It seemed like just yesterday that we were ramping up to get started on an exciting 2016 - my first year as President & CEO. Now the summer is here after sprinting through the first seven months of the year! I am genuinely proud of the work we’ve accomplished so far, both in the field and with our 5-year Strategic Plan, and remain confident in the direction we are heading.

Overall, I am pleased to report our performance this year has been strong. It is no secret we are in the middle of a tougher than usual business cycle, but since we predicted most of this last year, each Group has done a good job executing their plans. We also know this has an effect on the number of hours being worked, and sometimes the locations of where we find work, but we firmly believe it is a short-term problem that we will overcome. And if you ask any of our long-term employees, they have seen these difficult times come and go!

We thank all of our dedicated employees for their commitment to Barriere and the hard work and focus each of you show safety at work every day. One thing we have definitely seen more of is the successful collaboration of our project teams across each line of our work. We remain focused on our approach to view all opportunities as one company, instead of five distinct business groups, in order for Barriere to maximize results for our customers and the overall company.

This collaboration was shown in the recent completion of the French Branch job, which was ahead of schedule and under budget! We are proud of our entire team who worked together to build the largest job in Company history, while managing and documenting safety on this high-volume stretch of interstate. Continued Inside -
Our other large multi-group job, the Sasol project in Lake Charles, continues to do well, and has continued to grow in scope. Additionally, our HCC Group was recently awarded a significant contract for Lake Charles LNG for their “Big Lake” intersection project. The 8-month job will require resources from the HCC, IND, and NSA groups. This job will require sacrifice from those employees who will be traveling, and we are appreciative of all those stepping up to represent Barriere for a new customer.

We continue to develop our presence in Baton Rouge with strategic partners, suppliers, equipment dealers and our fully operational asphalt plant. We still have a ways to go, but we are continuing our focus to build our infrastructure with people, equipment, and new facilities as our backlog of work continues to grow. In August we will start the Pointe Coupee road reconstruction job, where BRA will receive help from NSA’s soil cement crews and HCC’s utility crews. As mentioned before, projects involving multiple groups are proving to be a strategic advantage for our Company.

Our office facilities are another area where we are growing. We are in the final stages of contractor selection for our new offices in Baton Rouge and Boutte. Construction will start in the next month in Baton Rouge, and later this year in Boutte. We have also purchased land in Laplace to serve as the future home of both the HCC and IND Groups. Within the next two months, we will move our IND Group to the Laplace property in temporary facilities while construction begins on their new building. We plan to lease our property in Harvey next year, and our HCC project teams will move to Laplace once their new office is completed. We are investing in the future!

Even with all of the changes and challenges in our marketplace, one thing remains certain, and that is our unwavering commitment to our employees and to excellence. We know that together, we are stronger, and that with everyone’s focus we can reach our goal of being the best contractor in Louisiana. We will prevail through these tough times if we continue to follow our core values and the fundamentals of good business – safety, quality, trust, mutual respect, and continuous improvement.

“On behalf of the entire Wilson Family, we thank each and every employee for your service and loyalty to Barriere!”

- Peter Wilson, President
On January 14, 2015, Barriere was awarded the I-10: French Branch Bridge – West Pearl River Bridge project located in Slidell, La. The project consisted of the complete reconstruction of the I-10, I-12 and I-59 interchange. More than 100,000 motorists travel through the job site daily. Barriere bid the duration of the project at 360 days compared to the next bidder’s duration of 675 days.

The project consisted of removing approximately 90,000 tons of existing concrete and replacing it with more than 275,000 tons of asphalt. The majority of the concrete removed from the project was delivered to New Orleans East where the material was recycled. The asphalt was produced from two of Barriere’s asphalt plants in Boutte and Franklinton.

Because of the short duration of construction, 65% of the project was completed by working 24 hours a day, seven days a week. The rapid construction led to Barriere completing areas of the project where traffic had to be limited to a single lane and thus limiting the amount of motorist delay over the summer months.

Barriere utilized crews from three separate groups within the company incorporating North Shore Asphalt, South Shore Asphalt and Heavy Civil groups. At some points in the project, more than 14 Barriere crews were onsite working in a 24 hour period.

The project could not have been successful without the dedication from our subcontractors. They included Southern Synergy, Traffic Solutions, Command Construction and Kort’s Construction.

The contract included an early completion incentive if the contractor could complete the project ahead of schedule with a 70 day early completion limit. Through hard work by everyone involved, Barriere was able to complete the work 70 days ahead of schedule and collect the full early completion bonus. This accomplishment could not have been achieved without the dedication from our employees.

The following supervisors and crews should be acknowledged for their efforts in helping the company achieve this huge milestone:

**SSA**
- Danny Donahoe, Project Manager
- Chris Garrison, Superintendent
- Eddie Clement, Superintendent
- Chris Rowan, Field Engineer
- Chad Morales, Paving Foreman
- Kevin Marshall, Prep Foreman
- Ray Duffel, Plant Superintendent
- Tate Gisclair, Superintendent
- Edmond “Bucky” Zeringue, Superintendent
- Dave Patel, Foreman
- Chris Todd, Field QC Manager
- John Victory, Plant QC Manager

**NSA**
- Jason Latiolais, Project Manager
- Ricky Quigley, Superintendent
- Mike Seal, Superintendent
- Roger “Bud” Clay, Superintendent
- Justin Taylor, Field Engineer
- Brendon McGoe, Field Engineer
- Barry Fogg, Prep Foreman
- David Watts, Milling Foreman
- Brian Ishee, Paving Foreman
- Marcus Jenkins, Paving Foreman
- Robert Snider, Trucking Coordinator
- Miah James, Surveyor
- Randy Barrington, Plant Superintendent
- Mike Easley, Superintendent
- James Riley, Foreman
- Chuck Corkern, Foreman
- Paul Garrancho, Plant QC Manager
- Robert Jarrell, Field QC Manager

**HCC**
- Andrew Wilson, Project Manager
- Mike Trainor, Superintendent
- David McDaniel, Prep Foreman
- Daniel Puglise, Prep Foreman
- Josh Person, Prep Foreman
- Keith Scott, Concrete Foreman
- Constantino Rodriguez, Prep Foreman
- James Bradley, Equipment Coordinator
- Jennifer Johnson, Admin Assistant
- Kevin Ervin, Plant Operations Manager
- Jim Breland, Asphalt Vice-President
- Matt Woods, Construction Vice-President
By: Andrew Wilson, Project Manager, Heavy Civil

On April 19, 2016, Constantino Rodriguez’s crew set a new Barriere record! His 11 man crew installed 3,380 feet of curb and gutter on the DOTD LA-20 widening project in Thibodaux, Louisiana. Constantino’s crew is comprised of Leo Lewis, Juan Almanza, Heriberto Burciaga, Jesus Landeros, Andrew Berry, Aaron Turner, Jason Kennedy, Kent Trosclair, Nolan Sharpe, Ottoniel Pineda, and Walter Sharpe.

The weather was perfect and the ready mix supplier, LeBlanc Brothers, had plenty support staff and trucks to assist Tino and his crew in completing this goal. The crew had a quick start and never got behind the required 340 feet per hour. The crew worked efficiently to ensure all the joints were cut and concrete finished properly within a 10 hour shift. Superintendents Mike Trainor and Todd Hountha were both present to make sure Tino and his crew successfully and safely achieved this new Barriere record.

By: Robert Sengelmann, Baton Rouge Asphalt Group Manager

The startup of the Baton Rouge Asphalt Plant has been a great success. The plant team has come together and is producing top quality asphalt for our wide range of customers every day. We continue to build our infrastructure with people, equipment, and new facilities as our backlog of work continues to grow. With the recent acquisition of the Pointe Coupee job, we will be laying 40,000 tons with the help of NSA’s soil cement crews and HCC’s base crews. The new Baton Rouge office, which will be located at the plant site, is slated to begin construction in the next few months. The asphalt plant, state of the art quality control lab, and future office, along with a great team of talented employees, has made the BRA Group a dominant player in a new market in a short time frame. We are excited about all of the opportunities for growth that this new market has provided from private customers, public works, and retail customers. We continue to look for quality people to help grow with the Group as we add more and more work every day. We appreciate the support from all Barriere employees in growing this new group and look forward to watching it become another premier asphalt group to match our North Shore and South Shore Asphalt groups alike. The Baton Rouge Asphalt plant ribbon cutting will be in October to celebrate our new facilities with customers and the local community.
This past Memorial Day weekend, the Holy Trinity Greek Orthodox Church on St. Bernard Avenue and Robert E. Lee hosted their 43rd Annual New Orleans Greek Fest. It was a huge success by all measures, thanks in part to the hard work, communication, and planning of Barriere employees on the St. Bernard Avenue Reconstruction Project.

For approximately 24,000 festival attendees, the main entrance to the festival was in the middle of reconstruction on the southbound side of St. Bernard Avenue. As this posed a major safety concern, Barriere met with officials from the Greek Church and the City of New Orleans months in advance to ensure a safe work zone for the festival. In the weeks prior, Caesar Madrid and Taylor Gurley’s crews wrapped up underground utility work in the area. Days before the festival, David McDaniel’s crew performed the excavation and base installation operations in the area as well. Under the guidance of Superintendent David Lebreton, and with the help of the entire Safety Department, Barriere employees went the extra mile to ensure every safety measure was taken. This included providing safe festival shuttle loading and unloading, extra protection of active work zones with signs and barricades, making the entrance handicap accessible, and guiding trip and hazard free access for all pedestrians attending the festival.

The safety precautions and planning proved successful as the festival went on for three days without an incident. The Greek Church even reached out to express their deepest gratitude for the Barriere team’s immense contribution to the success of the 2016 Greek Festival.

“Please know that your team presented an invaluable service to the Holy Trinity Community in providing adequate, safe street access and conveniences for our guests and parishioners along with excellent customer service. We offer our sincerest thanks for your immense contribution to the success of the 2016 Greek Festival.”

-Victoria Catsulis, Administrative Director, Greek Orthodox Community
By: Michael Ryan, Project Manager Heavy Civil Construction

Because of Barriere’s commendable performance in Lake Charles on the Sasol/FTI Heavy Haul Road Project, we were asked to provide pricing on four separate intersection improvement projects funded by Lake Charles LNG Export Company, LLC. The improvements are necessary for the expansion of LNG’s current Lake Charles Facility. After receiving input from every Barriere group, we acquired two of the largest intersections and combined them into one project, the Big Lake Intersections (Big Lake Rd. at Tank Farm Rd. and Big Lake Rd. at Lincoln Rd.).

First, over 22,000 feet of storm drainage, 17,000 cubic yards of excavation, 21,000 cubic yards of embankment, 41,000 square yards of soil cement, among other work must be put in place. Then, the project will widen the existing two lane asphalt highway in order to add a center turn lane and 4’ shoulders on each side for the majority of the 3 mile long project. The project should be completed by the end of March 2017.

The project is primarily heavy civil in nature but because LNG is a Lake Charles private industrial customer, the execution of the work will be built and led by a joint venture of Barriere’s Heavy Civil and Industrial Groups. Project Manager Michael Ryan, Superintendent Steve Navarre, Field Engineer Randal Meyer, and Field Engineer Robert Arena will oversee the project. The Northshore Asphalt Group will be providing all soil cement for the project which puts Barriere in an advantageous position of having in-house resources to control and drive the schedule.

The safe and successful delivery of the project scope combined with a substantial completion date will require the diligence efforts and expertise of many Barriere crews. We look forward to contributing to another large, challenging, industrial project in this region with a focus on safety, high quality, and meeting the customers needs.
In recognition of his commitment to promoting a culture of safety and steering the company towards our goal of zero incidents, Barriere was honored to present the George H. Wilson, Jr. Safety Award to an exemplary employee. This employee’s leadership and contributions reinforce our safety culture and provide a safer work environment for all employees. The winner of this award in its inception year was Constantino Rodriguez. Constantino was nominated independently by his supervisor and his crew for being focused on a zero incident goal, conducting quality safety meetings, and creating a culture in which his crew feels comfortable to exercise their Stop Work Authority. Constantino received the award from George H. Wilson, Jr. at the Barriere Safety and Health picnic on April 9, 2016. He was rewarded with his name being the first engraving on the award plaque, a personalized hard hat, a $2,000 check, and gratitude from his co-workers. Paul Albrecht (Safety Director) and I (Grant Pedley) had the opportunity to sit down with Constantino to ask him some questions regarding how he feels about earning this honor as well as his thoughts and actions towards safety.

**What makes you want to work safe?**

I tell my crew all the time, and they find it funny, but I see my employees as my kids. If they have questions or concerns then I have to give them answers. If they have anything that’s not going right I have to be that mentor to help them. I want my kids to be safe. If I am a teacher and you’re at school with me, I have to send you back home safely. I want to send my guys back home to their families just like they got there just a little filthier and more exhausted. That’s all it is, I want them to be safe. Some of these guys are good friends, I know them and their families personally, I truly care about them and I want to send them home the way they got to work. When these guys leave or retire I want them to leave on their own will.

**How has safety at work changed your behavior at home?**

I do things around my house and think that I need gloves, so I run to my truck and grab some gloves. I might be using a screwdriver, everyone gets hurt using a screwdriver because they aren’t using it for what it is meant for, so I go and get the right tool, and that has carried back to my house. We had an incident across the street from my house, and a lot of people use first aid more outside of work than they do at work. My first-aid kit stays in my truck 24/7, not only because I am the foreman at the job but also because of where I am going and what I am doing.

**How do you get your crew to buy into safety?**

They like feeling cared about. When you care about them and you show them that you lead by example, they buy in to it. Sometimes I’m on the phone or doing something and I jump out of my truck and forget my glasses or gloves, my guys will get on to me about not having it. The culture I feed into my guys gets fed right back to me once I let go of it a little bit. If I start veering away from the main purpose they pull me back in, so they are bought into the whole program. It starts with leading by example and not just saying something, they know I mean it.
What sets your TAR meetings apart?

I make it interesting because a lot of stuff is repetitive. The job I’m on everyday is back to back to back, so I have to find a way to change it and make it where they have to think. I have to switch it up on them and ask my guys about the hazards associated with another guy’s task within the crew. If someone is talking too much and answering too many of the questions I make them stop and let everyone else have a turn answering. With heat stress right now, there are so many ways to prevent heat stress, so I go around and make sure everybody says a way to prevent it. The biggest thing is switching up and changing it, you can’t just be repetitive and have them saying the same things over and over again. A little humor also goes a long way; if you make the guys laugh it can help wake them up.

What does this award mean to you?

I got the phone call the week before, but it didn’t hit me until after the fact. It didn’t hit me until I saw the plaque with my name on the first row, the hardhat, the check, and received all of the thank yous. It felt like I won the lottery. I talked to Mike Trainor because he was one of the guys that nominated me, and he said in 20 years when you walk down the office hallway, your name will be the very first one on there, and who knows what you’ll be then. Everybody’s going to be surprised that a foreman had the first one. Months after it still hits me. What it means to me is that I get to make a change. Not many people get to come to a company of this size and actually get to make a difference. I am happy to make a difference.

I talked to Brian Cooney at his retirement and I thanked him. I told him that I hoped I could make half of the difference he did. When I got this award it finally hit me that I was actually going through with it. I am starting to keep my promise to Brian and I am going to make a difference here.
Thank you to everyone for making this year’s 27th Annual Company picnic a success! We welcomed over 1400 people to the Audubon Zoo for family fun. During the presentation, we were excited to announce our 2016 Scholarship recipients.

The first recipient is Morgan Burr, daughter of Charles & Michele Corkern, who is a Foreman in the North Shore Asphalt Group. Morgan will be graduating next month from Ben’s Ford Christian School, where she has earned a GPA of 3.96 and is ranked 2nd in a class of 25 students. Morgan is a member of the National Honor Club, Drama Club, National Beta Club and MAIS Honor Club. Morgan plans to attend the University of Louisiana at Monroe, majoring in Pre-Pharmacy with plans to apply to their Pharmacy School graduate program.

The second is Nicholas Judge, son of Holly & Mike Judge, who is an Assistant in our Human Resources Department. Nicholas will be graduating next month from Archbishop Rummel High School, where he has earned a GPA of 3.55 and is ranked 30th in a class of 141 students. Nicholas is a member of the National Honor Society, President of the Key Club, is an Altar Server and Eucharistic Minister and participates in Campus Ministry, Big Brothers and Robotics. He has also received his Eagle Scout Award from the Boy Scouts of America. Nicholas plans to attend the University of Louisiana at Lafayette in the fall, majoring in Computer Science.

CONGRATULATIONS TO MORGAN AND NICHOLAS!
AND NOW, ONTO PLANNING OUR 2017 PICNIC!
BUILDING BETTER CAREERS

BY CARoline Wilson, Manager of Communications and Culture

In its’ 19th summer, the Barriere Summer Internship Program has proven to be an extremely successful program and recruiting tool. This summer we have thirteen interns working with us. One of which is in his third year interning with us!

Ryan Baldassaro – Heavy Civil with Michael Ryan, LSU – Construction Management
Toby Briggs – Baton Rouge Plant with Kevin Ervin, Southeastern – Industrial Technology
Ethan Crain – North Shore Asphalt with Joe Kennedy, Southeastern – Business Administration
Dillon Dufrene – South Shore Asphalt with Dawn D’Angelo, Southeastern – Occupational Safety and Health
Ryan Duplantis – Heavy Civil with Andrew Wilson, LSU – Civil Engineering
Nate Duxbury – Baton Rouge Plant with Kevin Ervin, LSU – Construction Management
Bianca Goodlow – Baton Rouge Asphalt with Jeff Romig, LSU – Civil Engineering
Jacob Macheca – North Shore Asphalt with Justin White, LSU – Construction Management
Austin Magee – North Shore Plant with Randy Barrington, Southeastern – Industrial Technology
Grant Pedley – Safety with Paul Albrecht, Murray State – Occupational Safety and Health
Dominic Petrello – Heavy Civil with Brad Leckert, Georgia Tech – Civil Engineering
James Rourke – Boutte Plant with Kevin Ervin, LSU – Mechanical Engineering
Brennan Samaha – Heavy Civil with Michael Ryan, LSU – Construction Management

All of our interns began the summer with two days of volunteer work for Habitat for Humanity. They are meeting on Fridays throughout the summer in different groups, so they can learn all aspects of Barriere’s business. They will also be presenting a final presentation in August on the topic of our hourly KPI program. The interns have been divided into groups and each group was given a topic of Efficiency, Quality and Equipment Damage. They have been tasked with coming up with a process or procedure that will help and encourage all hourly employees to improve in these areas to potentially increase their KPI dollars.

If you know anyone who is a college sophomore, junior or senior, studying our line of work, and would be interested in our internship program, please have them send their resume to HR@Barriere.com specifying that they are applying for our internship program.

UP THE LATTER PROMOTIONS

Luke Higginbot
Operator to Foreman

Brendan Mcgoey
Field Engineer to Logistics Manager

Oran Mcelvene
Operator to Field Quality Control Tech

Justin White
Estimator / PM to Senior Estimator / Project Manager

Stephen Navarre
General Foreman to Superintendent

Shelby Rohner
Operator 1 to Foreman

Bryan Richman
Q / C Foreman to Estimator / Project Manager

John Hurst
Field Quality Control Technician to Foreman

Miah James
Surveyor II to Surveyor

Jeffrey Romig
Senior Field Engineer to Estimator / Project Manager

Bradly Taylor
Lab Technician I to Lab Manager

Bryan Clelland
Operator I to Foreman

Matthew Wilson
Estimator / PM to Business Development Manager
North Shore Asphalt Group
Natasha Dominick, Administrative Assistant
Avery Sheridan, Craftsman III
Tristen Sullivan, Craftsman III
Aaron Clatterbuck, Craftsman III
Andrew Creel Jr., Craftsman III
Tyler Jones, Lt Operator
William Clarke, Operator I
Dakota Stevens, Loader Operator II

Heavy Civil Construction Group
Matthew Toups, Craftsman III
Jorge Vargas, Craftsman III
Michael Rebstock, Field Engineer
Andrew Keightley, Field Engineer

Industrial Group
Amber Reese, Administrative Assistant
Norman Chiasson III, Carpenter I
Gene Williams, Carpenter II

South Shore Asphalt Group
Eric Powell Sr., Craftsman II
Matthew Burgess, Craftsman III
Keith Moret, Craftsman III
Dustin Laplante, Lab Technician Trainee
Jonathan Lasserre, Lt Operator
Roland Lockett, Operator I
Fred Jones, Operator I
Jesse Alcina, Operator II
Randy Guillot, Operator II
Lionel Wilson, Operator II
Steven Crawford Jr., Operator III

Project Specific Employees
Emanuel Ortiz, Carpenter I
Jonas Ortiz, Carpenter I
Jordan Moran, Craftsman II
Robert Waters Jr., Craftsman III
Ricky Riojas, Foreman
Jason Smith, Lt Operator
Ellis Sevin III, Operator I
Clark Johnson, Site Safety Technician

Baton Rouge Asphalt Group
Jeffrey Hutchinson, Sales Coordinator
Damian Carter, Craftsman II
Johnathon Moody, Craftsman III
Braden Moody Jr., Craftsman III
Daryl Pujol Jr., Field Clerk
Jeffrey Nelson, Field Engineer
Ronald Bissett III, Lt Operator
Brandon Spillman, Lt Operator
David Stevenson Jr., Lt Operator
Cory Buffalo, Operator III
Albert Rogers, Loader Operator II

Administrative Division
Adriane Gonzalez, Training & Development Coordinator
Glenn Garson, Programmer
Virginia Walker, Corporate Attorney
Miranda Mickish, Administrative Assistant
Justin Hurston, Asst Reliability Coord

NEW HIRES

Barriere’s own David Mayer as a cheerleader for the New Orleans’ Saints’ first team in 1967!
SERVICE AWARDS

THANK YOU FOR YOUR YEARS OF SERVICE:

40 YEARS
Willie Hampton accepts the award with his wife, Valerie Hampton.

35 YEARS
Lionel Stevenson, Diane Larroquette, Bert Wilson

25 YEARS
Not pictured: Loretta Casey, Mike Seal

20 YEARS
Rickey Steptoe, Brett Todd, Eugene Hampton, Aaron Turner

15 YEARS
David Hernaez, Paul Albrecht, Drew Brignac, Randy Sikes, James Bradley

Not pictured: Ryan Betz
10 YEARS
Ron Franklin,
Devron Boswell,
Sandy Legendre,
Lloyd Borne,
Jennifer Todd,
Ronald Franks,
Ricky Caves,
Ricky Stipe,
Melvin McCollum,
Daniel Puglise

Not Pictured:
Michael Batiste, Jr., Lyron Dobbins,
Ron Franklin, Roshaun Gilmore,
Thomas Hoyal, Colt McElveen,
Justin Messina, Dwight Taylor,
Brad Vining

15 YEARS

5 YEARS
Ronnie Bourgeois,
Richard Rollins,
Wayne Palfrey,
Connie Brown,
Chris Williams,
Joe Kennedy, David Watts,
Blake Campo,
Paul Garrancho

Not Pictured:
Mike Easley, Lakeisha Johnson,
Joshua Kennedy, Phillip Miller,
Jason Sharp

3 YEARS
Clint Loupe,
Zac Jourdan,
James Riley,
Matt Millican,
Steven Domangue,
Jon Broussard,
Christopher Gainey,
Jerome Bettinelli,
Douglas Figueroa,
Matthew Lammon,
Gary Hawthorne,
Jerry Garrison,
Nate Williams,
Melvin McElwee,
Will Georgas,
Caroline Wilson,
Thekata Robinson,
Joseph Tucker III

Not Pictured:
Donald Adams, Christopher Hill,
Leonard Johnson, Sr., Josh Person
Brandon Larousse, Anthony Tate
Constantino Rodriguez,
Alcide Sansom, Bradly Taylor,
Lucien Wicker, Jr.

SUMMER 2016 >> Barriere.com
As we all know, the flooding in the Baton Rouge and Lafayette areas was devastating and many of our friends, family, and coworkers have lost their homes, cars and many of their belongings. Unfortunately, as many of us know, there will be a long road to recovery. We have seen time and time again the Barriere community rally around one another during difficult times and we will continue to show support to those affected.

We are fortunate to say that all Barriere employees and their families are safe, everyone is now back to work, and the rebuilding process has begun.

In response to the devastation that is still being faced, and for the unknown tragedies that we may be faced with, Barriere has created an Employee Assistance Fund. The Fund was developed in partnership with the Baton Rouge Area Foundation (BRAF), and it allows companies like ours to assist our employees in times of need. Anyone can donate to the Employee Assistance Fund, including employees helping employees and vendors that want to make a contribution. Through an online form, employees can make donations and apply for assistance. Barriere has made an initial investment, and gifts of any amount are welcomed. We want you to know that 100% of all employee donated funds will be disbursed back to our people.

For those applying for assistance, grants between $500 - $3,500 can be awarded to all full-time employees and retired employees with over 15 years of service. Funds are to be used for emergency situations, only where property damage to the primary residence is realized. The exact award amounts will be determined by an independent selection committee and based upon the financial need due to the unexpected emergencies noted in the application submitted by or on behalf of the employee. Successful grant applications will be processed and paid within a one week time frame.

We have all asked, ‘How can we help?’, and this is a perfect way.

To make a donation to the fund, or to apply for a grant, please visit: www.employees1st.org/barriere