



CYBERSECURITY
AWARENESS MONTH

A QUICK TIP TO KEEP OUR COMPANY SAFE: ALWAYS DOUBLE-CHECK EMAILS BEFORE CLICKING LINKS OR OPENING ATTACHMENTS. IF AN EMAIL LOOKS UNUSUAL, HAS SPELLING ERRORS, OR COMES FROM AN UNFAMILIAR SENDER—EVEN IF IT APPEARS TO BE INTERNAL—VERIFY IT BEFORE RESPONDING. WHEN IN DOUBT, DON'T CLICK—REPORT IT!



HEAVY JOB
CHAMPION CONTEST

WE'RE EXCITED TO ANNOUNCE THE LAUNCH OF OUR HCSS CHAMPION MONTHLY CHALLENGE! TO ENCOURAGE EVERYONE TO GET THE MOST OUT OF OUR NEW HCSS SOFTWARE, WE'RE REWARDING THE TEAM MEMBER WHO UTILIZES THE SYSTEM TO ITS FULLEST POTENTIAL WITHIN THEIR ROLE. THE INDIVIDUAL WHO DEMONSTRATES THE BEST USE OF HCSS IN STREAMLINING THEIR WORK, IMPROVING EFFICIENCY, AND SUPPORTING COMPANY GOALS WILL BE RECOGNIZED AS OUR HCSS CHAMPION AND WILL RECEIVE A \$150 PRIZE!

HEAVYJOB FIELD TIP
OF THE DAY

DID YOU KNOW? WHEN USING YOUR IPAD ON THE HEAVYJOB APP, YOU CAN TAP THE MICROPHONE AND DICTATE YOUR NOTES DIRECTLY INTO YOUR DAILY DIGEST. IT'S A QUICK AND EASY WAY TO SAVE TIME, REDUCE TYPING, AND KEEP YOUR REPORTS ACCURATE WHILE ON THE GO!



PROJECT HIGHLIGHT – CFPUA
SOUTHSIDE WASTEWATER TREATMENT FACILITY



This new project will fully replace the existing facility with modern treatment technology, creating a more efficient and reliable system for the future. In addition, treatment capacity will expand from 12 million gallons per day to 16 million gallons per day, ensuring the ability to meet rising demand as the community grows. By combining modernization with increased capacity, the project will provide long-term benefits and dependable service for customers.

COMPANY BENEFIT HIGHLIGHT:
401(K) WITH 4% MATCH

Planning for retirement starts today—and our 401(k) benefit makes it even easier. When you contribute to your 401(k), the company will match your investment up to 4%. That's free money added to your account just for investing in yourself! By starting now, even small contributions can grow significantly over time thanks to compound interest. Take advantage of this benefit and let your future self thank you, because investing in your 401(k) is really investing in your future.

EMPLOYEE SPOTLIGHT



DUKE WEBSTER

We're proud to shine this month's spotlight on Duke Webster, a valued member of our Federal Division.

Duke brings a strong work ethic & steady leadership to every project, helping ensure that complex federal jobs are completed safely, efficiently, & to the highest standard.

His commitment to teamwork & quality workmanship makes him an essential part of our success.

CIVIL WORKS WILL BE CLOSED ON
THE FOLLOWING HOLIDAYS

- Thanksgiving Day – Thursday, November 27
- Day After Thanksgiving – Friday, November 28
- Christmas Eve – Wednesday, December 24
- Christmas Day – Thursday, December 25
- New Year's Day – Thursday, January 1



OCTOBER SAFETY TIP:
SEASONAL HAZARDS

As daylight decreases and weather becomes unpredictable, stay safe on site by improving lighting, keeping work areas clear, wearing proper cold- and wet-weather gear, and using high-visibility clothing. Plan for possible delays and be cautious of strong winds to keep everyone protected this season.