



## Retirements

Kenny Alexander, Sr.

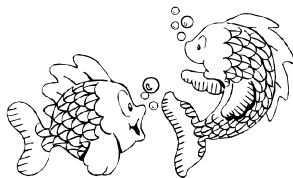
by Mike Manatt

This spring marks the end of an era. After thirty-three seasons, Kenny Alexander, Sr. has retired. Kenny came to Manatt's on October 1, 1966, as a dozer operator. I believe he worked for Pete Minnaert before that time. From the beginning, it was obvious that Kenny was a man of many talents. He was an equipment operator, mechanic, torch and welder. He could fabricate anything out of steel. A real "can-do" guy.

One of my first jobs at Manatt's was working with Kenny in the early 1970's. Kenny was the superintendent on a job in Centerville on Highway 5. It was a PCC removal and dirt grade project. My first duty was to cut rebar out of the broken concrete with a torch. I still have the scars that prove the hot end of rebar can burn.

Kenny was known to be a teacher. He trained many of our people to be equipment operators. My first experience with equipment operation was on the same Centerville job. After cutting rebar for a couple of weeks, I knew I would rather be an operator. My first chance was when we needed to move the arrow breaker to another site. Kenny loaded the breaker onto the lowboy. My job was to sit on the breaker and apply the brakes so he could chain the breaker down. Before he left the machine, he told me, whatever I did, do NOT touch this lever. Of course, I being a "new operator" and a kid, thought, "I have got to pull that lever." Well, I did, and the hammer came crashing down, right through the deck of the lowboy. Needless to say, the next day, I was back to cutting steel.

Kenny has worked all over the



state and some out of state. The summers were spent in the field on grade jobs and the winters in our weld shop. Kenny's last two jobs were the large I-35 Story Co. Project, where he was in charge of the dirt and grading, and the marsh at the Tama Sand plant.

Kenny may have retired but his legacy lives on. Two of his children and a grandson work for Manatt's. Dixie Holland works on Mike Viehdorfer's crew. Kenny, Jr. is a dirt foreman, working mostly with PCC, but also company wide. His grandson, Jeremy Holland, has now taken the leadership of Big Kenny's crew.

We at Manatt's wish Kenny and his wife, Joan, many years of happy retirement. Rumor has it that they loaded up the camper and headed to Lansing. Hope the fishing will be great.



## Earl Smith

from Carolyn Hotzel  
Waterloo

Congratulations to Earl Smith on his retirement, April 28th. Earl and his wife Eileen are planning to go to Alaska next year with friends and do lots of camping and fishing. We wish you Good Luck and we hope you have a VERY HAPPY RETIREMENT!!



"Alaska Cruise Ship Lines"  
Bon Voyage!!

# Junie's Jabbers

1926 - 2000

His Spirit Lives On

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## Thank You

We would like to thank the Manatt employees who worked so hard getting things "in shape" for Junie's visitation. It wasn't easy and it took many hours. It seems everyone had a responsibility and it was carried out to the fullest. You all did a super job. We appreciate the love and respect you showed our brother. I'm sure he was proud.

Merlin, Mary Ellen,  
Marilyn, Judy, and Janet

I would like to take this opportunity to thank each and everyone of you that gave in one way or another to our family when Junie passed away. There are so many of you that did this or did that or gave in one or more ways that I can't begin to list individuals. However, I would like to personally thank Deb White for all the help that she gave us. To the rest of you who gave of your time to help with the ceremonies, those of you who sent flowers, those of you who contributed to the foundation, and to those of you who just came and shared a good story about Dad, a very heart felt Thank You. May God bless each and everyone of you.

Tim Manatt

I would like to take this opportunity to say "thank you" to all of our employees for the wonderful support and deeds at the time of Dad's death.

There are just too many people to thank for too many things. It was great the way things got done and were handled. I was not the only one that thought this. Many people came up to me and

asked how it all got done. My answer to them was to look around at the people. They're doing it all. When you see the caliber of people we have, it's a lot easier to understand how things get done so well.

Like I told them, we had a year to plan for an open house and get things cleaned up and ready. For this, we had a day and a half. Even in that short of time, all was ready and went really well.

Thank you all so much. We really appreciated it.

John Manatt

## In Sympathy

The Company extends their sympathy to:

Terry Noack in the death of his father.

Ron Foshe, in the death of his father.

Terry is employed at the Altoona plant of Metro. Ron is also employed at Metro at the Johnston plant.

### My Tribute by Bev

Spring is always an exciting (and busy) time of year, especially for a construction company based in a climate like Iowa has. It is also a time of new beginnings and new growth.

Spring for Manatt's came with a note of sadness and sorrow, this year, as word came of Junie's death. In the days that followed, the pain that we all felt, was set aside to get ready for the visitation, memorial services and meal that would follow the funeral. It was decided that the visitation and the meal would be in the equipment

shop. Mechanics worked into the night to get the equipment to a place where it could be moved out of the shop, so the cleaning could begin and by late Tuesday afternoon the transformation was complete. Visitation was held from 10:00 AM Wednesday thru a prayer service in the evening. On Thursday, a private family service was held at St. Pat's followed by a memorial service in the BGM high school gym.

The casket was carried from the school to the grave site in the back of the Studebaker truck. A caravan of Manatt pickups followed. Across from the cemetery entrance, vehicles from the farm, Manatt's and the subsidiaries were parked. In all, it seemed that everything just went together to make a fitting tribute to the one who had started it all, a little more than fifty years ago.

There is an empty place in all of our hearts, as we realize that Junie isn't going to come up and wonder why we're just "standing around", or why we're doing something in a certain way. And as I sit here in my office, I hear a voice that sounds familiar and for one fleeting instant, the thought goes through my mind, "Junie's back". The signs that have begun to show up on many Manatt vehicles say it all: "His Spirit Lives On", and we can surely sense that spirit as we go about our work each day.

## Personnel Changes

by Mike Manatt

**Retired:** Kenny Alexander, Sr. retired after thirty-three years and is now fishing near Lansing.

Mary Kinsey has retired from Quality Control after almost seventeen years and is now spending more time with her family.

Jason Zimmerman has left the Company to pursue other opportunities.

**Promotions:** Jeremy Holland has filled the void left when his grandfather, Kenny, Sr., retired. Welcome, Jeremy to your new position and good luck.

Cortney Graber, a recent graduate from ISU in construction engineering, has accepted the position of concrete foreman on Mike V's crew.

Mike Frahm (Mort) has agreed to be Mike V's concrete paving foreman.

Kevin Hogan has signed on as special projects foreman. His duties will vary from PCC handwork, to dirt work to wherever needed.

Thank you gentlemen for accepting your new responsibilities and challenges.

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John Baderstadt has changed positions from truck foreman to Project Estimate Software Coordinator. John's duties will be to decide which new estimating software package to purchase and then implement the new estimating package.

Bruce Loving has agreed to become the new truck foreman. After many years of driving the truck, Bruce will now be in charge of helping the truck drivers.

Dana DeGeeter, a recent graduate from Wm. Penn College in Applied Computer Management (and he is also, a certified math teacher), will begin working with

the transportation department on May 24, 2000. His duties will involve working on computer software problems and designing new software to aid the transportation department. At a later date, he will be available to others to help design new software programs.

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With the retirement of Mary Kinsey, we are in need of a new Quality Control manager. With this new opportunity, we are under discussion as to which way our QC should be directed. At the present time, Sally Slaven has agreed to serve as temporary manager. Hopefully, within a month, we will decide on which direction we want to go with Quality Control. If you are interested, or if you know of anyone who would be interested in this position, please contact Dan Boyer.

We would like to thank our existing QC personnel for their understanding and their teamwork approach in keeping QC running while we go through these changes.

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### Retirement??!

by Gene Manatt

After taking a couple of months vacation and returning to work, everyone is asking, "What are you doing here? I thought you retired." Well, it's not that easy to get rid of me.

I'm back, doing a little flying and a lot of telephone work, along with "special projects" that anyone has for me to do. I'm helping Greg, a little, with trucking; probably causing more trouble than good, but I'm here if advice is needed. I'm still overseeing the food and opening of the suite at Knoxville. There are something like thirty-five race nights this season.

I am starting to think about the golf tourney for this fall. If anyone has any good suggestions for a location, please contact me at the Brooklyn office, so I can look into them.

Everyone have a good summer and let's work safely.

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### Personnel Changes

#### Brooklyn Office

J. C. Miller

There is a new face around the Brooklyn office starting on May 1. She is Holli Hansen who has moved to Brooklyn with her husband, Curt Hansen. If the family name is familiar to you, that is because Curt's mother, Dixie Hansen, worked here for many years before moving away. Holli will be working with Donna Smith in billing for the concrete plants.

Sue McCoy has moved from the Account's Payable area to Cash Applications. Kathy Maxwell has moved from Cash Applications to Account's Payable. Our two "summer assistants" this year will be the same girls as last year. They are Lee Baderstadt and Carly Rhoads.

Ben Hawkins, a junior at BGM will join us full time again this summer. Ben has been working with Kevin Nikolish after school during the school year.

Joining our MIS department in July will be Nate Hopwood. Nate will be graduating from New Mexico State University at the end of June and move back to the Brooklyn area. Because of the large demands placed on Kevin Nikolish, we split his duties into two positions. Kevin will be responsible for hardware and Nate will be responsible for software. Both positions will be working closely with each other.

## Portable Asphalt

by Donn Eide

The portable asphalt crew started back to work on the 10<sup>th</sup> of April. We had some miscellaneous private work to do for the City of Audubon that week plus we put a base lift on at the Charles Manatt farm driveway. The following week we started to put the surface lift on the Hwy. 71 job that we had started last fall. The portable crew should finish this job on May 2, 2000.

We are then going to Greene County and do an 18,000 ton widening job on Hwy. 25 from the Guthrie County line up to Scranton. This job is scheduled to take 2 weeks. Phil Maddison and his crew will be on the job with the 1900 Wirtgen mill and the combo cutter to cut the 3' widening unit. This work should start on May 8. The other jobs we have to date are Benton County on Hwy. 21 from Hwy. 30 North to Hwy. 8, which is 60,000 Tons. Benton County Road, E22, which is a cold in place job overlaid with 11,000 Ton of Hot Mixed Asphalt. Jasper – Marion County, Hwy. 163 from East of Prairie City to the North side of Pella using around 53,000 Tons of Hot Mix Asphalt. Clinton County on Hwy. 30 from Z24 to Z36 using 40,000 Tons of mix.

I will update you in the next news letter of how they are progressing on the projects. We are hoping to pick up a few more tons to finish out the season.

**PEOPLE WORKING WITH PORTABLE CREW**

Plant Crew:

<b>Steve Armstrong</b>	<b>Supervisor</b>
Jeff Jenkins	QC
Curt Chambers	Foreman (plant opr.)
Larry Clarke	QC
John Lewis	Loader Opr
Sally Slaven	QC
Salvador Franco	Ground Man

Road Crew:

Denny Pfantz	Foreman
Jeff Pfantz	Paver Operator
Lodus Jones	Screed
Tracy Heishman	Breakdown Roller
Bill Ball	Rubber Roller
Dick Pagel	Finish Roller
Bill Armstrong	Distributor
Norm Simmons	Dump man
Blas Chavarria	Laborer
Ramon Chavarria	Laborer
Joel Tool	Laborer
Duane Johnson	Mechanic
Lee Ann Krough	Flagger/QC
Matt Osborn	Flagger
Eric Brashaw	Profilometer
Tracy Petersen	Sample
Sandra Blake	Flagger
Robert Blake	Flagger
Kenneth Nell	Flagger
Kendra Deist	Flagger

(Fall 2000). All campers will be attending the same session. The camp is sponsored by the AGC of Iowa and is intended to encourage young people - both boys and girls - to pursue a career in the construction industry.

The campers will be busy doing various road construction related activities, including in-camp projects and safety education. Age-appropriate summer camp activities including low/high rope courses, rappelling/ climbing wall, archery, riflery, canoeing, arts and crafts, swimming and more!

For nearly 80 years, Y-Camp has been a place where youth have been taught the values of caring, honesty, respect, responsibility, and health. A place where having fun, learning about life in the great outdoors, and making lifelong friendships is an everyday occurrence. Camp is located on 330 acres of beautiful wooded bluffs and valley along the Des Moines River just six miles north of Boone, Iowa. Thousands of Y-campers will tell you that a week at Y-Camp is one of the best experiences they've ever had!

If you have a child or grandchild that would be interested in attending Construction Careers Camp 2000, please contact Dan or Diane in the Human Resources Department in Brooklyn.

**Construction Careers**

**Camp 2000**

by Diane Kilmer

Once again this year, Manatt's will be sponsoring 10 campers to attend AGC of Iowa's Construction Careers Camp at the Y-Camp in Boone. Camp dates are July 16-22, 2000, for 5th through 8th graders



## Spring is Here

by Brad Manatt

This past winter is finally over and we're now charging full speed ahead into the construction season. We are all supposed to be hauling rock, sand, and cement, hauling ready mixed concrete, hauling asphalt, blading, dozing, crushing, pumping, placing concrete and asphalt, shooting oil, spreading chips, digging trenches. Lots and lots of verbs and nouns describing what we do during our short season.

Hopefully, we have gotten everyone trained in classes this past winter. It seemed like there was never a time that someone wasn't off to some school, convention, conference, or seminar. I feel this is one reason we are able to accomplish so much during the season; because we invest in people when we can. Our employees know the business.

This, hopefully, translates also to a safer environment. Be aware of your surroundings, know the equipment you are operating and who and what is around you. Accidents happen when we fail to follow the most very basic guide lines. Watch, look, and listen.

The safety issue is crucial to our future. Our ability to purchase insurance depends solely upon our ability to keep our losses at an absolute minimum. Rates are going up and insurance companies only want to insure good risks. Let's continue to be a good risk.

Jobs are ready to begin. Enjoy your construction season and let's build the very best jobs the State of Iowa has ever had.

## Wendling Quarries

### Wendling notes 20 years without accident

Employees of Wendling Quarries Inc., DeWitt, have been honored for working the entire year of 1999 without a lost-time accident.

The employees operating in the stripping crew, Shaffton Wash Plant, Back Wash Plant, Colehour Wash Plant, Moscow Crushing, DeWitt Shop, Robins Shop, Moscow Shop, Heinsius Portable Crushing, Kagemann Portable Crushing, Trenkamp Portable Crushing, Dahms Portable Crushing, Kin Wash Plant, Cedar Rapids South Wash Plant and Equipment Hauling Crews were given recognition at the Iowa Limestone Producers Association's 55th annual convention held in Des Moines.

Since 1969, Wendling Quarries employees have worked a total of twenty years without a lost-time accident.

The Limestone Producers Association sponsors a safety contest each year to give recognition to member companies and employees who strive as part of their every day activities, to work safely. This increased emphasis on safety has been a major factor in changing quarry work from a dangerous occupation 25 years ago to where it is now one of the safest places to be employed in Iowa.

Keep up the good work and stay safe into 2000.

### Announcements

Howard and Tia Fruehling have a new daughter, Hailey Raeann, who was born January 19th. Howard works with the C.R. South Crushing crew.

Congratulations to Mike Back who is a proud new dad. Taylor Mae was born April 23rd. Mike runs a portable wash plant for W. Q. I.

Terry Adler, who works with Mike Back on the wash plant, also has a new daughter. Ashley Catherine was born January 29th.

Scott and Monica Bormann are also new parents to a little girl. Hannah Bernice was born May 3rd. Scott is superintendent of the C. R. South Crushing crew.

Congratulations to Shawn and Rebecca Flagel, who were married on March 18th. Shawn works with the W. Q. I. stripping crew.

Best wishes for all the new family additions!!

Wendling Involved with C.C.T.I.

Construction Careers Training, Inc. (C.C.T.I.) introduced its first loader-training course at Kirkwood Community College, in Cedar Rapids. The class took place March 20-24th.

The session included both classroom training and hands-on operation of rubber tired front-end loaders. Some other areas demonstrated were orientation to the trade, pre-startup walk around, proper operation and shutdown procedures, operator safety, and preventative maintenance. During a field trip to C. R. South quarry, students were also provided an opportunity to observe the application of different sized loaders in both the sales load out and crushing operations. The loaders they were able to observe included 988F Cat, 980C, 970F and Michigan 125B.

Six students took part in the class and completed the program, including Jeff Huisenga from W.Q.I. and Mike Parcel and Ryan Garrison of Norris Asphalt. By completing the course successfully, each earned an operator certification.

The instructor for the week long class was our very own, Hollis Emerson, who was assisted by Rick Pianca and Jay Oehlerich of Altorfer, Inc. and Steve Engman of Road Machinery. Altorfers and Road Machinery donated the equipment used during the class and the fill material was donated by W. Q. I.

C. C. T. I. presently offers scraper and crane training courses in addition to the loader course and plan to expand training to other types of heavy equipment.



Jeff Huisenga, son of Roger (Buckwheat) Huisenga, receiving his certification from C. C. T. I. Congratulations!

## Ready Mix Northern Division

by Tim Manatt

WOW, after last fall I was a little nervous that maybe this spring would get off to a slow start. Not so. Everyone is back to work and going strong. As I talk to contractors I try to get a feel for how their year looks. Many of them tell me that they are already booked until August or September. So it looks like the activity level could stay high for most of the summer.

We've had a couple of retirements this year. Leroy Richards, Sr. retired early this spring from the Oelwein ready mix plant. He spent most of his time driving the dump truck, hauling material to Oelwein, Denver, and Readlyn. Our other retiree is Earl Smith. Earl was plant maintenance specialist in the Waterloo area and went running when ever one of the plant managers called with a plant problem. I'd like to wish both of these fine gentlemen the best in the future and hope that they have a long and happy retirement.

We've had a lot of Manatt activity in the Waterloo area already this spring. Besides the ready mix, we have had the trenching crew on Highway 63 south of town and the dirt crew out in Elk Run grading for the new United Concrete plant. When they get done there they will move to Aspro and strip for sand production. Speaking of sand production, Russ and crew are also in town making sand for Aspro. When they get done there in late summer they will move on to Independence and put up a pile of sand for the ready mix plant there. We've also had one of the milling

crews in town doing some milling for Aspro. As you can see, Manatt's is well represented in the Waterloo area this spring.

As I mentioned above, United Concrete is building a new ready mix plant this summer. The plant will be located just up the hill from the Elk Run Truck Plaza. Larry Potts, manager of United, is spearheading the construction of this new plant. You can bet with Larry doing it that it will be done right and when he says turn the power on, that plant will take off and run without a hitch. We'll also be building a new office building along side the plant. This site will become United's main plant location. The plant on Highway 63 will be torn down and the Coneco Lo Pro plant that is currently in Elk Run will be moved to the 63 location. That location will then become the satellite plant.

I'm sure that most of you have heard by now that this winter we acquired a half ownership in Bard Concrete, based out of Dyersville. Bard has 12 ready mix plants and several sand and quarry operations in N.E. Iowa. Dennis Thier is our partner in this operation and has been one of the owners of Bard for many years. We have been friends with Dennis and his partner, Roger Mescher for many years. We think this is a great opportunity to bring an already outstanding company into the Manatt family of businesses. Welcome to all the people at Bard.

Shortly after the Bard/Manatt marriage, Bard was able to buy several plants around the Dubuque area. The Dubuque market will be operated as Apex Concrete. For those of you who are familiar with the Dubuque area, this was the Molo Ready Mix operation. We welcome manager Hugh Dalton and

all of the people with Apex into the group as well. We feel that these two acquisitions make us stronger than ever in the concrete business in Iowa. We continue to be the premium supplier for concrete within the state.

Please, everyone have a safe summer.

## Trucking Division

by Greg Ollinger

On March 31, 2000, we held our annual driver's meeting. We had a good turn out with 83 drivers attending. We had three guest speakers.

Deputy Fred Oster, Jasper Co. Sheriff's Dept. talked about drugs and alcohol and how to tell if someone is using them.

Officer Kevin Smith, Iowa D.O.T., talked about safety inspections, out of service criteria, pre-trip inspections, and tie downs.

Ed Quigley, Michelin Tire Co., talked about tire wear and how important proper tire pressure is.

Farmer Nick's catered noon lunch. They served fish, salisbury steak, potatoes, vegetable and cole slaw and pie.

Winners of the drawing following the meeting were: Ray Randall, outdoor grille; Larry Balvin, shop vac; Steve Stark, screw driver set; Dale Roth, big cooler; Shannon Ingle, cooler with wheels; Mark Swanson, wrench set; Bruce Loving, flash light; Russ Woellert, cups and "coozies".

John Belderstadt announced that he would be working with the estimating department to implement a new estimating program. Bruce Loving has been promoted to Truck Foreman.

## Benefits

by Frank Heinen

There have been some changes in some of the benefits that you should be aware of. If you have further questions and need more details on any one of these benefits, please contact your office.

### ***Life Insurance***

The employee's life insurance remains the same. Coverage for spouse and children has been raised to \$10,000. effective May 1, 2000. Children's coverage now begins at birth.

### ***401k***

All employees 19 years of age and over are now eligible to contribute to the 401k as soon as all of the proper forms and paper work have been completed.

The amount that you may contribute has been raised from 13% to 20% starting at the beginning of the year 2000.

Two new funds have been added to your investment selection. The first is the AIM Aggressive Growth Fund which is in the Small Cap area. In the International stocks, we have added the AIM International Fund.

A one page "slick" is available on each of the eleven funds. To get a copy of this, call Frank at the Brooklyn office.

### ***Flex (Cafeteria) Plan***

New employees are eligible to participate in the Flex Plan—for PREMIUM ONLY—as soon as they enroll in the health insurance. This option is strongly recommended as you are paying your premium with PRE-tax dollars.

Newly hired employees are eligible for the benefits of the entire

Flex Plan on January 1 or July 1 following 1000 hours of employment.

### ***Health Insurance***

Effective this year, if you were hired prior to September 1, and worked thru the end of the construction year, Manatt's will contribute their 80% toward your health insurance year around, following your return to work the following season.

Effective June 1, 2000, there will be an increase in the Manatt's Group Health Insurance premiums. Manatt's has not had a premium increase since 1993. Due to increasing health care costs, it has become necessary to raise the premiums. The total health premium will go from \$150. to \$170. for single coverage and family coverage will go from \$380. to \$425. Keep in mind that Manatt's contributes 80% towards these policies after 90 days of employment.

No one likes to see this increase and we have been very fortunate to hold the rates over the past 7 years. We will continue to provide the best health coverage possible at a reasonable cost.

## **Computer Educator Hired**

by J. C. Miller

We are pleased report that we have hired Jamie Kriegel to put on classes and to work one-on-one with employees who want additional help in learning various computer programs. Jamie is working on a survey that will be sent to all computer users in the various companies so she will know what is needed.

Jamie has a Teacher

Certification from the University of Iowa and a BA Degree from Central College in Pella. She has taught in Hong Kong and Japan. She also taught at the Iowa Valley Community College as a Continuing Education instructor teaching Windows 98 platform, Word, Internet, and PC Introductory Classes.

Her skills are: Windows 98, Internet Research, File Downloading, WinZip, MS Word, Excel, Works, Word Perfect, Access, Power Point, PC Upgrade/Troubleshooting.

Jamie will be setting up classes at the request of our employees, so if you want help in a certain program, please let her know. Jamie will be stationed at Brooklyn but is available to travel to any of the companies to teach. She will be available either one or two days per week. She will also help Bev with the Manatt Mirror.

If you have any questions about any courses, please contact J. C. Miller at Brooklyn. As soon as Jamie gets organized, you will be able to talk to her at the Brooklyn office.



## Bear Creek Investment Club

by J. C. Miller

The Bear Creek Investment Club now has 31 members. The newest members include David Armstrong, Graham Cuninghame, Donna Smith, Trevor White, Robin Andes, and Deb White.

We own 29 stocks. Some of our newest purchases include Rational Software, McLeodUSA, Global Crossing, Point West Corp, Dollar General Corp, Infocure Corp, Bandage, Inc., LaFarge Corp, Disney and CHS Electronics.

We recently sold FEI Co. and Conesco, Inc. Our gross income to date is \$16,235. and our expenses to date are \$5,122. for a net profit to date of \$11,113.

If anyone would like to come and sit in on a meeting of the Club, we meet the second Wednesday of every month at the office in Brooklyn. You are welcome to come.

## Newton Asphalt Commercial Crew

By Steve Illingworth

Last year the Newton Asphalt Plant and the Malcom Asphalt Plant produced a little over 100,000 tons. By standard, this is not big tonnage, but for our market area, I feel it was an exceptional year. The plant crew and Asphalt Crew were very busy throughout the entire season. These crews are not big crews, so when we pick up the bigger jobs we rely heavily on support from the Brooklyn office.

Dave Schinckel and his crews have been the victims the past few years. Bob Kalinay, Dick Prusha, Virg Heishman and their people

have played a large part in any success that we have had. As I think about it there is not one person based out of Brooklyn that has not stepped up and made a commitment to this side of the house. If I tried to name everyone I would probably forget someone. You people know who you are and all I can say is THANKS. I don't know how or why this crew was established but years back I remember that all we had was a jackhammer and a uni-loader. Today we sport around in new vehicles and all the top of the line equipment to mainline pave or do golf cart paths. It appears to me that the Company has made a total commitment to where this crew has come from and to where it is going.

This year our workload is down a little bit but there is work coming down the pike. The crew has been working on the Rock Creek State project that should be completed in a week or so. We have approximately 10,000 tons on the books for our commercial work in Kellogg, Sully, Grinnell, Montezuma and Newton. Donn picked up the Hwy. 21 project in Poweshiek County in the April letting which is about 35,000 tons and will more than likely be produced out of the Malcom Plant. (That is not set in stone). Jasper County has a job coming in the July letting that has about 20,000 tons. Hopefully, we will be paving the road in front of our office.

When this crew is not working on their own work they play a supporting role with the Portable Asphalt Crew and the Ames Division. This year we are starting out with a lot of new employees and need to hire some more. We have made some changes again this year.

Dale McCammant has

assumed responsibilities over the paving crew and the Asphalt plants. This is going to be a big job for him but we have some very good people to back him up.

Steve Ranfeld was the paving foreman for the past two years. With his father close to retirement Steve has expressed concern over being able to take care of the farming operation. He has been a valuable and dedicated employee to this company. I feel he is an asset to Manatt's. I hope things work out for him. We are using Steve at the Asphalt Plant, on the crew and crushing. He is the type of guy who we can use anywhere.

Here is the rest of the crew.

Kevin Matteson – Screed Operator. Kevin is the last of my original crew. He has been with the Company for approximately 11 years. Kevin and I have learned this business together. A lot of it through the hard knocks school. Hope he never leaves.

Keith Jones – Paver Operator Speedy as he is known has been with us for 5 years. He is in charge of our paver because he takes damn good care of it. Glad he walked in the door.

Walter Ponce – Roller Operator. Walter has been here for 3 years and improves every day. Good help!

Rick Knoll – Asphalt Plant Operator. Rick has learned to run the plant and he is the oldest of all of us, so we keep him in the air-conditioning.

Steve Jordan – Screed Operator. New hire. Steve has worked for us before. I expect good things from him.

John Jordan – Roller Operator New hire.

Josh Laverman – Loader Operator–Asphalt Plant. New hire.

Tom Sanders – Ground Man–Asphalt Plant. New hire.

Rob Hoffman – Mechanic–Newton Shop. Second Season.

I think I have written enough.

## Newton Milling

by Bob Morton

The milling division has a few new faces this year. Larry and Tami Patten are with Wally Kalinay's crew. They came to us from Western Engineering and have several years experience with the Cat mills. It's not very often you can pick up new hires with their kind of experience.

Wally went under the knife for appendicitis surgery a few weeks ago. Brian Wacha filled his roll as foreman and did a fine job. Wally's back at work now; a little bit sore but no worse for the wear.

Phil Maddison's crew also has a few new faces. Brian VanThournout, and Mark Klatt hired on this spring and have done a good job, coming up to speed. Joe Babinat has been helping out when he can with the mills and in the shop. Joe's wife under went surgery a few weeks back and he's been pretty busy trying to keep the home front going (Mister Mom) and then running out to the jobs with the mills.

Daryl (Snoopy) Allert is also with the milling division, now. He left his truck and parts room job behind to give us a hand. Snoopy has been floating from crew to crew helping where he is needed, and we all need a little help now and again. Phil's crew is going to Greene County on May 8<sup>th</sup> to cut widening units for Steve

Armstrong's asphalt crew.

Last, but not least, by any means, is Jim Dommer's crew. Jim's crew has stayed in tact for the most part. Wes Provin, Vern Duryee and Roberta Dommer make up the crew. Jim's crew is up on Hwy. 63 in Black Hawk County, working for Aspro on a job that has about 198,000 square yards of pavement scarification. Then into the City of Cedar Falls for Aspro, so they will be living in the Waterloo area for a while.

Well, to sum it all up, we have three very competent and very busy crews out there; doing every job they do better than anyone else. At this time we have 41 different jobs under contract with 11 different contractors all across the state. This should keep us busy through June.

We hope you all have a safe and productive season.

## Subdrain/Sealcoat Reclamation/Stabilization

by Dave Schinckel

Well, wouldn't you know a perfect spring to kick out on and we are light on work to get the year going! I would imagine, we'll be looking back this fall wishing we could have these 3 to 4 weeks to finish up projects. If it was easy, everybody would be doing it, I guess!

The subdrain crew kicked off the first week of April and has been steady at their schedule at this time. We have had a handful of asphalt projects that required subdrain prior to the patching and overlaying

of the road. At the time of writing this article, the crew is laying shoulder stone behind the Newton portable's project out in Audubon Co. From there, they will move to Highway 21 in Benton Co. for a six day subdrain project. After that, I have some holes in the schedule to fill as projects become available.

It has been a very tough letting season in trying to pick up work. The competition has been very tough this year as the volume of work is down. The daily rates of production that I have been bidding to try to get more work have Bob and Dick wondering what I'm thinking. There have been a couple of very large projects that have gone for ridiculous contract prices. It gets very disheartening to bid, and bid, and bid, work and keep getting beat. Not only is it tough in subdrain, the sealcoat season has been difficult to fill up, as well. Something that is hurting us a little is the higher prices of asphalt oil products. It seems some of the contracting authorities are holding off this year to wait for prices to decline.

The sealcoat season, I hope, will start around the 15th with dustcoating rural roads throughout Black Hawk and Bremer counties. After that, they will head to Holiday Lake for dustcoating and then start the sealcoat schedule. This is another crew that I need to get another month or so of work on the books.

Reclamation/Stabilization started early this spring with mixing fly ash at Fremont Farms for the breaking facility at the chicken farm by Malcom. Since that time, we have quoted several projects, but are waiting to see if they are accepted.

This summer, I will be receiving help in promoting and

technical background in this area from Chuck Jahren; associate professor of Construction Engineering from Iowa State University. Chuck will be on a sabbatical from the University for a year and will spend part of this break assisting me this summer.

As our season gets started, let's review our safety habits and make this a safe and healthy season. It's the year 2000. Let's make it a reminder of ZERO ACCIDENTS! Take the time to look twice or three times before moving a vehicle or piece of equipment. I know we will fill our schedules this year, and will be looking to save time here and there. That extra second or two to be cautious, can save hours in accident down time.

One last item I will pass on is cellular phones. It seems that about every vehicle has a phone in it. Not only are Company vehicles wired for phones, several people are carrying personal phones. It is a sign of the times to be within reach, anymore. Earlier this year, I received a complaint from a neighbor that was very close to having to take the ditch because of a semi that was over the center line of the road and headed right for them. The driver was leaning across the truck and on a phone. He looked up in time for them to miss each other. This could have been a very serious accident. I know this was NOT a Company phone in that particular vehicle. I know I should stop a lot of times when I'm on the phone, but still keep moving. We need to be extra careful while using these "time saving" devices, even while operating equipment. Let's have a safe season!

## Safety Department News

by Jake Boyer

Last season, Manatt's experienced incident and accident rates like none experienced before in Manatt's long and successful history. As a result, some of our safety policies are being upgraded in an attempt to teach people the importance of working safely on the job.

One such upgrade is occurring presently in the Ames Division. Last year, an incentive program was utilized in an attempt to motivate crews to conduct TOOLBOX TALKS and to remain incident/accident-free throughout the season. This program failed to achieve its desired success. This year, the Ames Division has created a safety committee comprised of six (6) members, including myself. The intentions of the committee are to address incidents after they occur by speaking as a group with the employee(s) involved. The committee gathers facts pertaining to the incident/accident and facilitates a discussion with the employee(s) involved concerning the prevention of further incidents/accidents similar to the accident/incident in question. It is not the intent of the committee to serve as a committee of disciplinary action but to increase the accountability of the employee for his or her un-safe actions. By drawing attention to each and every incident/accident, and by identifying preventative measures, we hope to create a more safety-oriented work environment. The meetings have been very productive and the level of participation, thus far demonstrates the dedication of its members to

creating a safer working environment.

The success of this program will be primarily determined by the support and involvement of Managers, Foremen, and Supervisors. These people have been in the construction business long enough to see the effects of unsafe actions in the workplace. It is our belief that individuals conform to the culture around them. If the Managers, Foremen, and Supervisors project the need for safe practices, it will become an accepted part of the workplace culture. So far, the results suggest that this program can be successful. Since January, there have been four (4) reportable incidents in the Ames Division. We still have much work ahead of us, but we are headed in the right direction!

The safety committee is just one step that we are taking to increase the effectiveness of our safety program. The Manatt's Ready-Mix plant in Waterloo, under the management of Larry Keller, has demonstrated their continuing support of Manatt's safety program by initiating the implementation of several safe-working practices, including some that are yet experimental in the construction industry.

The acid used to clean the outside of the drums of ready-mix trucks is a highly corrosive material. Because of this hazard, people generally act cautiously when handling these chemicals. Waterloo could be considered the model for how the process of acidizing mixer drums should take place. Covered from head to toe in Tyvek suits, respirators, safety glasses, face shields, and rubber boots, employees can rest assured that their plant manager is

genuinely concerned with their well-being. The acid is applied with a wand that is at least five (5) feet in length. Exposure to the corrosive acid is nearly eliminated by the measures taken by the managing staff at the Waterloo plant.

In March, the Iowa Ready-Mix Concrete Association held their annual convention. There was a speaker at the convention who had been experimenting with processes to eliminate the particulate hazard created by chipping concrete from the inside of a ready-mix drum. He designed a hose and nozzle system that he attached to the end of a pneumatic hammer. The nozzle creates a fine mist that reduces the amount of airborne dust to levels deemed acceptable by OSHA's standard for exposure to the silica found in concrete dust. The process creates a cleaner and cooler working

environment in association with its respiratory benefits. Larry and his gang created a device similar to that which the speaker created, however, the Waterloo design was much less cumbersome and was effectively attached to each of their pneumatic hammers. Their design was very creative and once again demonstrated an interest in safety by incorporating change and contemporary ideas into their daily practices. Waterloo's safety record to this point illustrates the success of their practices. Organizations that are receptive to positive changes are bound to be successful!

These are only a few of the examples of positive changes that I have witnessed in my year of experience with Manatt's. We must continue to measure our success not only by our productivity, but by our safety record as well. The success of this Company

necessitates a supreme dedication to the safety of each and every person in the workplace.

## Stork Club

Dan & Carrie Stevens are the proud parents of a boy born

February 28. His name is

Jacob

Michael and he has an older brother, Joshua, who is 2. Dan is an estimator at Ames.

Kenny Alexander, Jr. and his wife Sara are the parents of a son born May 2. His name is Dalton Kenneth. Kenny works for the dirt crew, mostly PCC.

Steve and Sally Slaven are the parents of a daughter, born May 6. Her name is Stephanie Renae and she has a sister, Shae, 1. Steve works in the parts department and Sally works in Quality Control

