

NEWSLETTER

→ Issue 04



PRESIDENT'S MESSAGE

This month we're focusing on our core principle of trust.

At Gerber, trust means understanding each other's defined roles and having confidence that every person has the ability to perform the responsibilities they've been given. Our projects rely on many different people working together, and when everyone understands their role and follows through on their responsibilities, the entire team benefits.

Trust allows our teams to work with greater clarity and confidence. When people know they can rely on one another, communication improves, decisions are made more effectively, and challenges are handled more efficiently. It also creates an environment where team members feel supported in their work and confident in the people around them.

Every role plays an important part in the success of a project. From planning and coordination to execution in the field, each person contributes to the bigger picture. Trusting that others are prepared and capable of performing their roles allows our teams to stay focused on delivering quality work and maintaining the standards we expect at Gerber.

Trust also extends to the relationships we build with our clients, partners, and subcontractors. They rely on Gerber to follow through on our commitments and deliver work they can depend on. The reputation we have built over the years is a result of consistently earning that trust through our actions and our results.

As we move through the month, let's continue strengthening trust by supporting one another, communicating clearly, and taking pride in the roles we each play in the success of the company.

Thank you for the effort and dedication you bring each day.

MONTHLY THEME

Trust

Understanding each other's defined roles and trusting that each other has the ability to perform their roles.

Important Dates:

Leadership Training - 04/15/26



Our Purpose:

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

Built on Trust: Strengthening Our Safety Culture

At Gerber Construction, trust is one of the most important foundations of a strong safety culture. Trust means we look out for each other; we speak up when something isn't right, and we believe that every person on our team is committed to getting everyone home safe at the end of the day.

Trust on a jobsite starts with communication. When hazards, near misses, or incidents occur, reporting them immediately allows us to learn, adjust, and prevent someone else from getting hurt. Reporting is not about blame — it's about protecting our people. When crews trust that their leaders will respond with fairness and support, they are more willing to speak up and share what they see.

Trust also shows up in how we plan our work. When operations and safety work together early to identify risks and build safe work plans, we strengthen that trust. Crews know the plan has been thought through, leaders know the hazards are understood, and everyone can focus on executing the work safely and efficiently.

Finally, trust is built through consistency. When we follow procedures, complete our audits, wear the proper PPE, and hold each other accountable, we demonstrate that safety is not optional — it is part of the way we work.

At Gerber, great people build great projects, and trust is what allows our teams to perform at that level. When we communicate openly, report honestly, and support one another in making safe decisions, we create a culture where everyone goes home the same way we arrived.

Work smart, watch out for one another and build safely!

Debi Moore
HSE Manager





EMPLOYEE OF THE MONTH

Congratulations to Remi Wilcox!

Remi demonstrates respect through his consistent commitment to completing his team's performance reviews on time, without the need for reminders or follow-up. His proactive approach reflects a strong respect for both the process and the people involved, ensuring that expectations are met and others can rely on him.

When approached regarding an additional review, Remi responded with humility and shared that he makes a conscious effort to respect others' time by completing tasks within deadlines. This mindset highlights the importance he places on accountability and consideration in his day-to-day work.

Remi's approach sets a positive example and reinforces the role that respect plays in creating a dependable and supportive work environment. Thank you, Remi, for your efforts and for contributing to a culture of respect!

SHOUTOUTS

BIRTHDAYS

- APR. 2nd - SAMUEL CHAVEZ
- APR. 4th - LAYNE SMITH
- APR. 6th - JAXSON EVERETT
- APR. 10th - MIKLE NIELSEN
- APR. 12th - GALRAY DAVIS
- APR. 12th - JAVIER CORTES
- APR. 13th - JASON BOST
- APR. 26th - ERIC KOELLNER
- APR. 27th - KYLER MORRISON
- APR. 28th - MATT WOFFINDEN
- APR. 29th - DAYNE LEES

ANNIVERSARIES (Total YOS)

- 1 YR - MEAGAN TAYLOR
- 1 YR - AMANDA DAVIS
- 1 YR - ALEX WOFFINDEN
- 1 YR - WILL CHRISTIANSEN
- 2 YRS - JOSEPH MONDRAGON
- 2 YRS - JANELY HERNANDEZ
- 3 YRS - CHAD BROTZMAN
- 3 YRS - RICARDO MEDINA
- 4 YRS - BILL WHITE
- 8 YRS - FRANCIS BADIBANGA
- 9 YRS - JESUS SANCHEZ
- 9 YRS - MICHAEL CRESPO
- 13 YRS - JUSTIN THOMPSON
- 15 YRS - BRENT SWANNER
- 15 YRS - JAKE FIELD
- 21 YRS - AARON WORLTON
- 22 YRS - MARK NIELSEN
- 28 YRS - DUSTIN SNELL

NEW EMPLOYEES

WELCOME!

- Bo Beckman
- Oscar Flores
- Jason Christiansen
- Tyler Martinez
- Aaron Maafili
- Chad Weyland
- Izaac Otero
- Gloria Medina

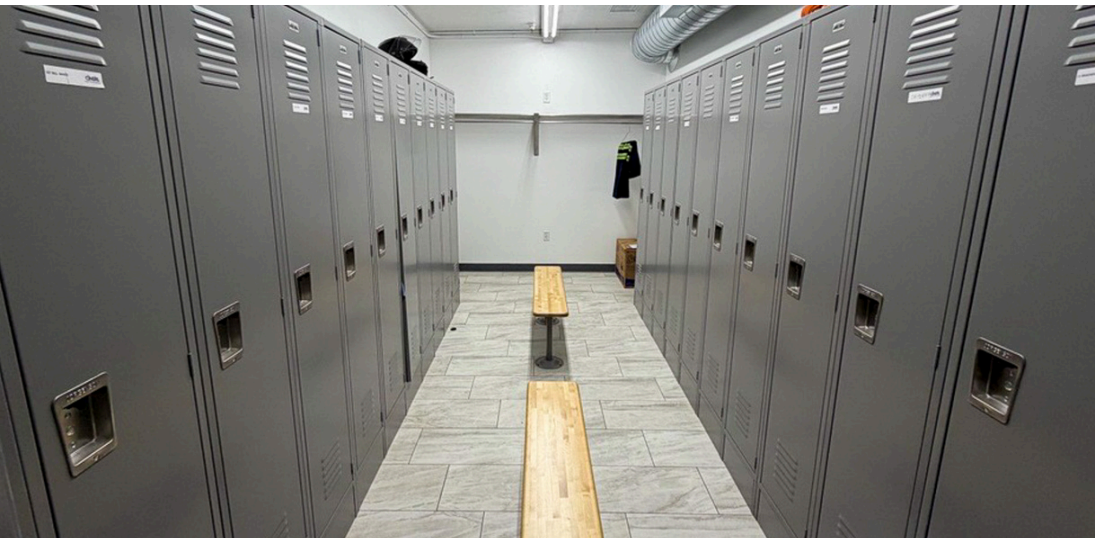
GERBER BABIES



Total This Year:

2

PROJECT SPOTLIGHT



Shop Renovation Lehi

Overview of Renovation:

- New Office Areas:
 - Installed cubical and desks, electrical, and data connections
 - Improved layout for better workflow and communication
- New Change Room:
 - Built a dedicated space for employees to change and store personal items
 - Added lockers, benches, and upgraded ventilation
 - Installed durable, easy-to-clean finishes
- New Lunch Room:
 - Created a brighter, more comfortable break area
 - Added a kitchenette setup
 - Improved lighting, ventilation, and overall layout
- General Upgrades:
 - Adjusted HVAC and electrical systems to support new rooms
 - Improved overall organization and flow throughout the shop