

TENNESSEE

Spring 2017
VOL. 31, NO. 1



CONCRETE

MAGAZINE



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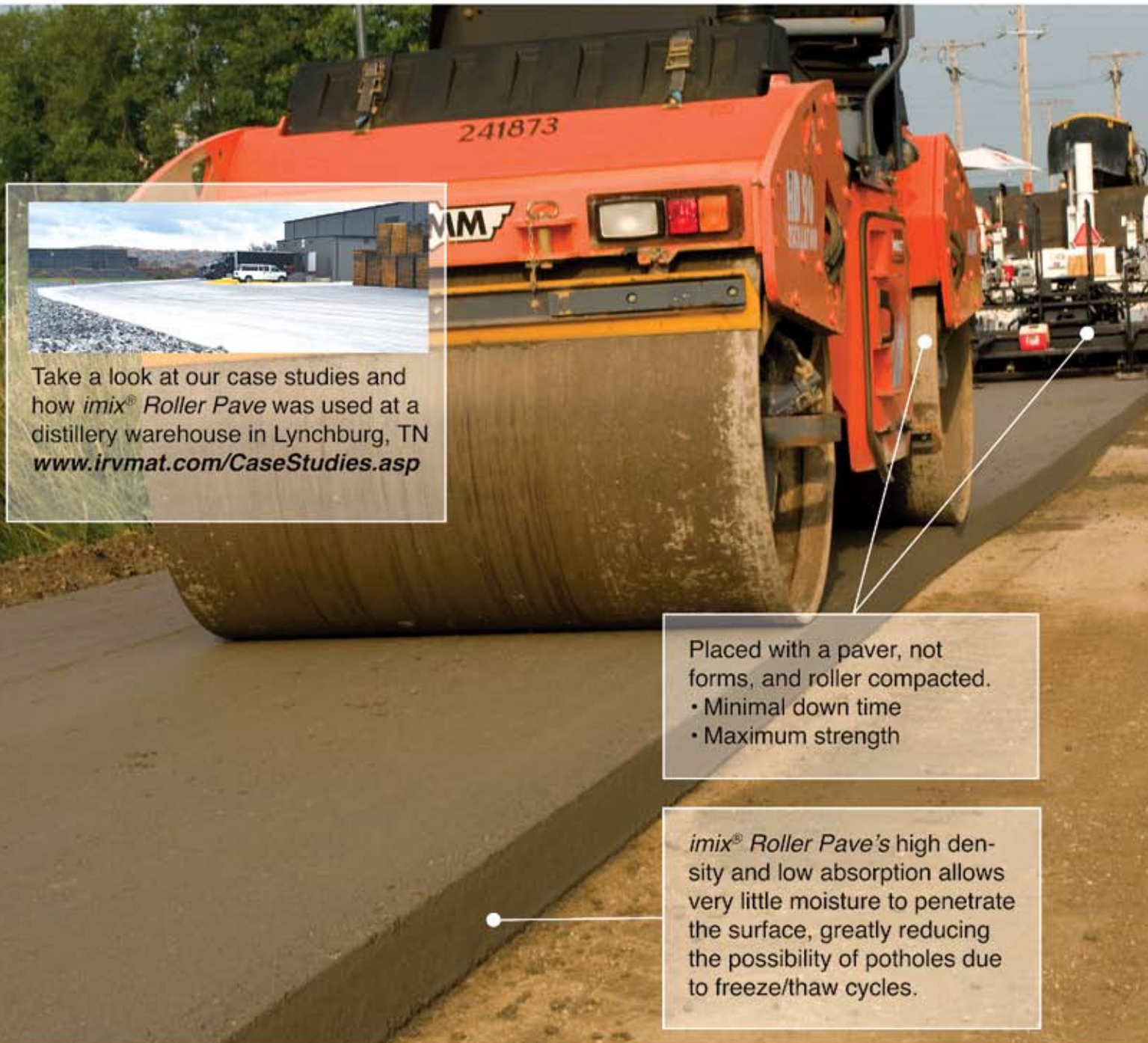
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Tennessee Concrete is published for the Tennessee Concrete Association—

705 Fort Negley Court
Nashville, TN 37203
Phone: 615-360-7393
Fax: 615-360-6670
Website: www.tnconcrete.org

Publisher:

The KaHoy Group, LLC

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For advertising rates and information, contact Morris at 800.315.9950 x602.

Subscriptions in US, free upon request. Outside US, \$12 per year. To subscribe, contact TCA at the above address.

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PREVENTION OF POOR EMPLOYEE RETENTION



Tonya Alexander
2017 TCA President

Our industry is in unfamiliar territory.

How do you hire and keep good employees?

Let's get creative!

According to the "Business Dictionary," the definition of employee retention is, "An effort by a business to maintain a working environment which supports current staff in remaining with the company. Many employee **retention** policies are aimed at addressing the various needs of employees to enhance their job satisfaction and reduce the substantial costs involved in hiring and training new staff."

Our industry is in unfamiliar territory. Hiring good qualified employees and retaining them has never been more difficult. It is a constant struggle that we deal with daily. Everywhere you turn there is an ad running for a qualified CDL holder. With so many options, what can our industry do to hire and keep good employees?

Gallup Research says that hiring the wrong manager is one of the worst mistakes a company can make. Short-term fixes like compensation and benefits will only prolong your mistake. If you drill down to the nuts and bolts of why employees leave, the top five reasons are listed below:

➤ 1 Not recognizing an employee's special talents beyond their job title.

➤ 2 Not enough communication with management. Get to know your employees beyond what they do at work.

➤ 3 Intentionally hoarding information because it gives you power. Information isn't power, sharing it is. A manager who is transparent with their employees gains trust and a team-like environment.

➤ 4 Micro-managing

➤ 5 Failure to listen.

Let's face it; our industry is not sexy like Google and Facebook. We don't have egg shaped chairs, bowling allies and tube slides between floors. Our industry is dusty, dirty, and your work schedule changes every day. That's why it's important to be more creative with your employees and do your best to keep them from leaving.

TCA's Board of Directors is considering how your association might be able to help our members with this ongoing challenge. I would love to hear from you if you have ideas for us to consider!

-Tonya Alexander

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Alan Sparkman
Executive Director

Sustainable funding that can build and maintain infrastructure is the lifeblood of our state.



Gov. Bill Haslam has now officially signed the

IMPROVE ACT.

Thanks to all of our TCA members who invested the time to contact your legislators about this issue.

Welcome to Our ANNUAL AWARDS ISSUE

Welcome to our Annual Design Awards issue of Tennessee Concrete magazine—it is our pleasure to share and celebrate these outstanding concrete projects from across our state. These projects are also presented online at our website www.tnconcrete.org and we encourage all of our winning entries to link to the TCA website and do a little showing off for your customers and clients.



We are also pleased to present the winning essays from our annual high school Concrete Essay Contest. We had several excellent entries this year from a variety of schools and the quality of the entries made the selection process challenging (and fun!). This contest was the first of its kind in the United States (among state ready mix associations) and it continues to be a great way for high school students to learn about the best building material on earth.

As I write this column it appears that Tennessee will join several other states in taking positive action to address our infrastructure funding needs. TCA has been working with many other interested groups—including the Tennessee Transportation Coalition—for more than two years to educate legislators about the importance of infrastructure and the need to provide sustainable funding that can build and maintain the infrastructure that is the lifeblood of our state. Governor Bill Haslam has now officially signed the IMPROVE Act. Thanks to all of our TCA members who invested the time to contact your legislators about this issue.



With the passing of the IMPROVE Act, it will bring in much needed revenue to allow Tennessee to start to address the huge backlog of important construction projects that are piling up for lack of funding. That's certainly good news for everyday Tennesseans and it's good news for the construction industry ... at least for the most part.

While we are always grateful for construction projects that need concrete many of you are wondering where in the world you are going to find enough workers to address your current work volume, let alone an increase from new projects. And it's not just ready mix producers worried about where your present and future employees are going to be found—the entire construction industry is struggling with this very tough challenge.



TCA's 2017 President, Ms. Tonya Alexander (IMI), has written her first Presidential column on this important issue. There are numerous pieces to this puzzle and I believe there are no simple answers. Some think the answer is increased recruitment and that the problem can be solved by simply running more ads or perhaps by developing creative TV and social media campaigns to bring in more people so we can put them to work. Others think we can focus on those over 40 so we don't have to deal with those darn Millennials (and whatever we will end up calling the young people who are just now finishing high school), and some contend that raising the hourly wage will do the trick.

Annual Awards Issue

Companies pursuing the 'Numbers Game' theory of just hiring as many warm bodies as possible have lowered standards or put more resources into finding candidates to produce more applications in their pipeline so they can put more drivers in the seat. Those who have had initial success with this are beginning to realize that increasing your rate of hiring actually doesn't go very far to solve the problem because so many new hires don't stick (over half of new concrete drivers leave in the first year) and it often hatches brand new problems in the form of declining safety records, more accidents and lost loads, and increasing workers comp rates.

A few people that I talk to have looked at the "simple" solutions - hiring faster, hiring more, avoiding Millennials—and thoughtfully rejected them. Instead, they are swimming upstream and actually raising their standards and making their interviewing process longer and more selective. Their focus is on making better decisions upfront and investing additional resources into then keeping the people that you hire (instead of losing half of them in the first year).

Some are taking the bold step of actually learning why drivers are leaving in such numbers and then the even bolder step of making changes to address those very issues. Chief among the reasons that people leave is the lack of a predictable work schedule and a bold few among us are addressing this head on and actually creating work schedules that involve driver choice, regular hours and regular weekends off.

I believe the issue of workforce will continue to be the concrete industry largest issue for the foreseeable future. What do you think? And are you willing to share your thoughts with me? I am looking forward to more conversations and to some great ideas that help our industry address this challenge.

-Alan Sparkman



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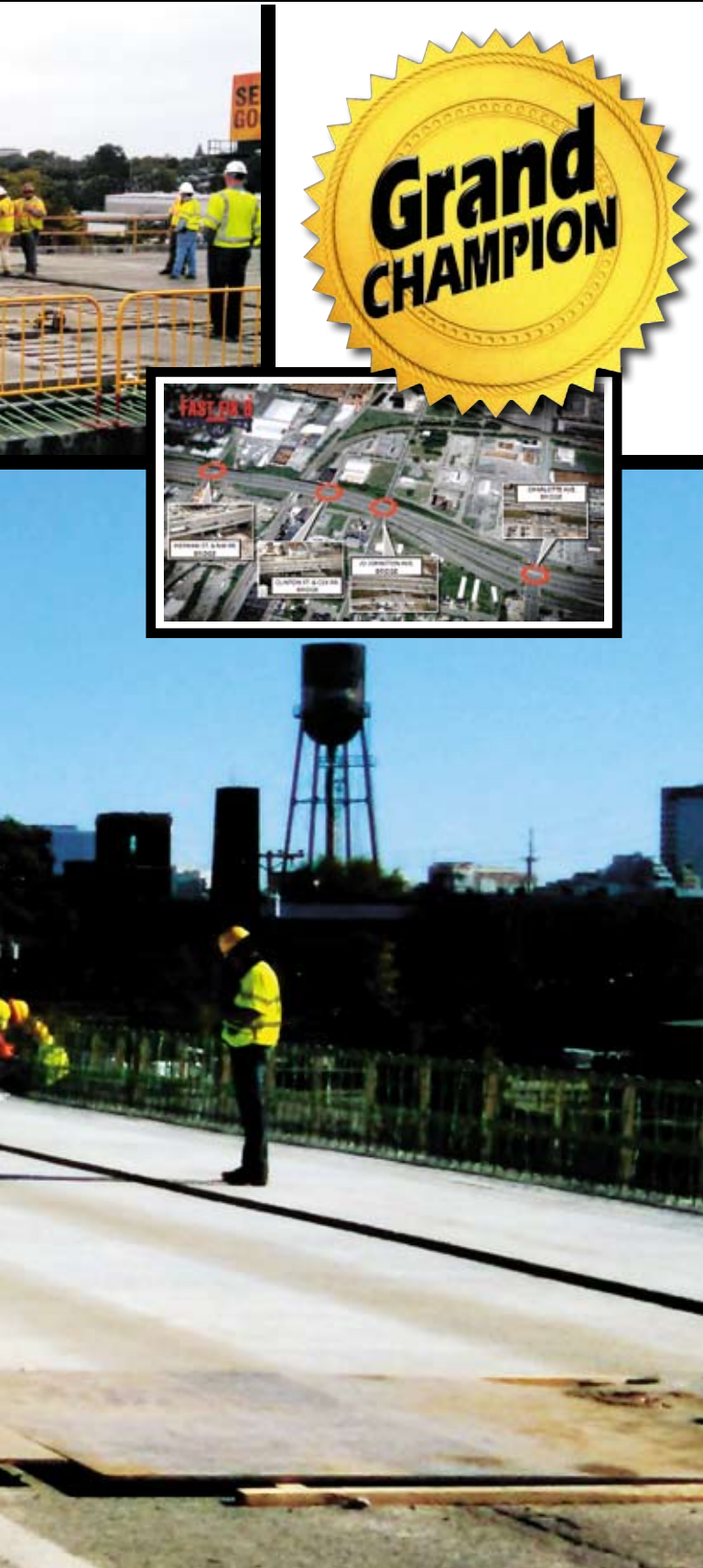
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2017 CONCRETE AWARD WINNERS



2017 CONCRETE AWARD WINNERS



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BEST ARCHITECT/ENGINEER NON-BUILDING STRUCTURES

Fast Fix 8

Imi, Irving Materials, Inc.

Kiewit Infrastructure Group

The I-40 bridges over Herman Street, Clinton Street, Johnson Avenue and Charlotte Avenue in downtown Nashville was in need of immediate attention. Kiewit Infrastructure approached imi with a request to produce high early strength concrete (4000 psi in 4 hours). The goal of the mix being to replace a bagged grout required per the specification for the project. Having a ready mix option to replace the bagged product would allow Kiewit to reduce both material and labor costs. Kiewit used an innovative process called Accelerated Bridge Construction which allowed the four twin bridges to be replaced in a total of 10 weekends.

IMI quickly began work to develop options for concrete mix designs based on local raw materials and admixtures. The focus of the design was the extensive selection of admixtures necessary to achieve such early strengths while maintaining plastic properties, contribution of each, and efficient dosages. Developing the mix was no easy task. The greatest challenge was producing a mix capable of achieving 4000 psi in 4 hours without setting up in the mixers. This concrete would be used on all eight bridges.

Without accelerated construction, a project of this magnitude would likely take years to complete. Extensive planning and minute-by-minute scheduling was required to ensure the work was completed on time, and the roadway opened to traffic on schedule.

—Awards continue on page 10



2017 CONCRETE AWARD WINNERS

BEST FINISHING COMMERCIAL

Skyhouse Apartments

Imi, Irving Materials, Inc.

Kimley-Horn

Batson Cook

Smallwood, Reynolds, Stewart, Stewart & Assoc.



Skyhouse Nashville is a joint venture between the Atlanta-based Novare Group and Batson-Cook Development. Skyhouse Tower is a 25-story luxury apartment building that has risen within the famous Music Row of downtown Nashville. The apartments are designed to attract young professionals which offer premier urban residencies. The high rise tower includes 352 apartments with a rooftop club room, fitness center, pool and tennis courts, 10,600 sq. ft. of retail space, along with a parking garage.

A critical part of the construction phase was the early strength of the concrete used for each deck. The floors utilized post-tensioned cables as reinforcement. To keep

the project moving, the tendons were stretched 18 hours after the floors were poured and finished. This required a 2,600 psi at the point the tendons were pulled (3,000 psi/24 hours, 5,000 psi/28 days). This parameter is relatively easy to achieve in warm weather, but in colder temperatures, when heat hydration and curing is slowed, IMI QC/



QA made adjustments to the mix to meet the early strength requirements. When tested in accordance with ASTM C 31, the mix chosen for cold weather placement was achieving 3,500 psi/24 hours and 6,000 psi/28 days.



The Skyhouse Tower and Parking Garage contains nearly 20,000 cubic yards of cast-in-place concrete between the two buildings. The initial concrete work started around August 2015 and the building will be completed and ready for its debut by January 2017.

2017 CONCRETE AWARD WINNERS



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BEST FINISHING COMMERCIAL DECORATIVE Memphis Botanical Gardens Sculpture & Rose Garden

Memphis Ready Mix
Baltz & Sons Concrete



These two garden renovations marked the third and fourth times that the Memphis Botanic Garden had enlisted Baltz & Sons Concrete to renovate and update hardscape within existing gardens. Having had great suc-

cess with the application of pervious concrete from earlier renovations, the MBG wanted Baltz to include this material within the new hardscape designs for these two gardens as well.

The Sculpture garden, a smaller courtyard between the main building and the iconic Rose Garden, features two oblong rectangular gardens,, with a cross hatch of pervious pathways that draw the eye to their central intersection—each featuring various sculptures. Baltz chose pervious here so as to minimize the hardscape footprint, and eliminate stormwater displacement in the garden venues.

These pervious footpaths, as well as the surrounding perimeter were then lined with a cast in place curbing, which Baltz textured and stained to emulate upright granite blocks. Baltz also cast concrete stands for various urns throughout the garden walkways.

The Rose Garden, a long standing favorite destination of the community, was in obvious need of an update. Badly eroded gravel footpaths were replaced with conventional concrete walkways. The European garden design featured several concentric footpaths that would define the garden beds. Baltz placed these using pervious concrete as well, again making a “garden-friendly” hardscape option.

One quarter of the garden was converted to a large concrete terrace that would serve as a suitable gathering place for events, accommodating this ever-popular choice as a wedding venue.

Baltz used a variety of concrete mixes that were all designed to be neutral and complement each other well without drawing undue attention, letting the garden itself remain the spectacular part of the setting. Featuring pervious mixes, three types of exposed limestone aggregate mixes, as well as precast elements and stamped finishes.

The end result is a spectacular update to these popular civic destinations—for which Baltz and Sons Concrete is proud to have been involved.

All concrete supplied by Memphis Ready Mix.





2017 CONCRETE AWARD WINNERS

BEST CONCRETE ARTISAN

SFA Rosary Meditation Terrace

Memphis Ready Mix
Baltz & Sons Concrete



Chis spectacular job is another creative effort of Baltz and Sons Concrete. Baltz was asked to improve an area of the central part of the campus for St. Francis Academy. Baltz worked with the administration to develop a plan that would not only add some needed connecting walkways for the students, but also a decorative "Rosary-trail", a contemplative device where visitors could pray and meditate as they walked the circular stepper path.

Baltz first cut a series of circular forms to create the "beads" of the rosary. The path was carefully laid out to emulate an actual rosary, including the cross, the links, the decant markers, and even chain—which Baltz installed in the concrete to mimic an actual rosary chain.

The stepper path actually begins, crosses thru, and ends within a section of conventional washed concrete that connects the newly installed walkways.

Finally, Baltz donated two pre-cast concrete benches to the terrace. The backs of the benches, made to mimic wood grain slabs, were engraved with quotes and scripture associated with the school's namesake, St. Francis of Assisi.

All concrete supplied by Memphis Ready Mix.

BEST CONCRETE HOUSE

Copeland Residence

Ready Mix USA
Troy Copeland



Chen Troy Copeland and his wife Haley decided to build their house, there was no doubt that concrete would be the construction material of choice being that Troy is the QC manager for the Chattanooga region of Ready Mix USA. It turned out to be a labor of love considering the fact that Troy was his own General Contractor and works the kind of hours a QC manager does in this business. The Copeland's wanted to use as much concrete as possible for their home and knew it would provide the best value and durability long term.

The 4650 square foot home was built on an 80 cubic yard slab on grade which is exposed and acid stained Kodiak color using Clemens Concrete Coatings acid stains. The slab mix utilized GCP's Eclipse Shrinkage Reducing Admixture to

2017 CONCRETE AWARD WINNERS



minimize shrinking since the floor is exposed. The exterior walls were built using Quad-Lock ICF forms to provide maximum R Value and long term durability. Troy single handily stacked the ICF forms which reached up to 18 ft in some areas. He custom designed a concrete mix that would allow the use of Buckeye UltraFiber 500 in the walls. The patio is a stamped slate pattern and colored Dove Grey by Solomon colors. The garage slab is also stained Kodiak color and features concrete counter-tops for workbench use. The 60 cubic yard driveway features a stamped, Dove Grey integral color with a Graphite slate stamped border.

The Copeland's are very proud of the home they built and want to use it to showcase concrete's versatility and beauty.

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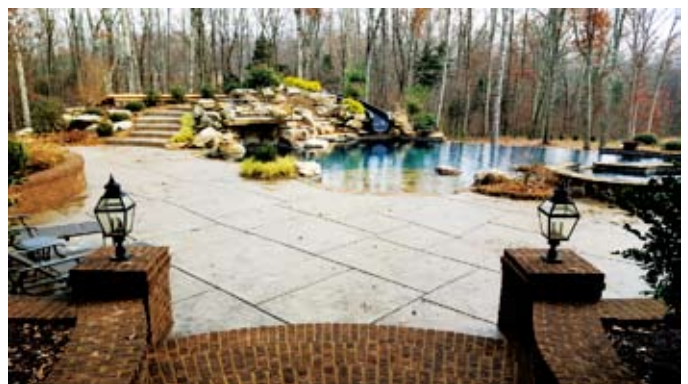
BEST FINISHING - RESIDENTIAL DECORATIVE EXTERIOR

Owen's Residence

Southern Concrete Products
Baltz & Sons Concrete

The client approached Baltz and Sons Concrete for this massive project after it was underway, seeking a qualified contractor to takeover the job and deliver some unique custom applications. The biggest challenge to this job was having to install multiple portions of highly custom finishes, and yet have consistent results throughout a multi-phase project.

Baltz and Sons Concrete stepped up to the challenge of this huge undertaking--installing a large, multi-terraced pool deck, four sets of stamped steps, and large cabana floor for a future outdoor kitchen, and a massive driveway and entryway.



The homeowner sought to create a very natural setting for the pool deck, particularly around the huge stone waterfalls and slide feature anchoring one end of the pool. For this, Baltz installed a concrete walkway that was heavily textured



2017 CONCRETE AWARD WINNERS

with an array of vertical stamp mats, creating a functional, yet natural, stone-like path that connects the pool deck with the upper slide and water features.

The deck itself is nearly 5000sf of seamless stamped concrete, jointed to mimic huge randomly sized slabs of stone that had been fitted together.



Baltz also refurbished some existing portions of concrete, adding color and sealers to the custom scored-portico, parking court, and basketball court--this also included the upper patios and porches, and even the balconies on the upper floors of the sprawling residence.

The front of the home features a large roundabout encircling a central raised landscape bed. Each side of the roundabout has a stamped cobblestone parking turn-out, and stamped

walkways that connect to the backyard living areas. The driveway, also stamped seamless slate patterns with cobblestone borders, is a 20' wide lane, connecting the roundabout to a 60' wide stamped cobblestone entryway.

The clients are very happy with the results of this job, and have already enlisted Baltz & Sons for some future work next year!

The concrete, 172 cubic yards in the front, and 65 in the backyard, was supplied by Southern Concrete Products.

.....

BEST CONCRETE PARKING LOT

Toyota of Murfreesboro

Imi, Irving Materials
Wieland Contracting



Toyota of Murfreesboro was in need of an overflow parking lot for their excess inventory. The lot chosen had drainage issues with the City of Murfreesboro. The owner and city planners decided the best solution would be to use pervious concrete. IMI teamed with Wieland Contracting to ensure that IMIX ECOPAVE was the perfect solution.

IMI supplied the 600 yards of IMIX ECOPAVE in less than 30 days. The job was completed by the owners deadline. The parking lot was put into service October, 2016.

To date, there have been no issues with this project.

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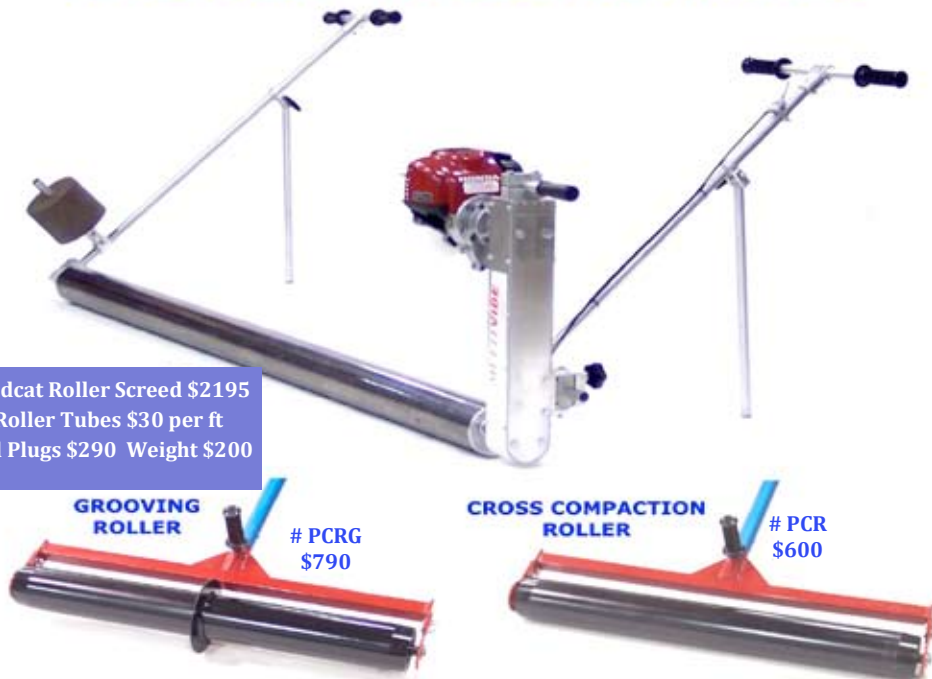


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2017 CONCRETE AWARD WINNERS

BEST PERVIOUS CONCRETE

University of Memphis Recycle Zone

Memphis Ready Mix
Baltz & Sons Concrete



The Recycle Zone, in the heart of the University Of Memphis Main Campus, is a special venue designed to increase awareness and educate visitors about recycling and repurposing of materials. This public facility houses various receptacles that allow students, faculty and visitors to participate in recycling by provided disposal outlets at which materials can be sorted and recycled. A unique characteristic

of the site is that nearly all of it is constructed with recycled, repurposed, and environmentally friendly materials.

For this reason, Kevin Baltz of Baltz and Sons Concrete helped conceive a hardscape plan that would be in keeping of that strategy. After a plan was executed and approved, Wagner General Contractors, who would oversee and implement

the project, enlisted Baltz & Sons to install the project.

Baltz excavated and prepped the site, and first installed a limestone detention base. These areas were then paved with pervious concrete, placed by Baltz's crews using spin-roller screeds and hand floats. The design called for a delineation between certain areas to help promote some of the different aspects of recycling. For this, Baltz used integral pigments in the pervious concrete--giving each portion its own particular identity.

A challenge for this area was to be able to achieve and maintain ADA accessibility throughout the site. Ever mindful of elevations, grades, and even textures, Baltz employed careful handwork to ensure compliance throughout the job,

The end result is a functional hardscape paving material that fits not on the space physically, but is also in keeping with the overall theme of the site.

All concrete and pigments were provided by Memphis Ready Mix. *

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First Place
**AMERICA AND HER NEED
FOR CONCRETE**
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Congratulations

Living in Chattanooga I am impacted everyday by numerous concrete structures. Here in Chattanooga alone we have the Sequoyah Nuclear Station, and Watts Bar Dam. While growing up I couldn't help but be fascinated by the amazing feats of all the men who not only poured concrete, but also their lives into making these buildings. I always wondered how proud someone must feel after leaving their mark on Earth; because many concrete structures will outlive their creator by hundreds of years.

America has reached a crossroad. The United States is left with a hundred year old infrastructure, while many nation's infrastructure has been rebuilt after two World Wars. The bridges, roads, and dams we use every day will be reaching their life expectancy very soon. While many of my peers are seeking jobs just for the money or because they want to make a temporary impact, I want my work to be remembered long after my time. America will need a new educated workforce to renovate and rebuild our concrete foundations. I am pursuing a degree from Middle Tennessee State in the concrete industry so I can help lead the driving force to help restore America's backbone. It's more than just finding a job or making ends meet, it's about doing my part for this country and my peers. I am prepared to roll up my sleeves and finish the job for the men and woman who started it. So the next time someone rolls their eyes about your concrete degree, understand that in 100 years your concrete degree will still be supporting this nation.

ADVANCING THE CONCRETE INDUSTRY

Hosting Speed Interviewing Day & Annual Auction

The School of Concrete and Construction at MTSU hosted the Fourth Annual Internship Speed Interviewing Day on March 3, 2017, in the Tennessee Room. With Construction Management now included as well as increased student participation by Concrete Industry Management majors, we had to go to three rounds and a full-day to accommodate all 57 students who signed up to attend. We had two CIM rounds in the morning for each of 45 CIM students to interview with 19 companies for 6 minutes each. A pizza lunch was hosted for all students and employers to have a chance to talk further before moving to the Construction Management round in the afternoon in which 12 students talked with 11 companies regarding summer opportunities. Thanks to the TCA members that attended to support our programs and students.

BLUE DOT INTERVIEWS DOTY



Photo by J. Intintoli

MTSU junior Todazja Doty of Memphis, Tenn., responds to questions about her MTSU Concrete Industry Management experience from Austin Walker, left, and Lyle Boardman, who work for Blue Dot Read-Mix in Charlotte, N.C. The exchange occurred March 2 during

the MTSU School of Concrete and Construction Speed Interviewing Day for internship opportunities.

BRECKENRIDGE INTERVIEWS THIGPEN



Photo by J. Intintoli

Logan Thigpen, right, an MTSU junior from Murfreesboro, receives advice from MTSU senior Everett Dunlap of Knoxville, Tenn., as Breckenridge Material Co. recruiters Ryan Bohon and Barb Palmer listen. Breckenridge has hired Dunlap to work full time. Thigpen is seeking an internship.

WIRTGEN GROUP MEETS PHILLIPS



Photo by J. Intintoli

MTSU senior Concrete Industry Management major Chase Phillips, left, of Roswell, Ga., shakes hands with the Wirtgen Group's Hunter Harber, right, as Josh Wilson, center, and Jeff Johnson

watch. Phillips was wrapping up his six-minute speed interview with the company March 2 in the James Union Building's Tennessee Room. (MTSU photos by J. Intintoli)

CIM ANNUAL AUCTION

The Concrete Industry Management National Steering Committee held its annual auction at the World of Concrete this year on January 18. Proceeds for this event exceeded \$875,000 in gross revenue, a huge success that shows the "high value the concrete industry places on the CIM program," says Mike Phillips, CIM Auction Chairman. MTSU CIM was in attendance and took 21 students in the program to the conference to work the auction, learn in seminars, work with companies on-site and work a booth marketing the CIM program. Special appreciation for the Tennessee companies that donated, CIM couldn't operate as we do without the support from the industry!



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- 2011 Best Concrete Home, Deer Valley Farms Concrete Contractor
- 2011 Best Concrete Parking Lot, Berkley Springs Multifamily Housing Complex

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It's this kind of ongoing dedication that's an integral part of the Lafarge culture. And it shows. Whether it's our focus on safety, the well-being of our employees, or the satisfaction of our customers – it's all about ensuring a better quality of life for everyone involved.

To learn more about Lafarge solutions and products, including cement, concrete and aggregates, contact:

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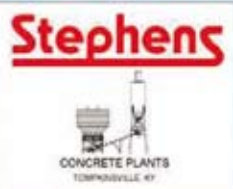
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