some work on the Hugo- Valliant line. This is a rebuild job upgrading from 69kV to 138kV and changing out the existing wood poles to galvanized steel. After starting at the end of August, they will be hauled, framed and set out by Halloween. I cannot forget to mention their office clerk Gabriella Navarro. She does a great job at keeping these guys in line. We would also like to congratulate Stuart Angel and his wife on the birth of their son John Reid who arrived last fall.

**Job 1913 AEP/TOSCO Tap Duncan, OK:** The Duncan to Comanche line started in late August and is a 9.5 mile re-build job led by Dean and Mike Anglum with the support of David Hulse and crew. These guys have been doing an outstanding job meeting deadlines to maintain their outage schedule, and the first three miles have been energized. The crew has hauled, framed and set all but a handful of poles and should start on the third wire pull in the next few weeks. These guys are getting it done in Duncan.

**Job 1917 AEP Duncan, OK:** Our Terry Road cut-in project started in late September. Adam Godfrey and his seasoned crew are doing an outstanding job keeping this one on schedule, even with the minor setback of not being able to find the correct size of grips anywhere near Oklahoma. It only took a short trip to Nebraska and they were back in business. They should finish up in the next couple of weeks and then move to job 1828 in Coweta, OK to complete the AEP Coweta Junction Tap. These fellas really know how to get a job done quickly.



*Job # 1732*



*Job #1889*

# FLORIDA REGION

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**Job 212:** The Florida Region has broken the 200 employee mark. Adding to the fun, our crews are currently spread out from the Florida/Georgia line to Orlando and all the way down to both coasts of South Florida. Again we thank all of you out there for your continued help with all of the transfers, new hires and so on.

**Job 1451:** Distribution Crews for Duke Energy. North Orlando Area. Thankfully Mr. Bo Wilder was able to return to work with a spring in his step – “Welcome Back Sir.”

Our five Distribution crews are being led by Bo Wilder, Tony Martin and Rick Parrish. Our Foreman for these crews are Andrew Marr, Mike Morgan, Alex Rodriguez, Arnie Socrates and Benny Willis. These crews work from Apopka to Longwood to the back yards of Christmas. As always thank you Sirs for the great job you all do.

Florida Transmission Jobs: Being led by Brent Croft, Brad Cameron and Dennis Harris.

**Job 1733:** FPL Transmission Maintenance and Hardening Projects.

William Walker is back to working nights. He is working north of Daytona setting poles, changing out Spar arms and X-Braces.

Joshua Earwood is now working along the streets of Titusville setting poles after finishing several pole change out projects through Cocoa and Rockledge.

Roy King and Harvey Bonner’s crews finished up their work in Cocoa and Starke and now have teamed up to complete this project in North Florida in Callahan.

Harry Carbo, with a BIG hand from the crews of Clyde Dotson and Ricky Jinks, is working in Cocoa for a 6.1 mile re-conductor job. They are also installing 38 poles along US 1.

Dexter Lee is back working several Lidar jobs way down south in Fort Myers.

Richard and Jeff Cumberland’s crews are still in Palatka currently removing 2/0 copper and installing 954 conductor with energized distribution underbuild.

Rays Simmons’ crew has been working on a relocation project along SR 46 in Sanford FL.

Welcome James Eidson to the Florida family. James’ crew has been working in Palatka and Starke doing various maintenance work projects.

The crews of Mike Dietz are down in Fort Lauderdale – they have been working on the removal portions of their projects.

**Job 1821:** Sanford North Longwood; Carl Schaefer and Steve Maradik only have a few more miles and a few structures of clean up to have this job completed. This job went from the Swamp, over the river and through the woods. Great job, Sirs.

**Job 1851:** Hercules- Ft. Myers. Andy Harris and Dexter Lee had a very short window to get this job completed ,but they did it. This job called for our crews to build new 230kV lines to link into FPL’s Hercules Substation. Thank you, Sirs.

**Job 1871:** Hobe Sandpiper 138kV Ampacity Upgrade. Robert Benson is working this 31-structure section along US-1 and Paul Hughes’ group is working right up the road in Hobe Sound on a 55-pole job with distribution underbuild. We want to say thanks to the guys that came down from Canada-Tyler, Tom and Dwayne.

To close, thank you all for all of your help. We could not complete all that we are doing without all of our Irby and Quanta team.

Take care of you and yours,

The Florida Region





## Field Notes

# TEXAS REGIONS

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### Comfort, TX

Hello from somewhere in TEXAS.

So far this year, Robert Barfield's crew has moved more than the bouncing ball following the words to a karaoke song working on nine jobs thus far. Our new theme song is Wille Nelson's "On The Road Again."

The scope of work of the jobs included storm restoration in Altus, OK, cutting in three TL lines and raising the conductors on eight poles in Corpus Christi. The crews built two shoe-flies and removed them in Corpus Christi, built a substation tie line and are currently stringing fiber in Iraan, TX.

Brandon Cox, aka Hollywood, was with us for most of this until he went to Pampa, TX, taking five of the guys with him to help string wire, so we are now at 12 men strong.

That's about it from somewhere in TEXAS. Until next time Put safety first and GOD Bless.



*Job #1884*

*Pictured is job #1884.*





**Pampa, TX** didn't realize the impact that Irby Construction would have on their dust bowl heritage. They've received more rain in the last few months than their normal average for an entire year. Pat Shouse has led the job and orchestrated a successful 24 mile monopole 345 kV project thus far. It started out dusty, but with the spring rains it has become a slippery slope. We are contracted to Burns and McDonnell on the project for Cross Texas Transmission (CTT). Josh Welch keeps an eye on safety and saved our bacon on safety submittals and updating AHA's to the customer. Cecil Jennings has recently joined the effort.

Luckily, Scott Baker and the yard crew in conjunction with the spotting crew, got everything out of the yard and delivered to the ROW prior to the monsoons. They were a well-oiled machine and finished their job task ahead of schedule. At the beginning of the job we experienced a hold up on concrete mix approval, but once received the foundation crew headed up by Shane Stephens, hit the ground running. The crew has 70 percent of the drilled pier foundations completed and is in the home stretch well in front of wire stringing. Aldridge, our subcontractor for the direct embed foundations, has also made excellent progress and has only five foundations remaining out of the original 123. Joe Larison and his pole setting crew are close on Aldridge's heels, progressing rapidly toward the last pole at 144 after setting structures 110 last week. We have a mix of great employees that made the beginning of the job a congenial, dedicated community. The neighborhood took a hit when Chris Swindoll appeared to start wire pulling, but his crew and the addition of Brandon Cox, alias Hollywood, turned it around and we've managed to complete three wire pulls.

In conclusion, we cannot forget the stellar contributions of Leif Larson as our ever diligent QA/QC person and Adam Sparks for managing Aldridge. Also, our conscientious, attentive office staff Nicole Sparks and Gabriela Navarro, who keep us on the straight and narrow with respect to submittals and reporting to our customer, not to mention keeping us paid.

#### Greeting from **San Marcos, Texas**

Job #1817 - San Marcos, TX: Tommy Jinks, along with Gary Thornton and crew, are finishing up a 13 mile 138 KV double circuit rebuild that ran from Zorn to Seguin, TX. We have had numerous interruptions with this project due to bad weather (tornado and flooding) but Gary and Tommy kept the crews focused on the task at hand. The crews continued to push forward being productive while working safe to meet our project end date. Once we tie up all loose ends here in San Marcos, crews will be heading to Lake Travis.

Job #1887 - Lake Travis, TX: Crews will be installing 1.3 miles an (ACCR) Aluminum Conductor Composite Reinforced, segment over Lake Travis (Marshall Ford to Lago Vista). This is the first time we have worked with this particular type of wire. It sags at the same tension as the old wire, but it has 20-30 foot more clearance at midspan than the old wire. Our crews are very excited about this project as it is something new. This is a very popular lake and with school letting out, the traffic on the water and Marina will be extremely heavy. This will be a change of atmosphere for sure. Maybe we can convince Tommy to bring the pontoon boat out for the weekend

In closing, we would like to say "THANK YOU" to our crews who have worked extremely hard and continue to put safety first. We couldn't do it without each and every one of you doing your part, so keep up the good work guys. Also, we would like to congratulate Clay Scogin who just purchased his very first home. Congratulations!

Farewell for now and Stay Safe!

The San Marcos Crew

*Field Notes (Cont.)*

# TEXAS REGIONS



## AEP VICTORIA-FANNIN 69KV TL REBUILD JOB CREW

The south Texas AEP job kicked off on February 20th, but the steel crew under the direction of Chris Swindoll and Jose Meza, got a jump start on the project by three or four weeks. Reinforcement of 73 lattice towers that currently carries a double circuit line is nearing completion. A 138 kV line is on the opposite side of the tower from the 69 kV line which we are replacing. It will eventually also carry 138 kV. The new line calls for ACCC composite core wire which has a fragile core, requiring careful handling causing the owner to specify special larger blocks for the wire pull.

In addition, the job includes the installation of eight new concrete foundations (sub-contractor CanFer) and associated steel poles which is just beginning with the official start date. Demo of the old lattice towers the steel poles replace is also part of the operation. In another segment of the line, the job includes replacement of arms on the 138 kV side of three existing poles as well as eight more arms on 345 kV poles on the west end of the project. The replacement of the 13 miles of 69kV wire will shortly follow with a projected finish date of May 20th.





*Pampa, TX*



*Job #1884*



*Job #1860*

## Service Feature

# FOUNDATIONS

### **Successful construction begins with solid foundations.**

Irby Construction puts large pier-drilling foundations in place as well as any type of slab foundation needed to support towers erected during transmission construction projects.

Experience has prepared our crews to effectively conduct slurry drilling, rock drilling, and casing holes. The various pier formation types we put in place support single piers, H-Frames, 3-pole structures, and four-legged towers.

We are thorough in obtaining mix designs and submittals imperative to the job before work begins. Then, we bring astute attention to the details of the specifications provided by owners and/or engineers, to ensure the project is completed properly according to standards.

Of course, specific procedures guide all our fieldwork ensuring the safety of our team. This is our top priority in everything we do.

All of the following photos are Job #1921.





# YOUR ACCOMPLISHMENTS

*Congratulations on a Job Well Done*



## 1ST YEAR APPRENTICESHIP CERTIFICATE

Tony Collins presented Ryan Woodward with his 1st Year  
Apprentice Lineman certificate.



## 2ND YEAR APPRENTICESHIP CERTIFICATE

Duane Bennett presented Vincent DeOchoa with his  
2nd Year Appretince Lineman certificate.



## 2ND YEAR APPRENTICESHIP CERTIFICATE

Andrew Harris presented Austin Batchelor with his  
2nd Year Apprentice Lineman certificate.



## 2ND YEAR APPRENTICESHIP CERTIFICATE

Andrew Harris presented Bradley Rains with his 2nd  
Year Apprentice Lineman certificate.





## 2ND YEAR APPRENTICESHIP CERTIFICATE

Duane Bennett presented Christian Dillard with his 2nd Year Appretince Lineman certificate.



## 2ND YEAR APPRENTICESHIP CERTIFICATE

Rufus Killen presented Jacob Dombroski with his 2nd Year Appretince Lineman certificate.



## 3RD YEAR APPRENTICESHIP CERTIFICATE

Rufus Killen presented Mike Dennis with his 3rd Year Apprentice Lineman certificate.



## 3RD YEAR APPRENTICESHIP CERTIFICATE

Travis Wollan presented Hecor Ayala with his 3rd Year Apprentice Lineman certificate.



### 3RD YEAR APPRENTICESHIP CERTIFICATE

Tom Mehlin presented Joseph Denton with his 3rd Year Appretince Lineman certificate.



### 3RD YEAR APPRENTICESHIP CERTIFICATE

Tom Mehlin presented Travis Bell with his 3rd Year Apprentice Lineman certificate.



*Pictured above is a 2nd year apprentice lineman group. Congrats on all of your hard work guys!*



# 2016 SERVICE AWARDS

*The following photos show more of our service award winners from throughout the company.*

## 5 YEARS



Andrew Harris presented Zach Stone with his 5 year service award.



Andrew Harris presented Richard Turberville with his 5 year service award.



Rufus Killen presented Mike Moore with his 5 year service award.



Duane Bennett presented Kenneth Brown with his 5 year service award.





Adam Godfrey presented Jose Trevino with his 5 year service award.



Kelly Rutherford presented Joshua Clines with his 5 year service award.



Duane Bennett presented Andrew Harris with his 5 year service award.



Lee Jones presented Daniel Beard with his 5 year service award.



Lee Jones presented Jon Korlath with his 5 year service award.



Lee Jones presented Joseph Martin with his 5 year service award.



Lee Jones presented Josh Boyd with his 5 year service award.





Lee Jones presented Kevin Croft with his 5 year service award.



Travis Wollan presented Albert Nix with his 10 year service award.



Rufus Killen presented Jeff Pittman with his 10 year service award.



Lee Jones presented Karen Collins with her 10 year service award.





Lee Jones presented Tony Jolly with his 10 year service award.



Lee Jones presented William McCarty with his 10 year service award.

## 15 YEARS



Rufus Killen presented Earl Tolbert with his 15 year service award.



Travis Wollan presented Thomas Gosline with his 15 year service award.



Travis Wollman presented James Childers with his 15 year service award.



Lee Jones presented Angie McWilliams with her 15 year service award.



Lee Jones presented Bradley Albritton with his 15 year service award.



Lee Jones presented Janie Bohannon with her 15 year service award.





Lee Jones presented Rhonda Hilliard with her 15 year service award.



Lee Jones presented Robert Croft Jr. with his 15 year service award.



Lee Jones presented Adam Ross with his 15 year service award.



Lee Jones presented Alex Townsend with his 15 year service award.



## 20 YEARS



Travis Wollan presented Jack Reece with his 20 year service award.



Lee Jones presented Rone Pearson with his 20 year service award.



Lee Jones presented Ana Paula Boothroyd with her 20 year service award.



Lee Jones presented Shannon Berry with his 20 year service award.

**25 YEARS**

Travis Wollan presented Carl Steffler with his 25 year service award.



Lee Jones presented Jerry Martin with his 25 year service award.

**35 YEARS**

Shannon Berry presented Rufus Killen with his 35 year service award.



Rufus Killen presented Duane Bennett with his 35 year service award.

## 45 YEARS



*Lee Jones presented Pete Tomlinson with his 45 year service award.*

"The thing to me that makes Irby special is that I belong to something that goes beyond the way you do business. It's about the values the Company has and the values of the people who work here. I feel proud to go somewhere and tell the people there that I work for Irby Construction Company, because I know it still means something to be a part of this company. When you look around this great country of ours and you see a line you worked on, you should take pride in the fact that you are one of a select few who does this kind of work. This shouldn't be just a job-it should be your career and you should be proud you have chosen the best Company in the world to work for. Because you are now not just a line worker, but you are a member of one of the best families you will ever know. The IRBY CONSTRUCTION COMPANY FAMILY. That is the main reason why I'm proud to say I work for Irby and hopefully you will too."

-Pete Tomlinson



**EMPLOYEE RECOGNITION**

*Lee Jones presented Gary Wiggs with the Annual Employee Recognition Award.*

This year, Irby President Lee Jones began a new tradition with presenting the "Annual Employee Recognition Award."

The first ever recipient was Equipment Operations Director Gary Wiggs, who has been employed with Irby for nearly 40 years. Gary lives in Crystal Springs, MS, and has been married to his wife, Amye, for 35 years. Their daughter, Amanda, has two children. In his free time, Gary enjoys fishing, golfing and spending time with his grandkids.

Gary started working for Irby at the age of 19 in the Parts Department and has made several memories along the way. One of his favorite parts of his job is working with so many great people on a daily basis.

The Annual Employee Recognition Award includes a one-day fishing trip in Venice, LA, that Gary is beyond excited to go on with other members of his family in mid-April. Congratulations, Gary!

## Monthly Cookout

# AN IRBY TRADITION

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Irby Construction hosts a company cookout at our headquarters in Richland, MS, at the pavilion on the third Thursday of every month. From the McBride's famous chili, to deep fried catfish in the summer, employees enjoy congregating for no other reason than appreciation for one another and most importantly, Irby. The luncheon has a laid back, friendly environment where new employees are introduced and encouraged to say a few words about themselves. Any other important events happening that month such as birthdays, are recognized as well.

The month of December called for a more special and personal "cookout." Irby hosted a service luncheon in lieu of the monthly cookout, where turkey, dressing, green beans and much more was served by several helping hands from the HR Department. Throughout the luncheon, Irby President Lee Jones congratulated 20 employees for their time with the company, ranging from five to 45 years.



John Welch helps fry the catfish under the pavillion.

January's cookout was a little different than usual as well. An unexpected downpour caused the monthly event to relocate from the outdoor pavilion to the training room. Trace Grill catered with mouthwatering cheeseburgers along with several fixings that really hit the spot. Nothing better to cure the Thursday, rainy blues than a good burger.

During the month of February, we enjoyed a fresh batch of fried catfish that was and has been cooked by Mr. Bill Joy for the past 15 years. Mr. Joy has been a faithful Irby employee as an equipment compliance worker since 1997.

At Irby, we cherish every third Thursday of the month where we can eat, enjoy ourselves and recognize the great company we work for.



Bill Joy gives a smile after a long morning of cooking for 100 fellow employees.







# DEPARTMENT SPOTLIGHT: ACCOUNTING



*Pictured from left to right: Margaret Rushing, Melanie Estridge, Karen Collins, Catherine Swanson, Cindy Burton, Freda Amason, Cathy Hinton, Sharon Clements, Wayne Westmoreland, Danielle Hansel. Seated: Bob Croft.*

## MEET THE TEAM

**Karen Collins:** *I grew up in Monticello, MS, (south of here since most people don't know where it is). I have lived in Brandon, MS for the past 11 years. I have my real estate license and also love to paint pictures in my spare time. Brent and I have been married for 16 years and have one daughter, Katherine (9 years old, going on 30). We have two dogs (Sugar and Louie) and a bad cat named Hershey. I started at Irby in 2001. My favorite part about Irby is all of my buds here and our walking track.*

**Cindy Burton:** *I grew up in Benton, MS, a small town just north of Jackson. I have lived in Brandon for 25 years and this is my 19th year at Irby. I think our accounting department is the best department to work in. We have great people in our department, and it has been a very educational experience for me. (I hope this helps when raise time comes along).*

**Freda Amason:** *I was hired by Stuart C. Irby Company in July of 1982 and transferred to Irby Construction Company in 1996, so this year will be a total of 35 years of service. I live in Florence, MS, with my 25 cats. My favorite part about working here are the friends that I have acquired through the years.*

**Bob Croft:** My family moved to Mississippi from Ohio in 1980. I've been with Irby since July of 1992 and have served as its Controller and CFO over the span of almost 25 years. My wife Marilyn and I have been married for nearly 49 years, and we have lived in Ridgeland, MS since 2003. We have three sons, Kevin, Brent and Robert, all of whom also work here at Irby. We have three grandchildren; Caroline, Ava and Brentley. I enjoy golfing, fishing, traveling and watching the grandchildren play various sports. Working with a truly great bunch of dedicated people both in and outside of the Accounting Department all of these years is what I have enjoyed most about my job at Irby.

**Margaret Rushing:** I am originally from Alabama and now live in Brandon, MS, with my husband of 32 years, Ken. I have two children, Chelsea and Brett, and one son-in-law to be, Josh. In my spare time, I like to watch college football and sit on the beach with a Sudoku puzzle. I started at Irby August 1, 1989 which means I have been here 27+ years. I always say it is either a great place to work or I am too lazy to look for something else! I think it is the first, a great place to work. The best part of working here is a great work environment and great co-workers that have become great friends.

**Cathy Hinton:** I was born in Carlisle, PA, not far from Hershey, PA, the chocolate town, but I have lived most of my life in South Jackson. I have worked for Irby since 1998 in Accounts Payable. I've been married to Jeff Hinton for 23 years and we have 2 kids (Jeff, Jr and Kreslyn) and 3 grandchildren (Olivia, Thomas and Avery). Currently we are living in Candlewood Suites until our new home is completed and once we get moved in, we will have us a new four-legged kid. And as always what I most enjoy about working at Irby are the people.

**Catherine Swanson:** I was born and raised in Terry, MS and I am one of six siblings. Places I have lived are England for 4 years, Texas for 11 years, California, for 13 years, returning to Mississippi in 2011. I started at Irby in December 2012. The people at Irby are wonderful and the Accounting Department is simply the best. I'm truly blessed to be a part of such a wonderful team.

**Melanie Estridge:** I am married to Jason and we have four children who keep us quite busy - Will (12), Mary Peyton (9), Cole (7) and Reid (5). I have been at Irby for 11 years now, but it feels at least 16 years because I audited here for five years. Irby was always my favorite client to work on so I was excited when they had an opening in the accounting department! My favorite part about working here is definitely the people!

**Sharon Clements:** I have worked at Irby for almost 18 years. I live in the Brandon, reservoir area. My husband's name is Jeremy and we have been married for 23 years. We have two children and one dog. My daughter, Harper, is 10. My son, Holden, is seven. My dog, Chauncey, is six. I love working at Irby because I enjoy my job, my friends and our new building.

**Wayne Westmoreland:** I was born in Baton Rouge, LA and grew up in Prentiss, MS. I started working for Irby in 1993 after a few years in the US Army. Since working in the field offices for 7 years, I have worked in the Bidding Dept, Operations Dept, and now the Accounting Dept. My wife, Sandra, and I have six children and seven grandchildren.

**Danielle Hansel:** I moved here 3 years ago from New Orleans and have been with Irby since then as Payroll Assistant. Irby was my first job interview in MS, and I am very thankful to have found such a wonderful place. Irby puts its employees first and everyone is treated like family. I live in Ridgeland with my husband, 2 dogs, a cat and a fish. Our children are all grown so I collect pets now, think I'm just missing a bird.

# WHO'S WHO?



# THANK YOU





## ACCOUNTING JOKES

1. Welcome to the accounting department, where everybody counts.
2. What does CPA stand for? Can't Pass Again.
3. It's accrual world.
4. It's 4:04. Do you know where your auditor is?
5. Where do homeless accountants live? In a tax shelter.
6. A fine is a tax for doing wrong. A tax is a fine for doing well.
7. How do you know you have a great CPA? He has a tax loophole named after him.
8. What do you call an accountant with an opinion? An auditor.
9. An accountant is someone who solves a problem you didn't know you had in a way you don't understand.
10. Why did the accountant cross the road? Because she looked in the files and did what they did last year.

### Who's Who Key

- A=Karen Collins
- B=Danielle Hansel
- C=Bob Croft
- D=Cindy Burton
- E=Melanie Estridge
- F=Freda Amason
- G=Wayne Westmoreland
- H=Margaret Rushing
- I=Cathy Hinton
- J=Sharon Clements
- K=Catherine Swanson

# ACCOUNTING DEPARTMENT

THE CURRENT FLASHES IS A QUARTERLY PUBLICATION OF IRBY CONSTRUCTION COMPANY.



## NOTES FROM THE EDITOR

It has been an honor to bring all of your hard work and dedication to life through this issue of The Current Flashes. If you have any suggestions or submissions for The Current Flashes, please let me know. Be sure to set your camera on the highest possible resolution if you are taking photos to be sent in. Please send pictures with a description of: job number, where the picture was taken, who is in the picture and what sort of work they are doing. Feel free to call or email Sara at **601-709-3933** or **srogers@irbyconst.com**.

Thank you all for your help with The Current Flashes!      -Sara



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