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JOERIS

Benchmarks

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Building Boerne - the building blocks of a community

On June 21, 2005 a ground breaking ceremony was held in Boerne at the site of the district's new elementary school. The event marked a milestone for Joeris while it ushered in a new era for the small community northwest of San Antonio.

The elementary school is just one part of an entire construction bond program awarded to Joeris in late 2004.

The Boerne ISD construction program is valued at \$75 million and will include the elementary, a new high school, major renovations to the existing high school and one of the district's two middle schools as well as minor renovations to other campuses. When taken as a whole, the project represents Joeris' largest award to date - a milestone of grand proportions. Construction of all facilities won't be completed until 2009.

The 2004 bond represents a new era for Boerne. The small town is no longer small. The community has seen a population explosion. Voters recognized the need to reduce overcrowding and also took a stand regarding the district's high school. There was much debate between the anti-tax increase base



Dr. John Kelly, Boerne ISD Superintendent, and local school children 'turn the dirt' at the ground breaking ceremony for the district's fifth elementary school.

and those that wanted to avoid having a 5A high school in Boerne. Voters opted for the bond, resulting in a plan for two high schools - one 4A and one 3A.

Joeris has the honor of building the new schools this historic community needs. Many of Boerne's newest residents are young families with young children. These schools will provide the building blocks of their futures just as the children provide the building blocks for the future of their community.





Legacies

Gary Joeris
President
Joeris General
Contractors, Ltd.

I've been thinking a lot about legacies of late. As most of you know, I lost my dad in 2005. The legacy he left me will be hard to live up to. In fact, he left me several legacies - the love he had for his family, a deep spiritual faith, a respect for others. And, of course, a business built on integrity. It's this last one that's been uppermost in my mind recently.

As the construction community benefits from and feels the effects of San Antonio's population boom, we shouldn't forget where we each came from. And, we should be ever mindful of where we are going and what we want to leave behind. Legacies are important, for our employees, our children, and our community. After all, construction isn't just about bricks and mortar. It's about quality facilities for those that use them (schools, churches, office spaces). It's about relationships based on cooperation and integrity. It's about building a healthy, clean community for all San Antonians. It's about creating the future - the one that we all have to live in.

At Joeris, we want our legacies to be ones each of our team members can be proud of, ones they can hold up to their families and friends. My dad was right about a lot of things. He was especially right about the **right** way to do business...with integrity. Eventually, the things we build go away and are replaced with other things. But our reputation stays with us. It's our legacy.

If I can ever be of assistance or, if you have any questions or concerns, please contact me at our main office (210-494-1638).

HEB - Always Fresh

HEB turns 100 this year, but they certainly aren't letting their age keep them from staying fresh and innovative. The locally headquartered grocery store chain is known for their ability to constantly reinvent themselves in response to their customer's needs.

Joeris has been lucky enough to work with HEB on over 15 of their retail stores. Recently, our team completed the HEB #36, located on Southeast Military drive in San Antonio. The store follows the company's newest concept - HEB Plus. HEB introduced this concept in 2004 in San Juan, Texas. The 100,000+ square foot stores feature expanded product and service offerings including music, videos, DVD's; a larger baby department; BBQ grills and supplies; an ex-



panded party product section; lawn and garden equipment; electronic and household items and more.

HEB #36 is the first HEB Plus store in San Antonio. And, given the company's track record, it's sure to be a success. The store's much anticipated grand opening was held in November.

Alamo City Harley Davidson - Hawg Heaven

Looking for a new ride? Look no further than Alamo City Harley Davidson in San Antonio. This is Hawg Heaven for Harley lovers.

For the last 15 years the owners have been serving the San Antonio area with their flagship store on IH 35 and a second merchandising store downtown. Now, they've upped the ante. Alamo City Harley has expanded and renovated their main location to improve their customer's buying experience.

Joeris was selected to build the new retail facility which opened in August 2005. The store features

33,000 square feet of everything Harley - from bikes to leathers, gear to goods. The store has an industrial,



almost unfinished look with exposed metal roofing, stained concrete floors and metal millwork. Visitors can ride the glass elevator to the upper floor which features an enter-

tainment area with pool tables and an outdoor deck for bar-b-ques. Designed by Charles William Pope and Associates, Architects, the store has something for everyone whether a casual onlooker or a serious Harley enthusiast. Go by and take a look at the all new Hawg Heaven.

Technology & Construction - a marriage made in ...



What was the most recent 'cutting edge' technological innovation adopted by your company? If you said fax machines or cell phones, it's time to play catch up with the fastest changing industry on the planet - communication technology.

The construction industry has not always been quick to adapt to changes of any kind, much less those involving high tech equipment. The idea of a 'paperless' work place is terrifying to a contractor used to submittals, transmittals, RFI's and ASI's. But that fear may be headed in the same direction as the fax machine - extinction.

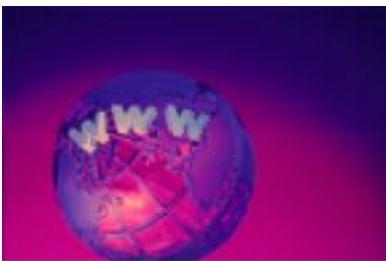
Contractors have begun to embrace various technologies as they realize the cost and time savings many of these devices and methods can provide. It's becoming more and more common to see superintendents with small laptops

in the field along with their cell phones. The even more cutting edge contractor will have cell phone/PDA combination devices on its jobsites. In both cases, the idea is to be able to access documents, emails, contact information, etc. at any location at the site.

With the emergence of email as the communication method of choice for most construction project team members, it is no longer a luxury in the field, but a necessity. And, given the need to have information yesterday and the size of attachments such as photos and cad files, dial up is a thing of the past. High speed is the only way to go. A portion of the higher cost of high speed lines can be offset through the use of VoIP (Voice over Internet Protocol). This allows voice communications to travel over the high speed data line (truly, over the internet), eliminating the need for an old-fashioned analog line. In just the last couple of years, VoIP has been perfected and is almost as clear and reliable as the traditional land line. Another advantage of the technology is the elimination or substantial reduction of long distance costs since all calls to anywhere are traveling over the internet.

Joeris has been using IP technology for the last three years. Our office phone system is completely digital and most jobsites are VoIP, operating as extensions of our main office system. We have seen tremendous advantages from the convenience of transferring calls to jobsites, to the cost savings of long distance. Another great advantage has been the ability to install jobsite phones quickly without 'construction costs' from the phone companies at new construction sites in undeveloped locations. These sites often require a wireless install which can be done in a couple of days versus the several weeks or months of the traditional land lines, and at a fraction of the costs.

While the construction industry may not have gone willingly to the altar for this marriage to technology, it seems to be a relationship that is growing happily.



Construction Events

February

- 4 **AIA Beaux Arts Ball**
(Gonzalez Convention Center)
- 7 **ABC Contractors in a Box**
(Oak Hills CC, 6 - 8:30 pm)
- 23 **AGC Salsa Taste Off**
(Chapter Office, 5 - 7 pm)

March

- 3 **ABC Chili Cookoff**
(Aggie Park, 4 - 8 pm)
- 15-19 **ABC National Convention**
(Wynn Resort, Las Vegas)
- 19-20 **AGC National Convention**
(Palm Springs, CA)
- 23 **RECSA Main Event Fight Night**
(Gonzalez Convention Ctr.)
- 27 **AGC Spring Golf Tourney**
(Silverhorn - 12:30 pm)

April

- 1 **Race for the Cure**
(Alamodome)
- 11 **ABC Spring Golf Classic**
(Fair Oaks Ranch, 1 pm)
- 18 -19 **ABC Region III Conference**
(Menger Hotel)

Spotlight

Joeris Adds Staff As Growth Continues

Joeris has seen tremendous growth over the last five years. As we add projects to our backlog and increase the size of our projects, we are also adding highly skilled staff members to help us maintain our quality of service.

Our company has grown substantially in volume and the growth has come at a very fast pace. In 2001, Joeris had \$59 million in revenue with 60 employees. Our projected numbers for 2006 are \$180 million in revenue with 180 employees. We'd like to introduce you to a few of our new professionals as we start the new year.

Tom Lyons joins Joeris as Chief Estimator. Tom will supervise our staff of four estimators and be responsible for Joeris construction budgeting/estimating activity. Tom has over 30 years experience in the estimating field and has worked for several large general contractors in Texas. Tom is an outdoor sports enthusiast and will have his hands full as the lone Longhorn among Joeris' crew of Aggies.



Our new Human Resources Manager, **Julie Delahunt**, brings to Joeris over 20 years experience in HR and Benefits Administration. Julie will be a key asset in our recruiting efforts as we continue to add employees to serve our clients. Julie loves to fish and hunt, making her a natural fit given Gary's favorite pastime.

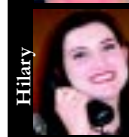


Tommy Tobolka is Joeris' newest superintendent. He has over 25 years' experience in the construction industry on a wide variety of projects, including educational, retail and industrial. Tommy and his family currently make their home in Johnson City.



Joeris has also beefed up our project management staff with the addition of three project engineers. **Al Grothues** has four years of experience, having worked for a general contractor in Navasota after graduating from A&M. **Norah Wilkinson** is a UTSA graduate and previously worked for a local subcontractor. **Byron Grimm** just recently graduated from A&M and joined Joeris in January. All three will be working alongside senior level project managers as they gain additional knowledge thru field experience.

We recently added several members to our support staff as well. **Jody Nichols** is our payroll and accounts payable administrator. Jody brings to Joeris over 13 years of accounting experience. Away from work she enjoys spending time with her husband and son and is getting settled into a new home. **Hilary Johnson** is Joeris' new receptionist. She will be the voice to go with the smile when you call or come by our office. Hilary is an animal lover and volunteers at the Animal Defense League. **Renee Brown** is our warranty and closeout document coordinator. She is the first point of contact for job related issues once a project is complete. Renee recently moved to our city from Baltimore. In an effort to better coordinate job start-up and help maintain job related paperwork, Joeris is now utilizing Project Manager Assistants in the office and field. **Janet Dusek** and **Victoria Johnson** have been with Joeris for several years, but will now take on the role of PM Assistants. In addition, we have hired **Jennifer Shindler** and **DuShane Dodd**. Jennifer has over 10 years experience in commercial construction administration, having worked for two area contractors in the past. DuShane moved to San Antonio from Austin where she worked as a field project administrator for another local general contractor.



The Joeris Mission:
*Construction Excellence
Utilizing Employee Strengths,
Family Values and
Personalized Commitment.*

What They're Saying

Testimonials from our clients..

"...another school year has started and Joeris...has contributed to a successful start of a new year."

- *Jim Martin, Assistant Superintendent for Facilities & Construction, NISD*

"Joeris has been most cooperative in becoming a part of the project team. We would highly recommend Joeris..."

- *Rodney Olivier, P.E., MEP Engineering, Inc.*

"The quality of their staff, their experience... and their cooperative team attitude all serve to make Joeris...an outstanding choice..."

- *James Davis, ALA, Garza Bomberger & Assoc.*

"Joeris has never shied away from the tough projects with rigid schedules and they always come through for the owner."

- *Stephen Tezel, Sr. Vice President, Tezel & Cotter*