

NEWSLETTER

→ Issue 02



PRESIDENT'S MESSAGE

January was a busy and exciting month for Gerber, highlighted by our Annual Winter Conference and Dinner. Both events were tremendous successes thanks to the hard work, careful planning, and dedication of so many people behind the scenes. I also want to thank everyone who attended, your participation, energy, and engagement helped make these gatherings meaningful and memorable for all.

At the Winter Conference, we reflected on the question "Who will step up?", challenging ourselves to take initiative, support our teams, and contribute to the company's success in meaningful ways. As we move into February, our theme is humility, which complements that question perfectly. At Gerber, humility means being teachable and being able to accept being wrong. It's about caring more about finding the truth than about being right. Humility allows us to listen openly, learn from each other, and grow both individually and as a company. It strengthens our teams, helps us tackle challenges more effectively, and creates a culture where everyone's perspective is valued.

The dedication, teamwork, and integrity shown across Gerber every day make our company strong. Embracing humility allows us to approach our work and each other with openness, curiosity, and a focus on doing what's best for the company rather than ourselves. Let's take the energy and lessons from January's events and carry them into February, stepping up when it matters, staying teachable, learning from one another, and striving for excellence together in everything we do.

MONTHLY THEME

Humility

Being teachable and being able to accept being wrong. We care about finding truth rather than being right.

Important Dates:

Leadership Training - 02/19/26
HR Site Visits - 1st Week in March

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



TSSD

SAFETY MOMENT

Humility Builds a Strong Safety Culture

At Gerber Construction, our core principle of **Humility** is more than a character trait — it is a critical component of a strong and sustainable safety culture. Humility means recognizing that no matter how experienced we are, there is always something we can learn, a hazard we may not see, or a better way to protect ourselves and others.

A strong safety culture is built when every employee feels responsible not only for their own safety, but for the safety of the person working beside them. Humility allows us to stay open to feedback, accept coaching, and speak up when something doesn't look right — regardless of title or experience. It takes strength to admit when we need help, to ask questions, and to pause work when conditions change.

When we approach each day with humility, we shift from **"I've always done it this way"** to **"Is this the safest way to do it?"** That mindset prevents complacency and keeps us focused on continuous improvement. Remember that every person on our jobsites has a family, a future, and a life outside of work that depends on the choices we make here.

Speaking up takes courage. Stopping work takes leadership. Looking out for one another shows the kind of character that defines Gerber Construction.

A strong safety culture is not built by policies and procedures — it is built by people who care enough to do the right thing, even when no one is watching. When humility leads our actions, complacency has no place on our jobsites.

Let's hold ourselves and each other to a higher standard. Let's choose awareness over routine, discipline over shortcuts, and care over convenience.

At Gerber Construction, we are building a better quality of life for our teams and communities. That includes the unwavering commitment to send everyone home safe, every single day.

Stay humble, stay focused, and stay safe!

Debi Moore

Humility strengthens our safety culture when we:

- Ask questions instead of making assumptions
- Accept coaching and correction without defensiveness
- Report near misses and hazards immediately
- Step in to protect a coworker without hesitation
- Own our mistakes and fix them before they become injuries

2026 DSR's

(Designated Safety Representatives)



Eric Koellner
BNR Central
Valley/Dewatering



Derek Holliman
TSSD (Timp)



Kyler Morrison
Central Weber



Kyler Horrocks
Hanksville Water Division



Jose Saiz
Jordan Valley Water
Treatment Facility



Reggie Clah
Shop Welder



Max Siudak
Restoration



Introducing our New Safety Coordinator

Kristina Mayorga



EMPLOYEE OF THE MONTH

Congratulations to Joel Friley!

Joel Friley is being recognized as the Employee of the Month for his outstanding work ethic and positive attitude. Joel brings a "let's get this done" mindset to every task and consistently asks for more work once he finishes his assignments.

He is always willing to take on any job, whether it's dealing with nasty water on Central Weber or working knee-deep in mud at the Hanksville water diversion site. Joel consistently outperforms younger workers and sets a strong example of what it means to push through tough conditions while maintaining a great attitude.

His dedication and willingness to do whatever it takes make him a true role model for hard work and reliability on our projects. Congratulations Joel, we are lucky to have you!

SHOUTOUTS

BIRTHDAYS

- FEB. 1ST - RICARDO MEDINA
- FEB. 2ND - JAYDEN HANSEN
- FEB. 3RD - WALTER VOORHIS
- FEB. 3RD - CARLOS ROMO
- FEB. 5TH - JORDON MILLER
- FEB. 8TH - CHANDLER HONE
- FEB. 9TH - DAX ANDERSON
- FEB. 11TH - KYLER HORROCKS
- FEB. 12TH - PAUL MADSEN
- FEB. 15TH - KYLE LEISHMAN
- FEB. 15TH - DAVID CLARK
- FEB. 16TH - MIKE STREET
- FEB. 21ST - CARIANN LIESKE
- FEB. 22ND - WILL CHRISTIANSEN
- FEB. 24TH - MARVIN LOPEZ
- FEB. 25TH - JERI LIN DOWDELL
- FEB. 25TH - GEORGE CRANE
- FEB. 25TH - ERIC MENDOZA
- FEB. 25TH - TYLER BRANDNER
- FEB. 27TH - BONI BARDWELL
- FEB. 28TH - JAKE FIELD

ANNIVERSARIES

- 1 YRS - ERICK RICHARDS
- 1 YRS - PAYTON MCNEILL
- 1 YRS - DAYNE LEES
- 1 YRS - EMRON NUMANGA
- 2 YRS - CHRIS LUCERO
- 2 YRS - BRYAN REEDY
- 3 YRS - TRYSTIN GLAD
- 4 YRS - COLE BRANDNER
- 4 YRS - DAN HORNE
- 4 YRS - GALRAY DAVIS
- 5 YRS - TORREY FETHEROLF
- 14 YRS - SEBASTIAN LUCAS
- 14 YRS - REGGIE CLAH
- 20 YRS - BONI BARDWELL

NEW EMPLOYEES

WELCOME!

- Sterling Hunkin
- Jayden Hansen
- Keyton Hanks
- Duane Laasia
- Martin Montoya
- Tyler Douglas

GERBER BABIES



Total This Year:

0

PROJECT SPOTLIGHT



BNR Basin CVWRF Salt Lake City

Overview of Current Work:

- Aeration Zone 1, Anaerobic, and PEPS started up and in operation as of December 2025
- Asphalt and site landscaping ~50% complete
- Removal of ~300 tons of organic material and snails
- Demo and replacement of aeration diffusers in 6 trains of Aeration Zone 2
- Ongoing startup and commissioning of equipment
- Modification or infill of 72 existing concrete wall penetrations at Aeration Zone 2
- Sitework including fencing, landscaping, asphalt prep etc.