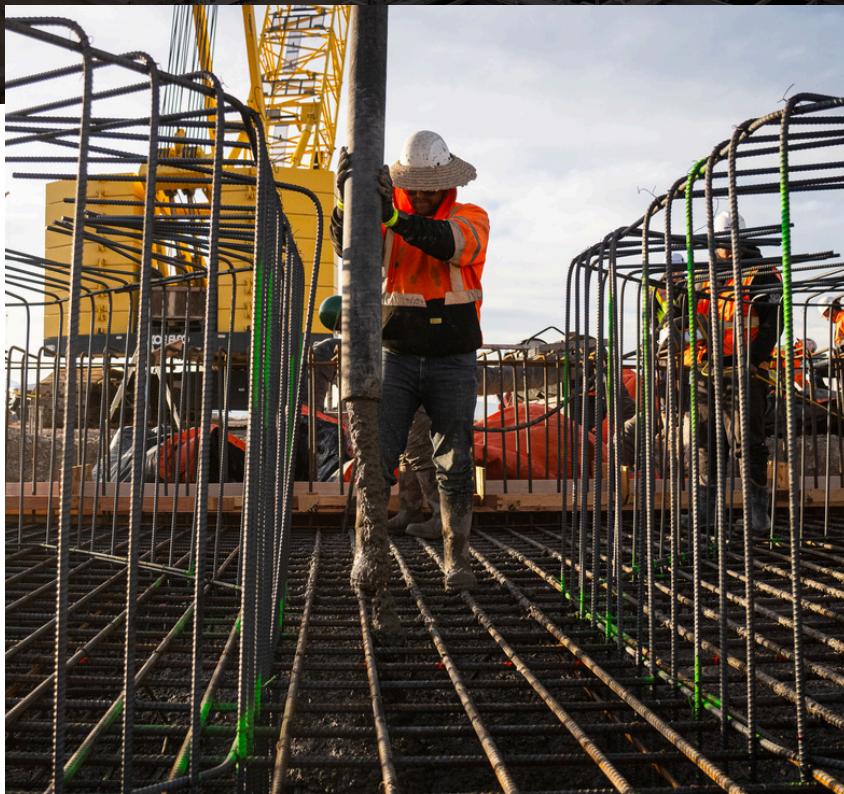


# NEWSLETTER

→ Issue 01



## PRESIDENT'S MESSAGE

As we begin a new year, I want to take a moment to recognize the hard work that keeps Gerber moving forward. Hard work is the foundation of everything we do, it's the early mornings, long days, and steady effort that often go unnoticed but make all the difference.

Whether you're out in the field, in the office, or supporting our teams behind the scenes, your commitment and work ethic show every day. It's that consistency and determination that allow us to take on challenges, meet expectations, and continue building a company we can all be proud of.

January is a time to reset and look ahead, and I'm confident in what we can accomplish together this year. The effort you put into your work, the pride you take in doing it right, and the way you support one another set the tone for our success in 2026.

Thank you for the hard work you bring to Gerber each day. We appreciate what you do, and we look forward to another strong year working together.

### Important Dates:

New Years Day - 01/01/26  
Paid Day Off - 01/02/26  
Nectar HR Launch Date - 01/05/26  
Winter Conference & Dinner - 01/23/26



### MONTHLY THEME

#### Hard Work

We are internally motivated and deeply committed to never quit. This is our foundation.

**Our Purpose:**

**To Build a Better Quality of Life for our Teams and Communities**



Highland Circle Bridge

SAFETY  
MOMENT

# Hard Work That Makes It Happen

As we kick off a new year, I want to start with a sincere THANK YOU. 2025 was a year of getting to know each other, building relationships, earning trust, and learning how we work together as one team. That trust doesn't happen overnight. It's built in conversations in the field, during site walks with leaders, through follow-ups, and by supporting one another day after day. I truly appreciate the effort each of you put into that process.

January's core value is Hard Work, and at Gerber, safety is a huge part of that work. The planning before the project, the AHA discussions each morning during the morning briefings in Tyfoom, the extra minute taken to verify a procedure or speak up about a safety concern, those aren't slowdowns. That is the work. In 2025, our AHA process and morning briefings in Tyfoom proved how powerful good planning can be. When we take the time to think through the job before the boots hit the ground, the work becomes smarter, more efficient, and significantly safer.

In 2025, we averaged around 25 safety audits per month on Gerber projects. More importantly, incidents of all types—near misses, equipment damage, injuries, first aids, motor vehicle incidents, and everything in between—have been getting reported, and getting reported within an hour. That matters. Timely reporting gives us real data we can analyze, learn from, and use to make changes that prevent the next incident. That level of accountability takes discipline and hard work, and it shows a strong commitment to each other and to Gerber Construction.

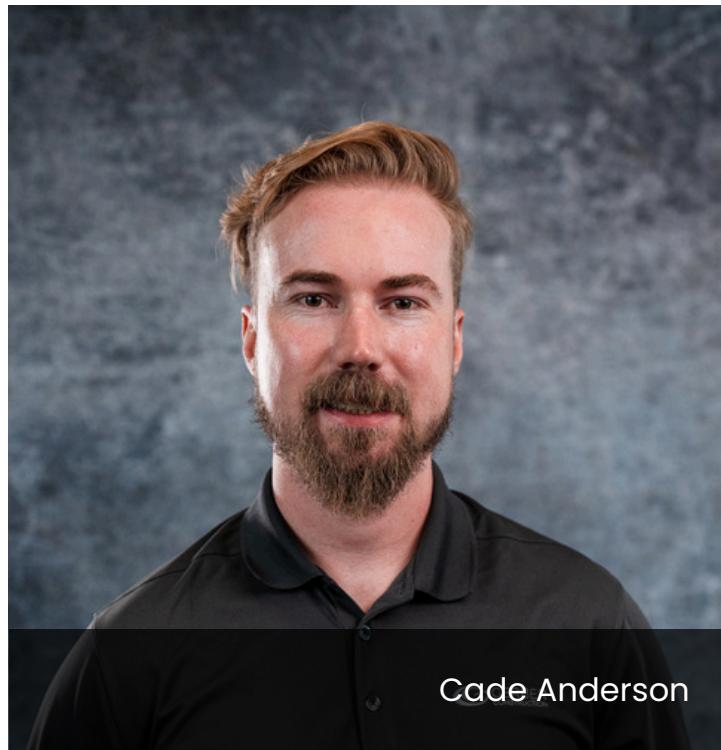
We should also be honest, 2025 wasn't perfect. We had a few hiccups along the way. That's what happens when teams level up. Growth comes with growing pains. What matters is that we didn't ignore them. We addressed them, learned from them, and kept moving forward together. Looking out for one another, even when it's uncomfortable, is part of doing hard things the right way.

As we move into 2026, our goal is simple and powerful: to make sure everyone feels that Gerber Construction is a safe place to work, and that every single person matters. Planning our work, communicating clearly, and holding each other accountable allows us to do great work, and go home safe at the end of every day.

If we keep working hard, planning smart, and watching each other's backs, 2026 won't just be productive, it will surpass anything Gerber Construction has accomplished in previous years, safely.

Gerber really is about "Great People and Great Projects."

Debi Moore  
HSE Manager



# EMPLOYEE OF THE MONTH

**Congratulations to Cade Anderson!**

Cade is our Employee of the Month for Innovation because he consistently brings new ideas and fresh perspectives to the table. He's always looking for better ways to do things and isn't afraid to think differently.

Cade takes the time to listen to others' ideas and works to incorporate them whenever possible. He embraces change and is constantly adjusting and improving processes to make things work better for the team. His openness, creativity, and problem-solving mindset help turn ideas into practical solutions.

Cade, thank you for your positive attitude, willingness to help, and innovative approach. Your efforts make a real difference, and we appreciate the impact you have on our team!

## SHOUTOUTS

### BIRTHDAYS

JAN. 2<sup>ND</sup> - MATT BRANDNER  
JAN. 2<sup>ND</sup> - EMRON NUMANGA  
JAN. 4<sup>TH</sup> - ZEY HUNKIN  
JAN. 12<sup>TH</sup> - JASON WHALEY  
JAN. 12<sup>TH</sup> - CHRISTIAN JUAREZ  
JAN. 15<sup>TH</sup> - KEITH THOMPSON  
JAN. 17<sup>TH</sup> - ULISES VAZQUEZ  
JAN. 19<sup>TH</sup> - DYLAN BRANDNER  
JAN. 22<sup>ND</sup> - REGINALD CLAH  
JAN. 23<sup>RD</sup> - JOSEPH MONDRAGON  
JAN. 24<sup>TH</sup> - KEOLA ALOHIKEA

### ANNIVERSARIES

1 YRS - JOSH WEIGHT  
2 YRS - KYLER MORRISON  
2 YRS - CARIANN LIESKE  
15 YRS - MATT WOFFINDEN  
27 YRS - JASON WOFFINDEN  
29 YRS - GARRETT EVANS

## NEW EMPLOYEES

### WELCOME!

Mikle Nielsen  
Kimberlie Draper  
Kristina Mayorga

## GERBER BABIES



Total This Year:

0

# PROJECT SPOTLIGHT



## CWSID Bio Reactors Central Weber

### Overview of Current Work:

- Finalizing punch lists for the UV Building and UV equipment turnover
- Commissioning underway at the secondary clarifiers
- Equipment start-up in the aeration basins
- Preparing RAS and WAS equipment for operation and overall plant system operation
- Preparing for final chemical line work
- Headworks Building pump software upgrade and new pump commissioning
- “Wish-list” additional work items from the district being processed as change orders
- Finalizing grading and site work and waiting for temperatures to be warm enough for asphalt