



### Candidate's Most Notable/Challenging Project with Choate

A 45-year veteran of the construction industry, Bo Webb understands safety is nonnegotiable when constructing a project. Centered in the middle of bustling SunTrust Park and towering over the Atlanta Braves field, telecommunications leader Comcast's division headquarters impresses corporate and ballpark visitors alike with its nine stories of colorful, creative office space.

Choate brings the existing nine-story building to life with an interior upfit on each floor, transforming it into a high-energy, collaborative work space for Comcast employees. The Choate team faced a fast-paced seven-month schedule in a unique setting for this project. Superintendent Bo Webb alongside Project Manager Amanda Watts-Anderson devised a site-specific plan to manage the schedule from the front end to ensure they would overcome these construction challenges and the project would be completed safely, on-time, and within budget.

Bo's approach to jobsite safety began with one small change of enforcing no trash piles on the site. This technique revolutionized this job and future Choate projects. Usually, materials are cut, swept into a large trash pile, and disposed of at a later time. During the Comcast Division Headquarters project, any trash was directly placed into a cart and sent for disposal immediately.

This process significantly eliminated the waste subcontractors usually see on jobs as a large amount of the materials were saved for reuse, instead of being thrown away. This not only created a cleaner and safer jobsite, but also saved a substantial amount of material.

Due to the functioning mixed-use area at SunTrust Park around the project and event space on the first floor, it was critical Bo Webb executed a safety plan to accommodate the fluctuating and sometimes large influx of people who would be near and around the construction area. Because of the high-volume area, Bo and the project team implemented techniques to keep the park's visitors' safe.

First, the only entrance to the job site was through an isolated loading dock, not easily accessible to the public. Exterior doors of SunTrust Park were locked and inaccessible to visitors. As the crew arrived, they clocked in to a time station. During safety orientation, in addition to receiving a OneLife safety sticker, Bo provided each team member was given an accompanying sticker with a QR code. This not only tracked who was onsite at all times, but easily pinpointed who should not be on the jobsite as they did not have proper PPE or a QR code.

With such a tight schedule, each activity down to the hour was comprehensively planned for. An intricate schedule was



Bo Webb proudly displays the OneLife and PPE safety banners in the worker welfare area on the Comcast Division Headquarters jobsite.

put together floor by floor and followed precisely by Bo Webb and Project Manager, Amanda Watts-Anderson, from the very beginning of the project. This schedule was designed based on move in dates for each floor allowing the Choate team to turn over the floors on time. As construction began, Bo and Amanda sat down once a week to review the schedule line by line to ensure all pieces were in place to keep the project moving forward. With the open team communication from the onset of the project, and diligent weekly follow-up, the Choate team ensured the aggressive schedule was met.

While these measures may seem simple, on a job with over 500 workers at any given time, and thousands of visitors around the jobsite daily, these small steps were critical to ensure a safer work environment. Because of the importance Bo and the team place placed on safety, each and every worker treated the project with the reverence it deserved and thus resulted in zero issues.

“The Comcast Division Headquarters at SunTrust Park project proves we made the right choice,” explains Mike Loy, Senior Vice President of Cresa Partners. “The expertise with which the team operated was critical to implementation and execution of this large, high-profile project.” The Choate team was successful on the completion of the Comcast Division Headquarters project due to Bo’s innovative safety techniques, excellent project management, strength during preconstruction, and Bo’s excellent field leadership.

### Providing a Safe Work Environment

Before Bo Webb steps on to a jobsite, safety understands safety is most important. During his tenure in the industry, Bo has been exposed to a variety of jobsites - each with their own challenges. But throughout the years, and no matter the challenge, keeping his team safe has always taken precedence.

Choate’s OneLife identity conveys our unwavering commitment to worker safety and reminds us that safety is a core value we must protect at all costs. The pinnacle of OneLife is ensuring each worker returns home safely to their loved ones.

“You have to value the people around you and truly care about what’s important to them,” explains Bo Webb, Choate Superintendent. “Just like I kiss my kids and wife goodnight, I want my people to be able to go home and kiss their families.”

As Superintendent for such a large, fast-paced project, Bo’s approach to safety was no small endeavor. No matter the size of a project, Bo’s dedication to OneLife is always most important. Project Manager Amanda Watts-Anderson has worked closely with Bo on several projects during his tenure with Choate. Most recently, they worked hand in hand to complete the 229,192-SF Comcast Division Headquarters interior buildout. The location of the building, aggressive seven-month schedule, and intricacy of the materials lead Bo to completely revamp his customary approach to safety.

“His outlook on safety for this project set a whole new standard that will be implemented on future Choate projects,” explained Project Manager, Amanda Watts-Anderson. Bo’s personal goals for the project were to create an innovative approach to safety and set a new standard for cleanliness. Through the entire Comcast site, trash piles were not allowed in the building. Usually, materials are cut, swept into a large trash pile, and disposed of later. During this project, any trash was directly placed into a cart and sent for disposal immediately. Bo’s method created a cleaner and safer jobsite, which averted any incidents that may have been caused by a disorganized jobsite.

Comcast’s Senior Director of Real Estate and Facilities Joseph Popp stated, “Choate’s team met a demanding 26-week schedule, overcame constantly changing scopes, and implemented complicated details along with other complexities while maintaining a safe jobsite and positive attitude.”



Bo Webb set a new jobsite cleanliness standard by not allowing trash piles in the Comcast building.

### Building a Safety Culture

OneLife focuses on both technical and behavioral aspects of safe construction. Facilitating a shift in behavior creates a mindset where workers feel a personal duty and commitment to make intelligent, safe choices. Simply inspecting for safety will never achieve the intended result of fundamentally altering how one thinks; it requires behavior modification. Having a workforce that is personally engaged and committed to working safely is essential to eliminating injuries.

As with all Choate projects, the OneLife logo was on all Choate safety and personal protective equipment (PPE), site signage, and other collateral on the Comcast Division Headquarters jobsite. With the OneLife logo incorporated throughout a jobsite, it gives a face to the critical personal choices workers face each day to maintain safety. At the beginning of every project, Bo has

each team member sign a “I Work Safe For” OneLife banner. Each person handwrites the names of the loved ones that depend on their safe return home; this banner was a constant reminder to all of the personal reasons to make safe decisions. A culture of safety is not created alone. As superintendent, Bo sees himself as a mentor to coach and lead the team communicate and work as a unit for the job to run safely and smoothly. “It can’t just be all words and speeches; the rubber has to meet the road. As superintendent, you must be actively engaged in every aspect of the job,” describes Bo.

Throughout the Comcast Division Headquarters project, Bo exceeded Choate’s standard safety approach. It was important to Bo that his workers were empowered and not afraid to speak up about potential safety hazards. In addition to regular weekly safety meetings where he reinforced the job specific safety plan, Bo created a reward system for team members and subcontractors who went above and beyond to keep a safe jobsite. From small items such as wearing proper PPE to recognizing tripping hazards in walkways, the worker was awarded with a gift card for practicing the OneLife initiative.

The importance the team placed on safety because of Bo’s innovative approach to creating a safer work culture, meant each and every worker treated the project with the reverence it deserved and went home to their families each night.

### Uncompromising Leadership

With over four decades of construction experience, Bo is a proven leader in the field. Having led over 1.1 million SF of projects with Choate alone, Bo consistently upholds an excellent safety report. With his extensive background in the industry, comes the responsibility to guide and share his wealth of knowledge with the next generation of construction professionals. Bo consistently offers his guidance to his assistants on each project by taking time to explain his reasoning behind each critical decision he makes on the job.

Bo understand the importance of not only sharing his knowledge with his colleagues, but also the importance of his title as leader especially when it comes to jobsite safety. On each project, Bo encourages his team to consistently practice the OneLife identity. “I wrote my personal safety goals down and reviewed them every day before I stepped out of my truck,” stated Bo. From working to finish the job ahead of schedule to paying attention to every last detail, the top goal on his list referenced safety and his duty to be a mentor to his team while setting a new standard in the industry.



Personnel on Bo's Newell Brands jobsite stand with the OneLife Banner during his fall prevention standown meeting.

This was proven on the recent Comcast Division Headquarters project. This job included multiple moving parts and a fast-paced schedule which relied on Bo's exceptional leadership to ensure each of the hundreds of workers onsite were safe at all times. His hands-on approach and positive reinforcement program guaranteed each worker knew the importance of the OneLife identity and was proud to practice it each day whether they were at home or on the job. One subcontractor, Derek Williams, even wrote a OneLife jingle about how much the message meant to him and his family. The safety initiatives Bo led on the Comcast job resonated throughout Choate. His techniques resulted in safer jobsites and are now used on other Choate jobs.

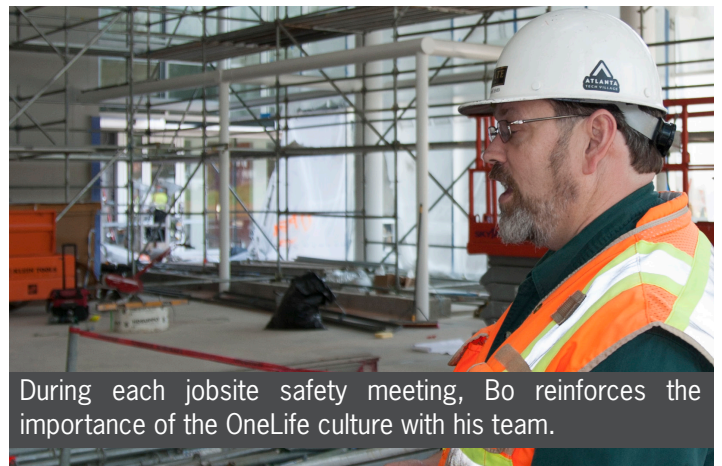
### Care for and Respecting Fellow Workers

Bo's care and respect for his fellow workers is evident on each of his jobsites. The ultimate goal on all of his projects is to make sure his team is safe so they can return home to their families. Bo's greatest endorsements come from his workers on the job. "I will never compromise on my team's worth; they are valuable to me because someone, somewhere loves them and they are counting on me to love them enough to send them home at night," explains Bo.

Bo's attention to detail and investment in the safety of his team is recognized from the moment Bo walks on a job with his safety plan in hand, and throughout the daily work and interaction on the job. "Everything Bo does in regard to safety is because he

plan in hand, and throughout the daily work and interaction on the job. "Everything Bo does in regard to safety is because he truly cares and wants everyone to go home to their families," explains Amanda Watts-Anderson. "I have seen Bo stop and talk to someone about their PPE, no matter their title, and show them safer work techniques. There is no hierarchy when it comes to safety."

With over four decades of construction experience, safety has evolved to become a personal value to Bo. "I met your superintendent Bo Webb and thanked him for providing a safe environment for our team to work," said McKenney's Owner, John McKenney. "Our team is fully behind Bo's high standards for cleanliness and safety and I appreciate that he holds everyone to the same standard."



During each jobsite safety meeting, Bo reinforces the importance of the OneLife culture with his team.