

NEWSLETTER

Issue 06



PRESIDENT'S MESSAGE

At Gerber, steadiness means having the emotional stability, resolve, and patience to see decisions through to completion. In an industry where challenges, changing conditions, and unexpected obstacles are part of the job, steadiness allows us to stay focused on the bigger picture and continue moving forward with confidence.

Every successful project requires more than a strong start, it requires consistency from beginning to end. Steadiness helps us remain committed to the decisions we make, the plans we develop, and the responsibilities we take on. It allows us to navigate setbacks, solve problems thoughtfully, and maintain the high standards our clients and partners expect from the Gerber team.

This principle is especially meaningful as we begin an exciting new chapter in our company's history with the introduction of our Employee Stock Ownership Plan (ESOP). Becoming employee owners is not about short-term results; it is about building long-term value together. Just as successful projects are built through steady effort over time, the strength of our ESOP will be built through the consistent contributions, commitment, and dedication of our employee owners.

As we move through this month, let's demonstrate steadiness by staying focused on our commitments, supporting one another, and following through on our responsibilities. The consistency we show every day helps build stronger projects, stronger teams, and a stronger future for Gerber.

MONTHLY THEME

Steadiness

Having the emotional stability, resolve and patience to see decisions through to completion.

Important Dates:

Leadership Training - Wasatch Wing & Clay
June 17th 1pm-4pm

ESOP Celebration Dinner - July 10th 5pm-9pm



Our Purpose:

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

SAFETY MOMENT

June's core principle of **Steadiness** is one of the most important traits we can bring to safety, leadership, and taking care of each other in the field.

In construction, conditions change fast, especially as temperatures rise heading into summer. Steadiness means staying level-headed, paying attention to the details, and consistently covering the bases every day, even when the job gets busy or pressure builds.

Heat stress is a real hazard, especially for new workers or employees who are not yet acclimated to working in high temperatures. The body needs time to adjust. That means leaders must take a steady approach by checking on their crews, encouraging hydration, watching for signs of heat illness, and making sure workers are taking breaks when needed.

Sometimes the most important safety action a leader can take is simply slowing down long enough to ask, "How are you doing?" and truly listen to the answer.

Steadiness also shows up in field leadership, quality, and yes...safety. Great leaders stay consistent, dependable, and calm under pressure. Like covering the bases in baseball, strong leaders make sure every part of the team is supported—communication, planning, equipment, hydration, and worker wellbeing. When workers know their leaders genuinely care about them, trust grows, and safer decisions follow.

At Gerber Construction, safety is not just about rules and policies—it is about people. A steady leader helps create steady crews, and steady crews help build great projects safely.

Debi Moore
HSE Manager





Jesse "Cub" Anderson

EMPLOYEE OF THE MONTH

Congratulations to Jesse "Cub" Anderson!

The Employee of the Month for Gratitude is Jesse "Cub" Anderson! Cub consistently demonstrates gratitude by recognizing the contributions of others and making sure his team knows their hard work is appreciated.

Multiple team members praised his positive leadership, willingness to teach and mentor others, and his ability to create a supportive work environment where everyone feels valued.

He challenges his crew to perform at a high level while remaining patient, understanding, and invested in their success.

Whether he is developing future leaders, supporting his team, or expressing appreciation for a job well done, Cub leads by example and embodies Gerber's Gratitude core principle.

SHOUTOUTS

BIRTHDAYS

- JUN 1st - Mark Havili
- JUN 1st - Carlos Esparza
- JUN 4th - Susana Chavez
- JUN 5th - Brian Reid
- JUN 9th - Garrett Evans
- JUN 9th - Amanda Davis
- JUN 21st - Torrey Fetherolf
- JUN 22nd - Chris Villamor
- JUN 24th - Alex Woffinden
- JUN 25th - Mason Taylor
- JUN 29th - Meagan Taylor
- JUN 30th - Justin Lees

ANNIVERSARIES (Total YOS)

- 6/2: Jesse Anderson **27 YRS**
- 6/3: Javier Cortes **2 YRS**
- 6/6: Brandon Gerber **38 YRS**
- 6/9: Alejandro Retano **1 YR**
- 6/9: Braedon Luta **1 YR**
- 6/10: Livorio Lopez **35 YRS**
- 6/12: Luis Andrade **3 YRS**
- 6/13: Lee Buckwalter **3 YRS**
- 6/13: Cole Brandner **5 YRS**
- 6/15: Cipriano Mendoza **25 YRS**
- 6/15: Lance Gerber **34 YRS**
- 6/15: Monty Tapia-Lopez **18 YRS**
- 6/17: Remi Wilcox **10 YRS**
- 6/17: Walter Voorhis **10 YRS**
- 6/22: Jordon Miller **6 YRS**
- 6/25: Norman Chadwick **25 YRS**
- 6/26: Daniel Garcia **2 YR**
- 6/27: Gabino Vargas **4 YRS**
- 6/28: Jason Bredahl **5 YRS**
- 6/30: Phillip Duncan **6 YRS**

NEW EMPLOYEES

WELCOME!

- | | |
|------------------|-----------------|
| MARIO MOTA | WESTON PRATT |
| FREEMAN MIYASAKI | MIGUEL AGUIRRE |
| DARCI GERHARDT | JUAN GUERRERO |
| AUSTIN COLVIN | CODY MANSANAREZ |
| ALFREDO GOMEZ | BRICEN GOAD |
| KYLER ORTON | HUNTER GRIFFITH |

GERBER BABIES



Total This Year:

10

EVENT SPOTLIGHTS



ESOP MEETING & ZOO DAY



Events Overview:

After coming together for our Employee Ownership meeting on May 29, we continued the celebration with a family zoo day on May 30.

EVENT SPOTLIGHTS



ESOP MEETING & ZOO DAY



As employee owners, we are investing in the future of our company and creating opportunities for generations to come.

Thank you to everyone who joined us in celebrating this exciting milestone.