

Manatt's Mirror
Magazine's Mirror

*Reflections of Manatt's Inc.
and Subsidiaries*

50th

*Anniversary
Issue*

Reflections of 50 years in business



1997 50 Years Strong

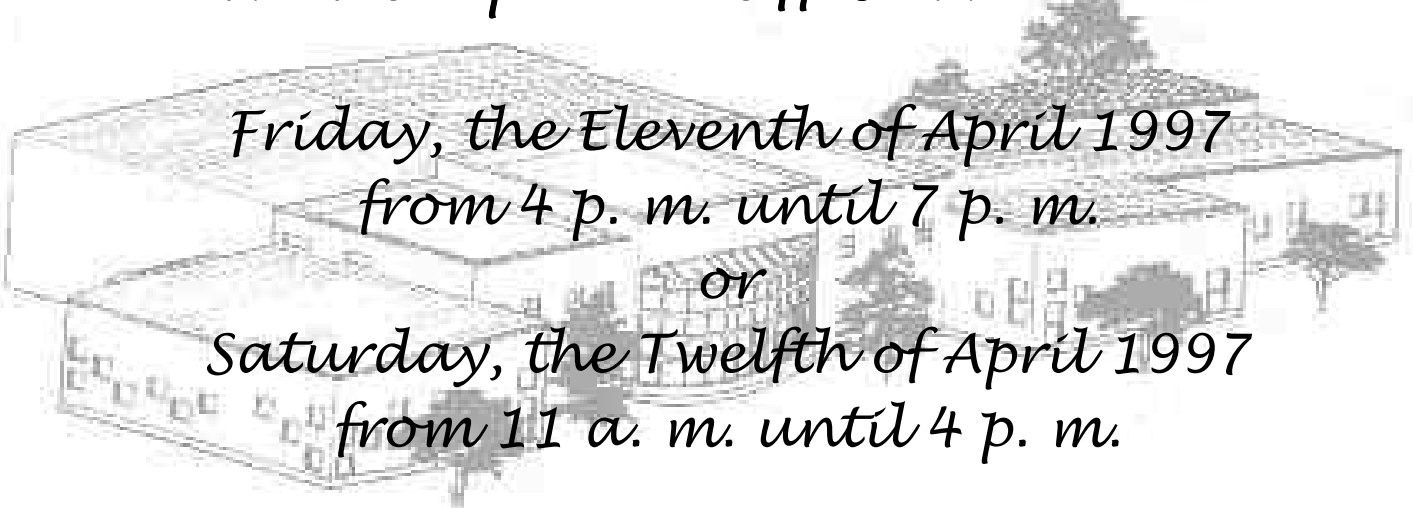
Manatt's Inc.

*cordially invites you and a guest to attend
our Open House celebrating
50 Years of Business
and our
New Corporate Office Addition*

*Friday, the Eleventh of April 1997
from 4 p. m. until 7 p. m.*

or

*Saturday, the Twelfth of April 1997
from 11 a. m. until 4 p. m.*





1775 Old 6 Road Brooklyn, Iowa

JUNIE'S JABBERS

Bev asked me to write a short paragraph to be put in the Mirror. Now she knows I don't write short paragraphs, but since this edition is for the Open House and 50 Year Celebration, here goes.

Fifty years ago, the first part of April 1947, I got a new Studebaker truck (the only kind available after World

War II). They were making other brands (Ford, Chevrolet, and International), but since none of the dealers thought I would or should be in the trucking business, I couldn't get one of their brands. Maybe they didn't think I could pay them if I bought one. So I am going to tell one and all how I paid for my first truck.

My Granddad loaned me the money for the truck (\$2,000), my Dad loaned me \$300 for the stock and grain box.

Our family insurance agent, E. J. Taylor, said he would carry me until I got enough money to pay him. The license plates were \$65.00, which I had of my own. So that \$65.00 is what I started in business with. I paid them all back with interest in eight months. I could go on from here, but Bev said it had to be short.

There is no way I can thank everyone for making the last 50 years go by so fast; customers, employees, family, and all others. I would like to mention a few of the long time employees, but I am afraid of leaving out so many that have contributed to the success of the Company. No one knows the warm feeling it gives me almost every day.

Reflections from the Owners

from Brad Manatt

I started in the 50's, sweeping the office floors and filling pop machines for Jack Gustafson for \$1.10/week. Eventually, I became the tire changer and fixer when I was in the 7th or 8th grade for \$25.00/week.

Most of my high school summers, I would work on the seal coat crew with Bernard Kriegel as a flagger or on the front end of the chip spreader. Sometimes, I got to run a loader. The truck drivers didn't like me tearing off their side boards very much.

During my college summers, we traveled the state with the seal coat crew and I drove a ready mix truck in Tama and Newton.

I have many fond memories of my early years with the Company and riding with my father on projects. He was always working on projects and it seemed like he always had something for me to do on the jobs.

Many of my early friends and bosses here, treated me quite well, but they also assisted me in developing a taste for beer. We shared many laughs. My mother wasn't so sure I should be working with these people.

I fondly remember working with all of the following people as a younger man: Jack Gustafson, Leonard Roth, Hal Shafer, Dan McConnell, Jim Pfantz, Marvin Calderwood, Russ Upah, Caryl Cavner, K. C. Carter, Gene Manatt, Sam McNaul, Les Ocheltree, Bernard Kriegel, Carl Jay, Roger Ochs, Bev V. They were all good to me - when I was young.

from John Manatt

50 YEARS - That's a long time. There have been good years and bad years, but luckily more good. It's really been amazing, growing up in a Company like ours, and many of us have. We have a lot of people that came to work right out of school and have been here for over twenty years. I think that's what it takes to have a company that is 50 years old and still growing. Without our employees, it never would have happened.

They tell me I started as a full time employee in 1972, but I'm sure I worked a lot of summers before that. Looking back, it's hard to see how things changed so much. The equipment we have today is so different and the type or kinds of projects we do were only dreams back then.

I have to say that I do enjoy it; I look forward to coming to work. I like the people here and have fun working with them. It has been a challenge for all of us, but we can have fun overcoming the obstacles that get in our way and meeting the challenges.

As we start the new year, our 50th, let's keep in mind to do the best we can do - that is our motto. And it really has worked. Let's work safe and have another great year. Let's have fun working together and help each other when we can. And I guarantee you, the next 50 will be better yet!!

50 YEARS STRONG

from Mike Manatt

Although, I can't remember all fifty years (being born in 1953 kind of limits me), I do have many fond memories growing up as a kid. One of my first memories was in the late fifties and the great time we had at the Tama Sand pit. My dad, Clair, must have had a lot to do with the pit because we spent a great deal of time there during the summers. We used to fish and play on the huge sand piles. I remember all the speed boats on the lake, even a house boat. We had a great time as kids and always got filthy with sand and mud.

I remember the old shop on the west end of Front St. It was a single story building with the office in front and the shop in the back and along the west side. The shop had a dirt floor and seemed to me dark and dingy. We have come a long way since then with our shops now. A few people I remember were Jack Gustafson, then just a kid, Beverly Burns, the secretary, Sam McNaul, ready mix, and a lowboy driver named Ike.

In 1961 and 1962, I remember breaking ground for the new shop at the present location. Pops Solem was the blade man.

It was quite an undertaking back then to build such a modern office and shop. The building was not done when my father died on October 31, 1962. It changed the Company and me, forever.

Once the building was done, the upstairs was left unfinished for future expansions. This was great for all my cousins and friends, for they put up a basketball hoop and we played all the time. I know Jack and Dorothy Kloock used to dread seeing us kids come over and hear thump, thump, thump, all day long as they tried to work downstairs.

These are just a few of my fond memories of growing up around Manatt's. In closing, I want to wish all our dedicated employees a safe and prosperous season in our fiftieth year. With people like you, I know we can go another FIFTY YEARS STRONG. Also, Junie and Merlin, thank you for everything.

from Tim Manatt

I have numerous fond memories of growing up around “the office” and going with Dad on the job sites. One happened right after the new office was built at the present location. It must have been about 1964, when I was nine years old. Dad, Junie, had a new pickup. One day, when he was gone, I took his new pickup for a spin around the parking lot. In order to put it back exactly like it had been so that Dad wouldn’t notice, I had to back it up to the building. Well, being hardly big enough to see out the windows, you guessed it, I backed his brand new pickup into the brand new building.

Another of the memories I have is going out to the jobs with Dad at an early age, again probably in the early 60’s. Dad always chewed Swisher Sweets cigars. Never smoked one, just chewed ‘em. It was always a treat when I could talk him out of one of those cigars. I must have been a sight. A kid of not more than 10 or 11, with one of those Swisher Sweets hanging out of his mouth. Walking around like the big dog.

The last memory I’ll share was the summer that I worked on brother John’s crew. He was in college and I was in high school. We were doing patching on highways and some concrete work around Brooklyn. Being loving brothers, we got along great. I don’t remember if he fired me twice and I quit three times that summer or the other way around. But each time, I’d get home and mom would send my butt right back down there and tell me to get back to work.

I’d like to say thanks to all the dedicated employees over the years that put up with the “Manatt kids”. Thanks to each and everyone of you for my fond memories.

Reflections from Employees

from Russ Upah

I started to work for Manatt’s in 1960 as a ready mix driver at the Belle Plaine plant and later became the manager of the plant, following Jim Sherwood, who worked as the superintendent on the road crew. At that time, there only three concrete plants at Montezuma, Brooklyn, and Belle Plaine. Mixer drivers at Belle Plaine were Dave Dunning and Vernon Yilek.

In 1964, I took over the Tama facilities, along with the Belle Plaine plant. Drivers at the Tama plant were Dave Kline and Ray Hartgrave. Sand plant employees were Earl Hatfield, Roy Moffett, and Jon Ebersole. Bev Vaverka and Brenda (Upah) Molyneux served as secretaries for a time.

Throughout the years members of my family have worked for the Company off and on. Presently three from the family, myself, Jeff, and Brent have permanent jobs and have watched the Company grow. I have been with the Company for 37 years, Jeff, 15 years as assistant manager at Tama, and Brent, 12 years as diesel mechanic at the Brooklyn shop.

Two years ago, I took over the Wendling Quarry operation at Montour.

These pictures were taken at a retirement party for Roy Moffett somewhere in the mid 1970’s.



Picture Not Available

1 - Seated: Verna Manatt, left and Jeannette Moffett
Standing: Jeff Manatt, Roy Moffett, Merlin Manatt



Picture Not Available

2 - From left: Earl Hatfield, Roy Moffett, Merlin Manatt

from Candace Griffith

In the fall of 1978, Jack Gustafson hired me to work as the receptionist for the Company. The telephone at that time only had four lines coming in and now we have 12 lines. Also, when I started to work here there were only seven ladies in the Brooklyn office, and after all the years of Company growth we now have sixteen ladies to handle the work. The Company sure has made a major growth in office personnel, over the years.

The receptionist position lasted for approximately a year. After that, I moved upstairs to work with John McKusker in insurance for a short while. From there, I moved into Accounts Receivable, billing out the concrete sales. Then I moved into Material and Truck billing, where I am currently working.

Over the years, I have enjoyed working for this Company and have experienced many changes within the Company, with all of them being positive moves toward a better company.

from John McKusker

It all began in October of 1973! I had previously left a position at a local grain elevator managing their office in August of 1973. While looking for other work, I had a temporary job working for Hallett Construction in their dredging operation.

A local Job Service Office indicated a grain elevator in Brooklyn was looking for someone to work in their office. I was told a Raymond Hopwood and Junie Manatt had purchased the business. My first interview was with Junie and Raymond. Early on in this interview, I learned Mrs. Ray Gallagher had been hired for the position just the day before. Little did I realize my career with Manatt's was about to begin.

Junie mentioned they might have a position for a collection person working on past due accounts, but first I would have to have another interview with Jack Gustafson. With Jack's blessing, I began my first day on the job with Sam McNaull in Newton. Sam helped me to become familiar with Newton, where I would go from door to door asking customers to pay their past due accounts. What a First Day of on the job training! About a year later, I started to assist Merlin with the insurance program.

About two weeks into my bill collecting, I had the good fortune to meet Merlin Manatt. Back in those days, every statement had to be manually copied with a copier that sat outside of Merlin's office. On about the third day of copying statements, Merlin called me into his office. He said, "Aren't you every going to get that copier fixed?" He thought I was a copier repairman. Imagine his surprise at finding out he had just met a new employee!

Over the years, it has been very rewarding to have had the opportunity to work with so many nice people, and to have had the opportunity to work for such a good company as Manatt's. For the Manatt family, may the next Fifty Years be as rewarding as the past Fifty Years.

TWO DIFFERENT STORIES

from J. C. Miller

There are two stories that I tell about my becoming an employee of Manatt's. The first one, which is the truth, is not exciting. Therefore, let me tell you the second story.

When I came for the interview, Junie and Merlin met with me in Junie's office. This office is now the one that Mike is in. There were three accountants being interviewed. The first one came in and sat down. Merlin looked across the desk at him, (as only Merlin can look), and asked him just one question. "How much is 2 plus 2?" he asked. The first accountant whipped out his calculator, punched in a long series of numbers and answered, "Four". Merlin thanked him for coming and showed him the door.

The second accountant came in and sat down. Junie asked him, "How much is 2 plus 2?" The second accountant thought for a moment and finally answered, "Four". Junie thanked him for coming and showed him the door.

I was the third accountant. I went in and sat down at the desk. Merlin asked me the same question, "How much is 2 plus 2?" I looked over my shoulder, got up and closed the blinds to the windows, closed the door to Junie's office, leaned over the desk and in a very soft voice replied, "How much do you want it to be?" I got hired on the spot!!!!

Seriously, I have really enjoyed these last 13 years working for the Manatt family. I am really proud of the accomplishments that have taken place. This is truly just one big family of a company. We can look forward to the future by being proud of the past 50 years. Our people are some of the best in the industry.

from Diane Kilmer

When I first started working for Manatt's, I did it for a grade - and I guess I passed! Manatt's agreed to participate in a work-study program with BGM Schools. We had to apply for the job with an application, go through an interview, and actually be hired. Jack (Gustafson) was hesitant about me as I walked in chewing my bubble gum and knowing I was a cheerleader. (He had me stereotyped until he asked his son, Tom, what he thought.) I guess Tom told him I could do the job, as I started working 1-2 hours per day in the Spring of 1979. That summer, Jack hired his daughter, Karin, and me to organize something that had never been done at Manatt's-MICROFILM!!!! For those of you who have never done this, every year it is that dreaded winter job. We went back from when Manatt's began until the present. At that time, it was only 32 year's worth instead of 50! We spent the entire summer organizing, pulling staples, making copies, microfilming and keeping each other company, as we were pretty much confined to the old conference room. Karin and I were both ready for the summer to end that year.

That fall, I went to college at UNI. After a semester, I decided that wasn't for me and got a job at Grinnell State Bank. I had worked there for about 15 months when I got a phone call from Jack. They had an opening and he wanted to

know if I was interested. I started working full time on April 6, 1981, primarily as John McKusker's assistant. I helped him with insurance, typed his letters, took messages, etc., but I never got coffee for him (or Lennie!). I also did the billing for sand and gravel.

When Sherry Kriegel left, I took the Account's Payable job. This was a fun job, as I got to start working on the computer a lot more. Dorothy Kloock was the accounting supervisor at that time. When I did payables, only the main vendors were set up on the computer. The miscellaneous vendors we paid by manually typing a check. I would spend about one day per week typing checks for these. I continued to do the health insurance billings and enrollments.

In December 1986, I started doing payroll. Dorothy decided to retire; Pam (Benishek) was moved into her position and I took Pam's. I was a little reluctant when they first asked me because it seemed complicated and overwhelming. I was scared that I wouldn't be able to handle it and have all those supervisors calling me, irate about paychecks. It wasn't too bad, as everyone was very patient with me that first year. I had a trying year that first season. After just learning the job for two months, I went on maternity leave for two months. When I came back, we were in full swing for the summer with people in Iowa, South Dakota, and Texas. I survived and I guess I'm doing an okay job because they haven't fired me yet!

from Darrell Leland

Congratulations on your 50 years in business! You've come a long ways since my first days in 1977. I worked at the Traer plant with Vernon as my supervisor. My first duty was removing two to three yards of hardened concrete from a mixer drum. After two days of chipping, I began to wonder if that \$3.45 per hour was better than being unemployed. It was a TOSS-UP.

In 1983, I found myself at Tama driving a 1964 "B" Model Mack. Not a pleasant experience!! I was convinced General Sherman used it during his march to the Sea!

I'm a Waterloo dispatcher now and feel fortunate to have been a part of Manatt's through a lot of their changes and expansions!!

MY ARRIVAL AT MANATT'S

by Ginny Olson

I came home from my job in Manhattan, Ks. one evening, picked up the mail from the mail box, went into the house and opened all to read. There was a letter from my recruiter in Minnesota saying some company in Brooklyn, Iowa, was interested in my resume. I thought to myself, "Where is Iowa (ha)?"

Within a few days, I had a phone interview with JC Miller for a programmer's position and he invited me to come and meet the Company personally, and so the tale begins.

I arrived at Manatt's from Kansas for a job interview in June 1988, during a heat wave with temperatures over 100° for weeks. I had a whole day of interviewing with JC and Jack and a tour of the business. The impression that stayed with me the most besides the friendliness of all the persons I met, was of JC and I sitting with Junie in his office visiting, drinking pop and eating popcorn. Never had I been to an interview that was so casual. They, of course, said they would notify me within 2 weeks if they were interested (famous last words), so I drove back to Kansas that night. BUT, JC called and offered me the job the following Monday, and of course in his famous way said I HAD to be in Brooklyn in two weeks. Well I thought it over and discussed it with my better half, and I decided to accept.

We then made a return trip to Brooklyn to find housing???? over the 4th of July. We toured all of the town and the Holiday Lake area, but found nothing available to rent, which was what we wanted to do. JC said the house on Brooklyn Circle would be available about two weeks from my start date of July 18, so we took it. We went back to Kansas, gave our notices at our current jobs, and began packing. The Friday night we left, there were horrible storms all over the place. We drove through it all night long. We arrived in Brooklyn on Saturday morning to unload—I was NOT looking my best. Junie graciously let us store all our belongings in his toy shed until the house became available. We unloaded and checked in to the Brooklyn Hotel for two weeks. It was a nice place to stay, but it was really great to get in to our house. The very first thing we did, after getting our belongings moved, was to make a home cooked meal.

Well, I will be starting my tenth year with the Company, July 18 of this year. The changes have been enormous, but really exciting. The one thing that has not changed is the family atmosphere within the Company, and, yes, the popcorn is delivered on schedule almost every afternoon for the employees.

John and I want to extend our congratulations for the 50 year celebration and really hope the next 50 are just as good to you and the employees.

Reflections from a Subsidiary

from Jim Thornton - Illowa

ILLOWA INVESTMENT, INC. "SHARES"

Our "Congratulations" to Manatt's, Inc. and the Manatt family on your 50th year. We, at Illowa, have participated in the last ten years of the 50, and plan to share in many more years.

We have grown and progressed, thanks to the Manatt's organization and especially thanks to the stalwart personnel of our Company, including:

	# of seasons
Jim Thornton - General Manager/original investor	20
Randy Soedt - Manager	15
Larry Sammon - Crack seal superintendent	14
Larry Senger - Seal superintendent	12
Henry "Popeye" Williamson - Crack seal crew	12
Merle Oldfather - Trucking superintendent	12
Randy Murdock - Asphalt superintendent	10
Wendell Essex - Shop superintendent	10
Mike Gravert - Crack seal crew	10
Francisco Ayelo - Asphalt crew	9
Beth Brus - Office Manager	9
Larry Snyder - Asphalt crew	8
Gary Schroeder - Crack seal crew	8
Patti LeCompte - Office	7
Terry Travis - Quality control	7
Paul Daniels - Asphalt crew	7
Bill Miller - Asphalt crew	5
Jason Rhoads - Crack seal crew	5
Jim Schnieder - Crack seal crew	5

These are the folks that make it happen at Illowa. We all wish Manatt's, Inc. well for the future, as we will all do our part for Illowa Investment, Inc. and will "share" in each other's success.

Reflections from Friends

from Ed Lonergan

Understand you're having a gigantic party April 11th and 12th to celebrate the fiftieth anniversary of a very successful business organization and the formal dedication of the new Manatt's Inc. headquarters in Brooklyn, Iowa. CONGRATULATIONS!! Not many firms start with a Studebaker truck and end up with their own personal oil pumper in the back yard. These accomplishments require extra effort.

I don't think I will be able to attend the event, but I'll try to get Dan Lonergan over there from Des Moines. Dan was a laborer for Manatt-Carter while he attended the University of Iowa in the mid seventies. Any one remember Manatt-Carter? I do and thanks again for the student aid.

My Customer-Company relations with Manatt's Inc. began in 1969 and ended when I retired in 1985. In those 16

years, I don't remember any disagreements except, perhaps, when my Company Treasury in September of 1978 cashed the two checks for over a million dollars, when only one was due. That little item might have strained any friendship, but our's survived.

My personal friendship started in 1969 and still exists. It is great having Junie live in Ft. Myers from November to April. Merle also came to visit in February after his convention in Orlando. We all had a fine time and didn't even play golf or go fishing, which after the sunshine, are our two main attractions. We would welcome Merle as a full time winter resident.

So much for history. Good luck to the Manatt sons who have now established leadership of the Company into the 21st century. Brad, John, and Mike always take time for a session when I visit Brooklyn in September. This time out from the rush and responsibility of business is always appreciated by a retiree. With their efforts, it looks to me like the next fifty years will be as rewarding as the first fifty. Keep up the good work. I look forward to our continued friendship.

from Chuck Dunham

While I wasn't present at the creation of the Manatt Company, I'm a long-time observer.

It was almost 40 years ago, I first called on the Manatt Brothers, Junie, Merlin, and Clair. I was selling advertising for the Deep River Record, and they were selling Massey-Harris tractors, feed, and anything else to make an honest buck. I've always regarded the advertising I printed for Manatt's as the main reason they succeeded in business.

I found out early how the Manatt's operated. Clair subscribed to my paper, but never got to see it 'cause one of the others stole it from the mail each week. They learned enough reading the Deep River Record to do rather well in this world.

After visiting the old Manatt's office (near where they built their first ready-mix plant), I always left chuckling all the way back to Deep River.

Today, I started combing newspaper files for some "unflattering" material to use to "roast" the Manatt's on this 50th anniversary. Unfortunately, I dredged up nothing but tales of the time Junie cornered the potato market, hilarious recollections of the very first sand and gravel trucking, and of course, reports on Junie's horses. Now and again, there were news stories about the many good people Manatt's have attracted to their business enterprises, and the innumerable times the Manatt's and their businesses gave vital leadership and support to Brooklyn and the surrounding community.

Going through all those old papers, I came up with nothing for a shocking expose. I'll keep looking, and if I ever find anything but admiration and affection for the Manatt's and their enterprises, I'll save it for the 100th anniversary.

Editor's Reflections

from Bev Vaverka

First of all, I would like to say "thanks" to those who sent in articles for this special ANNIVERSARY NEWSLETTER. Although, the response wasn't as much as I had hoped for, I'm sure you will find them all very interesting.

Now it's my turn, and I really don't know where to start. (Suffice it to say, I will be using my "Editorial Privilege" to write more than two paragraphs.) I want to write a little about how I came to Manatt's, but mostly, I just want to give a little history about a lot of areas that the Manatt Company has covered since I started.

I started working for Manatt's in April 1970, at the Tama Sand and Ready Mix plant. My "office" was about 12 x 20 (just a guess). It was my office, Russ's office, scale house, etc. In the winter, you would probably find some snow on the desk or floor that had sifted through the cracks, and in the summer, everything was covered with dust and it was hot (no shade trees or insulation here). There was a window air conditioner and that helped. There was NO running water, only a little square house across the drive. (Of course, you couldn't hear the phone or radio there, either.) For those of you who don't appreciate little gray creatures in your office - they had the run of the place, running under the desk and over the desk, at will. I believe my pay rate at that time was \$1.60 per hour.

About March of 1971, Jack came to the Tama plant and asked if I would be interested in moving to Brooklyn. As I had recently become a single mom with three little boys, I was looking for a better job and this seemed to be the answer. I started working in the Brooklyn office at that time and in the summer of 1971, I moved my family to Brooklyn. The increase in pay to \$2.25 per hour was just what I needed!!

When I started working in the Brooklyn office, Jack had just released all of the office help except Dorothy Kloock. I had no one to work beside me and "teach me the ropes". Dorothy and Jack handled ALL of the bookkeeping and they filled me in on things as I worked. I started by answering phones, doing payroll, and billing out all trucking. Trucking at that time was mostly rock and sand and later moved on to cement, oil, and livestock (and anything else that could be hauled). I mentioned that I also did payroll. At that time, livestock haulers, salt and fertilizer haulers, were paid a commission on the revenue that was generated. That meant before I could do payroll, I had to get everything billed out to figure out what the revenue was.

In those early days (of my employment), I would occasionally have to work late into the evening hours. I want you to know, I always felt safe if I knew Bullet was there. Have you forgotten (or did you know) about Bullet? She was Junie's best friend back then. Bullet was a beautiful collie dog. As I understand it, she came here and Junie "adopted" her. Quite often, she went with Junie in the car, and I venture to say - NO ONE had better try to open that car door, if Junie wasn't there to say it was okay.

One afternoon, another girl that worked in the office, needed a ride home. I don't remember if she had car problems or what. Anyway, Junie offered her a ride. When she went out to get in the car, she had to ride in the back. Bullet was sitting in the front seat.

In this time period, Manatt's Concrete had only eight ready mix plants. They were also in the business of the production of concrete products, mainly septic tanks - 500, 1000, 1500 gallon. Over the next few years, they added fence line feed bunks, hog and cattle slats, hog pans, and bunker silos. They had crews for installing septic tanks, setting fence line feed bunks, and for putting up the bunker silos, which were sold over much of the state. The ready mix concrete division has grown to twenty-four plants, plus several portable plants that follow the paving crews.

As the years went on, the Company ventured more into highway construction and gradually got out of the concrete products business, and the livestock hauling business; asphalt plants and oil hauling were added. The highway construction has grown from seal coat and concrete paving in small towns to asphalt and concrete paving of interstate highways, airport runways, and everything in between.

Manatt's were "pioneers" in some areas of highway construction, such as trenching, and more recently the new "Paradigm" method of pavement removal. They have also, done test projects such as overlay projects and I'm sure others that I'm not aware of. They are winners of smoothness awards, quality awards, beautification projects, etc.

Mike Manatt reminded me that the motto back in the early years was something like this: NO JOB TOO LARGE OR TOO SMALL. I would guess that is still the philosophy of the Company, as they are often willing to go in and help churches, small businesses with parking lots, or individuals with small driveways, or maybe one block of street paving in a small town. A new mission statement was adopted several years ago and applies no matter how large or small the job: "TO DO EVERY JOB WE DO, BETTER THAN ANYONE ELSE."

I'm sure there are many things that I have forgotten to mention (and I'll think of them in a day or two, after I've sent this to the printers). As the Company grew, I left the Payroll and did the material and trucking billing, then equipment costing. In 1988, a formal safety department was formed and I joined that department. Along the way, I started writing the newsletter, administered the incentive program, and worked on insurance logs, etc. For the last couple of years, I have been doing the Flex Accounting for Manatt's and all its subsidiaries.

I feel like that advertisement - "You've come a long way, baby!" From a little wood scale house with an out house, to this beautiful new corporate office building is almost overwhelming when I think about it. I'm sure everyone can

make comparisons in whatever particular area they have worked, whether it's truck drivers, equipment operators, seal coat people, trenching or asphalt people, paving people, not to mention milling and crushing people, who's areas of work didn't even exist until a few years ago. And what about the mechanics and parts people, who have to keep up with all of this new equipment? How about office people having to change whole computer systems how many times in the last twenty years? And to top it all off, nearly everyone has been introduced to personal computers (PC's) and this year most superintendents will have laptop computers that they can carry right on the job with them. Even the phone system - you can hardly get away from a phone any more, as foremen or superintendents have their cellular phones right with them. In the office, if you leave your desk, you may have a voice mail message waiting for you when you return. I could go on and on here just about the modern age of computer technology that this Company uses.

I have been proud to work for the Manatt Company for a little over half of the 50 years they have been in business. The time has gone by so rapidly, and the changes have been many. I just want to say "Thanks for the Memories" of great times, hard work, and most of all, of great people that I have worked with. God bless and continue to prosper you in the next 50 years.

Jim Thornton, Illowa, sent along this poem that seems to fit in especially well for the beginning of the next fifty years of business.

SUCCESS

Success is being friendly when another needs a friend;
It's in the cheery words you speak, and in the coins you lend.
Success is not alone skill and deeds of daring great;
It's in the roses you plant, beside your garden gate.

Success is in the way you walk the paths of life each day;
It's in the little things you do and in the things you say.
Success is in the glad hello you give your fellow man;
It's in the laughter of your home and all the joys you plan.

Success is not in getting rich or rising high to fame;
It's not alone in winning goals that all men hope to claim.
It's in the manner you are each day, through happiness or care;
It's in the happy words you speak and in the smile you wear.

Success is being big of heart and clear and broad of mind;
It's being faithful to your friends and to strangers kind.
It's in the children whom you love, and all they learn from you;
Success depends on character and everything you do.

Now we need your help. Take a look at the picture of the employees standing in front of the office building. We do not know what the date of this picture is and we also, are missing a few names. I have listed the names we have, starting from the left. If you can fill in any of the blanks, or if there are any errors, please let me know. Thanks for your help.

- | | | | |
|-----|--|-----|--|
| 1. | Max Clayton | 16. | Charlie Drake (top of head) - driver |
| 2. | Al Chapman - Truck Driver | 17. | Hal Sheaffer - Driver and Parts man |
| 3. | Junie - Owner | 18. | (Front) One of the Chihak boys from B.P. ??? |
| 4. | Vern Reeves | 19. | Don Schultz - New Sharon plant manager |
| 5. | ?? | 20. | Leonard Roth (behind Don) - Truck Dispatcher |
| 6. | (Back Row) ?? | 21. | Ted Olin - Driver |
| 7. | Marvin (Pops) Solem | 22. | Les Ocheltree - Products |
| 8. | Jon Ebersole - Tama Sand Plant | 23. | Fred McDonald - Mechanic |
| 9. | Jim Pfantz - Partially hidden | 24. | Sam McNaul - Monte plant manager |
| 10. | (Front) One of the Chihak boys from B.P. ?? | 25. | Alton Wickwire - Driver |
| 11. | Gene Rhinehart | 26. | ?? |
| 12. | Jim Sherwood | 27. | Bob Kriz - Traer/Dysart plant manager |
| 13. | Bernard Kriegel - Seal Coat | 28. | Willie Rea - Driver |
| 14. | Russ Upah - Tama Sand & Ready Mix -
(Belle Plaine at that time??) | 29. | Wally Rohrer - Victor plant manager |
| 15. | (Behind Russ) ?? | 30. | Stanford Howe - Dysart |
| | | 31. | Merlin Manatt - Owner |

Although this is the anniversary issue of the newsletter, it is also the start of what looks to be a very busy season for Manatt's this year. For that reason, we will still promote safety and provide some other information that you should be aware of.

HEALTH INSURANCE BENEFIT REVISION

from Benefits Department and BAAI

Under our present Health Plan, the services rendered by BAAI doctors in their office and billed through their office is paid in full except for a \$5.00 co-pay by the policy holder. The paid-in-full amount is really a discounted fee which the doctor accepts as full payment. In return, the doctor is guaranteed payment.

Starting April 1, 1997, BAAI will pay all doctors according to the same fee schedule. In most cases, you will have to pay the NON-BAAI doctors and then turn the bill into BAAI who in turn will reimburse you. The amount that BAAI will reimburse you will be the discounted amount that BAAI doctors accept as full payment. The difference will be considered your co-pay amount to your doctor. This can vary according to the type of service you receive.

None of the doctor's bills will go toward your deductible whether BAAI or NON-BAAI doctors.

For Example:

1. Non-BAAI doctor charges you \$50.00 for a service rendered.
2. The fee schedule for that service may be \$40.00.
3. You pay the doctor \$50.00.
4. You turn the bill in to BAAI.
5. BAAI pays you \$35.00 (\$40.00 less \$5.00 co-pay received by BAAI doctors).
6. Your actual co-pay would be \$15.00.*

***Please note as with co-pay for BAAI Select doctors, this DOES NOT go towards deductible or out-of-pocket maximum.**

Jim Bim provided me with this article from the Ziegler Inc. newsletter.

THINK SAFETY FIRST

Safety should be the top priority when on the job. But sometimes, in the interest of time, we take shortcuts. We don't put on the seatbelt, or don't look behind us for co-workers. And it only takes one time for that small oversight to yield tragic results.

So I offer a list of safety precautions you should take every day. Some will seem obvious, but it's the obvious that we sometimes overlook.

- Operators often work different machines, so before hopping on a new one, remind yourself of the special qualities that machine has before beginning to operate it. And glance at the Operators and Maintenance Manual if you haven't operated the machine in some time.

- Each shift should begin with a walkaround of the machine, looking for leaks, loose items, tire cuts, radiator blockage and checking fluid levels.

- Hardhats, safety glasses, and seatbelts are standard safety items that should always be available. Wear hearing protection when you are in high noise environments.

- When your equipment has a boom, check for people nearby before swinging it. When working overhead, stay clear of wires. When digging underground, have a spotter watch for underground pipes. If a person must be in a trench deeper than four feet, employ some type of shoring to prevent wall collapses.

- If you are on a backhoe loader, put down the outriggers and the front bucket before digging with the backhoe. The machine should be low to the ground. When it's time to move, turn around in the seat before driving forward.

- If you are lifting, once again the outriggers should be on solid ground. Make sure the hookup is solid and the connecting point is one the manufacturer recommends. The item lifted should be balanced and you should keep an eye on co-workers before moving the item.

- You can come across loads

that are difficult to balance when you operate an integrated tool carrier. Be sure that each load is balanced, and know the load limit of the equipment to prevent tipping.

- Use extra care when using attachments like a hammer. The hammer should be in a vertical configuration to minimize flying rock. Keep people outside the range of potential rock chips.

Hardhats, safety glasses and seatbelts are standard safety items that should always be worn.

- Your machine should have rollover protection.

- Have a co-worker keep dust levels down with a hose in high dust work.

- When you work on a machine, turn off the master key and put a lockout hasp on the engine compartment, or disconnect the battery.

This is just a reminder of some of the more obvious safety steps we should follow. Remember that the safety of you and your co-workers should be of utmost concern.

IN SYMPATHY

The Company would like to extend their sympathy to the following people:

Perry Wilson, in the death of his grandmother

Dave Sanders, in the death of his father

J. C. Miller, in the death of his father

Dave Sokol, in the death of his grandfather

Perry is a mechanic at the Brooklyn shop; Dave Sanders is lowboy and oil tanker driver; J. C. is comptroller; and Dave Sokol is a ready mix driver at the Tama plant.

THANKS TO THE

WENDLING PEOPLE

The following card was sent from Gary Moubry, Four County Quarry, Walford, Iowa.

Thanks to Tony Manatt and the Wendling employees for the pretty plant and Get Well balloon, and to all my co-workers for the cards, calls and visits following my surgery. I'll be tired of recuperating and "Ready to Rock" by the time spring business gets going. Thanks again, (Signed) Gary Moubry

STORK CLUB

from Karen Kopf, Marquart Block

Congratulations to: Greg and Nancy Wolf, proud parents of a baby girl born 2/27/97. Kathryn Jane weighed 8 lbs. 12 ½ oz. and was 22" long. She is welcomed home by her 2 ½ year old brother, Jesse. Greg

is a truck driver for Marquart Block



Also, congratulations to Tim and Bobbie Hickman on the birth of a son, Seth, on March 22.

Seth has a brother, Ty, who is almost 7. Tim works at Marquart Block.

This is part of an article written by Jerry Wray in the January 1997 Better Roads magazine.

"Nearly 80 years ago, a young second lieutenant, Dwight D. Eisenhower, accompanied the first U. S. Army transcontinental motor convoy. The 60 trucks and 21 automobiles were driven from Washington, D. C., to San Francisco, a distance of 3,251 miles. The purpose was to test the military capabilities of the vehicles during the grueling journey.

Traveling along the Lincoln Highway, which later became U. S. Route 30, the convoy took more than 7 hours to traverse less than 50 miles on its first day. The soldiers found roads that ranged from average to non-existent. Moving at about 5 miles/hour, they covered only about 50 miles a day.

That 62-day journey had a profound effect on Eisenhower.

Twenty-five years later, as a general, he would travel Germany's Reichsautobanen, the National Auto Road, in the final days of World War II. The roads linked the north to the south and the east to the west at speeds of up to 100 miles per hour. During the war, the autobahn had been used to transport German troops and material to the battle front. Eisenhower marveled at the autobahn's limited access design, with its dual lanes in both directions, its 16-ft medians, and its 3-ft shoulders.

Seven years later, Eisenhower was elected President of the United States. He carried with him into the White House a vision for a national highway system similar to Germany's autobahn that would boost the American economy, bring U. S. goods to markets across the nation, and increase employment. As a former general, Eisenhower also envisioned a road network that would serve as part of a civil defense system. During the early days of the cold war with the Soviet Union, President Eisenhower wanted a method to evacuate the country's cities in the event of a nuclear attack.

At a meeting of the National Governor's Association at Lake George, New York, in the summer of 1954, the Eisenhower Administration unveiled its plan for what became the national system of interstate and defense highways. Vice President Richard Nixon laid out a proposal to the governors for a \$50-billion investment in a limited access highway system that would span more than 40,000 miles. It would be the largest public works project ever undertaken anywhere.

In 1956, President Eisenhower signed into law the Interstate Highway Act. Also that year, the Highway Revenue Act that created the Highway trust fund was approved by Congress and signed by the President. Financed by a \$0.03/gal. federal gasoline tax, the Highway Trust Fund would spur construction of a national highway system, with a minimum of four 12-ft. lanes, divided by a 22-ft. median. Shoulders would be at least 10-ft. wide. As President Eisenhower later said, the impact on the nation and its economy would be beyond

calculation.

Nearly 70% of the interstate system would be built on new right-of-way, transforming the nation's landscape. The enormous task would be undertaken as a partnership between the Federal Bureau of Public Roads, the forerunner to the Federal Highway Administration, and the various state departments of transportation.

Today, the interstate highway system, now 42,796 miles long, is largely complete.

It looks like we have a lot of work for this year, with several large paving jobs, both concrete and asphalt. It's the time of year when you look around and wonder how everything will ever be where it's supposed to be. It seems like everything is just going every which way - inside the office and out!

But I know that in a couple of weeks, weather permitting, you will drive by the jobs; equipment will be where it's supposed to be, people will be working and we'll know it's the beginning of a new season.

We have had the Safety Seminar; Dan has been attending meetings and holding meetings all over the place, and there are more to come. The Driver's meeting will be April 4 in the new Brooklyn meeting room.

We've also had a little fun at the Brooklyn Racquetball Court. On Friday, March 21, the first "Wally Ball" Tournament was held. Watch the next issue for the winners and more about it.

I trust everyone will have a good year and most of all a SAFE year. We need

**TO DO EVERY JOB WE DO
BETTER THAN ANYONE ELSE
and
DO IT SAFELY.**

