



# HOWARD

CIVIL ENGINEERING

NEWSLETTER

OCT 2022

ISSUE #10





# A word from Michael

Since our last newsletter, it's fair to say there has been a lot to celebrate here at Howard Civil Engineering!

Firstly, I would like to thank our site teams at Dewsbury and The New Prison, Full Sutton, for their outstanding performance which has seen both sites earn health and safety awards from our clients (p 17).

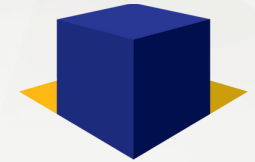
Secondly, well done to our Business Development team whose pre-construction support has been recognised by our longstanding client, Wates Group. I was honoured to be presented with Wates Group's Pre-Construction Support Award earlier this year (p 4), and it truly was a team effort.

Finally, I would like to extend a huge congratulations to apprentice groundworker James French who was the proud recipient of this year's Leeds Colle of Building General Construction Operations Apprentice of the Year (p 2)!

It is fantastic to see our team excelling in a variety of areas, from health and safety and value engineering to shaping the future of the construction industry. It is thanks to this professionalism, passion, and team spirit that we can look forward to a very strong start to 2023.

In the meantime, have a read of Issue 1 - the last Howard Civil Engineering newsletter of 2022!

*Michael Howard*



**HOWARD**  
CIVIL ENGINEERING

## Raising aspirations of girls in Leeds with DIY SOS: The Big Build!



**AWARD-WINNING PERFORMANCE**



Page 4

Page 15

# WHAT'S OCCURRING?



## James French: Leeds College of Building's Apprentice of the Year!



James accepting his award with Nikki Field, operations manager at EN:Able Futures

**When apprentice groundworker James French attended his final few lessons of the academic year at Leeds College of Building, he wasn't expecting to be publicly commended - much less named General Construction Operations Apprentice of the Year!**

James, who joined us 18 months ago on our Skipton Road site, has been recognised by Leeds College of

Building for to his outstanding dedication to his studies and his eagerness to make the most of his time on site at Howard Civil Engineering.

He was presented with the award at Leeds College of Buildings' prestigious awards ceremony, held last week at Leeds United's Centenary Pavilion. The event celebrated the success of students over the 2021/2022 academic year.

Contract manager James Page commended James' attitude on site and his growth over the past 18 months: "It is fantastic to hear the positive news that James has been awarded General Construction Operations Apprentice of the Year from the UK's only college dedicated to construction and the built environment," he said.

"From day one, he has demonstrated a keen and admirable interest in all aspects of groundworks and this award is very well deserved."

Managing director Michael Howard also praised James' recent award: "Our successful apprenticeship programme has produced several highly skilled and qualified members of the construction industry over

the last 19 years, and I am thrilled to hear that James has been recognised for his hard work and his keen ambition," he said.

"At only 20 years old, James is already a shining example of how Howard Civil Engineering's apprenticeship programme is helping to shape the future of construction in and around Yorkshire."

James is still working on our Skipton Road housing development site in Harrogate, on which we are delivering an £11m road and sewers package for United Living. But what does the future hold for him? Engineer Hayden Brook, who has been working alongside James in recent months, said the future looks bright for James.

"James has worked on both drainage and external works and has found he enjoys the external works side of groundworks," he said. "He would like to progress further in this area, and I have every confidence he will find success. "He is a hard-working individual who is keen to learn all areas of groundworks and progress in the construction industry, and he takes guidance well - especially when working alongside our more experienced groundworkers. There's definitely a bright future ahead for James!"

# WHAT'S OCCURRING?



## We're investing £5m in upgrading our fleet!



**Howard Civil Engineering is expanding our growing fleet of plant machinery with the purchase of 36 new Komatsu excavators!**

Six new Komatsu PC210LC-11E0 excavators, the first of the new purchases to arrive, have recently been delivered to two large projects in York and Sunderland.

These 20-tonne excavators feature a powerful Komatsu EU Stage V engine, Komatsu's Closed Centre Load Sensing (CLSS) hydraulic system and first-class Komatsu comfort to provide a fast response and unrivalled productivity for its class.

These excavators are the latest machines to join Howard Civil Engineering's growing fleet of Stage V plant following a recent delivery of six new Kobelco SK13013-tonne excavators and 11 new Doosan excavators ranging from five to 14 tonnes in size.

We are expecting more deliveries of a new D61 dozer and at least 10 excavators from Marubeni-Komatsu over the next 12 months, and we have also purchased new trucks and trailers to assist with the transportation of plant between sites.

While our new DAF XF530 truck unit has already arrived, we are eagerly awaiting the delivery of a Faymonville MAX 4 axle trailer and a DAF CF450 with a max length cheesewedge. These trailers will allow us to easily transport payloads of up to 45 and 18 tonnes respectively.

Managing director Michael Howard says this investment highlights Howard Civil Engineering's ongoing commitment to health, safety, and sustainability.

"Howard Civil Engineering has long been the contractor of choice for several prestigious clients across the north of England, and the purchase of these new machines is an indication of our commitment to ensuring we continue to deliver quality work efficiently, safely, and with consideration to the local environment," he said.

"This £5m upgrade of our fleet also forms an integral part our ambitious growth plan," he continued. "Howard Civil Engineering has already secured a significant amount of work ahead of our next financial year, which should see our turnover surpass £50m. I am positive that this investment will help the company achieve new heights of both stakeholder satisfaction and commercial success."



# WHAT'S OCCURRING?



**HOWARD**  
CIVIL ENGINEERING

## Award-winning pre-construction support



We are thrilled to be the proud recipients of Wates Group's Pre-Construction Support Award!

Managing director Michael Howard was presented with the award by Wates' regional commercial director, Kyle McGrory, at Wates' supply chain awards earlier this year.

Congratulations and a very well done to the team members who helped us achieve this award!

## Bronze Award for Howard Civil Engineering from Defence Employer Recognition Scheme



Howard Civil Engineering is pleased to announce that we have signed the Armed Forces Covenant and received the Bronze Award from the Defence Employer Recognition Scheme (ERS).

This demonstrates our commitment to supporting serving personnel, reservists, veterans, and military families, and highlights our dedication to encouraging the employment of service leaders, reservist employees, and those aspiring to join the reserves service within Howard Civil Engineering.

The ERS recognises commitment and support from UK employers for defence personnel and encourages employers to support defence and inspire other organisations to do the same.

We look forward to working with the Armed Forces to reduce the skills gap in the construction industry.



**ARMED FORCES  
COVENANT**

EMPLOYER  
RECOGNITION  
SCHEME

**BRONZE AWARD**

# WHAT'S OCCURRING?



## More work secured at Gateway 36, Barnsley



Following the successful delivery of a bespoke earthworks, drainage, S278 and S38 package for Harworth Group, Howard Civil Engineering is pleased to announce that we have been awarded another scheme of works at the mammoth Gateway 36 site in Barnsley.

Gateway 36 is a new, high quality mixed-use development residing on the former site of Rockingham Colliery, just off Junction 36 of the M1. Totalling 127 acres, the new development will boast 198,000<sup>2</sup> ft of commercial space and 65,323<sup>2</sup> ft of unit

space with over 2,000 jobs estimated to be created.

Having previously assisted towards the delivery of the second and third phases with the construction of offsite highway works, onsite roads and infrastructure, and the provision of major cut and fill earthworks, drainage, new utilities, and existing utility diversions, Howard Civil Engineering has now been awarded a £2.8m earthworks package to facilitate the construction of the remaining plots.

In addition to excavating and relocating material in excess of 500,000m<sup>3</sup>, this phase of works will also see us remove, process, and reuse approximately 40,000m<sup>3</sup> of rock.



"Gateway 36 was our first ever project award from Harworth Group, and we are delighted to have secured a second scope of works on this site," said pre-construction director Pete Howard. "Since we started work on this site in August 2020, we have also been chosen to work with Harworth Group on their Olive Lane site in Waverley and I am thrilled that our work on these sites has been to such a high standard that we are Harworth's contractor of choice for this next phase of works."

# WHAT'S OCCURRING?



## £4m reinforced concrete project delivered in Leeds city centre

Tight site footprint? No problem! Howard Civil Engineering has successfully delivered the reinforced concrete basement, suspended ground floor, and transfer slab up to Level 1 at Phoenix, a prestigious new residential development in the heart of Leeds.

We successfully navigated all the typical challenges of a city-centre site, with off-site fabrication taking place in our nearby plant yard.

We fixed in excess of 100 tonnes of reinforcement per week to ensure this project was delivered as quickly as possible for our client, Torsion Group.

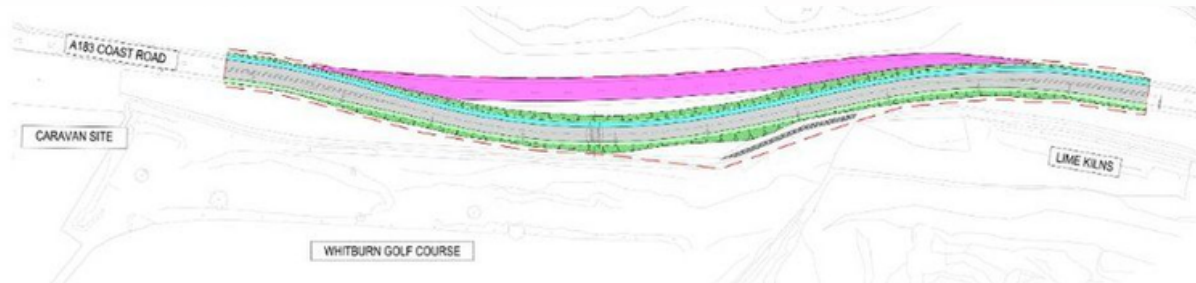
Upon completion, this impressive new complex of 367 apartments will be the fourth tallest residential building on the Leeds city skyline and the tallest building built in Leeds in over a decade. Block A will reach an impressive 21 storeys at 223ft high, and Block B will stand at 180ft with 17 storeys.



[Watch the timelapse video](#)

# NEW PROJECTS

## A183 Coast Road - South Tyneside Council



### Key

	Existing road - to be landscaped
	New road
	Footway / cycleway



**HOWARD**  
CIVIL ENGINEERING

Howard Civil Engineering has been awarded a £1.3m S278 project to realign 500m of the A183 Coast Road for South Tyneside Council, representing our first project award as part of the NEPO public sector framework.

In order to preserve the stretch of A183 Coast Road between Marsden and Whitburn and allow the adjacent cliffs to naturally erode, Howard Civil Engineering is realigning the road 24m west of the existing highway.

The scheme is likely to benefit the local community by reducing the threat to local residents and users of the coast road and surrounding open space from coastal erosion, and deliver the greatest environmental, social, and economic benefit aligning with the UK Government's sustainable development principles.

[Click to read more](#)



ON-SITE SPOTLIGHT...

# ENGINE SHED LANE



**HOWARD**  
CIVIL ENGINEERING

**Client:** Galliford Try

**Value:** £1m

We are nearing completion on a £1m contract to assist Galliford Try with upgrading Engine Shed Lane and Ings Lane in Skipton to a standard suitable for adoption by the Local Highway Authority.

To provide the required width to upgrade Ings Lane, it was necessary for a 150m stretch of Ings Beck to be culverted.

Our works involved the installation of precast concrete culverts and associated access chambers in a live watercourse, adjacent to an existing highway.

This project has seen us working on active highways which service approximately 50 local businesses and remained open to traffic at all times.



Throughout the project [Howard Civil Engineering has] been very professional and managed the works well.

The team on site have been excellent throughout and have dealt with a high level of change in order to complete the works, which has been done to a high level of quality and completed on time and to budget.

**Andrew Moore**

Contracts Manager, Galliford Try

[Click to read more](#)

PROGRESS ON...

# SCARBOROUGH HOSPITAL



**HOWARD**  
CIVIL ENGINEERING

**Client:** Integrated Health Projects      **Value:** £5m



Howard Civil Engineering is currently on site at Scarborough Hospital delivering a range of products including enabling works, drainage, a three-storey reinforced concrete frame extension and two reinforced concrete cores to support the hospital's extension and improvement.

Alongside these works, we are also navigating the challenges of working in a live hospital environment, including maintaining access for pedestrians and vehicles, and avoiding existing services.

This is the first project we have secured via the ProCure22 framework, and it is the largest capital scheme ever undertaken by York and Scarborough Hospitals NHS Foundation Trust.

[Click to read more](#)

# TEAM SPIRIT



**HOWARD**  
CIVIL ENGINEERING



**WORLD'S BIGGEST  
COFFEE MORNING**

We raised over £285  
for Macmillan  
Cancer Support at  
our World's Biggest  
Coffee Morning in  
September!



Well done and thank  
you to everyone who  
baked, shopped, ate  
and donated!

# IT'S ALL ABOUT YOU...



**HOWARD**  
CIVIL ENGINEERING

Say hello to the newest members of the Howard Civil Engineering team!



**Sam Little**  
Pre-Construction  
Apprentice



**Simon Lock**  
Financial Controller



**Ben Andrew**  
Apprentice Groundworker

# IT'S ALL ABOUT YOU...



## Kieran's quick CPR response saves life of stranger

When site manager Kieran Brown popped to the shop after work last month, the last thing he expected was to perform lifesaving CPR on a stranger – but that's exactly what happened.

"It was a moment of madness really," said Kieran. "He just collapsed and there was only me about, so I just rushed to him on instinct. There was only me that could do something; his wife was there but I think she might have been in shock."

Kieran performed CPR on the man for three minutes, after which he regained consciousness, and then waited with the couple until the ambulance came.

The paramedics praised Kieran's efforts and noted that the man may not still be here today if it wasn't for his quick thinking.

"I've been working on sites all my life, but I've

never had to use first-aid training in a situation like this before," said Kieran, who joined Howard Civil Engineering in May. "The closest I've ever come to using it is putting a plaster on someone!"

The man's wife has since been in contact with Kieran to thank him personally, and Howard Civil Engineering has donated £100 to St John's Ambulance in Kieran's name to congratulate him for his heroic efforts.

Everyone in every community has a role to play in the chain of survival, whether it's by calling 999, doing chest compressions, locating a defibrillator, retrieving it, or by telling others what to do.

**Want to equip yourself with the necessary skills to save a life? You can learn to do CPR at: <https://www.nwas.nhs.uk/get-involved/lifesaving-skills/learn-to-save-a-life/>**



# IT'S ALL ABOUT YOU...



**HOWARD**  
CIVIL ENGINEERING

## Your Mental Health First Aiders are here for you

There are plenty of different types of support out there, and a Mental Health First Aider can help you access them.

Mental Health First Aiders are a point of contact if you, or someone you are concerned about, are experiencing a mental health issue or emotional distress.

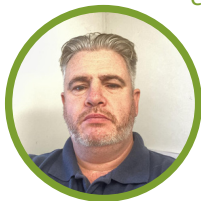
They are not therapists or psychiatrists, but they can give you initial support and signpost you to appropriate help if required. If you feel like you need support or have any questions about Mental Health First Aid, please contact:



Clara Greensmith



James Derry



Sean Gavaghan



Sophie Henderson



Tom Mitchell

## BRAVING NO-SHAVE NOVEMBER FOR LIGHTHOUSE CLUB!



Andy Rafton, Ben Pritchard, Tom Mitchell, Nick Ollis, Dan Heffernan, Ben Cooper and Ryan McCarthy will be ditching their shavers and growing out their 'staches this November to raise money for Lighthouse Club!

Lighthouse Club Construction Charity is the only charity that provides mental, physical, and financial wellbeing support to the construction community and their families.

If you'd like to get involved, please email [Abbie Harrop](mailto:Abbie.Harrop).

[Sponsor the team](#)

IT'S ALL ABOUT YOU...



**HOWARD**  
CIVIL ENGINEERING

*Christmas Party*  
@ Rebound Social

FRIDAY 2ND DEC  
27 WELLINGTON STREET, LS1 4EA

Please speak to Mandy to confirm your attendance.

## Fancy a kick about?

Join us for a weekly game of five-a-side football at

**FIVES Leeds, Limewood, Approach, LS14 1NH**

Email [scott.leather@errishomes.com](mailto:scott.leather@errishomes.com) to get involved.



# GIVING BACK TO OUR COMMUNITY



**HOWARD**  
CIVIL ENGINEERING

## Broadening minds at Roundhay School



It was wonderful to meet with potential future engineers at Roundhay School's STEM event last month!

Abbie and Ewan advised school students aged 13-18 on what steps they should take after leaving school, and hopefully inspired them to consider a career in civil engineering. The feedback from students was fantastic, with 100% saying it increased their understanding of the different roles available, 85% saying they are now considering a specific career in the Manufacturing & STEM sector, and 88% saying it has inspired them to consider an apprenticeship!

## Raising girls' aspirations in Leeds



Throughout September, a team from Howard Civil Engineering volunteered time, labour, and materials as part of this year's DIY SOS: The Big Build project on BBC One for the benefit of Leeds-based charity Getaway Girls!

Getaway Girls supports girls and young women across Leeds to learn new skills, build their confidence and raise their aspirations. The facility has been built with the aim of enabling Getaway Girls to provide more opportunities for young women and girls in the city, as well as guidance and support.

Tune into BBC One in November to watch the show!



# GIVING BACK TO OUR COMMUNITY



**HOWARD**  
CIVIL ENGINEERING

## SHEQ Manager Andy goes to great heights for charity!

While many of us were enjoying the last of the summer sun over the August bank holiday weekend, SHEQ manager Andy Rafton was climbing Ben Nevis with his sons to raise money for charity.

Having already climbed Mount Snowdon and Scafell Pike, Andy decided to raise money for charity whilst checking Ben Nevis off his bucket list – and raised over £1,100 for The Howarth Foundation!

The Howarth Foundation helps people from chaotic backgrounds get back onto the right path and into employment, and we are pleased to say Howard Civil Engineering has hired multiple candidates from the charity's Business Building Futures programme.

Andy and his three sons took only 7 hours and 13 minutes to reach the summit of the highest mountain in the United Kingdom which stands 1,345m above sea level.

Amazing work, well done everyone!



Andy and his sons X, Y and Z at the summit of Ben Nevis.

# HEALTH AND SAFETY



## Award-winning health and safety performance across sites



SHEQ Manager Andy Rafton with a certificate congratulating our performance at The New Prison, Full Sutton.

Howard Civil Engineering was delighted to be awarded Kier's subcontractor of the month in September, despite this being the first month we were on site.

Although we faced stiff competition, we were commended for our positive approach to safety, production and environmental aspects at The New Prison at Full Sutton in York where we are currently undertaking drainage and foundation works.

Managing director Michael Howard accepted the award, and the site team were treated to a hearty breakfast to say thank you for their efforts.

A congratulations is also in order to project manager Tom Barrett who was awarded £50 from our client, Willmott Dixon, to say well done for stopping an unsafe delivery on site in Dewsbury. Tom has since donated his £50 to Fusion Housing Food Bank.

Amazing work, everyone!

### Leaderboard

**Aug '22**

Huddersfield Royal Infirmary  
Site Manager: Steve Poulson

**Sep '22**

Live Oasis  
Site Manager: George Bagnall

Remember, the most important thing you do on site will be going home to your loved ones at the end of the day.

# TEAM ANNIVERSARIES



## Andy's celebrating 17 years with Howard Civil Engineering...



SHEQ Manager Andy Rafton has been a member of the Howard Civil Engineering team for 17 years, and it's fair to say we couldn't imagine the company without him. Although now a valued member of the Senior Management Team, Andy originally started out as a labourer.

### **Why did you decide to join Howard Civil Engineering?**

Before I started working here, I was a technician working on vehicles, and I just wanted a change in direction. I'd always wanted to get into the construction industry as I'd always found it interesting, so when the opportunity came about to be a site labourer, I took it.

### **What interested you about construction?**

Honestly, every element of construction interests me. There are so many facets to the industry, especially in terms of groundworks, and I've always been fascinated by the construction process of a project from the start of it to the very end.

### **How did you go from a site labourer to Health and Safety Manager?**

I gradually worked my way from site labourer to

general foreman and then to site manager. Throughout my time within the industry, my interest in the intricacies of health and safety grew. After an incident on one of our sites that I was involved in, my interest in health and safety was intensified. At the time of the incident, I was already involved in the safety sides of things, doing risk assessments and method statements for the company.

In 2012, I did my NEBOSH training and became the SHEQ Manager for Howard Civil Engineering. From there I have undertaken various training courses, further developing my skills and knowledge.

### **What is your favourite part about health and safety?**

The reward of getting to a site and seeing it's looking a million dollars! When a site is looking smart, it's an achievement for me and it's very rewarding.

### **Where do you see Health and Safety at Howard Civil Engineering going in the next few years?**

Techno! I see us going digital and therefore paperless, I see us using HAVS monitors to expand...

Continued on page 17

# TEAM ANNIVERSARIES



## ...and so is Chris!

(cont) our occupational health program, and I see us expanding our use of cordless tools. I definitely see the department growing - exciting times ahead as we transition into the future world of health and safety!

### **Why have you stayed at Howard Civil Engineering for 17 years?**

The company has been very good to me, very loyal; I've always been looked after and what more can you ask for than that? The culture is right, Mick's [Howard, managing director] door is always open, and I feel like I am supported. I enjoy the common ideal of the company - it's good ethos, and the Senior Management Team all share the same values which makes it enjoyable.

I've worked with Mick for 17 years now, so I've seen us grow from the £1.5m turnover we had at the time to approaching probably £50m - it's been a journey!

### **And finally, what advice would you give to someone considering entering the construction industry?**

I'd say, prepare to work hard and prepare to put the time in. If you're prepared to work for it, show commitment and show loyalty to the company, you'll be rewarded for it.

Back in 2005, Chris Foote took a leap of faith and left his job as a kitchen worker to join Howard Civil Engineering as a site labourer. Now, Chris is an Estimator and is one of the company's longest serving employees.

We sat down with Chris to learn more about how he worked his way up from a site labourer to Estimator, and why he's stayed with the company for 17 years.

### **Why did you decide to join Howard Civil Engineering?**

Before I worked at Howards, I was working in a kitchen in a canteen in a factory. I grew up with Tom, Pete's [Howard, Pre-Construction Director] brother and I mentioned to him that I wasn't happy in my current job, but I didn't know what I wanted to do. Tom offered to get me a job as a labourer at Howard Civil Engineering and I haven't looked back since.

### **How did you go from a site labourer to an Estimator?**

I learnt a lot from more experienced colleagues during my time as a labourer, and this (cont p.18)



# TEAM ANNIVERSARIES



**HOWARD**  
CIVIL ENGINEERING

(cont) paired with my own experience meant I was in a good position to develop my role within the business. After about eight years, Mick [Howard, managing director] approached me with the opportunity of going back to college to do a construction management course. I did this for two nights a week over two years alongside Tom Barrett [Project Manager], and I would have been 28 or 29 at the time. After that, I became a site manager.

I learnt a lot about estimating and planning while I did my qualification, and originally my ambition was to become a construction planner but there wasn't the capacity for one at Howards. They wanted someone with more practical experience, and they were willing to teach the financial side, so Mick invited me to give it a go. Here I am 6, 7 years later and I've been estimating ever since.

### **What is your favourite part about being an Estimator?**

I'm quite an inquisitive person, and as an estimator you get to see the ins and outs of every job that's happening before it's started being built. I like to look at the drawings of new jobs I'm

interested in, such as bridges and new highways, and there's always more information to absorb. Estimating itself is quite repetitive as you do a lot of the same things over and over, but because no job is ever the same it never gets boring - there's always something new. For example, on our new A183 Coast Road project we're using dynamic compaction as part of our earthworks package which Howards have never used before.

Because construction is always changing and modernising, you're always learning new things. I don't feel like I've ever done the same thing twice, and that's what keeps me engaged.

### **How has the company grown since you started?**

Howards has grown steadily and organically over the past 17 years, and I like that it hasn't seemed forced. As I developed, the company developed as well and it's nice that the core team has remained, and the culture is still the same.

It still feels like the same company I joined 17 years ago, but it's mad to think that some of the people here would have only been a couple of years old when I started working here!

### **Why have you stayed at Howard Civil Engineering for 17 years?**

With my qualifications and the use of LinkedIn, you always get approached by recruiters and other businesses, but it's never crossed my mind to leave. Howards have an environment where you want to do a good job, I'm comfortable in my environment, and I'm happy with the people I have around me - that's definitely one of my main drivers and motivations. It's easy to come to work every day.

**Know someone who'd be a good fit for the team?**

**Introduce a friend to a site-based role at Howard Civil Engineering and we'll gift you £50!\***

# TEAM ANNIVERSARIES



**HOWARD**  
CIVIL ENGINEERING

*Thank you for all your hard work!*



**Tom McDonagh**  
Engineer  
- 5 years



**Ian Conway**  
Plant Yardman  
- 5 years



**Geraldine Thomas**  
Accounts Assistant  
- 7 years



**Danny James**  
Engineer  
- 4 years



**Hayden Brook**  
Engineer  
- 3 years



**Emma Brier**  
Procurement Administrator  
- 3 years



**Matt Stables**  
Plant Fitter  
- 5 years



**Kian Hegarty**  
Engineer  
- 3 years



**Niall Gaughan**  
Quantity Surveyor  
- 3 years

# TEAM ANNIVERSARIES



**HOWARD**  
CIVIL ENGINEERING

*Thank you for all your hard work!*



**Ryan Haywood**  
Engineer  
- 2 years



**Lucas Smith**  
Engineer  
- 2 years



**Oliver Maundrill**  
Engineer  
- 2 years



**Jack Sharpe**  
Quantity Surveyor  
- 2 years



**Cieran Collier**  
Accounts Assistant  
- 1 year



**Jordan Coulson**  
Contracts Manager  
- 1 year



**Hamzah Ali**  
Apprentice Engineer  
- 1 year



**Jack Wilkinson**  
Trainee Quantity Surveyor  
- 1 year

# JOIN THE TEAM!



**HOWARD**  
CIVIL ENGINEERING

Construction  
Planner  
Needed

Seeking:  
Payroll  
Administrator

360  
Excavator  
Operator  
Required

**Refer a friend  
and earn £50!**

Introduce a friend to a site-based role at Howard Civil Engineering and we'll gift you £50!\*

\*Terms and conditions apply. Referred friend must remain an employee for at least six weeks.

VARIOUS  
CONSTRUCTION  
ROLES  
AVAILABLE

Groundworkers  
needed!