

Manatt's Mirror

Reflections of Manatt's Inc. & Subsidiaries

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MANATT'S MIRROR

Manatt's Inc.

Bev Vaverka, Editor
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 Brooklyn, Iowa 52211

Subsidiaries:
 Wendling Quarries, Inc.
 DeWitt
 Illowa, Blue Grass
 Marquart Block, Waterloo,
 Grand Junction, Dubuque,
 Marshalltown
 United Concrete, Waterloo
 Norris Asphalt, Ottumwa,
 Moberly Stone
 L. L. Pelling, North Liberty

Vital Information

I've
 been
 looking for
 something like this for a long time. It is a pet peeve of mine that when I stop in a quarry or at a job site, a loader, blade, or truck is running. It's such a needless waste of fuel. Read the following article and you should agree. Help us save our precious natural resources. You'll save us lots of fuel and hours on the machines.

'Idle' minds

In the beginning there was fuel. And it was dirt-cheap. And dirt-cheap fuel begot idling trucks. And idling trucks are still with us today. Ask drivers why they let their trucks idle, and they give a variety of responses:
 C to keep the cab warm or cool.
 C to keep the fuel warm in cold weather.
 C to keep the engine warm for more reliable start-up.
 C everyone else does it.
 C I've always done it/just habit.

Recent studies on idling by the Center of Transportation Research at Argonne, in conjunction with the U.S. Department of Energy, uncovered some interesting facts about diesel engine idling. Among them:

- < More than 3 billion gallons of fuel are wasted per year by idling diesel engines.
- < Ten percent of all diesel fuel consumed each year is used by vehicles that are idle.

Brad Manatt

- < In winter, idling cools an engine faster than if it were shut off.
- < The diesel fuel used for just one hour of idling a day comes to 264 gallons of wasted fuel a year.
- < Except for a three-to-five-minute period after a long haul, idling is unnecessary and actually damages the engine by contributing to carbon deposit buildup, accumulation of water and sulfur in the engine and engine oil degradation. This damage is due to the low temperature of an idling engine, which is at least 10-percent lower than the 175-degree lower limit of efficient engine operation.
- < Each hour of avoided idling delays the need for engine overhaul. Argonne estimates that a year's worth of idling requires an engine overhaul six months to a year sooner than would be needed otherwise.

This information was provided by Webasto, manufacturers of the ThermoCooler auxiliary heating and cooling system for Class 8 diesel trucks.

Subdrain and Sealcoat Division

Dave Schinckel, Project Manager

Spring is here! They say it is going to be a dry spring. The easiest way to make it rain in spring is to send the subdrain crew out to start work. First day out and it rains!

The subdrain schedule is very light right now. There is approximately 300,000 LF on the books at this time. Almost all of the work we have is going to be later in the season. We have a short two weeks to kick off on, then 2 to 3 months gap to fill. The projects that have been let with subdrain on them, all seem to have grading and paving that has to be completed prior to any subdrain work.

The April letting has a couple of projects that we could use, which would consist of a couple of weeks work if we are the successful low bidder. There are some other options with helping on some paving projects that are going to be pursued so that we can keep everyone working. The way things seem to go, I'll be writing in the next issue about how I'm worried about how we will get everything done.

Sealcoating looks like a good schedule of work coming up. At the present, we have a month of work on the books and the outlook to fill the rest of the season looks very good. The State has been letting several projects and it looks like several more to come. Waterloo is looking at another big program this year and we will be hitting that hard to keep the reclaimer busy, once again.

During the March superintendent meetings, it was stressed that we achieve 0% work comp incidents. Several very large companies have achieved this and it is our goal to achieve this, also. Many may think this is impossible, but it is. Both subdrain and sealcoat crews worked

all of 1999 with zero (0) work comp claims. My congratulations and gratitude go out to you for a safe construction season! 1999 can be just as successful, if we continue to practice safe procedures in our daily routines. It's those times that you try to shortcut or save a step or two that turn around and bite you.

Remember to take that second look before you start backing or pull out into traffic. Get the right tool, and personal protective gear to do the job correctly. **Let's make 1999 another safe year!**

Metro News

Doug Harms

Where has the winter gone? With the nice weather we had in the fall which extended our season, it sure made the winter seem short. Some of the tasks that we save for the winter didn't get done this year. We had planned to have a Dispatching and Truck Tracking system in by now, but didn't have time to do enough research on the different systems available. It appears that we will continue to do research and implement the system after this season.

The '99 season is starting to look like it will be another very good year. We had our biggest March ever for the Ready Mix division and we are picking up future work daily. It is sure nice to see all or most of the trucks loading and pulling out of the yard this early in the season. The Paving division has started back and is working on a City of Des Moines project. The last week of March, we picked up a real nice job in West Des Moines. This job has a finish date of July 2, so that we will be out of the way of the U. S. Senior Open, which is in the area. We may need some help from Mother Nature.

If anyone goes to an Iowa Barnstormer game, look for our advertising in "the Barn" and in the

program. We are a proud sponsor of the Iowa Barnstormers this year and are looking forward to having some fun. (Only after the hard work is done, of course!)

Recent Purchases by Manatt's Inc. and Marquart Block

J. C. Miller

Colfax Concrete Plant Purchased

Manatt's is pleased to report the purchase of the Colfax, Iowa Concrete Plant. Steve Patterson has been named as the new plant manager. Also, stationed there will be Robin Alborn, who is a new employee at Manatt's. Robin lives in Colfax.

Marquart Block Purchases Marshalltown Block Plant

Marquart Block Co. is pleased to announce that they have purchased the Marshalltown Concrete Block Plant effective April 1, 1999. All present employees will be retained, along with one of the previous owners, who will be retained for a while to help make a smooth transition.

Construction Careers Camp '99

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 near Boone. The dates for the camp will be July 18-24, 1999, for 5th through 8th graders (Fall '99). This year all campers will be attending the same session. The camp is sponsored by the AGC of Iowa and is intended to encourage young people 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 valleys 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 your child would be interested in attending Construction Careers Camp '99, please contact the Human Resources Department in Brooklyn.

New Members in Bear Creek Investment Club

J. C. Miller

The Club is pleased to welcome three new members in our investment club. They are Candace Griffith, Becky Edelen, and Susan Kriegel. All three women are from the Brooklyn office.

The Club's assets climb and drop along with the DOW. Our three biggest stocks continue to be McDonalds (MCD), Wells Fargo & Co. (WFC), and Rational Software (RATL). We have added to our number of Brenton Banks stock. During the month of March we purchased 200 additional shares which makes for a total of 400 shares of Brenton Banks (BRBK).

We are presently holding 6,192 shares of common stock of 19 different companies.

New Billing Clerk

J. C. Miller

The newest person in the accounting department is Alison Lorenz. Alison lives in Malcom with two daughters, Jocelyn and Julia, along with her husband, Gerald.

Alison's previous work experience included working for the VanWyk Freight Lines in Grinnell as a billing clerk. Alison will be working with Donna Smith and Wendy Baderstadt in the Concrete Plants billing section.

We welcome Alison to Manatt's and are looking forward to working with her for many years to come. If you are in the Brooklyn office anytime, please feel free to stop upstairs and say hello to her.

Iowa Ready Mix Convention

Chris Manatt

The 50th annual convention of the Iowa Ready Mixed Concrete Association was held in Des Moines, February 28 - March 2. A group of managers and salesmen, along with special guest, Junie Manatt, attended.

On Sunday night there was a ceremony to present Junie with an honorary membership in the association. Three generations of Manatts attended the ceremony.

Tim Manatt, as well as Sue, the association director, told stories and gave a slide show profiling Junie's career in the ready mix industry. Then Junie took the podium and told a few stories of his own. The one story that amazes me most is how Junie changed the industry by being the first one in Iowa to take a cement tanker to a cement plant and try to get it loaded.

Monday was filled with excellent speakers in the morning and break out sessions in the afternoon. Two of the break out sessions included representatives from Manatt's on their respective panels; Denny Gallagher on the technical committee, and Ken Beck on the safety committee. Monday night, there was a dance and the convention concluded on Tuesday morning with annual meetings. The three days were very educational as well as enjoyable.

Following the meetings, John and Tim boarded a plane for the post convention trip to Jamaica, where they worked very hard and learned a lot.

Manatt's Gives Building to RAILS

taken from Vinton paper; article by Steve Meyer

Manatt's Inc. recently made a significant contribution to RAILS (Railway Agricultural Industrial Lineage Society). The Company gave the society a complete building.

The 32 x 60 metal building is currently at the Manatt's Vinton Redi Mix Plant.

RAILS members will move the building to the Brick and Tile factory site in Garrison which RAILS members are currently cleaning up and working to preserve items of historical significance.

Once the building is removed, Manatt's will be erecting a new Redi Mix plant near where the building currently stands.

Safety News

Ken Beck

"Near Misses"

Well, it's that time again, the construction season is upon us. I want to take a minute and remind everyone that safety is everyone's responsibility and I would like everyone to watch out for each other. This is especially the case with newly hired people.

This year during our safety meetings, I have been asking that we report near misses to the safety department. Have you almost been involved in an accident, but shrugged it off as a "near miss"? I want you to think twice about near-misses this year. The difference between an accident and a near-miss is often a fraction of a second in timing, or a fraction of an inch in distance. The next time, there may not be that difference.

Near-misses are warnings of accidents in the making. Accept the warnings and look for the causes to

help prevent similar situations from developing. Few accidents happen without some advanced warning. Most accidents can be prevented if warnings are obeyed. A near-miss is a sign that something is wrong. Be warned by each near-miss that happens. Ignoring the conditions that lead to near-accidents is an open invitation to a real accident.

Remember, most accidents are a result of human error. If you feel rushed, slow down and think about what you are doing. Don't allow yourself to fall victim to an accident. Stay alert. And finally, this last year we were plagued by ankle, knee and back injuries. Utilize the 3-point mount and dismount procedure on equipment and trucks. Lift with your legs, not your back and have a safe, injury/accident free year!!!

Upcoming Events

Deb White

Adventureland will be held August 8th this year. Our usual time in July was already reserved so this was the next best choice. We are using the same facilities as last year with the deli sandwiches being back on our menu. Tickets will go on sale late in June.

If you were entertained by our lunchtime festivities, you'll be thrilled with this year's program. We are lining up the acts as we speak. If there is anyone interested in performing during this time slot, just give Deb a call at the Brooklyn office. Don't let the corporate headquarters steal the show.

A block of rooms has been reserved at the Heartland Inn for Saturday night, August 7, for those of you who want to make a weekend of it. The Heartland is next to Adventureland. You can leave your car parked there for the next day

while at the picnic. Rooms are \$76.00 plus tax, which includes a continental breakfast from 6 - 10 AM. There is an indoor pool, sauna and hot tub. Let Deb know by July 5, if you wish to reserve a room. There are only 25 rooms, so please be prompt. You will be responsible for payment upon check out. No shows will be billed out through the Company as we are guaranteeing the rooms.

Congratulations!

Stork Club

Garvin and Danielle Shaw are the parents of twins, a boy and a girl, born March 12. Kaden weighed 6 lbs 6 oz, and Katie weighed 5 lbs 6 oz. A big brother, Christopher, three, welcomed them home. Garvin works at Brooklyn Products.

Brad and Kathy Lenz are the parents of a daughter, born March 13. Brad works with the Ames asphalt division

Shae Bernice Slaven, daughter of Steve and Sally Slaven, born Easter Sunday, April 4, 1999. She weighed just over 8 pounds. Steve and Sally both work with the portable asphalt division, Sally in Quality Control.

Kevin Thorn and Brenda are the parents of girl, born March 16. Her name is Courtney Jean. Kevin drives a dump truck out of Brooklyn.

Wedding Bells

Don Meeks and Lisa Papesh were married February 20. Don works on the trenching crew.

reactions should have access to special first-aid, provided by a doctor. The best strategy for limiting the effects of stings is to avoid them. Leave exterminating to professionals. Venom from wasp stings has an odor that causes other wasps to come and attack. Avoid eating lunch in areas where there are bees; you are asking for trouble.

No Lost Time Injuries

W.Q.I. Safety Department

Wendling Quarries crews received awards for NO LOST TIME injuries in 1998 at the IPLA Safety Seminar in February.

The following crews received this award:

- Trenkamp Portable Crushing Plant
- Heinsius Portable Crushing Plant
- Kagemann Portable Crushing Plant
- Dahms Portable Crushing Plant
- Fisher Portable Crushing Plant
- Cedar Rapids Stationary Crushing Plant
- Moscow Stationary Crushing Plant
- Robins Shop
- DeWitt Shop
- King Portable Wash Plant
- Loughren Portable Wash Plant
- Back Portable Wash Plant
- Dredge

Congratulations to these plants and all the employees at W.Q.I. for having such a safe 1998. Keep safety first and make 1999 another safe year, on the job and at home.

4th Annual Wendling Quarries Bowling Tournament

Jackie Behounek

The date was February 20, 1999. The place was May City Lanes and the suspense was building on who would be the champions of the 4th annual W.Q.I. tournament.

The action started at 1:00 pm to find the new champs. We had 40 eager bowlers set to bowl and have a good time, and it appeared they were doing just that. We had several good scores for the men. Ron Paulsen had the High Series of 661 and High Game of 247. Greg Croson was on Ron's heels with a 644 series and a 246 game. Mike Rickels had a nice 221 game, and a 531 series. Tony Behounek also had a 531 series. Ron works out of our shop in DeWitt, Greg runs a loader at our Moscow location, and Mike works on Dave Kagemann's crew. Tony Behounek is the husband of Jackie who works at our Garrison Quarry.

Joyce Paulsen carried the women's High Series of 520 with a 186 game. Karen Mooney had the women's High Game with a 221 game and a series of 510. Joyce and Karen both work out of our DeWitt office.

After the three game series, we all met in the lounge for lunch, which included a nice variety of pizzas, and to pass out the prizes and awards and to find out who the champs would be. The 4th Annual W.Q.I. Champs for 1999 were the team of Ron and Joyce Paulsen and Mike and Angie Rickels. Winning is not new to the Paulsens as they and Dick and Alice Carber were the defending champions of the 3rd annual W.Q.I. tournament in 1998. We had a first this year with a tie for second place between the teams of Dave Simnacher, Ardell Feller, & Don and Barb Campbell (Dave and Don, a.k.a.

Tiger, work from our C. R. South Quarry, and Ardell Feller is foreman of our stripping crew). They tied with the team of Dave Schau, Greg Croson and Marilyn and Larry Schau (Dave is with Product Control, and Marilyn works in our DeWitt office).

We hope everybody had a good time and want to say "Thank You" to all who came. Practice up and we hope to see everybody next year for the 5th Annual tournament. Also, "Thank You" to all who helped to make the tournament a success this year.

A Short Course in Human Relations

The six most important words:

"I admit I made a mistake."

The five most important words:

"You did a good job."

The four most important words:

"What is your opinion?"

The three most important words:

"If you please."

The two most important words:

"Thank you"

The one most important word:

"We"

The least important word: *"I"*

Congratulations to Kyle and Chastity Gottschalk on the birth of their daughter Kaci. Kaci was born February 1, 1999. Kyle works on Wendling's sand dredge.

FYI - Flex Questions

Bev Vaverka, Flex Administrator

As we begin to get settled in for the 1999 year, there are some reminders I would like to make about the flex/cafeteria program.

First, if you haven't signed and turned in your flex agreement form - **DO IT NOW!!** These forms are supposed to be filled out and in the Brooklyn office **BY** January 1. If forms are not sent in till you come back, say April 1 and you have a medical claim in February, that claim could not be paid from your flex money.

Second, we are still having a lot of people sending their prescriptions in to flex before or instead of sending them to the insurance. Please send your prescriptions in to the insurance company **FIRST**, then turn the EOB (Explanation of Benefits) from the insurance company in for payment from your flex account. By sending your prescriptions to the insurance company first, you will meet your deductible faster, as all prescriptions count toward your deductible. After this has been reached, the insurance company will pay you 80%. **DO NOT** wait until the end of the year to send your prescriptions to the insurance company. Send them in each month or every other month, if you only have a few. If you do not send your prescriptions to the insurance company before turning them in to flex, I must have the **ORIGINAL** copy of the prescription, not a photo copy.

Third, the best receipt that you can send in for medical claims is the EOB from the insurance company. In lieu of that, I quote from the Flex Handbook:

"A health FSA (Flexible Spending Account) may reimburse

an eligible expense only if the participant provides a claim form with supporting documentation as follows:

- fully itemized bill(s) (including dates of service, name of claimant, type of service, etc.) from a doctor, dentist, pharmacy or other supplier; or
- explanation-of-benefit statements indicating the deductible, co-insurance and amounts not covered by any medical/dental plans under which the employee or any eligible dependents are covered.

"Employees may NOT submit proof of payment in the form of a canceled check or cash received receipt unless it is accompanied by this other required documentation."

Please look at the receipt you are sending in to be sure that it contains the necessary information.

Fourth, there are still a few people who are just sending in their bills without filling out the medical claim form. If you need more forms, let me know and I'll get some out to you.

Fifth, there are still some who have sent in to collect on over-the-counter drugs. These **CANNOT** be paid by flex. The only time these could be paid would be if your doctor wrote a prescription for something like Extra Strength Tylenol. He cannot just suggest that you take it - he must actually write a prescription for it, which you must then send in with your receipt.

Sixth has to do with dependent care. Here I will just quote what the Flex Handbook says:

"Dependent care expenses should be reimbursed from dependent care Flexible Spending Accounts (FSAs) only if the participant provides a written statement from an independent third party stating that the expense

had been incurred and providing the total amount of the expense. Employees should provide itemized bills, receipts or contracts for the amount claimed, including:

1. The dependent's name;
2. The period during which the services were rendered;
3. The name, address, and taxpayer identification (TIN) of the individual or organization providing services; and
4. A description of the service provided.

"The employee should also file a statement that the dependent care expenses have not been reimbursed or are not reimbursable under any other dependent care coverage."

Another question that comes up has to do with the insurance premiums when your spouse is employed somewhere else. Again, I will quote directly from the Flex Handbook:

"Premiums for any health plan other than the employer's, including health plans maintained by the employer of an employee's spouse or dependent, are **NOT** reimbursable."

Last but not least, my sincere thanks to **EVERYONE** for your help. We seem to get more and more people on the flex program - **WHICH IS GOOD**. The Flex/Cafeteria program is really a good way to save some money, if you haven't figured that out yet. We have come a long way since I took over this job a few years ago, and it seems to get better every year. That is all **THANKS TO YOU** for your cooperation and understanding.

Born To Be Wild??

By Keely Lacina (& Pat Garrett)

On March 20, fourteen bikes were unloaded in Globe, Arizona. Midday, we started our journey. A mere 80 in Globe, was quite a change for Tony and Brady, who were stuck in New Mexico in a blizzard the day before. From Globe, we went over Pinal Pass down to Hayden and on to Ray, an open-pit copper mine. Arriving at the copper mine, we boarded a bus and met our tour guide, Andy Clark. He gave us a nice tour of the mine. The picture taken at Ray, shows the group standing next to a truck that hauls 240 tons. The copper mine moves 265,000 tons per day. Ray Copper Mine runs 24 hours around the clock, 365 days.

From Ray Copper Mine, we traveled to Superior passing the Apache Leap. Reaching Superior, we continued our travel to a small community known as the Top of the World. Here we were greeted by the Wilson's, friends of Pat. We enjoyed the beautiful view from their home and continued our ride on to Globe, where we would spend our first evening.

Sunday morning, March 21 came rather early for those who enjoyed the nightlife. But ready to ride, we rode out of Globe at 9:00 a.m. on our way to Salt River Canyon. What a sight! The ride down the twisting road, surrounded by mountains was extraordinary. Wow, what a way to see Arizona, on a HARLEY!

From Salt River Canyon, we traveled onto Show Low and stopped for lunch in Heber. Our day seemed to be going well, until our shasta stop in Strawberry. Half the group decided to push on for Jerome while five bikes lagged behind. The group that pushed on for Jerome arrived at 4:30 p.m. The five bikes who left Strawberry

five minutes after the first group, pushed on for Jerome but missed their turn and ended up in Winslow. Only 140 miles off target. The bikes finally arrived in Jerome around 9:30 p.m., a little chilled.

This small town of Jerome, holds a lot of history. Jerome, currently a national park, was a rich copper mining town. In the 1960's the mine went dry and Jerome became a ghost town. Shortly after, the hippies moved in and took over Jerome. Today, Jerome is a national park and is visited by many tourists daily. Our group stayed above a restaurant and bar, which in its day, was a house of ill repute.

Monday, March 22 the group heads on to the Grand Canyon. Along our route, we enjoyed the red rocks of Sedona, Oak Creek Canyon and the Painted Desert. The group spent their third night at the Grand Canyon, in little cabins along the rim.

Tuesday, March 23, it's off to Las Vegas. Terry Nichols was convinced that it would take 28 hours to get to Vegas, so they left at 7:30 a.m., after scrapping the frost off their seats. Mike, JoAnn, Brian and Jo left at 9:15. Tony, Piper, Spooner and ourselves left at 10:30 (no frost). With the temperature only in the 30's, it was a rather cold and windy ride leaving the Grand Canyon. Four hours later, we met up with the first group in Kingman. The temperature was closer to 70 and with little wind. The group stopped to enjoy the sights of Hoover Dam and to put our lids on for our trip into Nevada. From Hoover Dam, it was on to Vegas. On our way to the Golden Nugget, the bike group took a ride down the

popular Las Vegas strip. We arrived in Vegas around 4:30 p.m., 21 hours early, huh, Terry?

Wednesday, March 23, and Thursday, March 24, the group attended the Expo and enjoyed the sights and entertainment of Vegas.

On Wednesday evening, the group attended a party at the Harley Cafe. Brad, Tony, and Russ Rhinehart had their names drawn and were given a key to win a chance at the Harley. Needless to say, they went home empty handed.

Friday, March 25, the group left Las Vegas at 9:30 a.m. and headed to Laughlin, Nevada. Here we enjoyed some lunch and 32 oz margaritas. From Laughlin, we road to the home of the London Bridge (Lake Havasu City). From there, it was downstream following the Colorado River to Parker. We had to stop at three floating shasta stores and slept good in Parker.

Saturday, March 26, we rode south to Quartzsite and took the interstate into Phoenix, where we parted ways with Duane and Rhonda and traveled on to Globe. Everyone returned back to Globe safely. A successful and fun ride was had by all.

But, there were some mishaps along the way, such as the following: Spoon's battery, two bikes ran out of gas (Spooner and Brady), one bike tried to drink diesel (Won't mention anyone's name Duane), and Dave lost a day with an oil seal.

The group would like to give a special thanks to Deb White for making all the arrangements prior to our trip. (See pictures in insert.)

PCC Paving Division

by Mike Manatt

Gentlemen, start your engines!

Spring is here and we are roaring to go. Now if it will only stop raining. Our plate is getting full—looks like a lot of work we have to do, with more coming.

The big news is we were awarded the Story County I-35 project. It is about 20 miles of interstate reconstruction from Highway 30 at Ames, north 20 miles on the south bound lanes. The job has milling, paradigm work, PCC and ACC paving. It should keep us busy most of the year.

The PCC crews look busy. We have work on the beltline road in Newton, a small city job in Newton, a small job at Maytag, a county job south of Sully, a subdivision in Grinnell, finish paving at the Quarterpost, finish the Otley job, about six miles of paving in Polk Co. by Bondurant and the Wright Blvd. by the Cedar Rapids Airport. This sure will keep Duane and Jason and the boys busy this summer.

Monte and the sewer crew have finished the sewer portion on the subdivision in Grinnell. They have moved to Newton to help Chico's crew for a while. Then they will come to Brooklyn to get the site ready for the addition to the Brooklyn shop.

Big Kenny and crew are in Tama trying to bring a marsh in the swamp. With all the rain, they have had a tough start.

Pat and the crushing crew have been in Montour crushing concrete stone for Wendling. They are doing a fine job; the stone is so clean, it almost does not need to be washed.

Let's have a safe and productive construction season.

W E L C O M E

Please welcome Jason Zimmerman to the Company. Jason started April 19 and his position will be manager for the PCC crews. Jason comes from North Liberty with a lot of experience in dirt and PCC paving. Welcome aboard, Jason!