

# MANATT'S MIRROR

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## WELCOME - GNA CONCRETE & IOWA PAVING CONTRACTORS

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### INSIDE

### Change is Good

by Brad Manatt

You've all heard it, "change is inevitable", and we prove the principle every day. The last month has been exceptionally busy as far as changes go.

First off, I have to announce that Dan Boyer, our director of safety, has taken over the Human Resources Department. He will also have responsibility for our safety department and he has hired Ken Beck to be directly responsible for our safety training and inspections. Ken has lots to learn about safety as it pertains to our industry. He comes to us after ten years with the Grinnell police department and comes highly recommended. Grinnell's loss is our gain.

We have also made some changes in the payroll department. Diane Kilmer will be working with Dan in Human Resources. Her many years with the Company will help provide insight in to benefits, payroll, and job interviewing. I personally look forward to our newly reorganized HR department going to work. You'll like the things you're going to see come out of this department. Sue Kriegel has been hired to take over the duties of payroll. Welcome aboard, Sue.

As most of you know, we have acquired GNA Concrete Company and Iowa Paving Contractors in Des Moines. This is a great couple of companies and this will make our entrance into Des Moines much more feasible, than if we ever wanted to just move in. The GNA

Ready Mix Company operates four plants all around Des Moines with forty concrete mixers and four haul units for aggregate. We analyzed this thing to death and just could not figure out why we should not enter this market. It provides great synergies with our existing operations.

The owners, Chuck Smalley and Max VanRees will be retiring after over thirty years in the business. We wish them the best in the future and hope they leave a phone number where we can reach them.

Curt Manatt has been asked to run this division for us. After running a concrete paving spread for twenty years, he says he's ready for the new challenges in the Des Moines market. We hope he enjoys his new home in the Des Moines area.

And finally, the last major change we will be seeing; Jason Spooner is going to learn how to make a great paving crew better. He's taking over for Curt. His first job is at the Quarter Post Truck Stop at Highway 21 and I-80.

Good luck to everyone in their new jobs and have some fun doing them.

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**MANATT'S MIRROR**  
Manatt's Inc.

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Box 535  
Brooklyn, Iowa 52211

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

## Hit The Road Jack

The following column is from the Osceola Sentinel-Tribune and was written by Frank Morlan, who owned the Brooklyn Chronicle a number of years ago: My Friend Jack...

Jack Gustafson was honored at a retirement party Sunday, marking the completion of 40 years at Manatt's in Brooklyn.

We were there for the *Hit the Road Jack* party, just as we have been at other special occasions of the Gustafson family over the years.

Jack was a high school math teacher at BGM High School in Brooklyn when he started working summers for the Manatt brothers —Junie, Clair and Merlin. He operated their one-truck ready-mix plant for a couple summers and then Junie offered him the new job of office manager. Shortly after that we bought the *Brooklyn Chronicle* and I was selling him advertising and printing. He signed the company checks JGus. I still call him that.

Today the Manatts have quarries, construction, paving and transportation companies and employ hundreds of people all over the Midwest. Clair died in the 1960s, Junie and "Merlie" are now retired. Their sons now run the successful companies. Brooklyn, is adjacent to Interstate 80 and it doesn't hurt that the state is always replacing sections of the interstate. If Manatt's don't get the bid to do the entire job then they become sub-contractors. I-80 is their annuity.

Jack grew just like the company. I don't know what his title was when he retired. He was the only member of the board of directors whose name wasn't Manatt. He was comptroller, confidant, innovator, the stabilizer guiding the transition of the Manatt companies from fathers to siblings.

Manatt's was one of the first companies in Iowa to have a

computer. The first one was monster-sized. One of Jack's toughest tasks was telling Junie he could no longer write checks. For years Junie had carried two or three company checks in a little black book in his shirt pocket. If he found a bargain—it could be a truck or a farm—he'd hand-write a check and then tell Jack.

Jack said no more. The computer would write the checks.

Junie didn't like the idea. He dragged his heels but finally relented, although he warned Jack: "If you tell me I have to tell that computer good morning, it's out of here."

I had a favorite black book story. Junie came to the Chronicle office and rather awkwardly asked if I owed him \$1,000.

No. Why did he ask? On an upcoming date Junie had written in his black book: "Frank owes \$1,000 today." He forgot which Frank. He was asking every Frank he knew, trying to find which one owed him the money.

Brooklyn is fortunate to have the Manatt brothers. They worked hard for the community and donate money for many worthwhile projects in their hometown.

Jack has also been very active in the community. He's now raising funds for a new library in Brooklyn. He'll get the job done. He's an intense person. There are no half-way projects.

He was a high school and college track star. Running has always been a passion. He talked the Manatt brothers into building an all-weather track at BGM. The project went so well that another division of Manatt's was formed to construct tracks. Another golden touch by the brothers.

One of Jack's failures was not getting me involved in running. He really tried. He pestered and pestered until one Saturday morning I said I would give it a try. He showed up with two pairs of shoes, a professional-

looking track outfit and a stop watch. I had some old tennis shoes and was wearing blue jeans. He said he had two kinds of shoes because the track surface changes due to the climate and time of day. I jogged a few laps then sat in the bleachers while he ran a couple of miles. So much for my running.

He tolerated my non-running and also my smoking habit. I smoked a lot in those days. Most everyone did except Jack and Walda. He and Walda never complained but I must have smelled up their house something awful. I'm sorry.

Most of our experiences were happy ones. There was one very sad one. Jack and I drove a mutual friend, Rich, to the mental unit of a Des Moines hospital. Rich was a promising young attorney in Brooklyn. Turns out he never wanted to be an attorney. In fact he hated it so much he suffered a nervous breakdown. He died a couple years ago. He was a truck driver in a western state.

In 1972, we moved from Brooklyn to Sheldon, six hours away, but that never ended the special relationship. One of our picture albums has a photo of the Gustafson kids at Jenny's first birthday. First birthdays were replaced with graduations and weddings. Now it's retirement parties.

Jack and Walda are travelers. When the kids were small they had a tent and a Volkswagen van. Today, they have an Airstream motor home. They are going to spend winters in Fort Meyers, Florida.

Hit the road Jack. Have a good time.

# EMPLOYEE HIGHLIGHTS

by Deb White

## JIM MANATT

It seems like every season over the past several years, someone has asked, "Is Jim Manatt retired yet or is he coming back for another season?" You would think at the age of 78, he would like to slow down a little, but retirement doesn't seem to be on his mind.

Jim tells me that he started with Manatt's long before his hire date of 1959. In the late forties and early fifties, he would drive for Junie in between planting and harvesting. Jim doesn't have to worry about the crops growing any longer, but he is still driving for Manatt's as a dump truck driver out of the Brooklyn office. If you counted all those part time years of service, he is second to none in length of time with the Company.

Born and raised in the immediate area, Jim and his wife, Dorothy, raised four children who also live close at hand. They are: Mary Kauffman, manager of the

Holiday Lake Maintenance office; Donna Kalinay (also wife of trenching superintendent, Bob Kalinay), who handles much of our wall papering and painting needs; Alice Hall, bookkeeper and receptionist for Steve Link Ford and Jim Manatt, who has walked in his father's footsteps by doing none other than driving a truck (a semi not a dump truck).

Our thanks and best wishes go to Jim Manatt. May you have many more seasons of being back in one of those red trucks.

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## TOM HOSTETTER

In 1982, Manatt's Inc. bought Iowa Road Builders and along with that purchase came a number of employees who are still with us today. One such person is Tom "Hos" Hostetter who works out of our Ames operation.

Tom has been in the construction industry for 22 years.

He has been foreman for the Ames patching crew and over the past several years has been the asphalt paver operator for Ames paving. When not running the paver, he hauls equipment on the lowboy.

Tom, along with his wife, Lana, and four children, live in Ames. In his off hours, which like most of us are few and far between, he enjoys fishing and snow skiing. In recent years, it is rumored that Tom has put on Nike's and taken up running, a sport he dedicates time to every day. Only a short time ago, he ran the Dam-to-Dam at Saylorville Lake. Even though we haven't been able to find out in what place he finished, we think it is quite an accomplishment to run 12 miles.

Way to go Tom. We are behind you 100% (if not in body, at least in spirit)!!!

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## Equipment Division

by Jim Bim

With another construction season as full speed ahead as it can get with all this rain, Manatt's needs every employee to put forth an effort to keep the construction equipment and trucks on the job. In order for this to happen, we must all work together. Ways this can be done are:

1. Read the operator's manual before using a piece of equipment you are unfamiliar with. There's a world of knowledge in those manuals.
2. Do a walk around inspection before you start. This doesn't just mean checking fluid levels and a quick circle around the machine.

3. Report any problems you may find to your supervisor or shop personnel.
4. If you service a piece of equipment, write the service hours on the filters with a magic marker.
5. At the end of the day, grease the machine and again watch for any problems that may cost the machine down time.

6. Make sure you fill out service or shop repair orders after each service or repair.

These are six simple

things that can help Manatt's to have up time with the equipment and minimal down time. Equipment today has become very, very expensive. Outside labor rates are very high if we have major failures that could have been avoided if good maintenance practices were taken.

Thanks and have a great season.

## Paradigm Division

by Pat Garrett

The season started out dry and a bit slow. But it's starting to pick up and getting a lot wetter, which is slowing the crushing down as well as everyone else.

The crushing crew started the year off in Ames, crushing for Tom, 60,000 tons of ACC and PCC. From there, we went to Vinton for 50,000 tons for Wendlings. We're hoping to get at least one more quarry job from Wendlings before we go to Iowa Falls for 30,000 tons of lime. We still have 10-12,000 tons of PCC in Ames to do for Construct in the early fall. Like everyone else, fighting the rain to make spec rock has been a challenge.

We have made some improvements to the plant, the latest being the NOVAK GRADATION CONTROL SYSTEM. Probably a patent job for sure. It's a 5' x 20' blanket for our bottom screen to control the fines we pull from the rock. Brian Novak built a crank roll up blanket, so we can adjust it while its running, therefore, saving a lot of time helping not only our up time, but working well on the wet gradation problem. So remember, you can still think and make improvements even in the rain - *if you're a crusher guy!!*

Have a good and safe season.

FMAR

## Trucking Division

by Gene Manatt

I can't believe it is time for the summer edition of this newsletter already. Trucking has been busy, on and off. Rainy days find us with almost nothing to do and, needless to say, we have had a bunch of rainy days. We still need a couple of drivers in the Brooklyn area to drive dump trucks and one or two cement haulers. Elmer told me this morning, he had three applicants show up yesterday.

As many of you know, we are losing a long time (15 years) driver from our dump truck division. Fred Morris is moving to eastern Iowa where his wife has taken a job. We hate losing Fred, but he must go where the wife goes. (Must be part of married life.) Anyway, we wish Fred "Good Luck" in whatever he chooses to do.

I was at the Algona job yesterday, and Steve's crew is getting along fine, even with all of the rain. Ames trucking is busy and wild with all of the work Tom has lined up. Mark Swanson drove a side dump trailer that we had as a demo for three or four days. Basically, this is a material hauling rig. I haven't heard a report from Mark, but I think it worked good.

Elmer has been very busy with cement and lowboy work. It's still crazy moving the trenching crew, seems like every day or every other day. The portable plants haven't been doing much, but the local plants have been taking a lot of cement. The "oil haulers", Norm Wear, Dave Kreutner, and Jerry Tyler have been keeping busy hauling asphalt oil, while Dave Sanders has been mostly hauling cement.

John Bader has been busy, along with Ron Hurst, installing radios in new equipment this spring. I would like to think maybe we will get caught up soon. John is trying to get around to several of the job sites, also, to see what trucking needs are.

Dwight has been putting in the usual 11 to 12 hour days, trying to keep trucking needs covered on sunshiny days and finding something to do with trucks when it's rainy. The rainy day deal is worse than when he's busy.

I have been doing a little flying; took three people to Abilene, Texas to get new water trucks last week. The temperature was in the 40's when we left Newton and 95 to 100 degrees at 9:30 AM in Abilene. What a change!! I'll close for now and maybe go to the Brooklyn Days parade. Have a continued good summer and work safely.

### In Sympathy

The Company would like to express their sympathy to these people in the recent deaths of loved ones.

Leo Dunahoo in the death of his father. Leo works for Ames Ready mix.

Rich Holdgrafer in the death of his sister. Rich is a dump truck driver at Ames.

Jim Shafer in the death of his father. Jim is a foreman on Duane McDonald's paving crew.

## Safety Department

by Ken Beck

Hello,

First of all I would like to thank all of you for your warm

welcome to Manatt's. It did not take long for me to see that you all are dedicated and knowledgeable in your positions. Let me tell you a little about me. I am married and my wife's name is Jennifer. We live at Oakland Acres which is between Kellogg and Grinnell on Highway 6. Prior to coming to Manatt's, I was a Sergeant on the Grinnell Police Department for the past 11 years. I enjoy hunting and golfing and encourage all of you with the same interests to look me up for a day on the course or in the field.

I am looking forward to working with all of you on the safety issues which concern the Company. After reviewing the Company's safety program, I can tell you it is one of the best, if not the best, I've ever seen. I have no intentions of changing the current policies and intend to maintain the same safe working environment that you are accustomed to. I plan on getting out to the job sites more in the coming weeks and look forward to meeting those of you who I have not yet had a chance to.

## Junie's Jabbers

By the time you read this, I will be traveling in my motor coach to Prince Edward Island. Merlin is going in his coach, also. It is a Newell Motor Coach rally from June 22 to 26. As of this date (June 4) we know of over 40 Newell Coaches making the trip. It is approximately 1850 miles from good old Brooklyn, Iowa. New York is about the half way point. We go over a new nine mile bridge to get to the Island. This bridge was just completed and had a 200 million dollar overrun. (That's a little more than Manatt's Inc. ever had on an overrun!!)

We plan to visit Nova Scotia while in that part of the world, as we have never been in that part of the US and Canada. We may come back through a good distance of Canada and cross over to the USA at Detroit. Quite a trip, and I'm looking forward to it!

Think how much the employees around Manatt's Brooklyn office and shop look forward to me being gone. Nobody to constantly hassle them. Also, the farm help people. You would think they would all go together and finance my trips, just to get rid of me.

Since getting home from Florida at Easter time, I have been going to the farms most days. It has been a wet spring and it was very trying for our people to get the planting finished. My job has been "go-fer", but it can really keep you busy at times. I do enjoy the farming.

Now to change the subject - I go to quite a few high school baseball games. (To my eagle eye the umpire doesn't call all of them right.) I was sitting there the other night thinking about when I was their age, or a little older. We played about every Sunday in Gus DeMeulenaere's cow pasture. You

had to be a little careful because the cows might have left the area shortly before the game. You might think you were sliding into a base and instead you might have been sliding into something the cows left.

Going back to the umpires, when we played on Sundays, we didn't have any equipment for our umpire to stand behind the catcher, so he stood behind the pitcher, called balls and strikes and could call all the bases. Now that was efficiency in action.

Another difference between now and then, the umpire didn't get paid and if you argued too strongly against his ball and strike calls from 70 feet away, he might walk off the field and you started looking for another umpire.

I hope this brings back some good memories of fun times when participation in baseball was more fun than sitting in front of the TV watching it.

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## STORK CLUB

Rod Arvidson is the proud father of a baby girl born June 19. She weighed 7 lbs. 15 oz. and has been named Caleigh Louise. Caleigh



has a brother Colton, 3½ years old, and a sister, Cassidy, almost 2. Rod

is a mechanic at the Brooklyn shop.

## Change/Change/Change

by Mike Manatt

“The times they are a changin’”—

We have completed a major overhaul on the management of the portable PCC plants. Duane McDonald now has the **additional** responsibility of overseeing the portable PCC plant. Steve Naderman (yes, he has returned) will be the plant supervisor. Marvin Shaw and Chris Manatt will be plant managers. John Manatt and Denny Gallagher will be available for technical support. We hope these changes will add more continuity and teamwork between the portable plants and the paving crews.

Now, on a personal note, my brother, Curt and I have worked together for over twenty years. We have had good days and bad, but always supported each other and got the job done. I am happy he is taking a new challenge to manage GNA and Iowa Paving in Des Moines. I will miss our daily conversations and working close together. I wish Curt the best of luck and congratulations on his new endeavor.

I am pleased to announce that Jason Spooner has stepped up to the plate and will try to fill Curt's big shoes. I know Jason is up to the task and will do a great job.

## Construction Engineers

**FIND JOB MARKET PLENTIFUL, LUCRATIVE**

by Drew Manatt

1998 high school

graduation is behind us. We had the chance to talk to the seniors at their graduation parties. We found out where they were headed and what aspirations they had. Some had their goals mapped out and were confident in getting there, while others had a look of uncertainty in their eyes. Since we're all in the construction industry, I'd like to inform you about the opportunities existing in state for those graduating seniors and seniors-to-be. Don't be afraid to pass it on to other men **and women** who might be interested.

I transferred from Bradley University to Iowa State University after my freshman year of college. Since then, I've been enrolled in the Construction Engineering (ConE) Program for two years. I have senior status, however, it will take at least two more years for me to receive my diploma. The curriculum is set up to “weed” out non-dedicated students. Calculus and Physics were my biggest hurdles. Once you make it through these challenging courses, you are allowed to take classes in the ConE Program. Much of the program is teamwork-related so you are forced to depend on other people. The program prepares you for real world experiences in the construction industry. One good example would be when a professor took a group of students to a state letting where the students participated in some mock bidding.

**JOBS** are the bottom line result for all of this hard work. Twenty out of about thirty-five students last year had job offers

before they had even started their final semester of school. Eventually, every single one of them had at least one offer, while most experienced some freedom to choose where they ended up. The starting salary for construction engineers is \$32,000 to \$42,000 a year.

To anyone in high school that is interested in ConE at Iowa State, I recommend two things. First, take as much math in high school as possible; it will help you later. Also remember, any construction work that you can do in high school will give you a serious edge.

**THINGS WE LIKE TO HEAR** from the City of Brooklyn

Dear Sirs:

The City of Brooklyn wishes to say "Thank You" for the equipment and man power you recently brought to the site of the new Library to remove the cement, which our equipment would not handle.

It was very much appreciated.

Sincerely, (signed)

Karen K. Willett, City Clerk

from the Department of Transportation  
Verne,

Thanks to you and Sally and Joni and everyone else for doing a good job on our Highway 63 project.

I know you have to do more on a big paving job, but I've never seen anybody do a better job of keeping records on a job like this than you folks did. I'm looking forward to working with you again—for sure. Thanks for the good work.

Lee Dahlin

## Human Resources

by Dan Boyer

Since Don Woodard left Manatt's some changes have been made in the Human Resources Department. We have combined some of the other services including, safety, benefits, payroll, and personnel into one department. We intend to better coordinate these services to speed up response time to your requests for information and assistance.

The new Human Resources Department will include Diane Kilmer, Ken Beck, Bev Vaverka, Frank Heinen, Susan Kriegel, and myself. Ken and Susan are new additions to the Manatt team and look forward to meeting and working with you. Ken's introduction is in the Mirror and he will primarily be working as the Safety Director. Susan will be taking over some of the duties Diane has as Payroll Clerk. We will be better prepared to answer questions and have someone available to assist you with your concerns when you call the office. Please bear with us while we complete our organizational changes. I am sure you will find that by combining these services you will receive quicker responses to your needs.

We are excited about GNA Ready-Mix and Iowa Paving Contractors joining the Manatt family. Welcome! Don't forget to get your requests for tickets to Adventureland in to Deb. It's a great opportunity to meet many of your fellow employees and have a good time, not to mention the many prizes that will be given away. See you there!

## Subdrain and SealCoat Divisions

by Dave Schinckel

For some reason, I've been writing 1993 on the letters I've been mailing out lately. What's the deal with that? I'm not going to dwell on the weather because I'm sure everyone in the newsletter will comment on it. Surprisingly enough, work is getting completed. But not under the best of conditions, for either crew.

Bob and the subdrain crew have been traveling around and have installed approximately 145,353 feet, as of writing this letter. We are still way short of a season for this crew. The July letting has three large projects that could provide a month and a half of work if I can get the pencil sharp enough!

It seems that with the weather effecting the paving side of the house, we may provide some help to those crews if their schedule starts to fall behind. Most of the subdrain work that remains is tied to paving projects that have been delayed and will be done late this fall.

Virg and the crew started the season off by doing 146,000 feet of subdrain for Poweshiek Co., then moved in to dustcoating Holiday Lake and Black Hawk Co., as the weather has settled out somewhat. This crew has a new piece of equipment that will work with the sealcoat division and, I hope, open a whole new division of full depth reclamation. This piece is an RM350-B Caterpillar Reclaimer. It is somewhat similar to a milling machine with a cutting rotor head but it does not elevate or load the processed material in full depth reclamation. The machine's rotor is set to pulverize the full asphalt pavement layer. Often, a portion of the underlaying

base is blended with the pulverized asphalt. The material is left in place and can be further stabilized for use as upgraded base material. Additives such as asphalt emulsion binders can also be added on the go with a metering pump and nurse truck. Following shaping and compaction, a new paved layer or sealcoat surface is added.

The pictures show the machine in action on a project in Kossuth Co. This was a gravel road, approximately 4½ miles long, where additional road stone was added and mixed into the existing road base. After it was compacted, the Newton portable asphalt crew paved a new asphalt driving surface to this road. Gary Behaunek was at the controls and said there was no comparison to the machine we replaced this with. Our intentions are to have one operator stay solely with this machine and travel to different projects as needed. In time, I would like to see it travel as the mills do. If you are interested in this type of work or know of someone who might be, please contact me at the Brooklyn office.

As for the sealcoat season, they are presently scheduled through Sept. 30 with no rain days. I met with Virg the other day to complete our schedule and he assured me this would be no problem to achieve. I'll cross my fingers!

Well, you know it is going to dry out one of these days and when that happens there won't be enough hours in a day, or days in a week. Let's work safe and smart this summer, now, and when the crunch hits!

## Wendling Quarries Inc.

from Terry Nichols

Wendling Quarries operates a lot of quarry sites, but not all of our quarries do enough business to have a scale house. In May, Wendling had the opportunity to work with Flynn Paving Company on a concrete paving job in Clinton Co. The material they purchased was from Eden Valley, one of our quarries without a scale house.

Thanks to everyone who made this project go so smoothly. I would like to give special thanks to Brenda Atkinson and Esther Phialmlee for standing in the wind, rain, and sun for seven days to complete the shouldering with the Flynn Company. In addition to the less than ideal working conditions, they also weighed all of the material with a manual scale. One day they shouldered 6,000 ton.

Esther has been doing this type of work for 15 years. Brenda started with Wendling this May. Also, pictured is Sam King who loaded out all of the stone for this project. (See picture insert.)

### This & That

Congratulations to Joe and Kandice Blick on the birth of their daughter. Ashley was born on June 1st and weighed 7lbs. 8 oz. Joe works with the crushing crew at our Moscow Quarry.

Best Wishes to Shawn Trenkamp who works on Wendling's stripping crew. Shawn and his new bride, Tracy, were married on April 25.

Karen Mallinger and her husband Tom (Mooney) were married on May 2nd. Karen works in the Administrative office in DeWitt.

### A TASTE OF LIFE IN ITALY

Tracia Schau, daughter of Pam and Dave Schau, is one of 18 Wartburg College students who spent their May term in Italy, receiving instruction in Italian culture and life through activities involving language skills, customs, history, food and its preparation, domestic culture, and the visual and performing arts.

The students, under the direction of Ed Charney of the Wartburg art faculty, visited the cities of Florence, Pisa, Sienna, and Rome. They received instruction in the historical relevance and background of the art they viewed. They also attended Italian language classes, cooking classes and received a geographical orientation to Tuscan sites.

Dave Shau works for Wendling Quarries in the Quality Control Department.

From Tony Manatt

Here's a little piece of wisdom I've picked up along the way. I hope you all try this sometime.

### HOW TO GET EXCEPTIONAL SERVICE

Another of Those Pesky, But Informative, Monday Morning Memos.

Have you ever noticed how the smallest and most petty people are the quickest to demand their "rights"? Day after day, I see pompous and self important people make outrageous and high toned demands upon cashiers, ticket agents, and waitresses across America, in effect saying, "I demand my rights".

Every time I see this happen, I want to interrupt and say, "Upon what, exactly, are these rights based, and who, exactly, enforces them for you? In demanding your rights, aren't you really just imposing your stronger will on the weaker will of another? Aren't you simply abusing a person who has a greater sense of etiquette than your own? Is fear the only motivator you know how to use?"

I'm always entertained by watching these same, excitable little people when they feel they have a gun to my head. Having little fear and virtually no etiquette, my instant response is to say, "Okay, big boy, let's hear the gun go Boom. I want you to go ahead and do all these bad things you threaten. I promise you my undivided attention, but it's time to get started. Now let the show begin." I have never yet met a person who really had a gun or was ready to pull the trigger. One after the other, they grow angrily confused and then walk away in frustration like so many Barney Fifes and George Constanzas.

Is extraordinary service from the waitress all you want? It's really not that hard to get! All you have to do is glance at her name tag and then say her name with a smile every time she speaks to you. "Yes, Kathy, I'd love some more coffee, thanks." It's amazing how often people will respond like friends when you treat them like friends.

Make an experiment of it. Seriously. Watch for name tags this week and take advantage of every opportunity to call others by name. I believe you will be both startled and saddened by what you learn. Startled, because of the universally positive reactions you will see; saddened, when you realize that no one else is doing it.

You have the right to make others feel valuable, important, and loved. Oddly enough, it's a right you will never have to demand.

(Wendlings, cont.)

NEW EMPLOYEES IN 1998

Part-time/Summer Help

Brenda Atkinson-Scale Operator

Raymond Cavanagh - Stockpiler/Oats

John Clark - Scale Operator/Andrew

Marjorie Delarm - A/R

Kerry Kahl - Summer Help/Robin Shop

Joe Manatt - Utility Person

Steve Miller - Loader Operator/Preston

Joe Skerik - Quarry Development

Bryan Warren - Water Truck/Russell

Full-time/Full-time Seasonal

Donnie Hennings - Truck Driver/Moscow

Pete Levsen - Robins Shop Foreman

Dale Meyer - Truck Driver/Moscow

Jeff Moritz - Stockpiler/Oats

Mike Rickels - Stockpiler/Kageman

## 401(k) Questions and Answers

### Your Role in Saving for Retirement

**Q. How does our 401(k) plan work?**

A. It's simple. You elect to defer part of your pay. We then take that deferred amount and place it in our tax-qualified retirement plan on your behalf. So, if you earn \$400 a week and elect to defer 10% of your pay, your pay is reduced by \$40 a week and that money is placed into a plan account for you. We put that amount in the plan for you as long as your deferral election remains in effect. Your money grows on a tax-deferred basis until you begin receiving distributions, typically at retirement.

**Q. If I contribute to our 401(k) retirement savings plan, can I also have an IRA?**

A. If either you or your spouse is an active participant in a qualified retirement plan, you may make future contributions to an IRA, but depending on your income, your IRA contributions may not be tax deductible.

**Q. Why is the 401(k) retirement plan better than an IRA?**

A. While you can contribute only \$2,000 to an IRA, much more can be contributed to a 401(k) plan. Remember, the 1998 contribution dollar limit for salary deferral is \$10,000 (as indexed for cost-of-living adjustments). And your 401(k) contributions will be tax-deferred compensation.

**Q. Why would I want to defer part of my compensation in this way?**

A. To build your retirement savings quickly is the main reason. Saving on a tax-deferred basis can make your savings grow at a much faster rate than a regular taxable savings program such as a passbook savings account or CD investment.

**Q. What do you mean by "tax deferred", and how does tax-deferred saving work for me?**

A. In this case, tax deferred means the federal taxes you pay on earned income are deferred on the amount you elect to contribute to the plan. This may have the immediate effect of increasing your net take-home pay. (See the example following.) No federal income tax will be imposed on the amount you have deferred until you receive a distribution from our plan.

An additional benefit of saving through a 401(k) plan is that any investment earnings in your 401(k) plan compound tax free until you receive distributions. You pay no federal income tax on your plan contributions or earnings on those contributions until they are distributed to you. This tax deferral feature can make a tremendous difference in the eventual amount you have available to you at retirement.

**Example:** Let's assume you earn \$20,000 a year. You want to save 5% of your pay, or \$1,000. Let's also assume you file a joint return and you are in a 28% federal tax bracket. The following comparison shows how saving through a tax-deferred 401(k) program can make a difference in your net take-home pay.

	Without 401(k)	With 401(k)
Gross Pay	\$20,000.	\$20,000.
401(k) Deferral	<u>00.</u>	<u>\$1,000.</u>
Taxable Pay	\$20,000.	\$19,000.
Federal Income Taxes	\$5,600.	\$5,320.
FICA (7.65%)	\$1,530.	\$1,530.
Non-401(k) Savings	<u>\$1,000.</u>	<u>00.</u>
NetTake-Home Pay	\$11,870.	\$12,150.

**Q. How will I be taxed when distributions are made?**

A. That depends on how you receive your distributions. Under the current tax law, the amount of your 401(k) plan account - salary deferrals plus earnings - will be taxed as ordinary income when you receive distribution. However, if you receive your distribution in a single sum that qualifies as a "lump sum distribution", a special forward averaging provision might be available to help you reduce taxes. To avoid immediate tax altogether, you can also transfer your

lump-sum distribution to another qualified plan such as a "rollover" individual retirement account (IRA) or your new employer's 401(k) plan. No tax will be imposed until you withdraw funds from the rollover IRA.

***Q. Suppose I move on to a different employer. Would I lose any of my deferrals?***

A. No. By law the amount you contribute in the form of a salary deferral is 100% nonforfeitable. This means if you leave your employer (for whatever reason) the amount you have contributed is yours to take with you.

***Q. What if I need to get at my 401(k) funds - for an emergency, for example? Can I get it?***

A. Distributions from our plan may be made only in certain instances. Your retirement, for example, is one such event. The termination of your employment is another. And your disability or death would also trigger distribution of your funds.

***Q. I understand that participation in our 401(k) plan is elective and that the amount of my contributions is up to me. Suppose I elect to participate and then change my mind. Can I stop participating?***

A. Yes. If you decide that our 401(k) plan is not for you after initially electing to participate, you may stop all future payroll contributions. Just notify your Plan Administrator. Note, though, that the amounts you have already put in the plan will remain in the plan until one of the events triggering distribution takes place.

***Q. What if I want to change my investment selection?***

A. That's fine. Your Participant Benefit Statement will show your current investment elections and your account balance. You have the ability to

switch your funds from one type of investment to another, frequency is determined by your individual plan.

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## New Payroll Personnel

by J. C. Miller

The Payroll Department will be having a new face effective June 22, 1998. Since Diane Kilmer is being promoted (see story elsewhere), we have hired Susan Kriegel to become the person that will be making your payroll check each week. Susan come to us from Grinnell Mutual Re-Insurance Company where she was an assistant underwriter. She is a graduate from the BGM Schools.

Diane Kilmer was our payroll person for 11 years. She had taken that position when Pam Benishek was promoted to Accounting Supervisor in 1987. Diane will be available to help Susan become accustomed to her new position.

We want to welcome Susan to Manatt's. If you are in the office after June 22, feel free to introduce yourself to Susan. She has a lot of people to get to know.

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## PCC Overview

by Mike Manatt

This year has been one of the wettest I can remember. We have done some work between rain days, but not much.

Curt's PCC crew got an early start and has done some paving. They spent about a month in Ames, paving by the airport, paved out Brooklyn Development, and then almost three weeks paving at the QuarterPost. (The QuarterPost is a new truck plaza on I-80 and Highway 21. It is owned by Aspro - looks like Junie and Merlin never slow down.) They have moved to Grinnell for a paving job at the

Industrial Park. When the rains stop they plan to move back to Ames to do three projects, and should be done sometime in September.

Duane's crew got a late start. They started in Mahaska County, north of Eddyville. It took almost four weeks to do two weeks of work because of weather. We have about a two week gap before we go back and pave one more mile to finish the project. During the gap, we plan to pave a small job in Belle Plaine, finish the QuarterPost, and finish the Grinnell job. After Mahaska Co., we have approximately five miles of paving in Poweshiek Co., two subdivisions in Newton and two in Grinnell. Hopefully, by mid-August we can start Marion County, Otley, about three miles of 4-lane highway.

We were apparent low bidder in Cedar Rapids on Wright Blvd., over an \$8.6 million project. Hopefully, by the time you read this, we will be awarded the job.

Monte and the underground crew have been fighting mud all spring. They started in Ames and then moved to Pella. They are starting one of the projects in Newton next week. They have another subdivision in Newton and two in Grinnell. They should be busy until fall.

Kenny Alexander, Sr. and crew have been moving dirt and mud at the QuarterPost. They have approximately 120,000 cy of dirt. The weather has killed production, but by July the project should be done. Then to Independence to strip dirt for the sand pit. After Independence, on to Tama to build a marsh. It is unbelievable, but we have to take farm land out of production and build a marsh so we can keep pumping sand. I don't understand it all, but call Mona Bond if you want to know more.

Pat and crushing crew finished crushing Ames' recycle pile the middle of May and have moved to WQI's Vinton quarry. They have over 1½ months to crush there. Then on to either Garrison Quarry or Cedar Rapids South. Around the end of July, they have some custom crushing for a quarry north of Iowa Falls. It does not appear we will do any work with the Paradigm this year. Hopefully, next year.

As you can see, our plate is getting fuller and if it doesn't stop raining, we may be full. But hopefully, the rains will quit and we will have a very productive summer.

Just a side note on the QuarterPost. It has been an interesting job. By the time we are completed, we will have over six different crews working on the job; Duane's crew, Curt's crew, Kenny's crew, Bob Kalinay's crew, Virg's crew and Chico and Steve Ranfeld's crew. It just goes to show, if a job needs to be done, we will do whatever it takes to get it done. Thanks for all of your teamwork. Hopefully, by the time you read this, the ACC paving will be done and the truck plaza will be open. Please stop and look around. **P.S.** Junie would appreciate it if you bought something.

Have a safe and productive summer.

## **Bear Creek Investment Club Update**

by J. C. Miller

We currently have 24 members in the Club and we are always looking for more people who wish to learn something about the stock market. You can become a member for as little as \$100.00 down and \$5.00 per week added to your account.

Our newest stocks that we have purchased are General Growth Properties (owners of the Coralville Mall) and Brenton Banks. We feel that the long term growth for both of these well managed companies is excellent.

Our total market value of our stocks along with our cash on hand exceeds \$113,000.00. It is interesting to watch the stock market movement and how the Dow Jones Index and our individual stocks compare.

Our meetings are the second Wednesday of each month. We meet at the home office at 5:00 pm and adjourn at 6:00 pm. If you would like to sit in on a meeting, please let Frank Heinen know and he will send you a personal invitation as well as the monthly financial report so you can understand how we operate.

If anyone has any questions about the Investment Club, please call and ask either John McKusker, Frank Heinen, or J. C. Miller. We welcome any inquiries.

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## **Ames Division**

by Tom Manatt

Article #1 - Written for the spring newsletter

The Ames Ready Mix Division has had an extremely busy winter. We have been servicing the Barilla Pasta Plant and Howe Hall.

Barilla America, as they call it, is being built by an Italian pasta manufacturing company who has decided Ames would be a great place to locate. The plant is being built on the east side of I-35 just south of the railroad tracks. Earlier this winter, our people were involved in two base pours of 1600 cubic yards each. It went into the foundations of the new mill, which will eventually be slip formed to a height of 140'. On these pours, the

portable concrete plant on Airport Road opened up to help us out. And by the way, "thanks", Marvin, Steve, and Chris.

For the past six days, we have been furnishing up to 700 yards per day for the floors in the warehouse of the new plant. The contractor is using a laser screed. If you've never seen one of these machines work you really ought to. We only have four more days to go.

We will be pouring two big slip pours; the first is the mill building. It will be a 200 consecutive hour pour. The second is a twelve silo slip which will take 160 hours of continuous pouring.

Howe Hall is on the Iowa State University campus. It is the new Engineering Teaching and Research Complex. The State is spending around 42 million dollars to build this new facility.

As of today, April 9th, the ready mix people of Ames, a couple of dump truck drivers, along with many mixer drivers from our other plants, have produced and delivered 82 yards shy of 20,000 cubic yards. Hats off to the hard work of these individuals.

My apologies to Tom Manatt. For some reason, I did not get his article from the last quarter, transferred from the draft copy to the final copy of the newsletter. Even though it's a few months late, I feel it has interesting information to convey.

(Ames Division-Article #2 -  
Written for this edition)

### **BARILLA SLIP POUR**

by Larry Ford

The first Barilla "slip" pour is done. It took approximately 8½ days from start to finish. I have been told by the inspectors on grade this is the largest mill of this nature ever done. Over 1 million

ton of roerod went into this project. We started on May 11th at 10:30 am and finished May 19th at 3:30 pm. The total cubic yards for the slip was 7509 cy. Inside, I believe, there are 6 levels that all require a concrete deck. They will begin pouring these from the top down. So even though the slip is done, there is still a lot of concrete to pour. It was quite an amazing pour to watch. Evergreen (the general contractor) would let certain ones go to the top platform and watch how the slip is done. It was like a little city with (I'm guessing) somewhere in the neighborhood of 400-500 workers. Their goal was to progress 9" an hour and I was told that many days they met and exceeded their goals. In the coming months, there will be another silo slip pour. This will be a cluster of 15 storage silos and have approximately 5000 cy in the walls. The footing will be a 2000 cy pour all done in one day. The length of pour on this one is to be only around 5-6 days of continuous pouring.

Much preparation went into this pour. We had to have a contingency plan if we had plant or truck troubles. You see, once the pour begins they can't stop for any reason...even severe weather. So we worked closely with Chris Manatt and Eric. The portable plant was stocked and ready to go in case of a breakdown at our stationary plant. They worked the "graveyard" shift from 6 pm to 6 am. Larry Keller was generous enough to loan us Jake Simon for the duration and he helped out considerably. (By the way Larry, if you want to leave Jake and his truck down here, I would be happy to use him again.) Jim Cornelis, Jon Fisher, and Drew Manatt pulled the rest of the "graveyard" shift. It was difficult in the beginning to get used to sleeping

during the day and staying up all night. By the end of the pour, it looked like it was beginning to take its toll. During the day, we ran a rotating schedule of Ron Ridgway, Jacob Smeltzer, Duane Hill and Dean Dobbs. Our cement supplier, Ash Grove, went on a 24 hour schedule for us so we could run 2 tankers constantly day and night. Ron Beal and Bruce Hannah pulled the night shift and Duane Klute and Roberta pulled the day shift. We were able to stay ahead of our material piles on a daily basis here, only through cooperation of other crews in Ames who were sometimes short trucks themselves, but scheduled around us. Tim Peterson kept an eye on the piles daily, helping add and take trucks as needed. This helped immensely so we had enough but not too much since other crews were needing the trucks, also.

So the "slip" is done and things are returning to normal. As you can see there was much effort put forth by many more people than the ones directly involved. I know I have probably left out some names that should have been mentioned and I apologize for that. You know who each and every one of you are and thank you very much for your input. Without you, it wouldn't have gone nearly as smoothly and efficiently as it did. Thanks again.

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## I Know A Bear When I See One

by Cheryl Casel

While at work one day, I got a rather odd phone call. One of our employees, we'll call him Gentle Ben to protect his identity, called to tell me that he and an older gentleman in a pickup saw a black bear at the quarry where he was

working. This bear rose up on its hind legs and then just disappeared into the woods surrounding the quarry. I laughed and asked him if he was sure it was a bear. He informed me in a very stern voice that "I know a black bear when I see one!!" Since this employee seemed rather upset about the whole ordeal, I thought I'd call a local wild life center, Perry's Wilderness Ranch and Zoo, and see if they were missing any of their black bears. After explaining who I was and the situation Gentle Ben was in, she began to laugh and informed me that all their bears were accounted for and that there was little chance that what he saw was a bear this far down into Iowa. She also was very helpful saying she would be glad to go out to the quarry and help Gentle Ben catch the bear. I told her the chances of getting Ben out of the loader to catch this bear were slim to none. She took the quarry number and called Ben. I called Ben later to see if she had called him and he didn't seem to appreciate her laughter in the same way that I did. I asked Ben again if what he saw was a bear. Again, I was informed, "I know a bear when I see one!!" Of course, being the concerned employee I am, I called Mr. Steve Yerington, Buckwheat, and anyone else I could think of to help in this matter; which turned out to be a lot of people!

When I arrived at work the following day, the lady from the wildlife center called, still laughing, and gave me a number she thought might help explain the chain of events from the previous day. When I gave the number a jingle, the man on the other end explained that he lived somewhat close to the quarry where the bear was sighted and that he raised rottweilers. He has a male stud that weighs about 175 pounds. He also



### Family Safety Tips

The following was taken from Family Safety & Health magazine published by the National Safety Council.

#### 10 Tips for Waterpark Safety

1. Supervise children at all times. Insist that older kids use the buddy system.
2. Weak swimmers should wear a Coast Guard-approved personal-flotation device. Many major parks have complimentary PFD's for their guests.
3. Read and follow all park directions and rules. For example, Tammy Horvath, R.N., system coordinator for SAFE KIDS of Greater Orlando, says many injuries occur when parents let kids go on slides that should be off-limits to them. "I've seen

parents who think, 'My child can't swim, but if I'm at the bottom, I can catch him.' But parents don't realize that sometimes the water is too deep for them to stand in."

Another problem, according to Walt Disney World's Mitchell, is when people go down a slide head first rather than feet first.

4. Wear sunscreen.
5. Drink lots of water to avoid heat exhaustion.
6. Know your physical limits. Observe a ride before you ride it.
7. Don't dive. Always know the water's depth before wading in.
8. Take extra precautions with toddlers. "You have to be touching your toddler at all times," says Barbara Smith, M.D., a member of the American Academy of Pediatrics committee on injury and

poison prevention.

9. Don't run. Most minor injuries at waterparks are caused by slips and falls.

10. Be prepared for emergencies. Know CPR, and know where to find the nearest phone.

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As you read this summer issue of the news-letter, you will find some new "writers". My thanks to all of you who have contributed to this news-letter. I especially want to thank Deb for picking up the "Employee Highlights" and making it a great column. I'm sure we'll all be looking forward to more of these articles.