



June 2020

CONSTRUCTING CALLANAN





President's Message

By Don Fane

I think I speak for everyone when I say 2020 has started off in a way none of us could have imagined. A global pandemic is certainly not an issue I thought I would ever have to face as president, but I am fortunate to have such a strong team help get us through this together.

Despite all that is going on right now with COVID-19, we have made budget so far for 2020, which was a pleasant surprise. All lines of business have done an unbelievable job pulling together and working through this as a team.

Amid the Coronavirus, we have been busy with business as usual:

- Construction of the retaining wall in East Kingston that began last summer during the rock-slides, was completed recently.
- There have been several upgrades to the burners and plant automation at our HMA plants to conform to the latest emissions standards.
- We have invested in several new sales and pit loaders and rebuilt haul trucks in the quarries.



As a company, we have been very fortunate for the amount of essential work we've had in the recent months. Two airports, a thruway project, the CDTA Troy Bus Garage, The Cree Chip Fab Plant, and multiple streetscapes

and DOT projects have kept us busy and our crews working. We have also made some good sales along the way, which have helped us continue to meet budget. So, I want to say thank you to every one of you for all that you are doing.

Safety-wise, we are doing better than prior in all categories, which again, is great news especially considering all the distractions that have come along with COVID-19.

Many of you took part in the safety survey that was sent out a few weeks ago and the results have been very helpful. Overall, your feedback was generally positive and most of you feel that we've done a good job of communicating during this time and providing you with the necessary supplies to continue to work as safely as possible.

Some of you raised some concerns regarding running out of cleaning supplies. We are confident that supplies are becoming more plentiful now and that we will continue to provide the necessary supplies the best we can. Please remember to contact Elisha VanKampen or Jalila Montero if you are running low on disinfecting supplies. They have both been doing a fantastic job at procuring these items for us.

We are going to continue on this same course for now in order to comply with CDC and CRH guidelines. Those who can work from home, will continue to do so for the near future and those of you who are coming in are asked to utilize the provided disinfectants, face coverings and practice social distancing. We will also continue to have cleaning services at each location on a regular basis for the time being.

As we navigate through this together, I ask that you remember that this is a new process for all of us. We all need to work as a team with our coworkers, customers, and vendors to institute this new way and we will continue to improve. It's a huge culture change that will take time to get used to, so please be patient. I know that we all want this to end and go back to normal, but the reality is that COVID-19 is not going to disappear overnight, and we need to remain vigilant.

We are going to have a new normal from now on. As we continue to focus on preventing COVID-19, it is important that we remember our risk assessments, backing procedures, and LSR's, just as we always have.

I also want to thank you all for continuing to uphold our reputation for providing the best customer service in the industry during this time. It is critical to our success that we always keep customer service in the forefront and do our best to enhance the customer experience. Our quality products and excellent customer service are what set us apart from our competitors and we all play a role in that.

Finally, over the past few months, we have seen the importance of communication more than ever. I ask that you all continue to utilize Lucas Sestito by sharing your stories, updates, innovations and photos with him in order to keep our lines of communication open and help our teams stay updated on what is going on throughout our company.

As always, I along with the rest of the senior staff will be here to support you and provide you with updates.

Thank you everyone for doing an extraordinary job under circumstances no one could have imagined a few months ago. While the first quarter of 2020 has been challenging, I am confident that we are up to the task.

Stay safe.

Sincerely,
Don Fane

Congratulations to Don Fane on celebrating 25 years at Callanan on June 5th!

As we say time and time again, safety is our core value, and that has never been truer than it is right now. Every year, the goal is zero. Our expectation is that no one gets hurt or injured at work. We are off to a better start this year compared to last year. We have just one injury to report to date this year.

We continuously work on finding ways to keep our employees safe and improve on our safety performance with focus on SEE, STOP, DO and improved Risk Assessment. We are also working on improving our work environments through the principles of Human Performance.

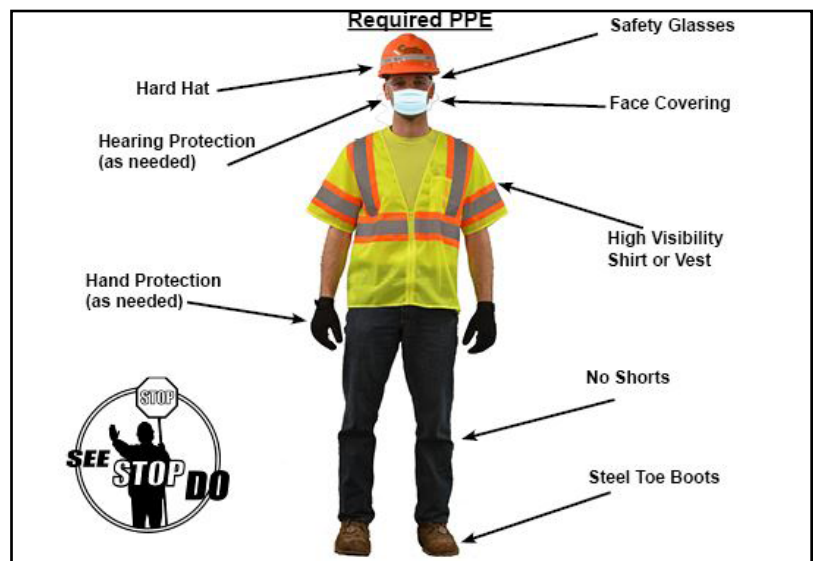
The framework of Human Performance is captured in five guiding principles:

1. People are fallible, and even the best make mistakes.
2. Error-likely situations are predictable, manageable, and preventable.
3. Individual behavior is influenced by organizational processes and values.
4. People achieve high levels of performance based largely on the encouragement and reinforcement received from leaders, peers, and subordinates.
5. Events can be avoided by an understanding of the reason's mistakes occur and application of the lessons learned from past events.

Human Performance helps us to design the work to allow our employees to complete their work successfully and safely.

Our safety department is led by Jim Terrault, James Corbett, and Dave Hawkins. We are also supported by our office admin, Emily Figueroa. This teams' focus is to support our employees and improve our Culture of Safety for years to come.

As we continue to grow and learn, we want to make safety and reporting easy. Our new safety engagement app was created to help support our field employees by providing easy access to safety information and updates. The app is also a convenient tool to help employees report any near misses or hazards so they can be mitigated quickly and before they result in injury. This tool makes it easy for all employees to engage in the safety process.



▶ DOWNLOAD OUR NEW EMPLOYEE APP!

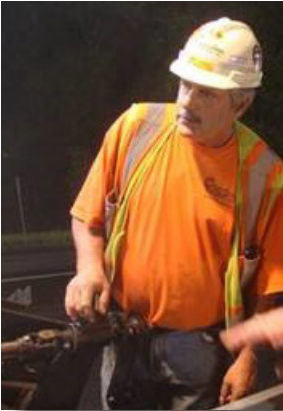


Scan the QR code to the left or visit <https://bit.ly/3hcVWgT> to download our new employee app. Our existing app will be replaced with a new and improved version where you can view safety information and updates, report safety incidents and toolbox talks and more. You'll still be able to view your benefits information, stay up to date with company information and much more than before!

For more information or assistance with the app, please contact lucas.sestito@callanan.com.



► RETIREES



Howie Swan Jr. recently decided to hang up the work boots for the last time. Howie has been in the paving industry for over 40 years and has been a paving foreman at Callanan for over 30 of those years. For almost all of those thousands of shifts of work, Howie would start and end his day at home in Moriah, NY (to look it up on a map, you will have to look north). He left home in the middle of the night, worked long days in all sorts of weather conditions, and then returned to his bed after the sun had set. If we had to guess, Howie has been on the screed of a paver and watched over 4,000,000 tons of asphalt come out behind him, and we may be conservative on that. He has always had an eye for safety and quality and always looked after the best interests of Callanan. He's earned the respect of all of his peers and the customers we worked for. Many of the current employees on our paving crews learned the ropes on Howie's crew and we are a better company for it. We wanted to say a sincere thank you and congratulations to one of the all-time greats. Enjoy your retirement Howie.

George Bobelak has stepped off the platform of his ready mix truck for the last time. Retiring after 16 great years of service with Clemente. George was extremely dependable. He was never late or missed a day of work, a true professional. We wish you nothing but success and great health as you take on another chapter of your life.



► NEW HIRES

Audrey Hodgkins
Cedric DeFreitas
David Hoffman
Jacob O'Hanlon
Jared Bell
Jeffrey Kirwan
Jeffrey Barrett
Jonathan Miner
Kaleena Castiglione
Michael Bowen
Michael Dubois
Rayquishawn Harrison
Ryan Vetter
Ryan Young
Scott Murphy
Scott Salo
Sean Burley
Warren Kretzschmar

Construction Laborer
Construction Laborer
Construction Laborer
Construction Laborer
Construction Laborer
Construction Operating Engineer
Ready Mix Driver
Construction Operating Engineer
Scale Operator
Construction Laborer
Construction Laborer
Construction Laborer
Plant Operating Engineer
Construction Laborer
Construction Laborer
Construction Operating Engineer
Construction Laborer
Construction Laborer



► IN MEMORIAM

Ron Martin passed away unexpectedly on Thursday May 28th. He worked for Callanan in the construction division for 34 years, approximately 20 of those as a paving foreman. Ron was a hard worker and a devoted member of the team, always willing to do whatever was asked of him.

He was also part of an extended family that has worked at Callanan for over 50 years. His father Clyde and Uncles Paul Martin, Doug Martin and Bob Boughton all worked for Callanan before Ron started here. His brother Tony worked here early on and several other cousins still work here at Callanan. Finally, Ron's son Justin is continuing the family tradition as a paver operator on one of our crews. Ron is survived by another son, 18 year old Zach. Ron will be sorely missed by all that worked with him over the years.



Roger Newkirk Sr. passed away Friday January 10, 2020 at home. Roger was a long time Callanan employee of 23 years. An Operating Engineer at our Pattersonville plant, Roger knew every aspect of the operation and was a jack of all trades. His knowledge and experience made him a leader to the team, and everyone turned to him for advice.

Roger loved the demolition derby and camping and he was a huge family man. He was a loving husband, father, son, and brother who was devoted to his family. Roger believed that "a family that plays together, stays together". His son, Roger Newkirk, Jr. is following in his father's footsteps and is also an Operating Engineer at Pattersonville.

Roger was a huge asset to our Callanan family, and he will be missed.

► PROMOTIONS & MOVES

Please join us in congratulating our new employees and supporting everyone in their new roles!

	From:	To:
Bill Fennell	Parts Coordinator	Equipment Shop Manager
Chris Wilson	Scale house Operator	Parts Associate
Dan VanEtten	Assistant Quarry Manager	Quarry Manager
Elisha VanKampen	Equipment Admin	Strategic Buyer
Emily Figueroa	AR Clerk	Office Administrative Assistant
Michael Bradt	Intern	Mechanic
Mike Trevett	Strategic Buyer	Assistant Quarry Manager
Missy Brown	Scale House	Customer Service Rep
Riley Bacon	Accounts Receivable Clerk	MS Supervisor Trainee
Ryan Kerr	Dispatch	Asphalt Plant Operator

► ESSENTIAL AND APPRECIATED

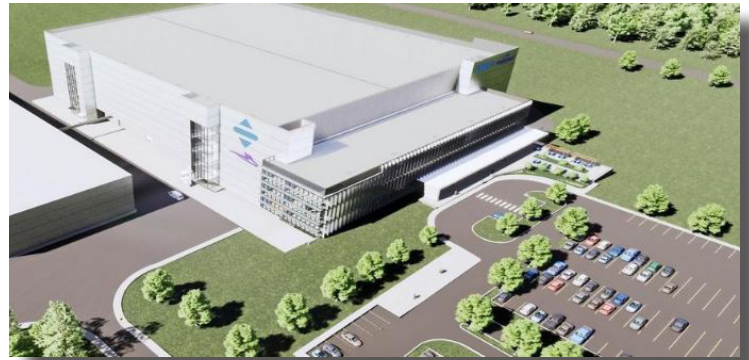
► THE CREE CLEMENTE CONCRETE

The Cree Wolfspeed Mohawk Valley Fabrication Plant at the Marcy Nano center calls for three primary buildings — a fabrication facility, an office, and a central utility building. Clemente Concrete has formed a joint venture with Cranesville Block Company to provide the concrete for this mammoth project under general contractor, Jersen Construction.

As of mid-May, Clemente has poured approximately 3,000 cubic yards over three pours since early April. This is a small portion of the 30,000-cyds slab that will be completed over the next 13 mat pours that are scheduled. The entire project is estimated at over 75,000 cyds of concrete and is set to be complete in mid-2021.

This project is a great example of cross-company teamwork and all employees involved have done a phenomenal job providing safe, efficient service to get this essential project started amid the COVID-19 Pandemic.

Hats off to the RMC team for getting us off to a great start!



The artist's rendering shows the Cree Wolfspeed Mohawk Valley Fab, including the central utility building on the right, an office building by the parking lot and the fabrication facility attached to the office building. [Courtesy of CREE INC.]

► CITY OF TROY SIDEWALKS



► CONSTRUCTION KEEPS GOING



Cleaning out catch basins in Catskill



Paving Country Knolls West in Clifton Park



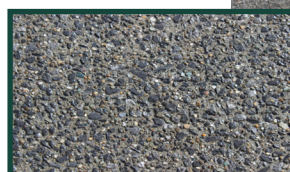
Paving the bike path in Albany



Paving Rt. 19A in Tannersville



Paving Route 32 in Watervliet



Exposed concrete sidewalks in downtown Albany

► ESSENTIAL AND APPRECIATED

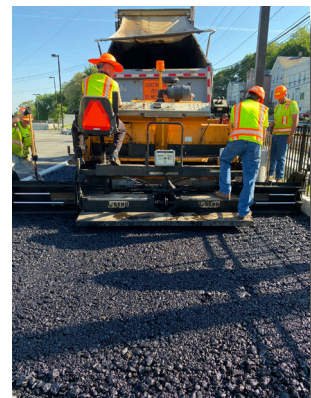
► EAST KINGSTON DRYER IMPROVEMENT

Our East Kingston asphalt crew replaced the inner and outer dryer shell of the East Kingston double barrel plant. The new ASTEC 8' x 39' aggregate double barrel dryer and outer shell is the latest design from ASTEC and will help improve the overall performance of this plant. This project was completed on time and within budget by Pete Cafaldo, Brent Gouza, Frank Secreto, Vince Depoala, Chris Hensler and Burt Crane.



► ECO-FRIENDLY POROUS ASPHALT

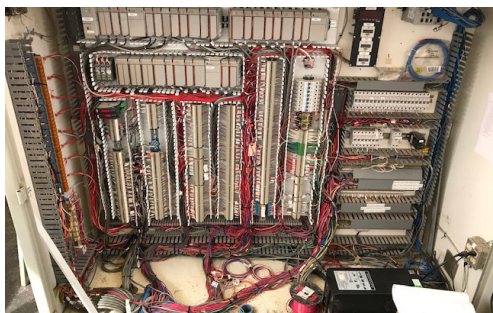
Kal-Harbour, Inc. placed approximately 185 tons of our Porous Asphalt mix in a parking area at the Amtrak Train Station in Rensselaer, NY. Our Albany plant supplied this unique, Eco-friendly material for the Sanitary and Storm Sewer Separation Project funded by the Green Infrastructure Grant Program to help abate the Combined Sewer overflow into the Hudson River. The larger stones used in this mix allow for storm water to naturally filter through into the ground rather than run off into the river, which greatly reduces water pollution. A job well done by our Albany team and QC!



▶ PLANT 33 AUTOMATION IMPROVEMENT PROJECT



The KRM Automation project was a very large complex project. It was decided towards the end of last year that we needed to replace the automation system with a new WEM automation system because some of the components were no longer available and we could potentially experience extended down time if something failed. There were 10 feeders and 1 asphalt pump that had to be retrofitted with new gearboxes, motors and variable speed drives. The entire automation system was removed and replaced with an updated version. The project was started in January and completed May 20th with the help of Chris Hensler, Chris Henry, Mike Spellman, Dom Testo, Ryan Bartlett, Frank Marco and Gross Electric.



▶ INVESTING FOR INCREASED UPTIME

Our new maintenance trucks will help our mechanics repair equipment quickly and efficiently in order to decrease downtime and increase the life of our equipment!



► COMMUNITY INVOLVEMENT

► SUPPORTING OUR FIRST RESPONDERS

In the early weeks of the pandemic, we saw an opportunity to help those who were risking their lives to save those in our communities. Callanan was able to provide meals for over 250 healthcare workers at local hospitals in our operating regions while supporting local businesses at the same time. We are happy that we were able to help our hometown heroes in this way!



► COVID-19 RESPONSE FUND DONATIONS

Throughout New York State, local chapters of United Way and The Community Foundation have started COVID-19 Response Funds. Callanan is proud to support these funds that provide flexible resources to 501c3 organizations working with local communities who are disproportionately impacted by coronavirus and the economic consequences of this outbreak.

These funds go toward local front-line human services organizations that have deep roots in the community and strong experience working with vulnerable populations. Grants from these funds will help meet basic needs and help increase resiliency in affected communities.

We have also been able to support the Albany Med COVID-19 Response Fund, which helps to provide urgent supplies to COVID-19 patients and their families at Albany Medical Center.



United Way of
Sullivan County



CAPITAL REGION COMMUNITY
COVID-19 RESPONSE FUND

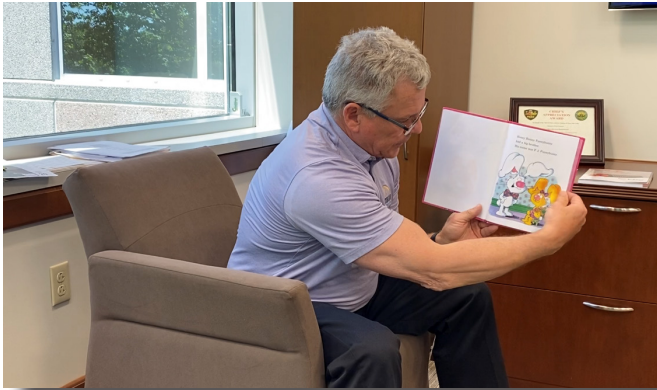


Project Resilience



United Way
of the Valley and
Greater Utica Area





 VIRTUAL VOLUNTEER OPPORTUNITIES

Our communities need help now more than ever. While you may not feel comfortable going out to volunteer in person right now, there are still so many ways to help. Check out some of these great “Virtual Volunteer” opportunities!

- Create a #stayhomeandread Video – Make a recording of yourself reading a favorite children's book to be shared on the internet with children all over. Visit: <https://bit.ly/3bF8025>
- Hope for healthcare workers – Write messages that are sent to staff at local hospitals in Upstate New York and to anyone who signs up for the newsletter. If you grant permission, your message will also be distributed on social media to reach a wider audience. Visit: <https://bit.ly/2LykzSs>
- Be a Pen Pal for a Senior Citizen at Saratoga Senior Center. Many seniors are being isolated to the outside world because of the pandemic. Along with their daily essential items' deliveries from the Center, they would love to receive a positive message and note from people in the community. Please help by designing a fun drawing, writing a letter, or sending a positive message to them. The senior center asks that you request a response by including your name, email, and mailing address. Many seniors enjoy corresponding back to their pen pal! Visit: <https://bit.ly/2LJBI1b>
- For more virtual opportunities within the Capital Region, visit <https://bit.ly/3fQGicZ>
- For more virtual opportunities outside the Capital Region, visit <https://bit.ly/2zD5MTU>



▶ EMPLOYEE ASSISTANCE PROGRAM (EAP)

Anthem's Employee Assistance Program (EAP) provides quick and easy access to confidential counseling and referral services to help you deal with daily work and life challenges. It is employer-sponsored, so there is no cost to you, your dependents or household members. Our EAP addresses a variety of issues, including:

- Child care and parenting
- Helping aging parents
- Financial issues
- Legal concerns
- Work and career
- Emotional well-being
- Addiction and recovery
- Wellness and prevention
- Life events
- Coping with stress and change
- Relationship issues
- Resources to support work/life balance
- Dealing with traumatic events

1-800-841-5144 | anthemEAP.com
Company Code: Oldcastle

Free, confidential help 24 hours a day, 7 days a week

▶ TELEMEDICINE VISITS BY YOUR DOCTOR

If you are on the CRH Americas Healthcare Plan, the plan will provide coverage through virtual consultations with in-network/out-of network doctors at applicable in-network/out-of network copay/co-insurance levels. So this means if your current doctor participates in telemedicine, you can visit them through your computer, phone, iPad, etc. and pay the same copay as you normally would if you visited their office. This new update is related to the impact of the COVID-19 pandemic, and is likely end on 12/31/2020. If continues into the next plan year, more information on it would be in the 2021 Open Enrollment guide later in the fall.

▶ REMINDER ON LIVE HEALTH ONLINE

- Anthem is lowering the cost-share as follows for Live Health Online (LHOL) through June 14, 2020.
- Participants on the CRH Americas Healthcare Plan (PPO and HDHP) \$0 cost-share for all visits through June 14, 2020
- Non-Participants in the CRH Americas Healthcare Plans will pay \$59 per visit (if you are not on the CRH Healthcare Plan, waived coverage, union employee, etc.)
- Medical care for common health conditions like the flu, a cold, sinus infection pink eye and more.
- The online doctor can evaluate your symptoms, help you understand whether you're at risk for COVID-19 and let you know if you need to visit a local health care provider in person for testing.
- Please be advised that Live Health Online is experiencing longer wait times due to very high volume of calls.

At home or on the go, have a video visit with a doctor, 24/7

Using LiveHealth Online, you can have a visit with a doctor on your smartphone, tablet or computer.

When you're not feeling well, the last thing you want to do is leave the house. LiveHealth Online gives you the option of staying home and having a video visit with a board-certified doctor, 24/7 — no appointment needed. Just log in at **livehealthonline.com** or use the app, and see a doctor in a few minutes.

When your own doctor isn't available, use LiveHealth Online if you have:

- Pinkeye
- A cold
- The flu
- A fever
- Allergies
- A sinus infection
- And more

A doctor can assess your condition, provide a treatment plan and even send a prescription to your pharmacy, if it's needed.*

What will a visit cost?

Your plan includes benefits for video visits using LiveHealth Online, so you'll just pay your share of the costs — usually \$59 or less.

Whether enrolled on Anthem Plans or not, anyone can have a LiveHealth Online doctor visit. Anthem Plan members pay \$0 through June 14, 2020.

Not an Anthem Plan member? You can still have a visit for \$59.



Sign up for LiveHealth Online today -- it's quick and easy

Go to **livehealthonline.com** or download the app and register on your phone or tablet.



See a Spanish-speaking
doctor with Cuidado Médico
on LiveHealth Online

► SOCIAL DISTANCING

It may seem strange to have to stay away from your teammates especially since it has always been our goal to work together, but distance from one another is actually one of the most effective ways of protecting ourselves from COVID-19. It is imperative that we maintain a safe distance of 6 feet or more to prevent the spread of the virus and while it may take some getting used to, our teams have been adjusting well to this new normal.

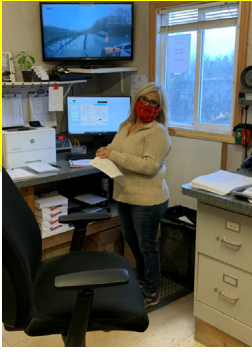


► COVID-19 CARE KITS

Our goal is to keep our family safe, both at work and at home. That is why we have put together COVID-19 Care Kits for every employee and mailed them home to their families. The reusable zipper kits include:

- Hand sanitizer
- Disposable gloves
- Disposable thermometer strips
- Hi-visibility neck cooling gaiter
- Callanan keychain

We hope that these kits serve as a reminder to remain vigilant regarding COVID-19 even during the warmer months in order to keep you and your loved ones safe.



▶ FACE COVERINGS

Purpose of Face Covering:

- Primary purpose is to reduce your exposure to others (droplet protection)
- Reduces likelihood of touching your face directly
- Acts as a visual cue to others to assist in maintaining Social Distancing

When to Wear:

- CDC guidance instructs individuals to wear face covering whenever going out into public (any area where people are present and the potential to compromise the Social Distancing rule of 6 feet is present)
- If you are in common office space

Actions Required:

- Wear a face covering when out in public
- Callanan has provided face coverings for employees
- Replenish supplies with a reusable fabric face cover
- Each employee is responsible for maintaining a clean face covering
- Follow General Health protocols



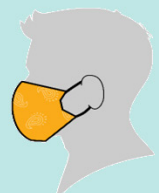
How to avoid infection or spreading the virus



Wash your hands regularly with soap and water for at least 20 seconds



Avoid touching your eyes, nose or mouth



Wear a face covering when in public areas



Use only disposable tissues, and dispose of them immediately after use



Practice social distancing by staying at least 6 feet apart



Clean and disinfect frequently touched objects and surfaces



Stay at home unless absolutely necessary

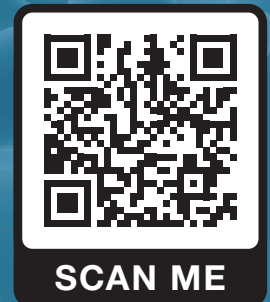


eLearning & Video

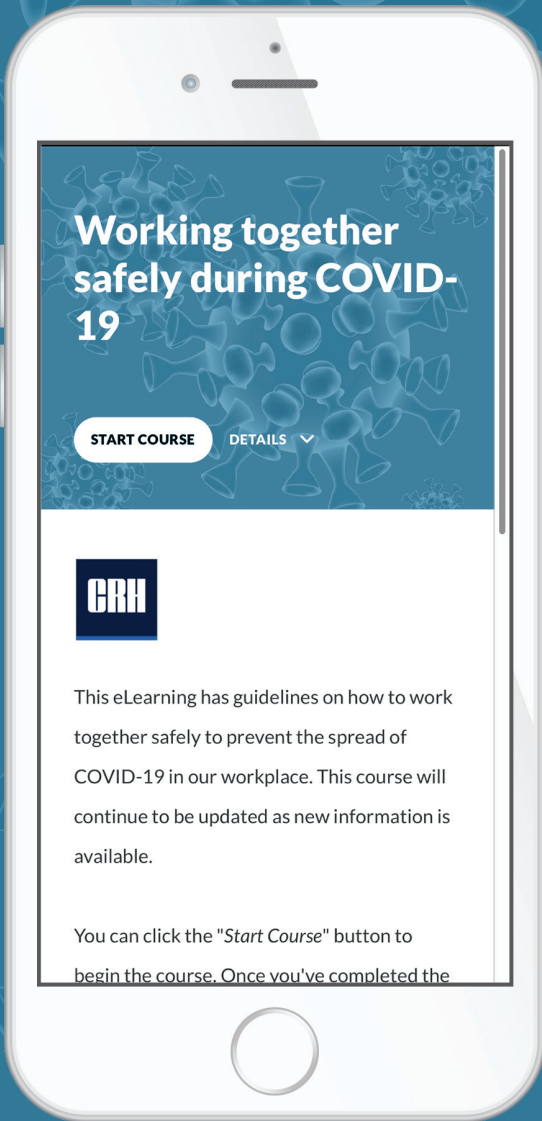
Working together safely
during COVID-19



Take a look at the eLearning site here...
amaturl.com/covidsafety



Take a look at the video here...
amaturl.com/covidsafetyvideo



Put safety first

We value safety. We protect and look out for each other. Safety is a shared, uncompromised value.

