

THE Benchmark



A Ford, Bacon & Davis, LLC Publication

First Quarter 2020

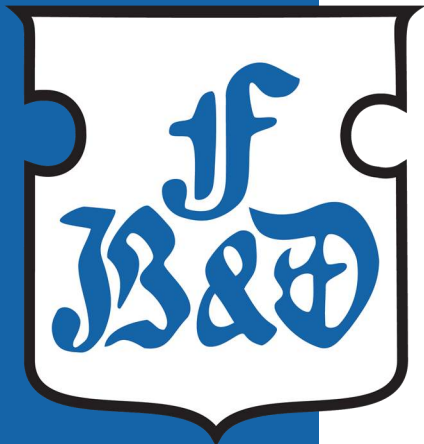
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**FORD,
BACON
& DAVIS**
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**ENGINEERING AND CONSTRUCTING YOUR PROJECT.
ON TIME. ON BUDGET. SAFELY**



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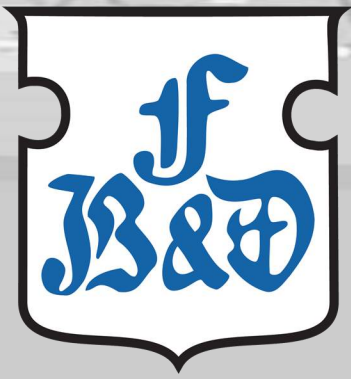
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www.fbd.com



FB&D GIVES BACK

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FB&D EMPLOYEES ATTEND 2019 AWP CONFERENCE

Employees from Ford, Bacon & Davis, LLC (FB&D), and S&B Engineers & Constructors (S&B), attended the 2019 Houston Advanced Work Packaging (AWP) Conference in September, 2019. The conference had the largest turnout ever, 385 attendees, which consisted of major Owners, Contractors, Consultants and software suppliers, domestic and international. AWP is a CII (Construction Industry Institute) Best Practice, originally initiated by COAA (Construction Owners Association of Alberta) as Workface Planning.



Lee Harris, FB&D Manager of Projects; Scott Lilly & Terry Derr, S&B Programmers; John Fish, FB&D Quality Assurance; Fred Morecraft, S&B Technical Services Operations Manager; Brandy Aucoin, FB&D 3D Integration SME; & Dayne Graddy, S&B Technical Services Craft Planner Lead.

S & B has been utilizing their own version of AWP, Integrated Project Planning (IPP), since the early 2000's. Workface Planning, or Work Packaging as S & B defines it, consists of a craft planner selecting approximately one to two weeks of "constraint free" work for a craft. Constraint free means that all of the drawings, specs, materials, fabrication, equipment and tools, are in place for the craft to execute the work with zero wait, or looking for time. The concept is simple: If its ensured that the craft has everything they need, they can work in a productive and safe manner.

The construction industry discovered that

AWP BENEFITS

- 25% Increase in Construction Productivity
- 10% Reduction in Total Installed Cost
- 20% Increase in Quality (Minimal Rework)
- 30% Less Safety Incidents

Source: CII RT-272

a normal project did not produce a "flow" of information, materials, and equipment that would support the best sequence of construction. AWP solves that problem by focusing on the "A" of AWP - ADVANCED. The AWP CII Best Practice requires project teams to bring construction into the project early, FEP2 (Front-End Planning 2), if possible, to define the CWP's (Construction Work Packages), and the optimum sequence of building the project.

Once the CWP's are defined, the next step is to conduct an Interactive Planning Session with all engineering disciplines and procurement, to ensure that engineering and procurement can execute their work, (Engineering Work Packages and a procurement process), that will support the Path of Construction. This concept is referred to as *CPEpc*, an abbreviation for Construction Planning, Procurement Planning, Engineering, Procurement and Construction execution processes. It's also referred to as *Construction Driven Engineering and Procurement* where Engineering, Procurement, and Construction work together as a team, to

establish the best Path of Construction that is possible, with restraints such as owner funding, vendor data, equipment and fabrication lead times.

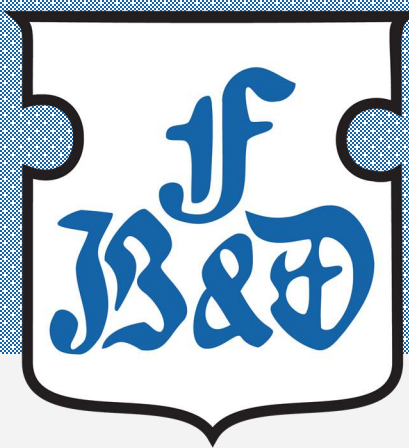
CII has conducted extensive research on the benefits of AWP. In order to stay in the game and be competitive, FB&D will strive to lead the industry on scalable (small project) AWP execution.

FB&D is embracing the approach to execute Lump Sum EPC projects. We will bring the construction team in early to help plan a project, to ensure we capture the AWP benefits identified.

Construction Driven Engineering and Procurement is a recent change to many of FB&D's engineering staff. However, several of our major clients are requiring that contractors deliver AWP compliant projects, or they will not be allowed to bid.

FB&D has the talent, systems, work processes, and tools to lead our industry on scalable AWP compliant engineering and construction.

PERSONNEL ANNOUNCEMENTS



JASON WALL

Jason Wall, FB&D Controller, has recently been promoted to Vice President and corporate officer. Jason joined FB&D 22 years ago, after working for L.A. Champagne & Co., CPA's, as a Senior Auditor. Jason is a 1995 graduate of Louisiana State University with a Bachelor of Science degree in Accounting.

Chris Theisen assumed the position of Process Department Manager for the FB&D Greenville office. Born in Greenville, SC, Chris is a graduate of Clemson University, where he earned a Bachelor of Science in Chemical Engineering. He also holds a Masters of Environmental Engineering from Clemson. He began his career designing water treatment plants overseas in an effort to restore infrastructure in Iraq. Domestically he led various remediation efforts of superfund sites. In 2006, he began working for the pharmaceutical industry producing both active ingredients and excipients. In 2011, Chris led efforts to design basic industries production facilities, in both the middle east and domestically.

Most recently he has been the process lead for multiple FB&D MAPPI Business Unit projects in the renewable fuels and specialty chemicals sectors. Chris is a trained HAZOP facilitator and a professional engineer. He has over eighteen years experience, and joined the FB&D family four years ago.



CHRIS THEISEN

Matt White has assumed the position of Project Controls Department Leader for the FB&D Greenville office. A native of Ohio, Matt received his Bachelor degree in Business from The Ohio State University, and has a Master of Engineering in Industrial Engineering from Clemson University. Throughout his career, Matt has supported all facets of project management, and project controls, in a variety of industries including power, chemicals, manufacturing, mining & metals, renewables, environmental remediation and nuclear. Matt most recently worked as the owner's engineer on the construction of two 60MW bio-mass power plants in Georgia.

Matt is a holder of the OSHA 30 hour construction industry card and a certified Project Management Professional. He has over 11 years experience, and recently joined the FB&D family in August, 2019.



MATT WHITE

EMPLOYEE Spotlight



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Meet
Cindy

Cindy Hermann is an Instrument/Electrical Designer in FB&D's Greenville office, who has been with the company for six years. What makes her popular in the office is "If you need help, ask Cindy!" She loves listening to all genre's of music, and her favorite type of movies are comedies. When visiting Greenville, you may find her at her favorite place in the city - Reedy River Falls Park! What does she say is the best part of her job?
"The people I work with!"



FB&D PRESENTS AT LOCAL AICHE CHAPTER

Three FB&D employees were keynote speakers at the Baton Rouge American Institute of Chemical Engineers (AIChE) Fall Seminar in November, 2019. These employees had the opportunity to address topics relevant to the chemical engineering industry, to a crowd of approximately 100 people.

Process Engineer in FB&D's Coursey Blvd. office, Roland Thompson presented on the topics of petroleum refining;

PVC manufacturing; vessel sizing; equipment heat loss; and P&ID development.

Process Engineer in FB&D's New Orleans office, Damon Motto, spoke to the crowd on exchanger rating and design using HTRI.

Process Engineer Manager, Ryan Stinson, presented the manufacturing process of N2 based fertilizers.



Process Engineer, Roland Thompson, presents at the Fall Seminar of the Baton Rouge chapter of the American Institute of Chemical Engineers (AIChE).

When the presentations concluded, Roland, Damon and Ryan were able to answer questions, and discuss subjects of interest, from the attendees.



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NEW ORLEANS OFFICE FIRE DRILL WAS A SUCCESS!



On November 6, 2019, the FBD New Orleans Office participated in the Place St. Charles Building fire drill. As soon as the alarm sounded, all FBD employees immediately proceeded to the nearest stairwell. Designated floor wardens secured interior doors, performed a sweep of the FB&D space, and proceeded to the designated muster point. This was accomplished in less than two minutes! All employees were accounted for, and commended, for their perfect execution of the fire drill procedure. Participants in the fire drill included Civil/Structural Designer, Marc Buras; Mechanical Specialist, Jessica Stephany; Instrument/Electrical Department Lead, Ronnie Carlis; Process Engineer, Damon Motto; Mechanical Engineer, Gus Bertucci; Mechanical Intern, Nico Figueroa; Piping Designer, Abbas Husin; Mechanical Specialist, Michael Fletcher; & Process Intern, Ashley Johnson.



**CONGRATULATIONS to
Joseph Ayers,
Civil/Structural Engineer
in FB&D's Kingsport
office, for passing his
Professional Engineer's
exam in December, 2019.
Joseph is pictured with
his "camera ham" dog,
Smoke**



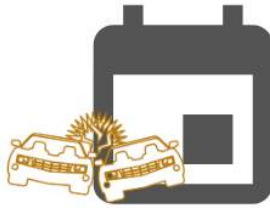
SAFETY CORNER



2019 FB&D Safety Recap



**1,424,983
WORKHOURS**



**6,873 SAFE WORKDAYS SINCE
LAST LOST TIME INCIDENT**



**21,763,684 SAFE WORKHOURS
SINCE LAST LOST TIME INCIDENT**

**4,583,507 SAFE WORKHOURS
SINCE LAST OSHA
RECORDABLE INCIDENT**



**1,144 SAFE WORKDAYS SINCE
LAST OSHA RECORDABLE INCIDENT**

WORKHOURS	2019	2018
EMR	.37	.37
FATALITY	0	0
DISABLING INJURY	0	0
LOST TIME INCIDENTS	0	0
LOST TIME INCIDENT RATE	0.00	0.00
RECORDABLE INCIDENTS	0	0
TOTAL RECORDABLE INCIDENT RATE	0.00	0.00
EMPLOYEES	712	811

2019

1,424,983
.37
0
0
0
0.00
0
0.00
712

2018

1,622,366
.37
0
0
0
0.00
0
0.00
811

DEFINITIONS

Lost Time Incident - Any occupational injury or illness which results in an employee being unable to work a fully assigned work shift. Lost time cases result when there are no reasonable circumstances under which the injured employee could return to meaningful work.

Lost Time Incident Rate - The number of lost time cases per 100 full-time employees in a year.

Recordable Incident - Any work-related injury or illness that does not involve death, one or more days away from work, or one or more days of restricted work or job transfer, and where the employee receives medical treatment beyond first aid.

Recordable Incident Rate - The number of recordable incidents per 100 full-time employees in a year.

Experience Modifier Rate (EMR) - An Insurance Annual Premium multiplier based on previous loss experience. Usually three years of loss experience are used to determine the Experience Modifier for a workers' compensation policy. The three years typically include not the immediate past year, but the three prior. The EMR is a relative measure of a company's loss history with a higher number (> 1.0) representing more losses than expected and a lower number (< 1.0) representing better performance than expected.

(For example, an EMR of 1.0 is considered "Average"; an EMR of .75 is considered "Very Good" and an EMR of .5 is considered "Excellent".)



gives back.



FB&D's Greenville office employees participated in Salvation Army's "Forgotten Angels" program this holiday season. They donated nine bicycles, scooters, basketballs, footballs and other fun gifts for children in the program ages 9-12.



FB&D employees, along with other employees and contractors working onsite in Belle Chasse, LA, partnered with Toys for Tots for the holidays. Seven boxes, and 15 large bags of toys, 12 bicycles and \$132 was donated to the program, which helps underprivileged children in the community.



Employees in FB&D's West Monroe office, once again, participated in Operation Christmas Child- Adopt a Box campaign this giving season. This program provides shoeboxes filled with Christmas gifts to children in less fortunate countries. Pictured are some of the employees who participated in the program. They are Lisa Lynch, Information Management; Jon Morris, Sr. Piping Designer; Joel Haarala, Project Lead; Carolyn Ferguson, Information Management; Bob Vestal, Control Systems Specialist; Barbie Strickland, Instrument Designer; Mike Jones, Instrument/Electrical Specialist; George Strickland, Instrument Electrical Designer; & Michael Irvin, Electrical Specialist.



Employees in our Baton Rouge offices donated many toys, books and games to Our Lady of the Lake Children's Hospital this holiday season. These items will be distributed to children who are patients receiving treatment during the Christmas holiday, and throughout the year. Ray Sherman, Sr. Vice President; Deana Murray, Marketing (second from right); & Taysha Jackson (far right), Fleet Manager, are pictured with representatives from the hospital.



This holiday season, FB&D's New Orleans office employees adopted a family of five, plus four additional children, through the Catholic Charities Bethlehem Housing Program. Those who participated in the program included (Top Row) Chris Homer, Project Lead; Lauren Homer, Project Lead/Business Development; Mike Fletcher, Mechanical Specialist; Abbas Husin, Piping Designer; Marc Buras, Civil/Structural Designer; Ashley Johnson, Process Intern; Ronnie Carlis, Instrument/Electrical Department Lead; Damon Motto, Process Engineer; Stan Dimattia, Piping Department Lead; (Middle Row) Mike Punch, Piping Designer; Gus Bertucci, Mechanical Engineer; & Nico Figueroa, Mechanical Engineering Intern; (Bottom Row) Jessica Landry, Information Management; Jessica Stephany, Mechanical Specialist; Julie Mellon, Information Management; & Doug Reynaud, Project Controls.



FB&D's Lake Charles office employees sponsored a child from the Salvation Army's Angel Tree, providing gifts for the child from a wish list. Employees who participated in the program included (Top Row) Scotty Schadler, Instrumentation/Electrical Designer; Theresa Vincent; Information Management; Derek Matirne, Piping Designer; Charles Bourgeois, Sr. Piping Designer; Greg Kramer, Mechanical Engineer; & Ryan Buxton, Piping Designer; (Middle Row) Jorge Pena, Piping Designer; Claire Owens, Process Specialist; Kourtney Hoffpauir, Project Engineer/Business Development; Mitch Gauthreaux, Piping Drafter, Kevin Berry, Civil/Structural Designer; Robert Marshall, Instrument & Electrical Designer; Jack Fry, Mechanical Specialist & Luke Picard, Piping Department Lead; (Bottom Row) Ashley Speer, Civil/Structural Drafter; John Morgan, Civil/Structural Specialist; John Gibson, Electrical Engineer; & Kyle Picard, Piping Project Lead.



On October 2, 2019, a major client sponsored a BBQ luncheon for FB&D employees in our Kingsport office. The luncheon was in appreciation for the hard work, and dedication, on meeting or exceeding the goals on the monthly scorecard for the site.

TEAMBUILDING



Employees in FB&D's West Monroe office participated in an office teambuilding event in November, 2019, at a local paintball field.

Participants in the teambuilding exercise included Alex Renaud, Sr. Piping Designer, and his two sons; Terry Rogers, Piping Designer; George Strickland, Instrument/Electrical Designer; William Curry, Piping Designer; Steve Masters, Mechanical Taskforce Lead, and his two sons; Chris Tenison, Sr. Piping Designer; and Erik Walker, Piping Drafter.

The ladies in FB&D's Kingsport office joined together for a holiday luncheon in December, 2019. During the luncheon, they crafted snow people out of clay planting pots, and had a "white elephant" ornament exchange.



The employees who attended the luncheon were (Top Row) Barbara Carter, Electrical & Instrumentation Department Lead; Dianne Forbes, Information Management; Samantha Shepherd, Project Services; Alice Cutshall, Piping Designer; Rosemary Sexton, Process Specialist; Lisa Kilgore, Sr. Civil/Structural Designer; Brandi Parsons, Piping Designer; Anna Bishop, Document Control; Linda Corash, Procurement-Buyer; Robin Reed, Electrical Designer; Wendy Goodman, Electrical Designer; Nancy Bowery, Information Management; Jana Wilson, Project Administrative Assistant; Brittany Pendergrass, Procurement-Buyer; (Bottom Row) Leslie Hall, Project Controls; Michelle Stickley, Piping Designer; Stephanie Godsey, Project Controls; Debbie Sensabaugh, Executive Assistant; Kathy Hurd, Information Management; Connie Janson, Piping Designer; and Cheryl Saults, Piping Designer.



Hard work paid off for employees in FB&D's Baton Rouge office when a key client sponsored an afternoon appreciation event at Top Golf in December, 2019.

Some of the participants included Heather Morgan, Piping Project Lead; Meg Pecot, Piping Project Lead; Brandy Aucoin, Clash Detection Manager; Kurt Evans, Survey Department Lead; Blake Carr, Civil/Structural Designer; Jerry Marsh, Civil/Structural Design Lead; Nathan Bourque, Process Intern; and Jason Shinabery, Process Specialist.



HUMAN RESOURCES

Lucent Web Portal

Frequently Asked Insurance Questions

Lucent Health has exciting news for Members and Employers!

Members can interact with the portal using a computer, tablet or mobile device to make informed decisions and take action:



REVIEW & MANAGE BENEFITS. Access all benefit and eligibility information. Print and view summary of coverage and benefits (SBC). View prescription benefits, and download forms.



VIEW CLAIMS & CHECK STATUS. View and print EOBs and medical claims details. View and print prescriptions claims, and submit claims questions.



ORDER AN ID CARD. If you have lost or need a replacement ID card, you are able to order a new ID card, as well as print ID cards.



FIND PROVIDERS. Search providers and facilities based on location, specialty, accepting patients, status, gender and more.

How Do I Access the Portal?

Visit mylucenthealth.com and click “Register Account”. Accept the Terms & Conditions and create a username and password to gain access to the portal. You can also download the Lucent Health mobile app.

What are the capabilities?

HOME PAGE

- Use the header links to access specific pages—Claims, Find a Provider, etc.
- Access quick links to other key areas of the site
- View a quick summary of your coverage and any recent claims



LUCENT HEALTH

ADDITIONAL PAGES

My Coverage—

- Check Accumulators for you and your dependents
- Obtain a temporary ID card

Claims—

- Check claim status
- Obtain copy of EOBs

Contact Us—Fill out the “Contact Us” form and someone will reach out to you to answer your question

Find a Provider—Takes you to your provider’s search page

Forms—Contains a copy of your Summary Plan Document (SPD) and other pertinent forms for your health plan

How Can We Help You?

Frequently Asked Insurance Questions

[Search FB&D](#)

Q: What insurance do you have?

A: Responding to Doctors/Providers: We use the PHCS Network. When responding to Facilities (Hospitals): We have an employer sponsored plan administered by Lucent Health.

Q: How do I respond when a provider/facility asks for the full price up front?

A: You should never pay the full price before, or at the time of service. You can say that you are prepared to pay \$____ today, and that you will pay your portion of any balance due, once you receive an Explanation of Benefits (EOB).

Q: How should I handle a “Balance Bill”?

A: If you receive a bill from a facility after you have paid

the amount for which you are responsible per the EOB, *DO NOT PAY* the Balance Bill. Instead, send the Balance Bill and a copy of your EOB to the Patient Advocacy Center (PAC) at pac@hstechnology.com, or call (888)837-2237.

Q: How do the deductibles work?

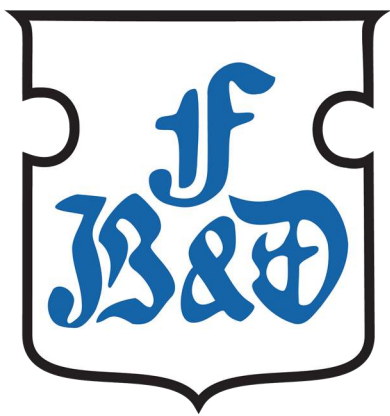
A: For employees with Employee + or Family Coverage, the deductible can be met by one family member, or by any combination of family members. Claims will not be paid by the plan until the total deductible has been satisfied. In-Network and Out-of-Network deductibles do not accumulate towards each other – they are independent of each other.

Q: Can I drop/change benefits at any time?

A: No. You can drop/change benefits at the following times:

1. Once a year during Open Enrollment
 - OR
 2. Within 30 days of a Qualifying Event (Family Status Change)
- For Example:
- A. Change in Marital Status.
 - B. Birth/Adoption of a child.
 - C. Spouse gaining/losing coverage.
 - D. Dependent who turns 26.

Please contact Human Resources for more information regarding Family Status Changes (preferably in advance)



JIM JENKINS FEATURED IN POPULAR MAGAZINE

The day after the CTS tie-breaker ended, he won fifth-place 25-26 honors in the GAH following an eight-way knot at 95.

Jim worked on changing his comb height after David DeBerry suggested he raise his POI, and that took his scores from “almost there” to “good enough” to be in the chase sometimes.” He believes attending bigger shoots and shooting more targets has helped him improve as well. In the Clay Target he shot with a group from Mississippi-Christian Dearman, Fred Rogers, and Chad and David Huber – that gave him energy and focus.



Jim Jenkins

During this year’s Clay Target overtime, he was nervous only during the first 25. “Just being in the shootoff was so surreal for an ordinary shooter like me. With so many great shooters there, I didn’t think I had much chance of going very far and consequently didn’t worry about it very much, I watched the other shooters, and they all were just smoking them. Because of the intense focus, the time just flew by. You notice some shooters dropping out and others being added to the squad (as squads were reorganized), but you just stay focused. Then suddenly most everyone is gone. Also because of the lights, you can’t really see there are a lot of people watching, and it really was surprising when I found out how many were there. I’m glad that didn’t sink in while I was shooting.”

The tie-breaker was stopped after eight rounds and set to continue Friday night. Jim was tired during that day’s events, and his performance showed it, he said.

Jim first shot trap in the early 1980’s when co-workers invited him to the local club. He hadn’t even known the sport existed until then. He registered some targets from 1981 to 1984 then stopped. “Hunting and work won out over trapshooting.” He got back into registered competition in 2014 with encouragement from ATA Delegate Doyle Brooks.

During his first Grand in 2015, Jim placed seventh in the Grand American Handicap, winning a shootoff that included several experienced competitors, including Trapshooting Hall of Fame inductees Harlan Campbell Jr. and Patrick McCarthy. “The whole Grand experience is so fun and overwhelming. I remember being excited and nervous about whether I was going to make it into the shootoff while watching the scores roll by on the TV. When I was called for the shootoff, it was very exciting, too, since I had to learn how all of that worked. It only took one round, thank goodness, or the nerves would have gotten to me. I didn’t fully appreciate at the time what a big deal it is to win a trophy at the Grand.”

The October, 2019 issue of *Trap & Field Magazine* featured FB&D’s very own Jim Jenkins, Project Manager in our West Monroe office. This article was reprinted with permission of *Trap & Field Magazine*. Copyright Amateur Trapshooting Association 2019.

Jim Jenkins of Monroe, LA, topped off a successful target year by breaking 200 (just his second in registered competition) in the Clay Target Championship then running more than 300 before dropping out of the shootoff and taking runnerup honors.

“It was a really, really good year for me,” he said. In early May he captured his first state title, claiming the Louisiana doubles crown, and at both the Mississippi and Arkansas state tournaments, he earned non-resident high gun-honors in the Singles Championships, the latter with his *Honor Roll* double-centry.

**“ It was a
really, really
good year
for me. ”**



"The fatigue may have helped dampen the nervousness I should have been feeling" he said. People were approaching him throughout the day to congratulate him on his performance in the shootoff. "I remember thinking, 'Hey, I might win a trophy then 'Naw, that isn't going to happen. So I just went about business normally and didn't think too much. A lot of my buddies helped keep me grounded too, as they were teasing me all day long. I was surprised to learn that the shootoff was down to five after the first night; I don't think I understood that until later on the following day."

Jim said concentration was not a problem during the overtime. "I tend to be able to focus pretty well if I keep a quiet mind. A bigger problem to me was seeing the targets during the twilight part of the shootoff. It became much easier after it became pitch dark and the lights were fully on, and I could really bear down on concentrating on them."

While he always hopes to win trophies at the Grand that is not his only reason for going to the tournament. "Because there so many great shooters at the Grand, I don't think about winning too much, instead I think about shooting as well as I can and maybe improving my averages some. It's just a big part of the Grand to enjoy all the people and all there is to see and do. If everything lines up just right and

you're fortunate enough to win any trophy for any event that is just lagniappe."

Jim stays on the WSRC grounds with Doyle, who he says is "very generous to allow me to stay in his RV at whichever shoots he and I attend."

A one-eyed shooter, Jim uses two Browning 725s with GraCoils and Briley chokes. He shoots a 32-inch over/under barrel with full choke for singles and handicap and for doubles a 30-inch barrel modified under full. He has unsingles for both guns, but he does not shoot them as well, so he sticks to the over/under barrels. "I love my guns! It's great to have a good piece of equipment in your hands that does what it's supposed to." He uses Remington STS shells, 2 3/4-dram for singles and the second bird in doubles, 3 dram for handicap, and 1 oz. for the first bird in doubles.

Jim gives back to the sport as well. He is the Louisiana Trapshooting Association secretary-treasurer, and during the Grand he spent three nights helping referee shootoffs.

Having taken a Mitchel Loveless shooting clinic, Jim said, "It certainly was a good learning experience." He would love to take a private lesson to help improve his handicap and doubles.

Jim's advice to others: "First and foremost, get your gun fitted. Keith Heeg, who will be greatly missed by the shooting community, helped me fit mine, and it really paid off. Second, your eyes are the most important thing in your shooting. The ability to find and focus on the bird is paramount in breaking targets well. As we all know, the gun shoots where the eyes look. Third, learn to adapt to the conditions at hand. When you can adapt to changing wind, for example, or the multitude

The whole Grand experience is so fun and overwhelming.

of other things on the fly, the scores go up. Fourth, try to watch and learn as much as you can from other good shooters and the information that is out there. I've learned a whole lot of things that worked for me, such as foot position on the different posts, from a multitude of sources. Fifth, shoot a lot to develop the experience and muscle memory. Sixth, as Ben Forte of the Camden Gun Club told me recently, 'Enjoy shooting well. It doesn't last forever.' "

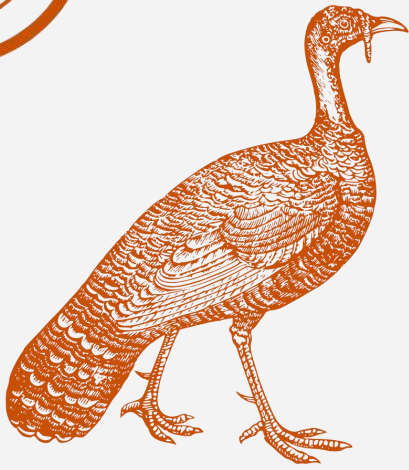
Jim is a project manager/mechanical engineer for a company that designs heavy-industrial projects for companies such as paper mills and chemical plants. He has been with the company for nearly 40 years and worked on hundreds of projects. "It's really fun to develop projects for our clients, spend their money to implement, and see them start up and produce what was intended."

Hunting was a passion for Jim for a long time, but trapshooting has taken over. He also enjoys cooking, something he started doing later in life but wishes he had learned much earlier.

His goals include working toward earning AA-27-AA status. "I'm there on the singles, and doubles are coming along bit by bit. Those caps get me though; I've got a lot of hard work to do to get back to the 27 and consistently shoot them well."

Besides that, he hopes just to be respected by his peers as a good shooter and someone with whom they enjoy shooting.

I tend to be able to focus pretty well if I keep a quiet mind.



2019 FB&D THANKSGIVING CELEBRATIONS



Terry Boudreaux, Project Manager and Pam Dougherty, Instrument/Electrical Designer in FB&D's Lakeland Park Blvd. office.



Renee Vidrine, Instrument/Electrical Designer; Chris Poston and Courtleigh Hoth, Electrical Designers, in FB&D's Lakeland Park Blvd. office.



Greg Kramer & Josh Dyson, Mechanical Engineers in FB&D's Lake Charles office.



John Gibson, Electrical Engineer in FB&D's Lake Charles office.



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FB&D employees were feeling the *Holiday Spirit*



Jesse Priest, Sr. Piping Designer (left) fried turkeys for everyone in FB&D's Greenville office for their annual potluck holiday luncheon on December 10, 2019. He is pictured with Kent McCaslin, Instrument/Electrical Department Lead; & Matt Brown, Instrument/Electrical Engineer.



There was plenty of food to fill the belly's of the employees in FB&D's Lakeland Park Blvd. office for their 2019 holiday luncheon. Kade Lanoux, Electrical Designer and Doug Davis, Mechanical Engineer, are pictured with a plate of their favorites from the buffet of food, specially cooked by employees.



Employees in FB&D's Lake Charles office attended a special holiday luncheon on December 13, 2019 at Pujos Street Café.



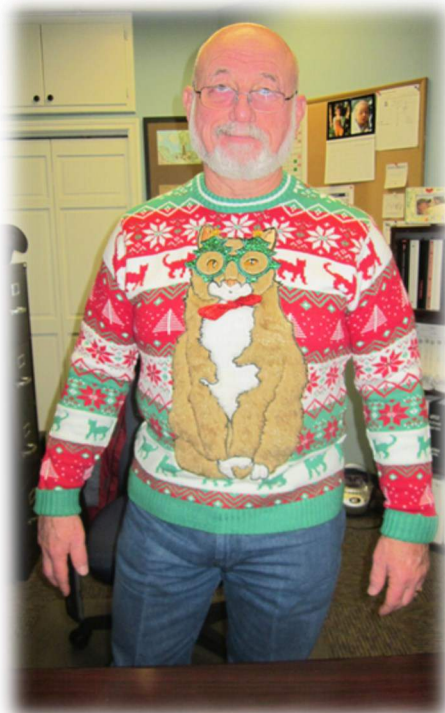
FB&D Ugly Sweater Day

(It wouldn't be the holidays without employees in FB&D's offices sporting their ugly sweaters!)

Lots of participation in FB&D's Coursey Blvd. office for Holiday Ugly Sweater Day! Pictured are (Top Row) Michelle Dukaric, Civil/Structural Designer; Paggiwa Cummings, Procurement-Expediting; Ashley Roddy, Receptionist; Penny Sylvest, Project Administrative Assistant; Brandi Patterson, Project Controls; Jenny Hawk, Reproduction Specialist; Heather Morgan, Piping Project Lead; Nicole Davidson, Project Procurement Manager; Arianne Douglas, Piping Designer; Jason Riggs, Manager of Projects; (Bottom Row) Mauletha Rolley, Project Administrative Assistant; Brandon Yoes, Project Controls; & Kenny LeBouef, Civil/Structural Design Lead.



Chelsea Achord, Instrument Designer, from FB&D's Lakeland Park Blvd. office.



Pat McBride, Piping Department Manager, from FB&D's Lakeland Park Blvd. office.



Peyton Guitreau, Instrument Designer, from FB&D's Lakeland Park Blvd. office.



Sue Grissom, Executive Assistant in FB&D's Lakeland Park Blvd. office.



Taysha Jackson, Fleet Manager in FB&D's Lakeland Park Blvd. office.



Tai Nguyen, Civil/Structural Designer in FB&D's Lakeland Park Blvd. office.



Employees in FB&D's Lake Charles office always represent in their holiday ugly sweaters. Pictured are (Front Row) Ashley Speer, Civil/Structural Drafter; Claire Owens, Process Specialist; & Kourtney Hoffpauir, Project Engineer/Business Development; (Back Row) John Gibson, Electrical Engineer; Jack Fry, Mechanical Specialist; Robert Marshall, Instrument/Electrical Designer; Josh Dyson, Mechanical Engineer; Theresa Vincent, Information Management; Isaiah Moore, Instrument & Electrical Drafter; & Charles Bourgeois, Sr. Piping Designer.



Tammy Armand, Project Controls in FB&D's Lakeland Park Blvd. office.



Faces & PLACES



Employees in FB&D's West Monroe office were visited by a food truck during lunch on November 7, 2019. Employees who were happy lunch was delivered to them included Brad Hieser, Mechanical Engineer; Keegan Lewis, Piping Designer; Mike Jones, Instrument/Electrical Specialist; Carolyn Ferguson, Information Management; & Michael Irvin, Electrical Specialist.



Lindsay Rivett, Project Design Coordinator, in FB&D's Coursey Blvd. office, welcomed a son, Case James, on July 23, 2019. Case weighed 8lbs., and was 20 3/4" long. Case was also welcomed by his very proud uncle, Jared Williamson, Project Lead in FB&D's Lakeland Park Blvd. office.



FB&D employees in FB&D's Coursey office took Priyanka Kashid (far right), visiting Piping Designer from India, to lunch in December, 2019. Those in attendance included Lauren White, Civil/Structural Specialist; Doris Sellers, Civil/Structural Designer; Brandi Patterson, Project Controls; & Melanie Holloman, Piping Designer.



Sarah Cloud, Civil/Structural Task Force Lead in FB&D's West Monroe office, welcomed her second child, John Guice, on October 6, 2019. John weighed 3lbs., 2.5oz., and was 15.75" long.



Kenny LeBouef, Civil/Structural Design Lead in FB&D's Coursey Blvd. office, and his wife, Angie, traveled to Punta Cana, Dominican Republic, in December, 2019. They vacationed there with three other couples to celebrate the 50th birthdays of six of the eight people in their group.



Deana Murray, Marketing in FB&D's Lakeland Park Blvd. office, and her husband, John, vacation in NYC in November, 2019. They are pictured at the Gershwin Theatre, where they attended the play *Wicked*.

Employees in FB&D's Coursey Blvd. office had a "spooktacular" time dressing up in costume on October 31, 2019. Pictured are (Top Row) Nicole Davidson, Project Procurement Manager; Mauletha Rolley, Project Administrative Assistant; Jenny Hawk, Reproduction Specialist; Paggiwa Cummings, Procurement-Expediting; Kieu Truong, Procurement Support; Arriane Douglas, Piping Designer; (Bottom Row) Ashley Roddy, Receptionist; & Lauren White, Civil/Structural Specialist.



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Jordan Root, Human Resources in FB&D's Lakeland Park Blvd. office, welcomed a son, Brooks Eugene, on October 9, 2019. He weighed 8lbs., 1oz., and was 20" long.



Employees from FB&D's Baton Rouge offices set up a booth, and banners, at a major alliance client's golf tournament on November 22, 2019. These employees served delicious snacks to golfers participating in the tournament, which raised funds for United Way. Pictured are three of FB&D's clients with Jimmy Nguyen, Project Procurement Manager; Janeen Joffrion, Information Management; Mauletha Rolley, Project Administrative Assistant; Jason Riggs, Manager of Projects; Lauren Homer, Project Lead/Business Development; & Camille Lamond, Project Lead.



Heather Morgan, Piping Project Lead in FB&D's Coursey Blvd. office, and her husband, Daniel Brupbacher, visited Costa Rica over the Thanksgiving holiday. They are pictured at the Poas Volcano, the largest active crater in the world.



Meg Pecot, Piping Project Lead in FB&D's Coursey Blvd. office, is happy to announce the graduation of her daughter, Katlyn Daigle, from Southeastern Louisiana University on December 14, 2019. Katlyn graduated Summa Cum Laude, and was awarded a medal for the highest GPA for the college of Education. Katlyn is pictured with her fiancé, Jacob Knight.



Employees in the Piping Department of FB&D's Lakeland Park Blvd. office celebrated the birthdays of Piping Designers, Jacob Sevin and Nick Shepard, who share a birthday, in December, 2019. Everyone enjoyed eating their Christmas unicorn birthday cake.



Claire Owens, Process Specialist in FB&D's Lake Charles office, would like to announce the birth of her second daughter, Nora Paige. Nora was born on September 4, 2019. She weighed 9lbs., 1.3oz., and was 22" long.



Employees in FB&D's Lake Charles office recognized, Derek Matirne, Piping Designer, USMC 1989-1993, 2nd FSSG Camp Lejeune NC, deployed to Iraq for Operation Desert Storm/Desert Shield & John Morgan, Process Engineer, Lieutenant in a combat engineer battalion from 1976-1980, stationed at Fort Leonard Wood, Missouri, two veterans on Veteran's Day, 2019.



Deana Murray, Marketing in FB&D's Lakeland Park Blvd. office, is proud to announce the graduation of her son, Ryan Coreil, from the University of Louisiana at Lafayette. Ryan received a Bachelor of Science degree in Geology.

About



**FORD,
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Ford, Bacon & Davis, LLC, is a privately held Multi-Discipline Engineering, Procurement, and Construction company, with offices in Baton Rouge, LA (2); New Orleans, LA; Lake Charles, LA; West Monroe, LA; Greenville, SC; Raleigh, NC; and Kingsport, TN. With over 75 licensed Professional Engineers (P.E), and over 25 Engineers In Training (E.I.T.). The company, headquartered in Baton Rouge, LA, has over 700 employees, with clients across the United States, and internationally.

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