

# NEWSLETTER

→ Issue 07

## PRESIDENT'S MESSAGE

At Gerber, challenges are not obstacles to avoid, they are opportunities to grow, improve, and demonstrate what we're capable of achieving together. Every project we take on presents unique challenges, whether it's meeting demanding schedules, adapting to changing conditions, solving complex problems, or finding ways to exceed our clients' expectations.

What sets our team apart is not the absence of challenges, but the way we respond to them. Challenges require resilience, creativity, teamwork, and a commitment to finding solutions. They push us to learn new skills, strengthen our relationships, and discover better ways of doing things. The growth of our company over the years is a direct result of employees who have been willing to face challenges head-on and work through them with determination and professionalism.

As we continue our transition into an Employee Stock Ownership Plan (ESOP), we have an exciting opportunity to view challenges through a new lens. As employee owners, the challenges we overcome today help build a stronger future for all of us. Every problem solved, every project completed safely and successfully, and every improvement we make contributes to the long-term success and value of our company.

This month, I encourage everyone to embrace challenges as opportunities rather than setbacks. Approach each obstacle with a positive attitude, support your teammates when difficulties arise, and remain focused on the solutions that move us forward. Together, we have proven time and time again that there is no challenge too great when we work as one team.

Thank you for your hard work, dedication, and commitment to making Gerber stronger every day.

### Important Dates:

Leadership Training – July 15<sup>th</sup> 2pm–4pm



## MONTHLY THEME

### Challenges

We work hard and take pride in completing the most challenging projects.

**Our Purpose:**

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

# CHALLENGES

At Gerber Construction, we face challenges every single day. The work we do is difficult by nature — changing jobsite conditions, extreme heat, heavy equipment, tight deadlines, and constantly evolving hazards all require our teams to stay focused and adapt in real time.

Safety is no different. The challenge is not avoiding difficult work, but making sure we rise to those challenges by planning ahead, recognizing hazards early, and refusing to take shortcuts when conditions become difficult.

Strong leaders understand that challenges are where safety culture is built. It takes leadership to slow down when conditions change, speak up when something feels unsafe, and make sure our crews have the tools, training, and support they need to work safely.

At Gerber, our greatest challenge is not the work itself — it is holding ourselves accountable to doing the right thing every single day, even when no one is watching. Great people build great projects, and the way we protect each other while facing challenges together defines who we are as a company.

**Challenge the hazard. Protect the team. Go home safe.**

Debi Moore  
HSE Manager





# EMPLOYEE OF THE MONTH

## Congratulations to Chris Weight!

We are excited to recognize Chris Weight as our Employee of the Month! Chris is a great example of what it means to demonstrate steadiness in his work and interactions with others.

Chris consistently remains calm, collected, and professional, even when faced with challenges or unexpected situations. Rather than reacting emotionally, he takes the time to understand the situation, consider solutions, and move forward with a steady approach. His ability to stay composed while still being passionate about his work is a quality that makes him a valued member of our team.

Thank you, Chris, for your professionalism, leadership, and the steady example you set for those around you. Congratulations on this well-deserved recognition!

## SHOUTOUTS

### BIRTHDAYS

JUL 1<sup>st</sup> – Chris Weight  
JUL 2<sup>ND</sup> – Miguel Eusebio  
JUL 2<sup>nd</sup> – Jim Cook  
JUL 3<sup>rd</sup> – Chris Johnson  
JUL 3<sup>rd</sup> – Remi Wilcox  
JUL 4<sup>th</sup> – Jake Stehlin  
JUL 4<sup>th</sup> – France Kalonji  
JUL 6<sup>th</sup> – Giovanni Mendoza  
JUL 8<sup>th</sup> – Izaac Otero  
JUL 8<sup>th</sup> – Bricen Goad  
JUL 14<sup>th</sup> – Kyler Orton  
JUL 21<sup>st</sup> – John Fullerton  
JUL 23<sup>rd</sup> – Brett Roberts  
JUL 26<sup>th</sup> – Alejandro Retano

### ANNIVERSARIES (Total YOS)

7/7: David Turnbow **5 YRS**  
7/8: Paul Madsen **2 YRS**  
7/8: Dave Lein **35 YRS**  
7/11: Brad Childs **43 YRS**  
7/12: Colton Barnett **5 YRS**  
7/14: Marvin Lopez **1 YR**  
7/14: Josh Lamb **1 YR**  
7/14: Tyler Herd **1 YR**  
7/16: Brett Roberts **17 YRS**  
7/23: Will Christiansen **1 YR**  
7/23: Chris Johnson **12 YRS**  
7/23: Shay Clark **8 YRS**  
7/25: Mike Street **3 YRS**  
7/28: George Crane **11 YRS**  
7/28: Cade Anderson **1 YR**

## NEW EMPLOYEES

### WELCOME!

ETHAN SOMERVILLE  
AMMON MINER  
EMILEY THOMPSON

## GERBER BABIES



Total This Year:

# 11

# EVENT SPOTLIGHTS



## ESOP DINNER CELEBRATION

### Events Overview:

We enjoyed a wonderful evening celebrating our employee owners at the Loveland Living Planet Aquarium!

Thank you to everyone who joined us for a night of great food, connection, and celebrating what makes Gerber special — our people.

# EVENT SPOTLIGHTS

