



A Partner to Be Relied Upon



February 2017

## TEAMWORK! In Unity There Is Strength

### Job Site Highlight Of The Month: Montecillo West/Topgolf

Montecillo West/TopGolf is currently the largest earth moving project in the city. Aided by ZTEX's Owner, Richard L. Ortiz's frequent visits to the job site, the crew is diligently working from dawn to dusk with an impressive drive to exceed deadlines. Once you set foot on the job site, you can feel the productivity. The crew at Montecillo West has a high paced rhythm going, and everyone is committed to the task at hand says Project Manager Genaro Roldan. Mr. Ortiz inspires the crew with his knowledge, hard work, and great leadership. Morning meetings make the team stay well informed, and makes the workers feel more essential in their role. Operator Carlos Silva says it's the biggest job site he has ever worked on and is impressed that the traffic control signage and alternative routes are up to date. Having Mr. Ortiz out on the field with us makes us feel important because it shows he cares and is a part of the team, Mr. Silva added. Another ZTEX Operator, Carlos Mota, says it's the most organized and cleanest job he has ever worked on. Everyone is working together, and everything is running smoothly because of it. The job site changes dramatically from week to week. You can view weekly aerial video footage of the Montecillo West/TopGolf job site by visiting the video section of [ZTEXConstruction.com](http://ZTEXConstruction.com).



Richard Ortiz

Carlos Mota

Carlos Silva

**This Month's Most Valuable Employee: Lorenzo "Licenciado" Bosquez** Lorenzo Bosquez has been a ZTEX employee for two years. Currently working with the Street Resurfacing crew as a concrete finisher, he is always willing to go the extra mile. Lorenzo is self-motivated and always has the best interest of the company in mind. He works to follow safety guidelines and helps to drive the rest of the crew. He is always ahead of the game and looks for the best way to achieve a task. Thank you, Licenciado, for being a concrete employee!



### Employee Spotlight

**ROGELIO ADAME** attended the Universidad de las Américas Puebla, where he received a Bachelor's in Civil Engineering. Working as Project Engineer, he said that West Towne Marketplace is the largest project he has had yet. Rogelio is dedicated to his career and loves the challenges he faces on a daily basis. Mr. Adame says he has learned the necessity of being production orientated by efficiently multi-tasking, meeting project deadlines and staying within budget. With a job of this magnitude, Rogelio has to stay in constant communication with all levels of production. Their weekly afternoon meetings with the team give them the opportunity to go over what they are doing, what has to be done, and how they are going to achieve it. Overall, he says that he is happy to be given this opportunity!



**FRANCISCO CAMPOS**, one of ZTEX's Estimators, received a Bachelor's in Computer Science from UTEP and a Master's in Structures in Computer Science from the Universidad Autónoma de Ciudad Juárez. Mr. Campos used to work for the water utility company in Ciudad Juárez where he made his way up to Research Investigator for the water drainage and irrigation systems department. What he likes most about working at ZTEX is everyone's drive to work and improve every day. He says everyone is very respectful and eager to grow their skills and the enhance integrity of the company. Francisco enjoys cycling and has even traveled to Peru for a tournament. In 2016, he received 1st place in a competition in Ciudad Juárez. Congratulations, Francisco!



## DONATION DRIVE: CHANGE FOR CARE

During the month of March, ZTEX will be participating in "Change for CARE" to benefit the **El Paso Children's Hospital**. Funds will go towards daily necessities and medical supplies for patients in need. We will distribute campaign canisters to those interested in soliciting donations on March 1st. Every penny counts, and we are looking to do as much as we can, to support children in the community in their time of need. More details to come. Please contact Marketing Director, Priscilla Rodriguez, if you have any questions 915.591.6900



## Slope Safety

To Prevent Cave-In During Excavation, Use the Proper Slope Angle for Different Soil Types

Soil Type: Stable Rock  
Max. Slope (H:V) Vertical  
Slope Angle (Degree): 90



Soil Type: Type A  
Max. Slope (H:V) 3:4 : 1  
Slope Angle (Degree): 53



Soil Type: Type B  
Max. Slope (H:V) 1 : 1  
Slope Angle (Degree): 45



Soil Type: Type C  
Max. Slope (H:V) 1-1/2 : 1  
Slope Angle (Degree): 34



Means of Egress: Must Be Within 25 FT From Where Employees Are Working.



January 28th, ZTEX participated in the 17th Annual Alamo Auto Supply Golf Tournament. Enrique Sapien, Ernesto Beyer, Fernando Sigala, and Giovanni Peraza won Second Place. Great job guys!

## Project Updates

**West Towne Marketplace:** ZTEX is continuing work on Building Pads, as well as utility work.

**Montecillo Unit 11:** We are continuing cut & fill work on Topgolf Site, Unit 11.

**Montecillo Unit 4B, 5B & 9:** Utility work scheduled to start in a couple of weeks.

**Sky View Estates Phase II:** We are 65% complete on installing sanitary sewer lines and continuing work on water services.

**Street Resurfacing:** Asphalt paving completed on Turrentine Dr. and Aquarius Ln. while curb, gutter, sidewalk & ramp work has begun on Prestwick Rd.

**Horizon Town Center:** We are scheduled to continue installing the 12" and 8" water lines.



**1st SAFETY STAND DOWN OF 2017**

**FRIDAY**



30-Hour OSHA Training Lead by Daniel Esparza

**6A @ THE YARD**

## February Birthdays

Martin Carmona

Roberto Moreno

Francisco Campos

Daniel Corral

Armando Tavizon

Alejandro Luevano

Elias Gallegos

Arturo Reyes

Faustino Ibarra

Sergio Lugo

Juan Carlos Bustamante

Victor Rojas

Blas Maldonado

Luis Barrera

Norberto Gonzalez

Juan Rodriguez

Benjamin Rendon

Alberto Martinez Jr.

Javier Camacho

Michael Ojeda

Andres Mendoza

Armando Mendoza

Jesus Chavarria

Carlos Herrera

Jesus Corona

## Effective Keys To Communication In A Workplace

### 1. Builds and Maintains Relationships

Effective communication with colleagues can avoid confusion and frustration. It is important to maintain positive encounters with others for productive relationships.

### 2. Facilitates Innovation

Efficient communication severely affects employee motivation. Ideas may not be implemented to their fullest potential if employees are reluctant to communicate.

### 3. Builds an Effective Team

If employees feel that they are informed and involved in the decision pro-

cess, they will feel more secure within their role. Communication tends to boost employee morale and can help a team work towards a common goal.

### 4. Managing Employees

Adequate communication allows managers to inform staff of their responsibilities and what is expected. Calm and collected communication towards employees drives their will to work their best.

### 5. Contributes to Growth of the Company

Communication can lead to an increase in productivity, a decrease in error and helps to avoid unnecessary delays.