



THE OMEGA UPDATE:

BUILT WITH TRUST

OCTOBER 2025

Celebrating A Half Century in Business



Our milestone celebration of 50 years in business continued to light our path for this quarter. We enjoyed an evening of networking with colleagues and friends in Greenville to mark the occasion. Our teams are busy with 35 active projects across our Omega footprint.

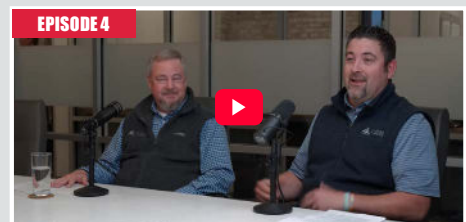
We've also had opportunities for giving back to our communities throughout the quarter, including hosting

the GC Cup Charity Golf Tournament, supporting Breast Cancer Awareness Month and volunteering with HeartMath tutoring, and Second Harvest Foodbank.

In this quarter's Omega Update, you'll be introduced to our new Safety Director, Adam Key and learn highlights on recently completed projects, employee anniversaries and new hires.

HISTORY OF OMEGA CONSTRUCTION

Check out two additional episodes of our Omega vidcast! These episodes focus on the growth of the company in the past two decades, along with the creation of our Savannah office!



A SAFETY OVERVIEW WITH



ADAM KEY

Adam joined Omega as Safety Director in September. We invite you to learn more about his experience and goals for safety in our Q&A below!

Tell us a bit about your background and what led you to join Omega Construction?

I've enjoyed over 30 years of combined experience in the automotive, chemical manufacturing/distribution, and regulatory agency arenas, all centered upon environmental, health and safety (EHS) management. While the majority of my previous roles required the management of many varied compliance programs specific to multiple regulatory agencies' oversight such as the EPA, DOT, PHMSA, NCDEQ, and the NC Dept. of Agriculture, my most recent position as a Health Compliance Officer within the NC Dept. of Labor allowed me to concentrate solely on OSHA compliance.

Having both private industry as well as regulatory agency tenure has provided me with a unique perspective compared to other EHS professionals. While the language within the standards is identical for both sides of the regulatory fence, the resource limitations, organizational motivations, and tools for mapping compliance strategies are typically very different. Understanding how things work "behind the OSHA curtain" has certainly improved my personal set of safety management tools.

Growing up and later raising a family in the Pilot Mountain area allowed me to observe and admire the incredible growth and industry recognition Omega has enjoyed throughout its history. I was also drawn to the superior employee-centered culture of Omega discussed and displayed during my evaluation process. Employers who focus their efforts on employee development and nurturing an atmosphere where all parties feel appreciated are the exception rather than the rule today. Needless to say, I am very happy to now be a part of this special group.

How do you define an excellent safety culture? What does it mean for the construction industry overall, and Omega in particular?

Great question! Working as a compliance officer allowed me to interact with all types of employers and witness safety cultures ranging from non-existent to superb. Some characteristics that set the best safety cultures apart for me were:

- Support for safety initiatives and internal controls coming from all levels of management
- The frequency of organic (unprompted or unscripted) safety-centered conversations that occur throughout an organization's chain of command
- Having some level of daily safety responsibility built into every employee's job function
- Safety controls or processes in place that were comprehensive, effective, easy to understand, and always observed/practiced.

Where do we stand on achieving these goals? First, let me share that I have been genuinely impressed with the personal commitment to safety as well as the level of hazard recognition and abatement skills of the field personnel I've had the chance to interact with during project visits. We have some amazing people in key positions and a set of thorough safety controls in place. The immediate goals that I've identified for Omega safety are centered around improving the consistency of applying our existing internal controls and developing new tools or paths to strengthen day-to-day safety performance. How will we know when we achieve a superior safety culture at Omega? It's not a destination, but a journey of continual improvement.

CONTINUED ON NEXT PAGE

CONTINUED FROM PAGE 2

Can you share an example of a safety practice or program you've seen make a meaningful impact on a jobsite?

Typically, the existence of a well-functioning safety committee can have a tremendous effect on any organization's safety performance. The fact that Omega already enjoys this benefit was one of the attributes which made coming to work here an easy choice for me. Input from all levels of operations is essential to accurately identifying safety needs and formulating effective solutions.

Our committee members help drive the success of Omega's safety program in so many ways outside of committee meetings, by acting as safety ambassadors, developing committee resources, planning Omega safety activities/events, and continuously looking to identify new ways to improve our performance. Our committee is full of individuals who are champions for safety, not only in word, but also in deed. The forethought that went into the design of the committee and how members are selected absolutely set it up for success. The approval of and support for safety committee decisions provided by Omega's senior management is also a critical component of success in safety performance. Compared to multiple other safety committees that I've evaluated, ours is absolutely top shelf!

Are there actions every Omega employee can take to contribute to our overall safety success?

Absolutely. I would submit that without daily contributions across all levels of our organization, our safety performance cannot reach the heights to which we aspire.

The responsibility for safe operations does not belong to the safety team, the safety committee, or any single group of employees. This responsibility is collectively owned by each and every one of us. Regardless of the quality and extensiveness of the safety resources that are in place, they are only effective when consistently and correctly utilized. This utilization is dependent upon every employee first understanding their personal role in safety performance and then committing to fulfilling that role as competently as possible on a daily basis.

Part of this daily commitment is identifying areas where personal improvement needs to be made, then locating a resource to facilitate that improvement. If we can collectively adopt this mindset, it will go a long way to limiting complacency and ultimately reaching the goal of achieving, then maintaining a superior safety program.

When you're not focused on safety, how do you like to spend your time outside of work?

I must confess that I've had a life-long love affair with golf. It's a pursuit that no one truly masters, and it serves as a great metaphor for life itself. Sometimes you hit a great shot, and you receive a bad break, sometimes you hit a low-quality shot and receive a good break. Conditions, even when playing the same course, are never identical to other rounds that you've played. The swing, rhythm, or ball striking challenges you face typically vary from one day to the next. Plus, it provides a great chance to enjoy the outdoors and bond with the folks who are joining you in that day's pursuit of success.

Aside from golf, I enjoy fishing, listening to a broad spectrum of music, movies, and any activity that offers the chance to spend time with my wife, Lori or one of our three sons, Connor, Glenn and Graeme.





OMEGA WINS

2ND ANNUAL GC CUP



The second annual GC Cup Golf Invitational, presented by Cook & Boardman and Piedmont Disposal, was held on October 13, 2025, at The Cardinal by Pete Dye in Greensboro, North Carolina. Omega coordinated the event, to bring together leading general contractors and industry partners from across the region for a day of friendly competition and community impact. We look forward to defending our title next year!

This year's tournament featured 18 teams, raising an impressive \$57,000 for local nonprofits. After a competitive day on the course, the winners were announced:

- **First Place:** Omega Construction — benefiting the **Winston-Salem Rescue Mission**
- **Second Place:** New Atlantic Contracting — benefiting **greenNest**
- **Third Place:** Blum Construction — benefiting the **Children's Home Society of North Carolina**

HR UPDATES

We're excited to welcome nine new team members to the Omega family this quarter! We're also proud to celebrate several meaningful work anniversaries—thank you to all who continue to grow and build with us.

Welcome To The Team!

JULY - SEPTEMBER 2025



Adam Key
Safety Director
Winston-Salem Office



Charles De Armas
Safety Manager
Winston-Salem Office



Clayton Papp
Field Engineer
Savannah Division



Dan Steele
Senior Preconstruction
Manager, Upstate



Jessica Boardman
HR Manager
Winston-Salem Office



Johnnie Paulus
Senior Project
Manager, Upstate



Kirk Needham
Project Engineer
Winston-Salem Office



Lesly Marroquin-Herrera
Staff Accountant
Winston-Salem Office



Lindsey Speeney
Preconstruction
Coordinator
Winston-Salem Office

2025 Collegiate Career Fair Participation



OMEGA TEAM WORK ANNIVERSARIES JULY - SEPTEMBER 2025

One Year

- Ben Hill
- Caleb Waltz
- DJ Dyal
- Taylor Fleming

Two Years

- Justin Hall
- Suzanne Richards

Three Years

- Amos Wilmoth
- Jyles Coggins
- Kacie Beck
- Nelson Davis
- Reyes Maldonado
- Stacey McRee

Four Years

- Alex Brewer
- Jaklyn Pierce
- Sam Okey

Five Years

- Ben Marshall
- Connor Grant

Six Years

- Elly Hardy
- Eric Marshall

Nine Years

- Paul Bassett

Ten Years

- Alan Barbour

12 Years

- Eddie Keenan

13 Years

- Jeff White
- Kevin Hennings
- Lee Cook

COMPLETED PROJECTS

JULY - SEPTEMBER 2025

Thank you to our incredible Omega project teams for your hard work, dedication and craftsmanship in bringing these projects to a successful close—your efforts continue to build trust and excellence across every Omega jobsite.



7-ELEVEN #42368

KANNAPOLIS, NC

Omega Team: Alex Brewer, Gray Gentry, Emily Allen



7-ELEVEN #42617

WADESBORO, NC

Omega Team: Lewis Furr, Luke Thompson, Emily Allen



FOOD LION #0998

CONCORD, NC

Omega Team: Alex Brewer, Barry Smith, Daniel Pell, Emily Allen



GATEWAY COMMERCE CENTER

HARDEEVILLE, SC

Omega Team: Amos Wilmoth, Lane Horton, Geoff Turner, Clint Tucker, Faye Barnes



LOWES FOODS #283 & SHOPS

INDIAN LAND, SC

Omega Team: Kendall Kruse, Josh Spicer, Billy Allen, Emily Allen



US MARSHALS UPFIT

SAVANNAH, GA

Omega Team: Hayden Rymer, William Dickerson, Justin Sapp, Jacqueline Vetter



SUNCAP WNC3 TARBORO

TARBORO, NC

Omega Team: Austin Westmoreland, Lane Horton, John Wayne Flippen, Chandler Whitaker, Faye Barnes



NFLP FINISHING LINE (RESONAC)

RIDGEVILLE, SC

Omega Team: Sam Dixon, Jared Wright, Caleb Waltz, TJ Looper



SINO TENANT IMPROVEMENTS

ELLABELL, GA

Omega Team: Cullen Eubanks, Geoff Turner, Faye Barnes



HARDEEVILLE COMMERCE CENTER

HARDEEVILLE, SC

Omega Team: Marco Godinez, Cullen Eubanks, Justin Sapp, Faye Barnes

RECENT EVENTS

From project groundbreakings to community events and company gatherings, Q3 was full of memorable moments. Here's a look at the highlights that brought our team and partners together.

Click on the photos below to check out more details on social media!



Omega Claims Victory at the 2025 Annual GC Cup Golf Invitational



Avid | Candlewood Hotel ground breaking, Savannah, GA



Kessler Groundbreaking



50 Years Strong: Celebrating in Greenville, SC



Avid | Candlewood Hotel ground breaking, Richmond Hill, GA



Omega Spreads Kindness with Blessing Bags



Greenville Office Partners with Greenville Tech to Support CETAET Program



TRT International in Rincon, GA Officially Tilted-Up



Omega Volunteers with Second Harvest Food Bank of Northwest NC

UPCOMING EVENTS

Apex 50th Anniversary Party

November 20th, 2025
3:30-6:00 pm

Omega Construction Annual Christmas Party

December 5th, 2025
5:00-9:30 pm