

Our Purpose

Create environments where great things can happen.

Our Vision

Alpha Building Corporation aspires to leadership in the construction services industry, prospering by continually improving our products and services and anticipating our customers' needs.

Our Values

We Value Our Customer.

We value their trust and work hard to maintain it. Our goal is to provide each customer what they need, at a fair price, and on time – to perform a construction service.

We Value Each Other.

Our co-workers are also our customers. We rely on each other's work to perform our own work successfully. Our corporate values compel us to treat each other fairly and with respect. We are a team.

We Value Quality.

Our quality control program is very simple... our work is completed "The Alpha Way". We are our own inspectors...we are the first inspectors...we are the toughest inspectors that walk our jobsites. Our quality standards are the highest we know how to achieve. We don't sell our work, we commission our work with pride.

We Value Our Work.

Since our work with NASA we knew that every job we performed was a small contribution to a great achievement. That belief continues today...whether at a military, educational or medical institution...every job we do creates an environment where important things can happen.

Recognition for Construction and Character

Over the last year Alpha has received several awards that are a direct result of a company-wide attitude of pride in the work we do and a commitment to the communities in which we work. Congratulations to the entire Alpha family for the work that has earned these honors.

In November, Alpha received an **Excellence in Construction Award** from the Associated Builders and Contractors for the renovation of the former Physical Plant Building at the **University of Texas at San Antonio**. This project involved several more-critical-than-usual scheduling issues. The building was being renovated to accommodate several new departments, and work had to be accomplished around the IT Department that controls the computer network for all UTSA campuses. Alpha's Project Manager, **Jimmie Ham**, and Construction Superintendent **Albert Jimenez**, were well aware of the importance of keeping those servers in operation 24/7 during the renovation.

Because this project was a true collaboration between owner, architect and contractor, ABC also recognized **Roy Garza**, Project Coordinator for **UTSA** and **Jaime Beaman** from Austin's **CasaBella Architects** at the awards dinner.

Of all the awards that Alpha has received over the years, and we are proud to say that there have been many, the **Ethics in Business Award** may be the most meaningful. The awards are presented annually by the **Ecumenical Center for Religion and Health**, and the **University of Texas at San Antonio**.

The Ethics award is presented to companies that demonstrate a real concern for the well being of their employees, clients and communities, based on the outcomes of



Jaime Beaman, Jimmie Ham, Kathleen Acock, Albert Jimenez, Roy Garza with their Excellence in Construction Awards from the Associated Builders and Contractors.

an extensive interview process by UTSA Business School students. As part of their business ethics curriculum, UTSA students are tasked with interviewing San Antonio businesses that have been nominated for the Ethics Award. The students participate in on-site visits with employees, and numerous interviews with the companies' clients and business associates. Their final reports are submitted to a committee which, in turn, selects the award recipients. We are obviously proud to have been selected.

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Creating environments where great things happen. It's more than just a slogan. It is the foundation of the last 40 years of Alpha Building Corporation – a foundation of values that underlies all the work we do. It's about thoughtful consideration of the way we conduct ourselves in business; about the way we bring our best to the table and bring out the best in each other.

In the last five years, we've more than doubled our employee family from 48 to 115 team members and added seven offices. As we welcome new people and start a brand new year, I think it makes some sense to take a look at this foundation, where it came from and where we want it to take us.

It started with my mom and dad and the lessons I learned at home and in Sunday school. I watched them run their business, living out their commitment to their employees, clients and work. They understood the three are like a three-legged stool. Take one leg off and the company would not be able to stand.

In the late 80s and early 90s, as we started out in new directions at the end of our NASA contract, we began to develop a written set of values...one that simply set in print what we had always practiced. The result is our purpose statement that includes four key values that truly define who we are and what we care about. In short, we, as an employee team, value:

- Customer
- Each Other
- Quality
- Work

We are working in an industry that is number two statistically in the number of bankruptcies. Everything we do is at risk if at any point we lose the trust of our clients or the confidence of our employee family. That's why it's always been important at Alpha to feed back into the business...to put our money where our values are. And this reinvestment has served us well and helps us remain stabilized during times of economic turbulence.

Because of your work, your commitment to these values and good, conservative management, Alpha is strong and has the resources to tide us through whatever pitfalls may occur.

We may not build monuments to Big Building, but our smaller construction projects are the ones that are uniquely important to the end user, whether that be a student finding himself in a state-of-the-art classroom or a female astronaut blow drying her hair in the first NASA restrooms for women. In improving each environment, we are making life better for someone else....

creating places where great things can happen.



"Being Their Best Selves," in 2009

"Behind every great project manager, is a great administrative assistant." Here at Alpha we've put a little construction spin on a great saying and truly believe that our administrative assistants are the foundations of any project office. For that reason, after months of planning and hard work by Jana Clarke, Cindy Edwards and Mary Meek-Gibson, all Alpha Administrative Assistants were brought to San Antonio to attend a three-day conference (January 12th -14th) at the historical Emily Morgan Hotel. The goal of this conference, entitled "Be Your Best Self," was to provide a network of resources to help them perform their jobs, encourage communication with their peers, share common challenges, and more

importantly, generate ideas to overcome those challenges.

The program kicked off on Sunday afternoon as the "Alpha ladies" from Tennessee, Arkansas and all project locations around Texas arrived at the hotel to find personalized totes filled with items to make their stay more memorable, including a disposable camera to record conference events. That evening the Board of Directors hosted a welcome dinner so that the newer Administrative Assistants had an opportunity to meet with the company's Board of Directors and hear them speak about each of their roles within the organization. After a few hours of

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This year marks the second award to Alpha of the **Accredited Quality Contractor** designation by the national office of ABC. The AQC program recognizes those construction firms who have made a contribution to the industry through not only the quality of their work, but their commitment to their employees, their safety and QC programs and to the communities in which they work.

Good work is rewarded in more ways than just client satisfaction... and retention. Sometimes you get public recognition as well.

All of these awards are direct results of the commitment of all Alpha employees to performing our work “the Alpha Way”, where good enough is never good enough. Proving that it’s more than just a PR slogan.



LEED AP—The **LEED (Leadership in Energy and Environmental Design) Accredited Professional** designation is presented to an individual who has demonstrated, through testing, a thorough understanding of green building techniques, the LEED Green Building Rating System, and the certification process. **San Antonio Superintendent John Rivenburgh** and **Texas A&M Project Engineer Billy Harkins** are the first Alpha employees to receive the LEED AP designation. Several more Alpha employees are going through LEED training in order to

get their LEED accreditation, reaffirming Alpha’s efforts to be a responsible steward of resources and to help our clients in their pledge to do the same.

At ABC’s 2008 Annual Chili Cook-Off Alpha received the **2007 Platinum STEP Award** from the national office of the Associated Builders and Contractors. This is Alpha’s fifth National STEP award — given as an affirmation of our commitment to the safety of our employees, subcontractors and clients. In addition to the national award, Alpha received its fourth Safety Excellence award from our local ABC chapter.



Ron Fuller, Rob Crow and John Rivenburgh accept the ABC Safety Excellence Award at the Annual Chili Cook-Off

2009 Anniversary/Awards Dinner

San Antonio’s Petroleum Club was the site of Alpha’s annual dinner held to celebrate the milestone anniversaries and achievements of its employees. Honorees were invited to come to the River City from all project offices throughout the company.

Celebrating **five years** with Alpha are: **Shawn Babb (UTSA)**, **Jaime Flores (TAMU—Corpus Christi)**, **John Harvill (ETSU)**, **Leo Martinez (UT—Austin)**, **Ruby Patterson (Corporate)**, **Mike Riddle (UT—Austin)**, **Troy Spears (TAMU—Corpus Christi)**, **Gary Strebe (MTSU, TSU and Austin Peay)**, and **Angel Tavares (Breesport)**.

Ten Year anniversary award recipients are: **Ray Gibson (Breesport)** and **Webb Wilcox (Breesport)**, and celebrating **fifteen years** with Alpha is **Trey Acock (Corporate)**. **Jimmie Ham (Special Projects of Texas)** and **David Page (Corporate)** join a select group as they celebrate **twenty years** with the company.

Ron Fuller, Director of Quality and Safety, presented



The Alpha Building Corporation Twenty-Year-Plus club members show off their watches : Horace Acock, Jimmie Ham, Ron Fuller, David Page and Kathleen Acock .



Project Spotlight:

The University of Texas at San Antonio Sam Barshop Road Extension and Parking Lot Expansion

In May 2008 Alpha completed one of the largest single road and parking lot projects that we have ever taken on. The University of Texas at San Antonio, where Alpha has been the Job Order Contractor since 1999, asked Alpha's UTSA **Project Manager, Shawn Babb**, to submit a bid on a road project. It's not unusual for Alpha's JOC clients to ask our project offices to bid on hard bid projects, particularly if they are larger than the JOC contract allows. We take it as a sign of their confidence in our ability and approval of the quality and timeliness of our work.

Alpha was selected to accomplish the project, and on January 2, 2008 the UTSA team began work on the Sam Barshop Road and Parking lot expansion. The project provides a continuous 2200 linear foot roadway connecting the north side of the Loop 1604 campus to UTSA Boulevard on the south, and access to an



expanded parking including more than 850 new spaces on the west side of the Campus. The boulevard ends on the campus' south side with a unique roundabout intersection.

The project also included the construction of a new wastewater retention basin for the new road and parking lot; new lighting; emergency phone network, and security camera system for the parking lot and road.

The job was finished in time to add some additional landscaping to the project prior to the ceremony, where UTSA officially opened the boulevard with a reception,



tour and ribbon cutting ceremony on Wednesday, June 18. For the celebration, UTSA President **Ricardo Romo** welcomed guests of honor **Sam Barshop**, his wife **Ann Barshop** and son **Bruce Barshop**, along with Dave Riker, UTSA's Associate Vice-President of Facilities Administration.

"Sam Barshop's vision and business ability are well respected all over the state of Texas," said Romo. "But this new road will bear his name for another reason. Sam and his family are the kind of people who really care about the good of the community in which they live. They have been behind the scenes of so many important civic endeavors, it is nearly impossible to count them all. So, today we want to honor Sam Barshop and thank him especially for his lifelong dedication to higher education. Sam puts his passion for education to work and literally never rests from it."

Alpha was justifiably proud to have been asked to be a part of this project.

The Safety Corner

by David Scott James, Alpha Safety Officer

Hard Hats

Most of us believe that the serious injuries happen to other people; especially if we have never experienced one ourselves. Statistically, there are approximately 120,000 on-the-job head injuries each year, and nearly 1,500 of them are fatal. With about 20 million people wearing hard hats, that makes the odds about 1 in 166 or a .6% chance of being injured. Not bad odds..... unless you're the one that gets hurt. Then, for you, it's 100%.

Here is the OSHA standard for head protection:

1926.100(a)

"Employees working in areas where there is a possible danger of head injury from impact, or from falling or flying objects, or from electrical shock and burns, shall be protected by protective helmets."

Alpha Building Corp takes it a step further:

"All personnel on all Alpha Building Corp jobsites shall wear hard hats at all times unless wearing such interferes with the work process where hardhat prevents access to work because of space limitations. Exceptions to this hardhat rule need to be approved by the Alpha Building Corp Safety Director or

Officer." (Taken from the Alpha Building Corp Safety Program Manual, 2006 Revision)

The benefits to this policy are:

- No questions about whether a danger exists... you're covered (metaphorically speaking)
- Identification – The Company name and logo are clearly identifiable to clients.
- Example – It sets a good example for the subcontractors we work with.

The discomforts associated with hard hat usage can be overcome; vented hardhats in summer, hardhat shading devices, approved liners in the winter, etc. We are currently in the process of evaluating hard hat needs and ordering the style you want. Sorry...we can't do anything about the hat hair. But that is a small price to pay to prevent being one of the 118,500 who survived head injuries ...or worse...one of the rest.

Alpha Building Corp is committed to the safety of all its workers, employees and subcontractors. By working together we can meet our goal of being the safest contractor in the country.

Let's continue to be careful out there.

Employee Spotlight:

Albert Jimenez, Building our Future

For the past 3 years San Antonio **Superintendent Albert Jimenez** has been donating his Tuesday evenings to teaching the Associated Builders & Contractors Carpentry 2 course at South San High School. The class of ten students meets weekly for four hours in the South San Vocational Building as a part of the ABC Carpentry Apprenticeship four year program. Albert says he's getting the satisfaction of knowing that he has contributed to the student's growth and helped maximize their potential for building a successful future in the construction industry, or more fundamentally, "...just knowing that I have added to their confidence level is very rewarding for me."



Albert found out about the program through the ABC newsletter, and with the help of Jonathan Rogero, Alpha Operations Manager, and Chris Laskowski, who coincidentally taught Jonathan when he went through the apprenticeship

program), was able to secure a position as a trainer in the program.

The students must have completed the Carpentry 1 class before they can take Carpentry 2, where they learn:

- reading plans and elevations;
- distance measuring and leveling;
- introduction to concrete and reinforcing materials,
- foundation flatwork,
- concrete forms,
- handling and placement of concrete,
- manufactured forms, etc.
- plus practical lessons from an instructor who has more than 25 years field experience.

The students must have a grade point average of 80 or better to successfully complete the course, get the college credit, move on to Carpentry 3 the next year, and become a proficient part of this industry.

We appreciate Albert's work in helping to build our future.

special awards to Superintendents from three project offices whose safety records were judged to be the best in the company based on the dollar volume of work performed and the number of employees and subcontractors on their jobsites. The **Silver Safety Excellence Award** went to **Randy Shaum, Superintendent** from the **City of San Antonio** contract; the **Gold** award went to **Adam Hyman, Superintendent** for the WORC contract at **Texas A&M University—College Station**, and the **Platinum Safety Excellence Award** was presented to **Andy Vyverman, Superintendent** for the JOC at the **University of Texas Health Science Center at San Antonio**. The **Safety Excellence Award** to the **Project Office** with the most outstanding record of safety went to **Texas A&M University in College Station**.



Andy Vyverman receives the Platinum Safety Excellence award from Director of Quality and Safety, Ron Fuller, for his work at UTHSCSA.

Safety is a priority that filters throughout Alpha from the President of the company to every employee. The Safety Office decided that it was a great idea to start talking about it and celebrating those employees who'd had an opportunity to demonstrate the beneficial effects of our emphasis on Safety.

The award for **H o n o r a b l e M e n t i o n E m p l o y e e o f t h e Y e a r** was given to **Jana C l a r k e , (C o r p o r a t e — A c c o u n t i n g)**, for her monumental efforts in training and mentoring **A l p h a ' s A d m i n i s t r a t i v e A s s i s t a n t s**, (among many other things);



Jana Clarke receives the award for Employee of the Year—Honorable Mention from Kathy Acock.

and the award for **Employee of the Year** went to **Pat Ralph, (Corporate—Marketing)**.

The **Honorable Mention for Project Manager of the Year** was given to **Gary Strebe** for his outstanding work



Executive Vice-President, Rich Booher, shares a story as he presents Gary Strebe with the award as Honorable Mention Project Manager of the Year.

managing three project offices in the middle of Tennessee—**Austin Peay State University, Tennessee State University** and **Middle Tennessee State**.

Project Manager of the Year honors went to **Kevin Newman** for his development of Alpha's still growing



Kevin Newman is honored as the Project Manager of the Year for the development and management of Alpha's DOCC Contract with NEISD.

Delivery Order Contract with the **North East Independent School District** in San Antonio. Even though the NEISD contract is one that is well seasoned, (Alpha has been their DOC contractor since 1998), the contract has grown significantly in the last year.

Special Recognition went to **Jonathan Rogero, (Assistant Operations Director)**, for his outstanding efforts cementing both internal and client relationships this year.

Congratulations to each of this year's honorees.



Going Green for Green

by John Rivenburgh, LEED AP

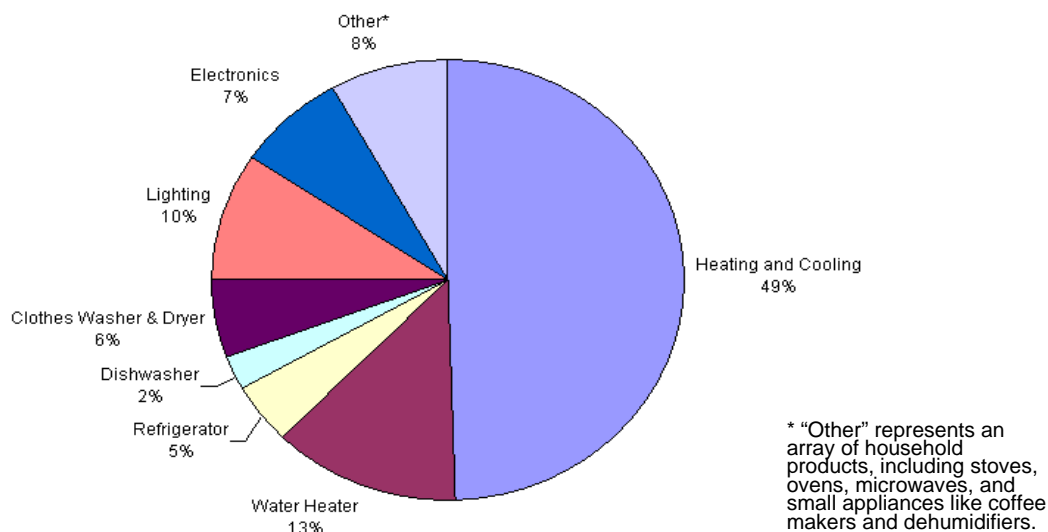
These days you surely have been hearing that green is going mainstream. Energy and water costs will continue to increase and you may think twice about what kind of toilet, HVAC system, or other natural resource consuming products you may be purchasing for home or commercial building projects. If your interest in learning more about energy efficient and water conserving products is peaked, how do you figure out which products are of the utmost quality? There are two programs that have been developed by the United States Environmental Protection Agency (EPA) partnering with the U.S. Department of Energy to ensure that water fixtures and many energy consuming products are made and operate as efficient as possible with today's available technology.

Energy Conservation – ENERGY STAR program (www.energystar.gov)

The ENERGY STAR program is a well-established program which provides guidance to consumers, builders, and building designers on how a project can get the most energy efficient building possible. The ENERGY STAR label is a commonly known label on products from computer monitors to building certifications. ENERGY STAR provides programs for new residential and commercial building certifications, in which a third-party inspector will verify that the building is more efficient than the average building and predict the monthly energy bills. The ENERGY STAR website provides consumers with all the approved products and their estimated energy consumption. This website will open your eyes to all the energy efficient products rated by ENERGY STAR available in the U.S. market.

See the chart below to help you decide which products you could update in order to improve your energy bill.

Annual Energy Bill for a typical Single Family Home is approximately \$2,000.



Source: Residential Energy Consumption Survey, 2001

San Antonio Utilities' Residential Conservation Incentives:

City Public Service Residential Rebates (http://www.cpsenergy.com/Residential/Rebates_Programs/Rebates/index.asp):

- Air Conditioner Rebates
- Natural Gas Rebates - Water Heaters & Dryers
- Solar Water Heater Rebates
- Solar Initiatives Photovoltaic (PV) Rebates

Home improvement tax credits are available for:

- Insulation
- Replacement windows
- Water heaters
- Certain high efficiency heating and cooling equipment
- Biomass stoves

New homes can qualify for tax credits for:

- Photovoltaics
- Solar water heaters
- Small wind systems and fuel cells

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great food and conversation, the attendees returned to the hotel to prepare for the next few days of workshops and events.

Throughout the conference, the ladies gained insight into the way their job duties affect, and relate to, the whole company, and practical information about methods they can use to be more efficient in their positions. Workshops, presented by representatives of Alpha's Accounting, Safety, Marketing and Operations departments, were designed to discuss the contributions the Administrative Assistants can make to each of those areas, and to answer any questions in a personal setting. The conference hosts presented sessions on business etiquette and professional dress, reinforcing the company's policies and procedures in a very entertaining way.



The ladies of Alpha stop for a photo at the corporate office during the 2009 Administrative Assistant's Meeting in San Antonio

Along with the interactive workshops that were focused on doing things "the Alpha Way," the ladies had a chance to hear three wonderful guest speakers. Michele Seward Davis, Chief Financial Officer of Joeris General Contractors, spoke about the need for, and merits of, community involvement and volunteerism and the importance of finding your true passion and using that as your guide for both your personal and professional life. On the final day of the conference, Dixie Howell, Owner and Founder of Dixieland Advice and More, spoke on finding your best asset, learning how to utilize it both in and out of the office, and the value of networking and marketing yourself. The final guest speaker, Michelle Montanio, the Assistant Director of Student Activities for the University of Texas at San Antonio, administered the "True Colors" personality assessment to all of the ladies. The exercise is meant to help each individual understand their own personality traits and behaviors as well as how to work well with and understand the traits and behaviors of others, at work and at home.

Overall, the 2009 Administrative Assistant Conference was a success. All attendees were grateful to the individuals involved, especially the women who put it all together, allowing them the opportunity to get to know each other and form a stronger company network. Through teambuilding, discussions on problem solving, interactive workshops, guest speakers, and most importantly the sharing of common experiences, the ladies made great strides toward "Being their Best Selves", both as individuals and as valued employees of Alpha Building Corporation.

