



EMPLOYEE PHOTO CONTEST

QUARTERLY NEWSLETTER

As you drive through Urbana, Maryland you will pass neatly manicured lawns and white picket fences surrounding beautiful homes.

Urbana has been ranked as one of the "Best Places to Live" in the country. Just eight miles southeast of Frederick and thirty-seven miles northwest of the District of Columbia, the quaint town of Urbana is nestled on a beautiful hillside overlooking the Urbana Salt Yard. When the snow starts falling or the roads get ice covered, this facility serves a 150-mile radius of Frederick County.

In August 2021, a huge upgrade began at the Urbana Salt Yard. Upon completion, there will be a new two-story building with offices, a kitchen, and a bunkhouse for weary drivers. In addition, they are constructing a 10,000-ton salt barn structure, a six-bay truck barn, a new wash bay, and a material and equipment storage barn. DHM's part of this expansion included cutting and filling approximately 23,000 cubic yards, exporting 54,000 cubic yards, and installing storm, sanitary and water lines.

When given the green light, DHM Superintendent Dwayne Judd had the machinery and people onsite and ready to go. From the start, there were two 627 Pans running (operated by Tom Offutt and Glenn Rau), a GPS D-6 Dozer (operated by Assistant Superintendent Steve Martin) and a

Roller making the cut and fills. Meanwhile, Assistant Superintendent Jeff Mays operated a Doosan 300 Excavator loading 18 to 20 tri-axle dump trucks daily for the exporting of material. Each dump truck would haul out 10 loads per day - that's 180-200 loads! When you do the math, that is 2,160 cubic yards per day.

To reach subgrade elevations took just five weeks. A utility crew then moved in and within two weeks they installed 1,000 feet of sewer, water, and storm lines. Dwayne is quick to credit his team for completing the task in a timely manner. Dwayne added "A big accomplishment for us was moving that much material in such a short amount of time, but the guys got the job done." Dwayne and his crew are awaiting the demolition of the existing facility to be able to complete their part of the project.

This winter when the residents of Urbana start to sing "Oh, the weather outside is frightful ... Let it snow, let it snow, let it snow" they can rest assured that Frederick County has them taken care of.



DWAYNE JUDD, SUPERINTENDENT


GRANT BENEDICT
V.P. OF OPERATIONS

Currently there are approximately 220 of us that have a Job at David H. Martin Excavating Inc. Many of us consider this our Occupation and hopefully most of us feel like this is a Calling. Anytime I try to dig deeper in a study of something I often find myself looking up the definition of words. Even common words that I feel like I understand well sometimes surprise me with the given definition(s). Below is a bit of what I've found regarding these three words:

JOB

A post of employment;
Full-time or Part-time
position

OCCUPATION

A person's usual or principal work or
business, especially as a means of
earning a living; vocation

CALLING

A strong urge toward a
particular way of life or
career; a vocation

While we can all easily say we have a Job at DHM, I hope that when we think about it further, we can at least say we perform our Occupation at DHM. While our primary focus at DHM is the excavating business there are many different parts required to help make this happen. We have mechanics, estimators, accountants, drivers, operators, safety personnel, human resource staff, surveyors, administrators, laborers, supervisors, landscapers, and many others.

Maybe some of us just "ended up" where we are but I think regardless of if we recognize it or not, the "strong urge" that is referred to in the definition of a Calling had something to do with it. It shows through in how well you perform your duties and in the pride that you take in doing a good job.

Everyone can learn or develop skills but each of us also have God given talents and abilities that make us a natural fit for certain things. It's fun to watch someone who is good at what they do perform their job. It almost seems effortless and natural. We try our best to put people in positions that they can succeed and do well at. Does that mean they are stuck there forever? Hopefully not.

Our goal is always to allow employees to go as far as they want to and are capable of. To some of us that may be right where we are. For others, we may be on a stepping-stone preparing for the next move. Don't be afraid to try something different when the opportunity presents itself. You might be surprised at your talents and abilities that have never been tapped into.

I know of at least two longtime employees that were close to termination because of lack of performance but when they were given a different task to do, they excelled way beyond expectations. Please communicate your goals with us. Obviously, we can't make changes overnight but it's almost impossible to get people in the right places without communication.

I would also encourage everyone to support and mentor coworkers. If we can encourage and assist each other, we will continue to improve as a company. Offer constructive criticism and applaud successes. Make suggestions to coworkers and/or management if you feel someone's talents and abilities aren't being utilized to their fullest potential.

Let's all continue to do our Jobs, relating to our Occupation, as we live out our Calling.

It's official! Summer is over and fall has arrived with shorter days and cooler temperatures! We still have a few months of nice weather left, but we know that winter is right around the corner. It's been a unique summer to say the least.


RICH PHILLIP
FLEET MANAGER

We continue to see the challenges from the pandemic – mainly price inflation and supply chain issues that cause delays and make it seem like you can't get anything!

Collectively, we put a solid focus this summer on the supply chain issues and the steady increases in the prices of most things, but particularly on increased fuel costs. We have worked tirelessly to get the message out to everyone on how to navigate and save during these frustrating times. Increased prices caused by inflation remains the number one issue we are facing this year. Fuel continues to be much higher than normal, and we have seen a tire cost increase of over 50%. Both have presented many challenges.

On average, we go through over 15,000 gallons of fuel a week! That's a staggering number when computed to dollar amounts. We continue to monitor our progress and encourage everyone to do all that they can to help by putting forth the extra effort to save. As we move from the rush of summertime travel, we are hopeful a decline in fuel pricing will follow. Throughout the past months, the best defense has always been to conserve whenever you can and to think of and act on different ways to save fuel.

The theme this year was to help do your part! We need to continue shutting off trucks and/or equipment when not in use. The cost savings derived from this action goes way beyond the pump. Preventive maintenance is calculated not just on mileage, but also by hours. Decreasing the total "non-utilized" hours helps to drive overall cost down, which saves fuel as well as preventive maintenance costs.

We truly appreciate everyone's willingness to help. Please continue to look for opportunities to conserve fuel as prices are still far above what is considered normal.

The picture is much bigger than just the fuel pump!





KELLY KRAMER

SAFETY DIRECTOR

Effective safety programs feature:

- Commitment and support from senior leadership - This starts from the very top of the organization (President or CEO) and is driven down into your mid-level management (e.g., managers, supervisors, superintendents, foreman, etc.). This is listed as the first bullet, because without it, your program will likely fail. It is essential!
- Employee empowerment at all levels - Every employee must have a voice and the authority to step in and stop unsafe behavior or correct unsafe conditions without fear of repercussions. If everyone looks out for themselves and each other, rather than relying on the 1 or 2 safety people in the organization to make things happen, you can literally have hundreds or even thousands of safety advocates within a company.
- Clear expectations and responsibilities - My old co-worker often said the only expectation that can be met is the one that is clearly explained. If a foreman is to do four toolbox talks each month, they must know that expectation and have the knowledge, training, time, and resources to be able to successfully complete that responsibility.
- Commitment to leading by example - Your actions speak so loudly, that it makes it hard to hear what you are saying. If you are in charge, you will be an example. Ask yourself or others, "what kind of example am I?"
- Promoting accountability - People will perform to the level of their expectation. Explain why they must do what you are asking, check in with them, recognize them, challenge them, seek input, and ask what they need to be safe or successful.
- Providing necessary resources - Safety costs money and takes time. For a successful safety program, people must have the proper tools or equipment, the knowledge (do they have what it takes and know how to do it safely?), and an effective delivery system. There are many delivery systems out there. You just need to determine what works best at your organization.
- Focusing on hazard identification and control - This should be based on actual loss history and significant exposures. Ask what has happened and what is most likely to happen.
- Continuous improvement - You are never done. Things can always be improved. Continually assess what has worked and what needs to improve.

Typically, safety programs are very reactive. A proactive approach is more effective. Some methods to help achieve this include:

- Learn from the Past - Track incidents and attempt to identify trends.
- Don't Ignore Near Misses - A near miss probably means you just got lucky. Treat EVERY near miss just as you would an incident.
- Honest Communication - Be open with where things are, what is working, what isn't. Most people will respect this and be more open with you.
- Involve the Entire Team - Obtaining input from all levels will help them feel valued and help you develop more effective solutions.
- Close the Loop - Confirm that corrective action was completed and effective.

Effective safety programs provide many other benefits, such as:

- Lower insurance costs
- Reduction in missed work time
- Increased efficiency
- Overall quality improvements
- Improved morale
- Everyone goes home to be with those that they care about and do the things they enjoy!

After a little more than three months as Safety Director, I am still very excited to be here working with our employees. Every day I look forward to going to work and I am impressed with the quality of people working here. There are many of the things mentioned in this article that are currently happening, and lots to do yet to improve. I am looking forward to seeing where this path leads.



BRAD KENT

V.P. OF UNDERGROUND UTILITIES

With 400' of 48" ductile iron pipe and a little over 100' of 12" pipe this was not your average underground utility project.

Materials were ordered in June 2021, and like so many other projects, delays were a problem due to supply chain issues. Finally, in November 2021 the first of the materials arrived at the jobsite. It seemed to take forever to get the remaining materials. Finally in late June 2022, the last of the materials arrived.

With materials finally available, Travis Carbaugh, Utility Foreman, and his crew were able to get the job started. They proceeded to do a great job with what proved to be very challenging pipe. One stick of 48" pipe weighs in at around 7,000 pounds. The fittings weigh up to 4,200 pounds and the mega-lug rings weigh in at 653 pounds each. The crew tightened 448 bolts on the 48" pipe with 2 1/4" nuts to 140-foot pounds, and another 136 bolts on the 12" pipe with 1 1/4" nuts to 90-foot pounds. Thank goodness for cordless impact guns or the guys on our utility crew would have really been feeling sore after this job.

Nationwide there are only a few thousand feet of 48" ductile that is installed anywhere in the country each year. The McConnellsburg project was the first time that 48" pipe has been installed in Fulton

county. The successful installation goes to prove the DHM motto of "No job is too big for DHM".

Congratulations to Adam Gress, Superintendent, and to Travis Carbaugh and his experienced crew for completing a very difficult job on time and under budget! Great work guys!



Front row: Matt Jenkins, Josh Picard

Back row: Ryan Carpeagna, Bob Jackson, Travis Carbaugh, Adam Gress

NEW HIRES**Jedd Baker**, Operator, Utility Crew**Courtney Richwine**, Equipment Operator, Environmental**Chris Snyder**, Laborer**Chris Neil**, Environmental**Britton Osman**, Operator, Utility Crew**ELEVATING THE GRADE / PROMOTIONS****Colby Newton**, Operator**Chase Martin**, Estimator**Andy Anderson**, Operator**Brady Corwell**, Lead Man, Environmental**Bryan Brown**, Assistant Superintendent**Kevin Bowermaster**, Operator**BIRTH ANNOUNCEMENTS****Doug & Brooke Everts***second daughter, Karter***Tucker & Cassandra Hess***welcomed their son, Lucas***WEDDINGS****Tyler & Colleen Kutz****Austin & Yvonne Bear****Hunter & Amber Carbaugh****Toby & Robin Humphrey****DHM EMPLOYEE
CHRISTMAS BANQUET**

Mark your calendar for the DHM Christmas Banquet! The banquet will be held on Monday, December 12th at the Green Grove Gardens in Greencastle, PA.

More details to come!

At DHM, our employees work for and alongside some great people, and we wanted to offer the opportunity for them to receive recognition for what they do to help make this such a great company.

Employees can nominate coworkers who are innovative, dedicated, safety conscious, productive, have a strong work ethic, or a positive attitude.

Each month three employees are chosen from the nominees. Help us congratulate the employees below as they strive for excellence and integrity in every aspect of their work.

JULY 2022**PABLO CONTRERAS**

Equipment Operator

**MIKE DONEY**

Truck Driver

**DOUG STATLER**

Mobile Mechanic

AUGUST 2022**TRAVIS CARBAUGH**

Utility Foreman

**REGINA HISSONG**

Human Resources Assistant

**BRIAN MCNEW**

Truck Driver

SEPTEMBER 2022**DAVE EBERSOLE**

Laborer

**DAVE HOUCK**

Estimator

**GREG MARTIN**

Utility Foreman