

COMPANY MAGAZINE

WINTER  
2024

# TURNER INDUSTRIES

## WHAT TO LOOK FOR IN





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**IN THIS ISSUE**

Safety First	<b>4</b>
Projects and Services	<b>8</b>
Turner Industries University	<b>15</b>
<i>Cover Story:</i> What to Look for in 2024	<b>16</b>
Bits and Bytes	<b>22</b>
<i>Employee Spotlight:</i> Mitch Horn	<b>23</b>
Workforce Development	<b>24</b>
TEAM Turner™	<b>28</b>
Christmas Cheer	<b>30</b>
News and Notes	<b>31</b>
About Turner	<b>35</b>

A whirlwind of activity swept through Turner Industries last year as we celebrated accomplishments and tackled challenges head-on. But through it all, we witnessed the incredible dedication of Turner employees — the backbone of this company.

That's why it's more important than ever for this magazine to share the stories of Turner employees. Each employee brings a unique perspective, and these individuals make the company what it is today.

Embarking on this exciting new year together, we invite you to continue sharing your stories, ideas, and experiences with us. *Remember, your story is the Turner story.*

Happy New Year!

**We hope you enjoy this issue. Stay safe!**

**MEET THE TEAM**



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Turner Industries

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*The paper for this magazine was sourced responsibly.*



# ONE SOLUTION FOR YOUR SUCCESS

CONSTRUCTION & MODULAR FABRICATION

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EQUIPMENT, RIGGING & SPECIALIZED TRANSPORTATION

---

MAINTENANCE & TURNAROUNDS

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PIPE, VESSEL & STEEL FABRICATION

---

SPECIALTY SERVICES

ENVIRONMENTAL • INDUSTRIAL • INSPECTIONS & NDE • ROPE ACCESS  
SCAFFOLDING, INSULATION, PAINTING & ABATEMENT (SIPA)



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## The Latest & Greatest Safety Updates From Around the Company

### Turner Employee Receives ‘Living Our Values’ Award from Dyno Nobel

**Parrish, Ala.** — Turner Industries Superintendent Max Self and his crew have been recognized by Dyno Nobel with the “Living Our Values” Award for their outstanding work on Dyno Nobel’s Working at Heights Project, a multi-site initiative to address the latest OSHA revisions for OSHA 1910.29 (b): “Fall protection systems and falling object protection - criteria practices.”

Max and his crew installed safety gates, ladder cages, vertical climbers, and platforms at multiple sites, ensuring that all equipment met the new OSHA standards.

In particular, Max and his crew’s work at the Parrish installation was commended for their willingness to go above and beyond to modify the platform to ensure the safety of operators.

According to Dyno Nobel, “Max and crew (Turner Industries) displayed ‘Zero Harm for Everyone, Everywhere’ with their eagerness to do the right thing at the start of the installation of the platform. Turner has been a great partner throughout the Working at Heights Project, and Max is a true example of what it means to live our safety values.”

*Turner Industries Superintendent Max Self, right, and his crew were recognized by Dyno Nobel for their work on Dyno Nobel’s Working at Heights Project.*



### ‘Start Safe, Stay Safe’ at Marathon Texas City

**Texas City, Texas** — Several Turner Industries employees have been recognized for their exemplary safety practices under Marathon Texas City’s “Start Safe, Stay Safe” program. This initiative encourages employees and contractors to identify and report unsafe actions, fostering a culture of safety awareness. Among the program’s outstanding participants is Turner Civil Foreman Joseph Arredondo, who has been commended twice.



*From left are Turner Industries Superintendent Tyler Ingram, Turner Foreman Joseph Arredondo, and Turner Site Manager Dustin Gordon.*





From left are Honeywell Maintenance Manager Scott Taylor, Turner Industries General Foreman Justin Wheat, and Honeywell Senior Operations Manager Josh LaCroix.

## Turner Employee's Swift Action Prevents Potential Hazard

**Baton Rouge, La.** — During a recent total plant outage at Honeywell's Baton Rouge facility, water was cut off to a significant portion of the plant. While making his rounds to check on one of his crews, Turner Industries General Foreman Justin Wheat noticed a troubling sight — water leaking from an overhead line above the main road in the plant. Upon closer inspection, he recognized the distinctive blue color of the leaking pipe, a telltale sign of hydrofluoric acid.

Without hesitation, Justin sprang into action, immediately notifying operations and taking it upon himself to barricade the area. He ensured that no one entered the potentially hazardous zone.

*"Justin's hazard recognition and quick thinking surely prevented an HF exposure; we can't thank him enough," remarked Scott Taylor, maintenance manager for Honeywell.*

*"This type of awareness is contagious and I can't thank Justin enough for his efforts," said Josh LaCroix, senior operations manager for Honeywell.*

## Marathon GBR Acknowledges Turner Employees for Stop Work Authority

**Galveston, Texas** — Turner's team at Marathon's Galveston Bay Refinery (GBR) has tallied more than 275 stop work instances. The Marathon GBR safety team has been recognizing these employees for their exceptional contributions, addressing issues like isolation problems, leaks, traffic, and more. These individuals include Corbin Sadler, Juan Gamez, Tyler Ingram, Joseph Arredondo, Javier Fernandez, Felix Serrata, Montana Elliot, David Whitaker, Taranette Neely, Anthony Pagan, and Cody King.



## Turner Safety Reps Speak to SELU ASSP Student Chapter

**Hammond, La.** — Southeastern Louisiana University's American Society of Safety Professionals Student Chapter recently welcomed representatives from Turner's safety department. They discussed the importance of networking and shared industry challenges for young safety professionals.



## Zero Incidents at Project Propel

**Bay City, Texas** — During OQ Chemicals' Project Propel, Turner Industries has worked more than 112,000 hours OSHA recordable free. The team celebrated zero incidents with a monthly safety luncheon.



## Seven Years OSHA Recordable Free

**Geismar, La.** — Turner's projects group at Oxy Geismar has worked seven years OSHA recordable free.

## Three Years OSHA Recordable Free

**Pensacola, Fla.** — Turner Industries employees at Ascend Performance Materials' Pensacola, Florida site have worked three years OSHA recordable free.



## 11 Years OSHA Recordable Free

**Houston, Texas** — Turner employees at the TPC site in Houston recently celebrated 11 years OSHA recordable free.



## 20 Years OSHA Recordable Free

**Plaquemine, La.** — Turner Specialty Services' NDE and inspection group at Dow's Louisiana Operations recently celebrated 20 years and over 2.6 million hours OSHA recordable free.

## Four Years OSHA Recordable Free

**Clear Lake, Texas** — Turner employees at the Arkema site in Clear Lake, Texas have worked four years and 500,000 hours OSHA recordable free.







## Nine Years OSHA Recordable Free

*Westlake, La.* — Turner employees at the Westlake Chemical North Plant recently celebrated nine years and 892,000 hours OSHA recordable free.

## One Million Hours OSHA Recordable Free

*Sulphur, La.* — Turner Industries employees at Indorama Ventures Olefins in Sulphur, Louisiana recently celebrated three years and 1 million hours OSHA recordable free.



## One Year OSHA Recordable Free

*Lake Charles, La.* — Turner Industries' rope access group in Lake Charles, Louisiana recently celebrated one year OSHA recordable free.

## Three Years OSHA Recordable Free

*Tuscaloosa, Ala.* — Turner maintenance, railcar, and inspection employees at Hunt Refining have worked three years OSHA recordable free.



## 13 Years OSHA Recordable Free

*Sandersville, Miss.* — Turner employees at Hunt Refining have worked 13 years OSHA recordable free.

## Three Years OSHA Recordable Free

*Convent, La.* — Turner employees at Shell Convent have worked three years OSHA recordable free.





*What It Takes to Get the Job Done Right*

## Turner's Comprehensive Capabilities Deliver for Shell Project

Turner Industries recently completed multiple capital projects at Shell's Houston Lubricants Plant in Galena Park, Texas. Throughout these projects, Turner's "Cap-X" group successfully delivered a turnkey solution by leveraging Turner's diverse service lines. The Cap-X group installed new foundations, erected structural steel, installed piping and equipment, and managed multiple subcontractors. Turner's Pipe Fabrication Division played a crucial role in fabricating all piping and three storage tanks, utilizing both the Pasadena, Texas and Decatur, Alabama shops. Simultaneously, Turner Specialty Services conducted non-destructive examinations (NDE) encompassing PAUT, PT, and RT. Turner's crane and rigging group provided multiple cranes, operators, and riggers for setting new tanks, structural steel, and piping, and the SIPA (scaffolding, insulation, painting, and abatement) group was instrumental in supplying scaffolding, painting, and insulation services.

"Given the diverse scopes involved in these projects, we engaged various crafts, including boilermakers, carpenters, crane operators, equipment operators, firewatch personnel, helpers, insulators, ironworkers, painters, pipefitters, riggers, and welders," said Turner Project Manager Andre Gautreaux. "Turner's amazing safety personnel and front-line supervisors made sure everyone on the team stayed safe from start to finish."



# Turner Receives CURT CIPE Award for Outstanding Project Excellence

Turner Industries' capital projects group received CURT's Construction Industry Project Excellence (CIPE) award for its work on the PVC expansion project for Formosa Plastics in Baton Rouge, Louisiana. The CURT CIPE Award recognizes project teams which have achieved excellence in project delivery and evaluates a project's ability to add value, eliminate waste, and increase overall excellence in five areas: safety, cost performance, schedule performance, quality, and innovation. The project, which lasted nine months, involved the collaboration of multiple Turner groups and divisions, and Turner self-performed 98 percent of the work.

*At this year's CURT Awards of Excellence celebration, Turner's capital projects group received CURT's Construction Industry Project Excellence award. Turner's workforce development department also received an honorable mention through CURT's Construction Industry Workforce Development Awards program.*

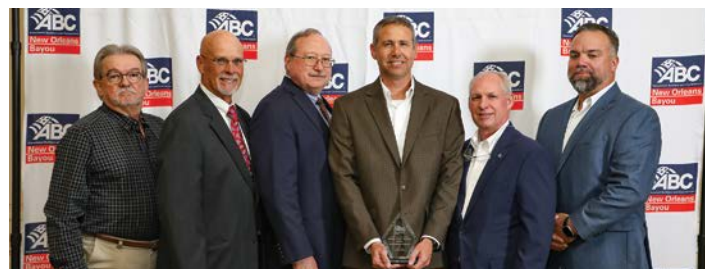


## Polypropylene Growth Project Receives 2023 ENR Best Project Award

ExxonMobil's Polypropylene Growth Project was recently recognized with a Best Project Award in the Industrial/Energy category through ENR Texas & Louisiana's annual Best Project Awards program. Turner Industries served as the general contractor for the ExxonMobil project, a world-class impact copolymer plant that took four years to construct.

## ABC New Orleans/ Bayou and Pelican Chapters' EIC Awards

Turner Industries received several Excellence In Construction (EIC) awards from the ABC New Orleans/Bayou and Pelican Chapters:



*Methanex G3 Project — Merit Awards  
(ABC New Orleans/Bayou and ABC Pelican)*



*Wind Blade Rack  
Fabrication Project  
— Merit Award  
(ABC Pelican)*



*The Formosa PVC Expansion  
Project — Excellence Award (ABC  
Pelican) and Merit Award (ABC  
New Orleans/Bayou)*



# Turner's SWS Assists with Furnace Recovery Project at Shell Deer Park

During the 2023 summer, the Shell Chemical Facility in Deer Park, Texas embarked on a critical furnace recovery project. Responsible for supporting non-routine maintenance activities, Turner's Specialized Welding Services (SWS) mobilized their crews to bring in additional personnel for the recovery efforts. The team swiftly scaled up, deploying over 80 skilled welders and pipefitters to retube and rebuild 10 gas-fired furnaces. The project utilized the combined resources of SWS and Turner's nested maintenance refractory and scaffold builders.

"The SWS team demonstrated the utmost professionalism in response to our needs. This event serves as a testament to the capabilities of the SWS turnaround team and their exceptional leadership," said Shell NRM Lead Brett Hendon.



## PROJECT QUICK FACTS

**Welds:** 700+ HTE Alloy Welds

**Work Hours:** 80,000+

**First Aids:** Zero

**Recordables:** Zero



## PIPE FABRICATION AND BENDING



**For over 60 years,** Turner Industries has provided turnkey industrial services and solutions to the companies that produce fuel, energy, and the materials essential to modern life.

[WWW.TURNER-INDUSTRIES.COM](http://WWW.TURNER-INDUSTRIES.COM)

### Complete Pipe Fabrication Capabilities

- Welding
- Bending (Cold & Heat Induction Bends)
- Climate Controlled Painting & Coating
- Heat Treating
- Testing
- Pipe Spool Detailing

# ONE SOLUTION Leads to Mega Results on Dow Turnaround

Several Turner service lines contributed to Dow St. Charles Operations' Olefins 1 and 2 Turnaround. According to Dow, the turnaround was completed on schedule and within budget, and Dow also appreciated Turner's "one team" mindset throughout the entire project.

Turner's Specialized Welding Services (SWS) led the turnaround as the general mechanical contractor. The SWS group also served as the general mechanical contractor for the Poly LP3/LP6 Turnaround at Dow St. Charles Operations, which ran parallel with the Olefins 1 and 2 Turnaround. This turnaround was also completed safely with no recordables and involved a total of 14,000 execution work hours and more than 45 employees. With a total of 946 flange breaks and 70 welds with a zero percent reject rate, the turnaround was a great success and had a flawless start up with no leaks.

Turner maintenance employees led by Site Manager Tony Ditta played a pivotal role in both the Olefins 1 and 2 and Poly LP3/LP6 turnaround's success. Turner's SIPA group was also recognized for its work during the Olefins plant turnaround. Special recognition goes to SIPA Project Manager Judy Mendoza for her leadership in overseeing this project.

"Turner did a great job supporting the Dow SCO Olefins TA. They worked closely with Dow leadership with a 'one team' mindset and were able to quickly make adjustments in the field to improve productivity, which had a huge impact on the success of this turnaround." – Dow Turnaround Manager Tim Borne

Turner Specialty Services' inspection and NDE group supplied Dow with APIs, NDE technicians, multiple X-ray crews, surface ET and PAUT, and rope access inspection crews.

## PROJECT QUICK FACTS

### DOW SCO OLEFINS 1 & 2 TURNAROUND

**DURATION:** 2.5 Months

**RECORDABLES:** Zero

#### SIPA

**WORK HOURS:** 21,500

**NUMBER OF PAINTERS:** 60+

#### NDE & INSPECTION

**WORK HOURS:** 25,000+

**PEAK HEADCOUNT:** 50

#### MAINTENANCE

**SERVICES:** Blinding and unblinding equipment for hot work, executing the overflow of the turnaround packages, moving and demobilizing all logistics equipment, and coordinating piping work

**WORK HOURS:** 9,800+

#### SWS

**EMPLOYEES:** 290

**WORK HOURS:** 198,000

**NUMBER OF WELDS:** 1,792

**NUMBER OF FLANGE  
BREAKS:** 5,838



# Turner Industries: A Trusted Partner for Safety and Innovation at Marathon GBR

Turner Industries has been a trusted partner of Marathon Petroleum Corp.'s Galveston Bay Refinery (GBR) for nine years, providing a wide range of services, including rope access; general mechanical, civil, and warehouse support; and specialized welding, industrial cleaning, and environmental services. With over 245 employees on site, Turner remains committed to safety and innovation and has a proven track record of success at Marathon GBR.

Earlier this year, Turner started providing rope access services, which has helped to streamline operations and improve safety. For example, Turner assisted with post-turnaround operations that required zero scaffolds. Turner was also requested by Marathon to help streamline a process for steam piping repairs throughout the entire plant.

Turner's safety performance at Marathon GBR has been excellent, earning the Marathon Safety Excellence Award in 2022. Turner manages safety by continuously engaging with employees on site and following key safety practices such as stop work authority, conducting one-on-one meetings, and implementing a mentorship program. Turner also utilizes Turner Tablet Applications™ on site for JSAs, sensitive equipment checklists, and timesheets.

## Other key/recent projects that Turner has worked on at Marathon GBR include:

**Lomella Unit** – Turner Specialty Services' industrial cleaning group received an urgent request during a turnaround to provide vacuum services at the Lomella Unit.

**UU3 Unit** – During an unexpected outage that occurred at the UU3 Unit, Turner's civil group was able to increase manpower quickly and complete the scope of work safely.



*With over 245 employees on site, Turner Industries has been a trusted partner of Marathon Petroleum Corp.'s Galveston Bay Refinery for almost a decade.*

"It's amazing to see how many Turner employees are dedicated to Marathon GBR and have been here for years," said Dustin Gordon, site manager for Turner at the Marathon Galveston Bay Refinery. "This site is very busy and a lot is asked from the team, but they always complete the work with a positive attitude. We're like a family here, and we always have each other's backs. We're all committed to helping each other succeed, and we celebrate each other's successes."



## TSS Ramps Up Inspection Services at Olin Freeport

Building on its existing partnership with Olin, Turner Specialty Services (TSS) has expanded its inspection services team at the Olin site in Freeport, Texas, with the addition of 22 experienced professionals. The new employees, who rolled over from another inspection company, include ground x-ray technicians, API inspectors, CAD technicians, and data/compliance clerks. With over 60 TSS employees on site, the addition of this rope access and inspection personnel reflects Turner's successful track record with Olin. It also demonstrates Turner's ability to deliver a ONE Solution service model and provide the highest standards of quality, safety, and efficiency.



*Turner Specialty Services has expanded its inspection services team at the Olin site in Freeport, Texas. The new employees include ground x-ray technicians, API inspectors, CAD technicians, and data/compliance clerks.*

"TSS has helped ensure the integrity and reliability of industrial assets for decades," said Jonathon Garay, site manager for TSS at Olin Freeport. "We look forward to playing an ongoing role in Olin's continued success in Freeport."



## Celebrating a Five-Year Milestone at Pemex Deer Park

Turner employees at the Pemex Deer Park, Texas site recently celebrated the five-year anniversary of providing refractory, insulation, and other soft craft services. Fueled by a passion for safety, innovation, and collaboration, this Turner group has achieved exceptional results.

Turner understands that strong partnerships built on trust and transparency are key. This crew has been a consistent leader of Turner's Stop Work Authority program year in and year out. Turner has also implemented innovative solutions to enhance efficiency and safety at the Deer Park site. For example, the adoption of hands-free tools has reduced potential injuries and boosted overall productivity.



*Turner Industries employees at the Pemex Deer Park, Texas site recently celebrated the five-year anniversary of providing refractory, insulation, and other soft craft services.*



# Turner Industries and Ascend Performance Materials Renew IFM Agreement

Turner Industries and Ascend Performance Materials have renewed their Integrated Field Management (IFM) agreement for an additional five years. This agreement encompasses maintenance, small capital projects, and turnarounds at Ascend's facilities in Chocolate Bayou, Texas; Pensacola, Florida; Decatur, Alabama; and Foley, Alabama.

Turner has consistently provided Ascend with a fully consolidated nested workforce comprising mechanical, electrical, SIPA (scaffolding, insulation, painting, and abatement), inspections, grounds, and various other services across the alliance. Turner's headcount at Ascend has fluctuated between 300 and 550 nested full-time employees, adapting to the evolving needs of the business.

The success of the Ascend alliance is largely attributed to the contributions of Turner's skilled personnel, versatility, and responsiveness. The alliance is currently led by project managers Brad Barton and Paul Perkins, along with site managers George Walder (Chocolate Bayou), Sidney Davis (Decatur), and Johnny McNair (Pensacola and Foley).

"Turner is proud to extend its partnership with Ascend and looks forward to many more years of success," stated Caleb Lovell, vice president of operations—southeastern region for Turner Industries. "This agreement exemplifies the strong relationship that Turner and Ascend have built over the years, and we will continue to provide Ascend with the highest level of service, while maintaining our commitment to safety."

"We appreciate Turner's consistent focus on adding value to our operations," said Preston L. Howard, director — indirect procurement for Ascend Performance Materials. "Turner's expertise has helped us focus on creating products that support new technologies and improve people's quality of life."

By providing the highest level of service to Ascend's facilities and investing in the communities where its employees live and work, Turner Industries builds stronger partnerships and makes a positive impact.





# WELCOME ABOARD!

We're excited to introduce the first class of Turner Industries University. This hands-on training program will give participants the chance to learn from seasoned Turner pros, rotating across different divisions to gain a deeper understanding of our services and the industry as a whole.



**Madison Doyle**

**HOUSTON, TEXAS**  
Louisiana State University,  
Construction Management  
**SOPHOMORE**



**Orrin Cobb**

**PINE GROVE, LOUISIANA**  
Southeastern Louisiana University,  
Industrial Technology  
**SOPHOMORE**



**Molly Blouin**

**BATON ROUGE, LOUISIANA**  
Louisiana State University,  
Industrial Engineering  
**SENIOR**



**Robert Holmes**

**ZACHARY, LOUISIANA**  
Louisiana State University,  
Construction Management  
**SOPHOMORE**



**Isidro Reyna**

**PHOENIX, ARIZONA**  
Louisiana State University,  
Construction Management  
**SENIOR**



**Colin Macias**

**DENHAM SPRINGS, LOUISIANA**  
University of Louisiana Monroe,  
Construction Management  
**SOPHOMORE**



**Caden Rios**

**WALKER, LOUISIANA**  
Southeastern Louisiana University,  
Industrial Technology  
**FRESHMAN**



**Fernando Herrera**

**HOUSTON, TEXAS**  
University of Houston,  
Construction Management  
**JUNIOR**



**Daniel Decoteau**

**GONZALES, LOUISIANA**  
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Construction Management  
**JUNIOR**



**Elizabeth Moon**

**MOSS BLUFF, LOUISIANA**  
University of Louisiana Monroe,  
Construction Management  
**SOPHOMORE**



**Dyllon Nimmers**

**RUSTON, LOUISIANA**  
Louisiana State University,  
Construction Management  
**JUNIOR**





# WHAT TO LOOK FOR IN



This year, we're setting our sights on the bright future ahead by implementing new safety programs, expanding our fleet with new equipment, developing the industry's rising stars, accelerating our digital transformation journey, and much more!

## MAINTAINING THE ADVANTAGE

Rolling into 2024, Turner's maintenance group has once again secured its position as the nation's top maintenance contractor, according to Engineering News-Record. 2024 also signals a strategic shift into a new era of growth. With a focus on executing work safely, the group is set on making continuous improvements throughout the organization, embracing new partnerships and initiatives, and exploring new industrial innovations—while also ensuring the group's solutions align with the long-term vision of Turner's customers.

**Nation's Top  
Maintenance  
Contractor**

**ENR 2023 RANKING**  
(Petroleum)



# **TOMORROW'S LEADERS** **LEARNING TODAY**



At Turner Industries, we are always looking for the next generation of industry leaders. That's why we've launched Turner Industries University, a multi-divisional, structured, on-the-job training program designed to equip ambitious individuals with the skills and knowledge they need to thrive in the industry. Participants will work alongside Turner pros across the various divisions, gaining a first-hand understanding of operations and acquiring valuable industry skills.



## **TOTAL TANK SOLUTIONS**

Turner Specialty Services' environmental group, SIPA [scaffolding, insulation, painting, and abatement] group, and NDE group are heading into 2024 with a renewed focus on Turner's Total Tank Solutions. By harnessing the capabilities of Turner's in-house scaffolding, painting, inspection, environmental cleaning, tank fabrication, and civil crews, Total Tank Solutions represents a comprehensive service line that unites a dedicated team capable of addressing customers' tank-related needs. Whether it's tank cleaning, inspection and repair, or new construction, Total Tank Solutions exemplifies Turner's commitment to providing "One Solution for Your Success."





## TURNER'S CONSTRUCTION DIVISION

# SOLID FOUNDATION, BOLD INNOVATIONS

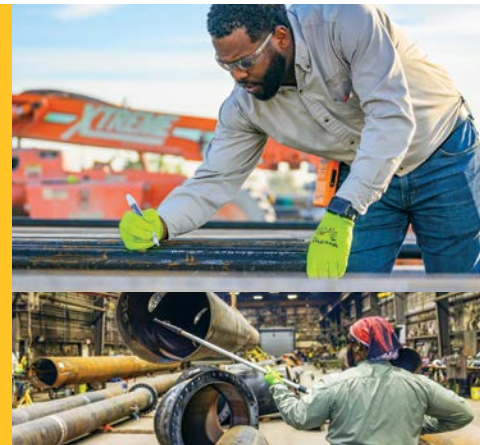
Turner's Construction Division expects a surge in modular work in 2024, and as the focus on module work continues to rise, modular yards remain in high demand. To help accommodate this demand, Turner has over 200 acres of world-class modular fabrication space. Its Gulf of Mexico Operations in New Iberia, Louisiana has access to deep water and major interstates so that modules can be efficiently shipped around the world.

Turner is also gearing up for several upcoming megaprojects, particularly in the western U.S., and the Construction Division will expand its workforce as necessary. In 2023, Turner's Construction Division worked on a major renewable diesel conversion project in Alabama, and the division is planning for additional renewable energy projects in 2024.

## MAKING PIPE DREAMS A REALITY

Despite the amount of work already scheduled, Turner's Pipe Fabrication Division still has plenty of bandwidth for work—five locations and 850,000 square feet of shop space. In addition, Turner has maintained its nuclear stamps and is fully qualified to handle all aspects of nuclear component fabrication, assembly, and installation.

An expansion at Turner's pipe fabrication facility in Paris, Texas is also nearing completion. The 2021 Texas freeze event caused major damage to the north office building. Once completed, this building will house a new safety wing; workforce development lab; and office space for QA/QC, production, and guest inspectors. The construction is expected to be completed sometime in 2024, and Turner is continuing to add to its workforce in Paris.



# TURNKEY TURNAROUNDS NATIONWIDE

Turner's shutdowns, turnarounds, and outages group is expanding its nationwide reach, offering a comprehensive suite of turnkey event services across the U.S. These turnkey turnaround services allow industrial sites to consolidate events and streamline operations. As industrial sites nationwide maintain full capacity, the demand for turnaround work is expected to increase in 2024. To meet this growing demand, Turner's turnaround teams, and its Specialized Welding Services, are ready to mobilize to wherever they are needed.



## S.T.A.R.T. SAFETY PROGRAM

Turner's safety department has added the S.T.A.R.T. Supervisor Training as another component in our continuous commitment to safety. In 2024, the program will be rolled out across the company. S.T.A.R.T. stands for "Supervisor Training in Accountability and Recognition Techniques." The training focuses on three critical concepts:

- Why Accountability Works
- How Incidents Impact the Bottom Line
- Leadership Roles in Improving Culture

*"As a S.T.A.R.T. instructor, I can assure you that supervisors and frontline leaders will have the tools and knowledge to fully integrate safety into their management practices," said Ralph Gasca, regional HSE manager for Turner.*





## CAP-X READY FOR EXPANSION

With more project work on the horizon throughout the Lone Star State, Turner's Texas-based capital projects group, "Cap-X," has expanded its fleet with the addition of three new trailers. This and other investments make it easier for the Cap-X team to respond to existing customer needs, as well as expand their client base.



## CONTINUING TO SHIFT GEARS WITH GOOGLE

In 2024, Turner continues its digital transformation journey with Google. Turner will leverage Google's powerful workspace tools and technologies to enhance existing applications, streamline processes, and create cutting-edge solutions.

TURNER  
INDUSTRIES



Shifting  
Gears

*"Google is not just a replacement for our old systems; it will help enable our innovation and growth," stated Turner Industries CIO Amy Kling. "With Google, we can reimagine our business processes, empower our employees, and deliver even more value to our customers."*

## NEW EMPLOYEE APP

## MOBILE BENEFITS AND CARE THROUGH BENEFICITY

Managing your healthcare and other benefits can be a lot to keep organized. With that in mind, Turner is introducing the Beneficity app starting in January 2024. Beneficity, powered by Highmark Blue Cross Blue Shield, is your one-stop solution for accessing all your company benefits. Here are some key features:

- Virtual Highmark ID card for easy appointment check-ins.
- User-friendly provider search tool with SmartShopper options. When you select a provider on the SmartShopper list, you earn a reward.
- Access to virtual doctor visits through Well360 Virtual Health.
- Personalized well-being activities.
- Quick access to contact information for Turner's other benefits.



# NEW YEAR, NEW EQUIPMENT!

Turner Industries' Equipment Division has bolstered its crane fleet by adding two new models, enhancing its capacity to tackle large-scale construction projects and complex turnarounds.

**MAKE:** Kobelco

**MODEL:** CK3300G-2

**TOTAL MAIN BOOM:** 295 Feet

**TOTAL WITH LUFFER:** 414 Feet

**TOTAL COUNTERWEIGHT:** 352,795 Pounds Counterweight Plus 89,620 Pounds Carbody Weight

**MAX CAPACITIES:** 330 Tons



**MAKE:** Liebherr

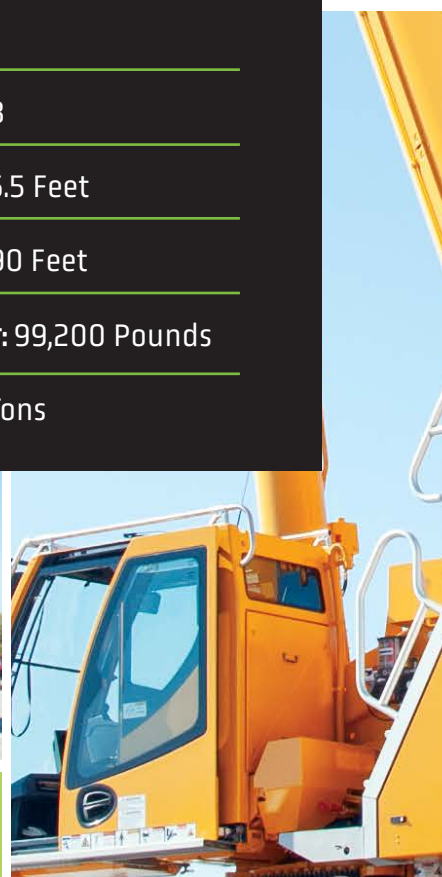
**MODEL:** LTM 1150-5.3

**TOTAL MAIN BOOM:** 216.5 Feet

**TOTAL WITH LUFFER:** 290 Feet

**TOTAL COUNTERWEIGHT:** 99,200 Pounds

**MAX CAPACITIES:** 175 Tons





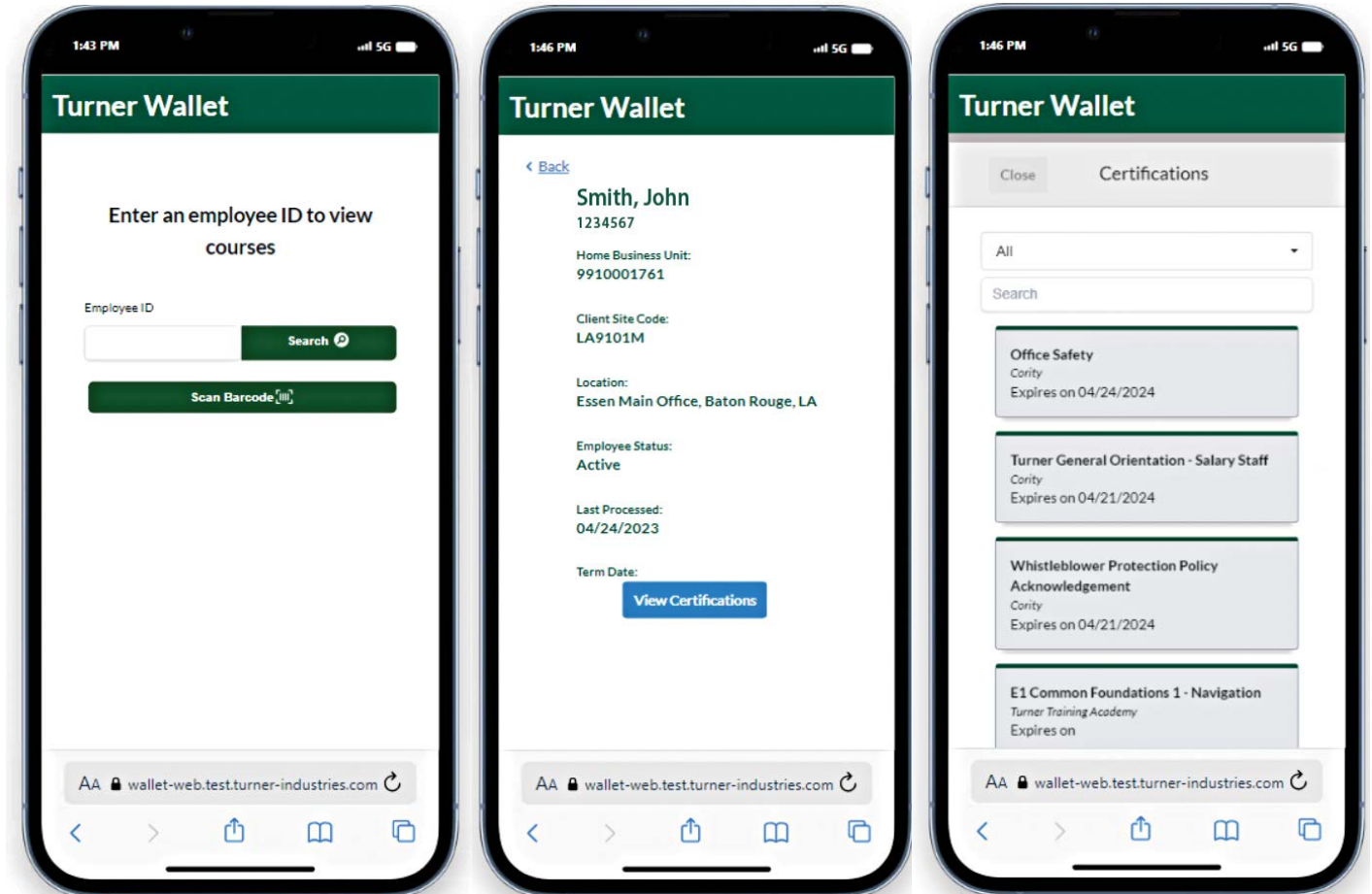
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# BITS AND BYTES

## PUTTING TRAINING AND CERTIFICATIONS AT YOUR FINGERTIPS

Turner Wallet™ is an exciting new IT project currently in development that will transform how employees access and manage their training and certification information. It provides a user-friendly mobile and desktop platform where employees can easily view their training records, certifications, and statuses, regardless of their location.

By searching their employee ID or scanning their badge, employees can quickly identify which training and certifications are active, expired, or approaching expiration, allowing them to stay compliant and up-to-date. Turner Wallet has the potential to evolve into so much more, but the initial goal is to provide a quick, user-friendly way for employees to view their training and certification information on demand.



# EMPLOYEE PROFILE

## Mitch Horn

**Current Title:** Site Manager —  
Marathon St. Paul Park Refinery

Mitch Horn, site manager at the Marathon St. Paul Park Refinery, has a wide range of responsibilities, but his definition of effective leadership is simple: be calm amidst the chaos. Mitch's career has followed a winding path, but he's grateful for his journey and is excited to be at Turner.



### A Quick Q & A with Mitch

**How long have you been with Turner?**

My journey with Turner started with an in/out opportunity in September 2018, but I became exclusively affiliated with Turner in the spring of 2020.

**What are your responsibilities?**

At the refinery, I'm responsible for overseeing Turner's maintenance, small cap, and turnaround services as well as our various trades, including boilermaking, pipefitting, welding, civil, scaffold, insulation, industrial coatings, and abatement.

**What led to your position at the company?**

After becoming a maintenance supervisor in 2019, COVID and restructuring led me to a planner/scheduler role in 2021. A leadership class meeting that summer with key figures proved pivotal in my current career path.

**What do you find most satisfying about your job?**

The opportunity to actively participate in transforming the culture of a refinery undergoing significant changes is particularly rewarding. Adding to the excitement at the site, Turner's SIPA group recently transitioned approximately 50 employees, further strengthening our team.

**What has been your favorite moment, so far, at Turner?**

Laying the foundation for a Merit-based apprenticeship program and contributing to top-notch industry-focused workforce development that helps employees grow are moments that stand out for me.

**What do you enjoy doing outside of work?**

Balancing family time with my wife and three kids is my priority. We just welcomed our third child, a baby boy, on December 13. Engaging in outdoor activities across all four seasons, participating in sports like golf, and fishing (especially ice fishing) are what I like to do when I'm not at work.

**What are your top three life highlights so far?**

Meeting my beautiful wife, marrying her, and being blessed with three beautiful, healthy, amazing children are the highlights of my life.



## Recruiting, Training & Retaining Our Most Important Asset—People

### EMPOWERING THE NEXT GENERATION

## Turner Industries Supports Local High Schools, Colleges, and Job Fairs



**Gonzales, La.** — More than 1,500 high schoolers from the Baton Rouge area attended the Build Your Future event at the Lamar Dixon Expo Center. At Turner's booth, students won prizes for testing their knowledge about the company and industry, and they were also able to view Turner's drone fleet.



**Lake Charles, La.** — Turner contributed tools, supplies, and PPE to several Southwest Louisiana high schools including Singer High School, South Beauregard High School, and Merryville High School.



**Lake Jackson, Texas** — Turner employees attended Brazosport College's "ENER Employee Success in Industry" Workshop. The workshop assists students with job readiness, emphasizing résumé writing and interviewing, and has yielded excellent results for both students and employers.



**Pasadena, Texas** — Turner supported ABC Greater Houston's 2023 Construction Careers Expo for high school students in Brazoria County. Turner employees from the Olin Freeport site collaborated with Hilti on a booth, offering an informative and hands-on experience to students.



**Houston, Texas** — Turner supported Shell's Energize Your Destiny event at San Jacinto College North with local high school students. Turner's workforce development team engaged in panel discussions and table conversations, providing students the chance to inquire about diverse industry roles. Turner Workforce Development Manager Carla Thompson spoke on the panel, while NCCER Assistant Mikayla Mora served as an industry ambassador.

## ABC Greater Houston Girls Construction Camp

**La Porte, Texas** — Turner Industries supported Associated Builders and Contractors of Greater Houston's Girls Construction Camp held at the CMEF Performance Verification Center in La Porte, Texas.

The event invited 8th grade girls from many local junior high schools to participate in hands-on construction related activities and featured Turner Industries Area Health, Safety, and Environmental Manager Jasmin Gaona as a guest speaker.

Congratulations to Jasmin Gaona who was also recently named co-chair of the ABC Greater Houston Chapter's community service subcommittee for 2024!



## Turner Initiates New Welder Training Program

**Baton Rouge, La.** — In response to the increased demand of skilled crafts nationwide, Turner Industries, in collaboration with the State of Louisiana, recently initiated a new advanced welder training program for high school students. Led by Turner Workforce Development Manager Ray Neck and Regional QC Manager Casey Hebert, the program, funded by a state grant, commenced in the summer. Weld Testing Laboratory has also played a pivotal role in launching this program, providing training by Vernon Kirkwood as the instructor. Turner QC Supervisors Carl Menina and Tracy Frazier have actively scouted high schools for potential candidates. Evening sessions held at Baton Rouge's Weld Testing facility have shown great results, with 10 students successfully passing their welder tests and joining Turner's workforce.



Turner Regional QC Manager Casey Hebert, center, has helped start a new advanced welder training program for high school students.





## ABC 2023 Leadership Institute

**Rancho Mirage, Calif.** — Turner representatives recently attended Associated Builders and Contractors Inc.'s (ABC's) 2023 Leadership Institute kick-off event in Rancho Mirage, California.

ABC's Leadership Institute is a year-long professional development program for 2024 and 2025 chapter board of director chairs and volunteer leaders as well as chapter presidents and staff seeking to elevate their business leadership skills.

Representing Turner at the event were: Turner Vice President and Chairman of the Board of Directors and Board of Trustees for the ABC Southeast Texas Chapter and Training Center, Colby Plaia; Turner Coordinator of Public Affairs and Community Relations and Vice Chairman of the Board for the ABC Coastal Bend Chapter, Lori Garza; and Turner Senior Vice President and incoming Chairman of the Board for the ABC Greater Houston Chapter, John Golashesky.

## CURT 2023 Workforce Development Award Winner

**Naples, Fla.** — Turner Industries recently earned Honorable Mention at the Construction Users Roundtable's (CURT's) Construction Industry Workforce Development (CIWD) Awards. The announcement was made during CURT's 14th annual awards ceremony in Naples, Florida.

Recognizing the pivotal importance of training, education, and recruitment in achieving excellence in construction project delivery, CURT established the CIWD Awards to acknowledge and celebrate outstanding efforts in these areas. Turner earned Honorable Mention for its program titled "Growing Your Skilled Workforce — Using SOJT to Build Careers."

*Representing Turner Industries' workforce development team at CURT's CIWD Awards are Carla Thompson, left, and Elizabeth Beckham. Turner earned Honorable Mention at the awards ceremony in Naples, Florida.*



## 2023 CTAT/ACTE Impact Award Winner

**Houston, Texas** — Turner Industries received the 2023 CTAT/ACTE Impact Award from the Gulf Coast Career and Technical Association. Turner was recognized for its significant contributions to career and technical education in the Houston region. This award is credited to the collaboration of key figures including Dustin Gordon, Donny Greer, and George Walder. Turner was nominated for this award by Santa Fe ISD Career and Technical Education Director Renea Dillon.



Displaying the 2023 CTAT/ACTE Impact Award and the 2023 Santa Fe ISD CTE Business Partner of the Year Award are, from left, Turner Industries Jay Roberson, Carla Thompson, and Donny Greer.

## Turner Helps Support Enhanced Training Opportunities

**Nederland, Texas** — Turner Industries is proud to support the Associated Builders and Contractors Inc. (ABC) Southeast Texas Chapter's Training Center's new computer lab, funded by Motiva and Kyndryl US. This state-of-the-art lab will help provide industry employees, including Turner employees, with access to the latest technology and resources to enhance their skills and prepare them for success in the construction industry.

"We are grateful for the generous support of Motiva and Kyndryl US in making this new computer lab a reality," said Turner Vice President Colby Plaia, who is also chairman of the board of directors for the ABC Southeast Texas Chapter and board of trustees for the ABC Southeast Texas Training Center. "The new computer lab will play a vital role in providing this workforce with the training they need to advance their careers."

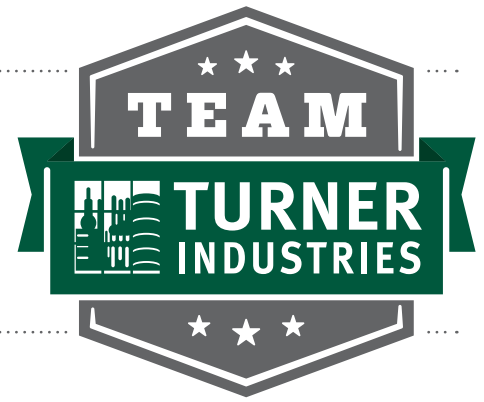


Motiva and Kyndryl US recently dedicated a computer lab to the Associated Builders and Contractors Inc. Southeast Texas Chapter's Training Center. Turner Industries' Colby Plaia, second from left, serves as chairman of the board of directors for the ABC Southeast Texas Chapter and board of trustees for the ABC Southeast Texas Training Center.



# TEAM Turner™

OUR EMPLOYEE-DIRECTED VOLUNTEER ORGANIZATION



## Turner Leaves Lasting Impact at Boys and Girls Club of Metro Denver

**Denver, Colo.** — Turner Industries' rope access team in Colorado embraced the spirit of community service, volunteering for the annual cleanup of mountain cabins for the Boys and Girls Club's Gates Camp. The team, including Oracio Rodriguez, Jeremy Cambiano, Brian Waters, Reid Lehew, and Joseph Dollarhide, tackled tasks from securing tin roofs and digging trenches to creating new pathways for the kids. The rope access team also donated a Turner Industries cornhole board.

*Suncor is a supporter of the Gates Camp, and thanked the Turner team for their efforts.*

"This crew made a big impact and took care of the things we haven't had the proper manpower and equipment for," said Suncor Maintenance PFW Lead Tim Rogers. "The roof of the lodge was not on our list, but these folks took the opportunity to fix it and prolonged the life of the lodge and roofing. We appreciate everything Oracio and his team did for us, and they did it all safely."



## Hope Lodge

**Houston, Texas** — TEAM Turner members volunteered at Hope Lodge, serving food and painting pumpkins with patients. These employees included Elizabeth Clay, Michael Kenney, Ronald Barber, Ryan Beeson, Casey Dew, and Terry Kenney. The American Cancer Society's Hope Lodge communities offer a home away from home for people facing cancer and their caregivers when cancer treatment is far away.

*TEAM Turner members volunteered at Hope Lodge. From left are Elizabeth Clay, Ryan Beeson, Ronald Barber, Casey Dew, and Terry Kenney.*



## The Bridge for Kids

**Pasadena, Texas** — TEAM Turner members, alongside Oxy and Pemex employees, lent a helping hand at The Bridge Over Troubled Waters. Together, they moved boxes and furniture to support The Bridge for Kids' new facility. This facility expands the programs for children, including after-school care and counseling.



## Dow/United Way of Brazoria County Pumpkin Run

**Lake Jackson, Texas** — Turner employees supported this year's Dow/United Way of Brazoria County Pumpkin Run, which benefited residents of Brazoria County through the United Way of Brazoria County Community Impact Fund.

*From left are Esgar Acevedo, Myriam Acevedo, Courtney and Jackson Rose, Christa Alvarez, Ben Martinez, Jessica Genoway, Andrea Riojas, and Aaron Riojas.*

## Formosa Charity Golf Tournament

**Victoria, Texas** — Turner Industries sponsored the 2023 Formosa Plastics Corp. Charity Golf Tournament benefiting the United Way. This event is one of the largest contributors for local communities in Calhoun and Victoria counties.

*From left are Ruben Resendez of Flints Hills Resources, David Arreola of Turner Industries, Carmelo Perez and Juan Pena of Dow, and Jim Martinez of Turner Industries.*



## Ascend Cares Golf Tournament

**Decatur, Ala.** — Turner participated in the Ascend Cares Annual Golf Tournament in Decatur, Alabama.

## Miracle League at Cypress Mounds

**Baton Rouge, La.** — TEAM Turner members recently volunteered at the Miracle League in Cypress Mounds, a registered nonprofit organization that gives children with any type of disability or special needs the opportunity to play baseball as part of a team and an organized league. The league depends on volunteers to assist and keep players safe during the games.





# TEAM Turner™ Helps Bring Christmas Cheer

Below are a few examples of Turner employees' generosity during the holidays.







## Turner Industries: It's in Their 'Blood'

**Sulphur, La.** — Larry Blood, a capital construction superintendent, recently celebrated 25 years with Turner, but what makes this milestone even more special is the fact that four of Larry's daughters also work at Turner. Erica Ware, Angel Phillips, Tesa Gilley, and Deanna Blood have been with the company for 17, 8, 20, and 13 years, respectively.

"We feel that our father paved the way for his daughters to engage in a career with a loyal company whom we view as family," the daughters collectively expressed. "We believe that he absolutely made it all possible for each of us to receive an opportunity for success. To say we are proud of his time and effort put in would be an understatement. We are consumed with an immense amount of gratitude to be a part of the journey."

"The drive I had to provide for my family was unknowingly instilled in my daughters, and I couldn't be any more proud for seeing such an amazing work ethic being chiseled into their core," Blood said.

*Larry Blood has been with Turner for 25 years, and four of his daughters — Erica Ware, Angel Phillips, Tesa Gilley, and Deanna Blood — also work for Turner.*

## Ray Reamey Honored for ASME Service

**Baton Rouge, La.** — Turner Industries Director of Quality Services Ray Reamey was recently awarded a fellowship from the ASME Board of Governors for his 35 years of dedicated service to the ASME Code Committees. The fellowship recognizes his outstanding engineering achievements in developing new Codes or Standards, revising existing ones, and initiating procedural changes.



## Turner Industries Tops LSU ROARING 20 List

**Baton Rouge, La.** — Turner Industries has earned the top spot on Louisiana State University's 2023 LSU ROARING 20 list, which recognizes the 20 highest revenue-generating LSU graduate-owned or graduate-led businesses from all those that apply for the LSU 100 each year. The LSU 100 recognizes the fastest growing LSU graduate-owned or graduate-led businesses.

*From left are Former LSU Running Back Kevin Faulk, Turner CEO Stephen Toups, and LSU E. J. Ourso College of Business Dean Jared Llorens.*



### Turner Safety Instructor Earns Doctorate in Diversity and Inclusion from Phillips 66

**Lake Charles, La** — Jeff Spain, a safety and onboarding instructor for Turner Industries, who works at the Phillips 66 Lake Charles Manufacturing Complex, recently earned his doctorate in diversity and inclusion from Phillips 66's Culture Change and Diversity Team Inclusion University. Spain is only the second contractor in the Lake Charles area to receive this honor.

Spain began this journey in 2012. He took several courses, read many books, and completed his thesis on diversity. The thesis was based on Spain's life experiences, starting with his time living in Panama in the early 1970s with his father, who served in the military.

"I am very proud of this accomplishment," Spain said. "I am grateful to Phillips 66 for providing me with the opportunity to earn this degree."

*From left are Phillips 66 Production Manager Alberto Maxwell, Turner Site Manager Jimmy LeBouef, Turner Vice President Carson Chaisson, Turner Safety/Onboarding Instructor Jeff Spain, Turner Project Manager Ben Bourgeois, and Phillips 66 Operations Manager Andres Rodriguez Brito.*



### Human Resource Summit Returns After Pandemic Hiatus

**Baton Rouge, La** — Turner Industries hosted its Human Resource Summit at the Renaissance Hotel in Baton Rouge. The summit brought together Turner personnel from various locations and departments across the country, including human resources, personnel, benefits, accounting, and IT.



Highlights of the event included remarks from CEO Stephen Toups, who delivered a "State of the Company" presentation. Additionally, presentations were given by Equal Employment Opportunity Commission Field Director Michael Kirkland on the importance of workplace investigations, Department of Labor District Director Troy Mouton on proper classifications of employees, and National Labor Relations Board Regional Director Kathleen McKinney on the National Labor Relations Act.

The event, traditionally held annually, was on hiatus since the COVID pandemic. Corporate General Counsel John Fenner served as the emcee, with assistance from Assistant General Counsel Max Marx and Employee Relations Manager Leanne Maples.

Other notable presentations featured CIO Amy Kling discussing remote hiring, a panel discussion with Senior Leave Administrator Kendra Williams and Employee Relations Specialist Julie Rabun addressing leave requests, Treasurer Steve Font discussing wage and hour issues, and Learning & Development Manager Elizabeth Beckham emphasizing the significance of accurate job descriptions and the updated job descriptions module.

"It is crucial that our employees stay informed about the ever-changing landscape of labor laws. Attendees received valuable updates and insights from this year's speakers, and also heard from attorneys at the Baker Donelson law firm, who provided updates on how artificial intelligence is impacting our industry," said Turner Industries Corporate General Counsel John Fenner.

## LAMP Golf Tournament

**Westlake, La.** — Turner Industries helped sponsor the Louisiana Manufacturers Political Action Committee's, or LAMP's, annual golf tournament at The National Golf Club of Louisiana.



From left are Turner's Kash McMahon, Mike Renfrow, Carson Chaisson, and Gregory P. Thibodeaux.

## ABC Texas Gulf Coast Tournament

**Lake Jackson, Texas** — Turner participated in the 37th Annual ABC Texas Gulf Coast Tournament at The Wilderness Golf Course.



From left are Dow's Joey Bohon, Turner's Paul Perkins, Turner's Dustin Gordon, and BASF's Cody Leger.



## Supplier Diversity Procurement Roundtable

**Gregory, Texas** — Turner Industries was invited to attend the Supplier Diversity Procurement Roundtable with Gulf Coast Growth Ventures. Turner Vice President David Arreola served as the spokesperson for Turner Industries, with over 80 vendors and suppliers in attendance.



## ABC Greater Houston's EIC Awards

**Houston, Texas** — Representatives from Turner recently attended the ABC Greater Houston's Excellence in Construction Awards.



*From left are Turner's Raul Luna, Jasmin Gaona, and Doug Sinitiere.*



## EHCMA Workforce Development Golf Tournament

**Houston, Texas** — Turner participated in the 2023 EHCMA Workforce Development Golf Tournament at Wildcat Golf Club.

*From left are Turner's Bryan McMillan, David Templeton, and Doug Sinitiere; Indorama's Dub Edwards; Turner's Joel Boé; Dow's James Swingle; Turner's Scott Tanley; and Black & Veatch's Rico Gutiérrez.*

## Olin Freeport Softball Tournament

**Freeport, Texas** — Turner Specialty Services' maintenance and turnaround group placed first in Olin Freeport's annual softball tournament.



# ABOUT TURNER



**T**urner Industries provides a single solution in heavy industrial construction, maintenance, turnaround, pipe and module fabrication, equipment, rigging and specialized transportation, and associated specialty services. Engineering News-Record Sourcebook ranks Turner as the nation's top maintenance contractor in petroleum, and one of the top contractors in Texas and Louisiana. The company, headquartered in Baton Rouge, Louisiana, employs 18,000+ and works across the United States.

## SERVICE OFFERINGS

CONSTRUCTION

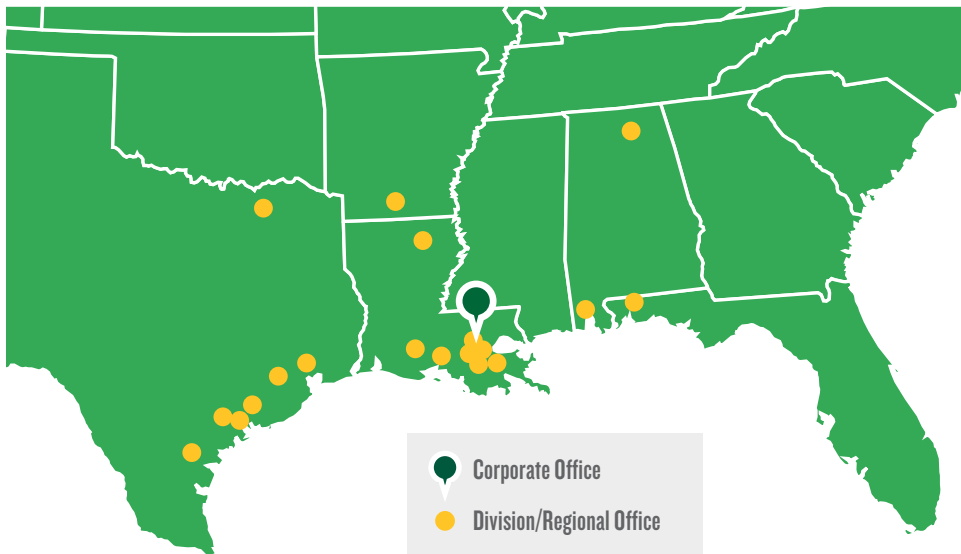
EQUIPMENT, RIGGING &  
SPECIALIZED TRANSPORTATION

PIPE FABRICATION

MODULAR FABRICATION

MAINTENANCE & TURNAROUNDS

SPECIALTY SERVICES



## REGIONAL OFFICES

### ALABAMA

Decatur  
Mobile

### ARKANSAS

El Dorado

### FLORIDA

Pensacola

### LOUISIANA

Baton Rouge  
Lake Charles  
Monroe  
New Orleans

Geismar  
LaPlace  
New Iberia  
Port Allen

### TEXAS

Beaumont  
Freeport  
Paris  
Port Lavaca

Corpus Christi  
Houston  
Point Comfort  
Port Arthur

## EXECUTIVE LEADERSHIP

**DAVID J. FRANKS**

Chief Operating Officer

**STEPHEN M. TOUPS**

Chief Executive Officer

**JAMES P. SYLVESTER**

Chief Financial Officer

**AMY KLING**

Chief Information Officer

**RICK SCARDINA**

Chief Administrative Officer

**ROLAND M. TOUPS**

Executive Chairman



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