



Mill Creek Renewables was named one of the Top Solar Contractors for 2022 by Solar Power World. DHM was eager to partner with them on a second project, Great Cove Solar 2, Phase 1.

At the base of Parnell Mountain and along some quiet backroads in Franklin County, Pennsylvania a large solar community is springing up. Robert Costner, Construction Manager for Mill Creek Renewables, shared that the 180-megawatt project spans 19 parcels of land, intertwining two townships, and will be home to 331,722 solar panels.

Mill Creek Renewables has led solar projects all over the United States. This is Robert and Donnie's second project together and Robert said, "It has been good." This project is ongoing, but Robert and Donnie both agree that the biggest accomplishment was getting all the environmental and soil controls, roads and laydown areas completed and seeded in two and a half months. This allowed them to begin installing posts several weeks ahead of schedule.

The scope of work for the project was a lengthy one, but DHM's Superintendent Donnie Smith was up for the challenge. On August 4, 2022, crews started working to:

When asked about his relationship with Mill Creek Renewables, Donnie commented, "Mill Creek is a very professional, well-organized, safety-driven company. They have a lot of experience in the solar industry. They are strong on communication and know how to build a job. A pleasure to work with."

- Clear and grub 10 acres of trees and brush
- Install 41,400 (7.85 miles) of filter sock (varying in size from 12" to 32")
- Install 20 rock construction entrances
- Strip, filter fabric and stone 3.5 miles of access road
- Filter fabric and stone 9 acres of laydown area
- Strip and respread 42,000 cu yards of topsoil (3,000 tri-axle loads)
- Cut, place and compact 46,000 cu yards of fill (3,286 tri-axle loads)
- Install five structures and 400' linear feet of various size storm pipe
- Seed and stabilize 279 acres
- Install 18 acres of amended soil

DHM is fortunate to partner with Mill Creek and together construct a quality solar community.



DECEMBER - DICK HOFFMAN



NOVEMBER - SAM MUMMERT



OCTOBER - SAM MUMMERT



GLEN SHATZER | JAY HESS | TOM OFFUTT | SUPERINTENDENT DONNIE SMITH | ZACH EYER | DUSTIN BARR | GLENN RAU (PHOTO BY GREG WENGERT)





KIRK MARTIN
PRESIDENT

HERITAGE.

What does the word mean? Maybe a better question would be, what does it mean to me?

The word Heritage to me brings about feelings of nostalgia and memories of family, or even ethics that have been instilled into me without me even being aware of them. Why do I insist on always having my truck clean or why do we need to park our equipment in a nice, neat line at the end of the day? I think all these things in some ways have been handed down from my parents and grandparents over time.

Is our Heritage important? Do we allow it to shape our lives? Do we fight against it? I think the answer to these questions is a simple YES! Many ideals about our heritage are respectable, but could there be parts of our heritage that can humble us as well? What we do with these handed-down principles is what shapes us and what we can then pass along to our family or to anyone we have influence over.

I had the opportunity to bring my Grandma Martin down to see the new office a month or so ago and she just couldn't get done looking at the building and saying repeatedly...."I wish David would be here to see this, he would be so proud". Where did Grandpa's heritage start? Certainly, with his dad, mother, and possibly his grandfather. All the values he was taught were then handed down to his sons and daughter (Edwin, Jeryl, David Henry and Charlene). It is very interesting to me as I look at my own life and how it was shaped even today by men and women that I didn't even know. Do we even understand how great an influence we have over our children and their children? I think we too often take our responsibility for granted and miss that our world has minimized the importance of family.

DHM employees get pulled into the DHM Heritage whether they know it or not. Our key words of "Excellence and Integrity" should be present in all of our work situations. Our employees represent what Grandpa and Grandma started so long ago. I am reminded often of just how well our employees do represent those qualities as we receive thank you letters for a job well done, comments on social media, or recommendations from past clients.

I really doubt that Grandpa was thinking about his heritage and how it would be handed down through generations, or how his idea of starting a small excavation company would eventually affect me and so many others. I am so thankful that he followed his dream and passed along his heritage through his sons and his daughter.

So, what do we do now? How can we positively influence another person's life? I suppose we have choices to make every day of our lives. The choices that we make will determine what type of heritage we will pass along. Be sure you are making the best choice!



HERITAGE

1. Something transmitted by or acquired from a predecessor
2. Something possessed as a result of one's natural situation or birth



RICH PHILLIP
FLEET MANAGER

One of the toughest challenges we face as a company is staying current on an ever-changing landscape of rules and regulations in transportation.

It seems that every day a new, updated, or amended rule is on the table from local, state, and federal government agencies. With a "guidebook" put out by FMCSA that is a 700-page book to be exact, it can be an exhausting task working to stay compliant. So how do we do it? Training! After that, you got it, more training!

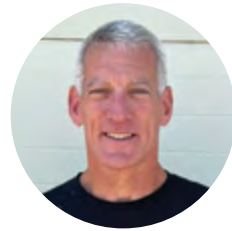
We invest heavily in training seminars to ensure we are working within compliance. Recently I had the opportunity to attend two such seminars. The first one was in Scottsdale, Arizona. During that seminar the main discussion was protecting our drivers and assets. With nuclear verdicts (when the plaintiff in the case is awarded well above any reasonable amount) on the rise, and Pennsylvania being one of the top five in the nation, it's imperative we take steps to protect you and the company. The safety devices throughout our fleet have been and are doing just that!

The next training seminar that I attended was with the Pennsylvania Motor Truck Association (PMTA). During the PMTA seminar the focus was on new proposed rulemaking topics put out by FMCSA. One of the hotly contested issues is FMCSA proposing a rule to limit the speed of all CMV's on the roadway. All of us have seen it when two trucks governed at 62 mph are trying to pass each other. What a headache!

With proposed rules such as this, it's imperative that FMCSA hears feedback from drivers, managers, and owners. You can always check proposed rulemaking topics and provide your feedback at fmcsa.dot.gov.

We will continue to update you on changes at our driver meetings, through email, and the employee portal.





KELLY KRAMER
SAFETY DIRECTOR

As my family and I celebrated a wonderful Thanksgiving, my thoughts turn to them and loved ones. One of the highlights from this Thanksgiving included hiding from my grandson, Everest. He would try to find me, I would jump out, scaring him, and chasing him around the house. We both had a great time and even after 20 or so attempts it never seemed to get old. This was followed up by a thoughtful gift from Everest...



I was moved to see I made the list of turkey feathers of things that he is grateful for (see turkey photo)!

You may be thinking, what in the world does this have to do with safety? Please be patient and keep reading.

Safety is common sense. As a safety professional, I have heard this said repeatedly and agree with it. Most of the safety regulations and things we are supposed to do come from bad things that have happened and there are usually common-sense things that we must do to keep them from occurring. Think of crossing the street. Hopefully, your parents told you to always look both ways before crossing. If not, something very bad could happen. Follow this up with nobody wants to or tries to get hurt. With that said, during my safety career, I have repeatedly seen people make incorrect decisions and get hurt. By the way, I am not excluding myself from these concepts.

So, what can we do about this? At DHM, we have recently introduced a concept that is tied to the image of a stop light. Stop-Think-Act. Here is how it works. Before you perform a task, be it at home or at work, perform the following steps:



1. Stop – Ask yourself “What could go wrong?” – This is the assessment of the hazards of your task. For example, if I cross the road, I could get hit. I will add some emphasis to this to help understand the importance of this step. “What is the worst possible thing that could go wrong?” For me, I could not imagine getting struck by a car and not being able to ever experience another holiday like I just did. I want to be able to chase my grandson and make his list of things that he cares enough about to add to his turkey.

2. Think – Do I have the skills/knowledge to do what I am about to do? What safety measures are already in place to help me? Are they working and/or adequate? Do I have all the tools/equipment needed to do this? For crossing the street, have I looked both ways and will I be highly visible or in a pedestrian crosswalk.

3. Act – Only after the answers are acceptable, then “Act”. If not, get what you need, ask someone to show you how to do something, or change how you were about to do it!

Most of the time we know exactly what we are supposed to do, but for many reasons we do not do it. Take time to slow down and perform these simple steps. They seem like common sense. That is exactly right. I have been told many times; safety is common sense!



“A big little family” was the response Alexis Helman gave when she was asked “What do you know about David H. Martin Excavating after attending Career Day?” Alexis is a senior from Chambersburg who is studying Carpentry at The Franklin County Career and Technology Center. Alexis was 1 of the 190 students and staff from 11 different programs that spent a day here at DHM on September 29th learning about the variety of career opportunities at DHM.



It was a chilly fall morning when the unlikely sight of four school buses pulled in our entrance. Students wearing DHM t-shirts and safety glasses exited the yellow buses expecting to hear (in their words) how we dig up dirt, load dirt, and haul dirt. However, what they learned surprised them.

Kirk Martin, DHM President, welcomed the students and spoke of the company's history, variety of career paths, and the opportunities for growth. Next, the students rotated to six stations: Shop, Underground Utilities, Environmental, Machinery/Surveying, Trucking, and Safety. This gave them the opportunity to learn from, engage with, and ask questions of DHM employees (several who are graduates of a vocational technical school). Todd Swan, Carpentry Instructor, said, “The employees interacted with the students and drew them in. You would not have known they were not teachers.”



Jamar Long, a homeschooled student from Greencastle, knew a little about DHM prior to Career Day. His dad works for a construction company that hires DHM to dig their foundations and he has two relatives that work here. Jamar was surprised to see a drone used by our surveyors. However, his favorite part of the day was learning about the environmental division and looking at the equipment.



Volvo Construction, along with Highway Equipment & Supply Co., donated a simulator and mini excavator for the event. Several students had the opportunity to sit in the seat of a rubber tire loader and operate it in a simulated stone quarry. They would maneuver the joysticks to load large rocks into a crusher to be made into stone. Blake Nisewander said that operating the simulator was “pretty cool.” Blake is a Diesel Mechanic student and a junior at Greencastle-Antrim. Blake was really impressed with the shop and said he would like to do his senior co-op at DHM.

DHM's Career Day was the largest event in CareerTech history that was presented by an employer and included 11 of their programs. Kathy Estep, Workforce Development Coordinator, had this to say about the day, “Career Day was an invaluable experience for CareerTech students to see the career opportunities an organization like DHM has to offer that might not be obvious looking in from the outside.”



Tim Snyder, a Welding student from Waynesboro, was asked if he is interested in working with DHM and he responded, “Yes, ma'am, I'd start tomorrow if I could.” We look forward to someday adding students from Franklin County Career and Technology to DHM's “big little family.”

NEW HIRES

Brandon Martin, Laborer
Ardel West, Jr., Vac Truck Driver

Joe Henry III, Laborer
Franklin Leocadio, Truck Driver, Environmental

ELEVATING THE GRADE / PROMOTIONS

Braden McSherry, Vac Truck Driver
Jarrett Morrison, Equipment Operator
Robbie Snively, E & S Foreman

Kaven Swope, Obtained CDL
Jeb Newman, Obtained CDL

BIRTH ANNOUNCEMENTS

Shawn & Kelsey Halteman
second child, a daughter, Adaleah

Hunter & Kasey Martin
welcomed their daughter, Indiana

Parker & Savannah Dymond
second child, a son, Gunner

WEDDINGS

Tommy & Jamie Rayhart
Jarrett & Kassie Morrison

Britton & Laura Osman

RETIREMENTS

Donnie Fleagle – 24 years of service | Date of hire 4/27/1998

THE FOLLOWING EMPLOYEES WERE RECENTLY RECOGNIZED FOR THEIR YEARS OF SERVICE TO DHM

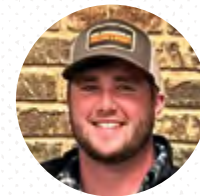
- | | |
|----------------------|--------------------------|
| Kirk Martin – 35 | Tyler Gelvin – 10 |
| Brian Fraker – 30 | Dale Barr – 10 |
| Matt Hultin – 25 | Melony Harr-Souders – 10 |
| Bryan Brown – 20 | Eddie Stout – 5 |
| Char Vink – 15 | Zach Dubbs – 5 |
| Jake Rife – 15 | Joe Henry – 5 |
| Justin Schaffer – 15 | Doug Everts – 5 |
| Hunter Martin – 10 | Pablo Contreras – 5 |
| Ken Malick – 10 | Megan Haymaker – 5 |
| Alvin Benedict – 10 | Gary Waite – 5 |
| Brian McNew – 10 | Brandon Lambert – 5 |
| Daryl Crider – 10 | Robbie Snively – 5 |

At DHM, our employees work for and alongside some great people, and we wanted to offer the opportunity for them to receive recognition for what they do to help make this such a great company.

Employees can nominate coworkers who are innovative, dedicated, safety conscious, productive, have a strong work ethic, or a positive attitude.

Each month employees are chosen from the nominees. Help us congratulate the employees below as they strive for excellence and integrity in every aspect of their work.

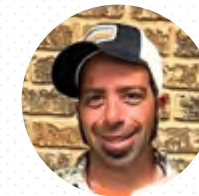
OCTOBER 2022



AUSTIN BEAR
Assistant Superintendent



TERRY MCGARNEY
Truck Driver



JOSH PICARD
Equipment Operator



JAKE RIFE
Mechanic

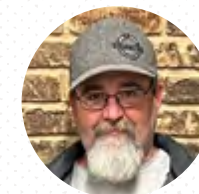
NOVEMBER 2022



RYAN CARPEGNA
Equipment Operator



CLAY CHRISTOPHEL
Equipment Operator



BRAD KENT
V.P. of Underground Utilities



CHAR VINK
V.P. of Human Resources

DECEMBER 2022



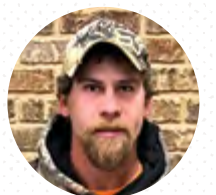
DAVE FISCHER
Laborer/Equipment Operator



BARBARASUE HERSHEY
Safety Coordinator



TUCKER HESS
Equipment Operator



TRAVIS RAMSEY
Equipment Operator