

## **J&L Gets The Job Done Better, *Here's How***

1. Senior estimator with over 40 years experience in estimating and building bridges
2. Experienced field superintendant with 40+ years of bridge work
3. Productive and experienced foreman, most have been with the company an average of 8-10 years
4. Long time ironworkers, most with an average of 15 experience of ironwork
5. Safety is our top priority—*we do more training than anyone*
  - Daily morning safety huddles
  - Weekly safety audit
  - Quarterly safety meeting
  - Pre-hire and random drug testing
  - Dedicated safety director who works with on-site OSHA consultant
  - Formal discipline procedure for policy infractions
  - Lowest in the field for OSHA citations, less than 3 infractions in the last 15 years
  - Safety director attends numerous annual and periodic safety educational events
    - \*Reasonable suspicion
    - \*OSHA 10 course
    - \*AGC all day safety conference
    - \*Member of the AGC safety committee which meets weekly
    - \*Active participant in OSHA's AWAIR program
    - \*Active participant in AGC's CHASE program
  - Very low safety premiums, lowest in the industry at .83%
6. Quality bids, less than .02% of revenue in change orders
7. “Best of the Best” company philosophy
8. Forward thinking management style focused on continuous process improvement
9. Proactive field coordination
10. Timely change order management and accurate billing processes