



# PAULSEN

FALL 2020

# PRIDE

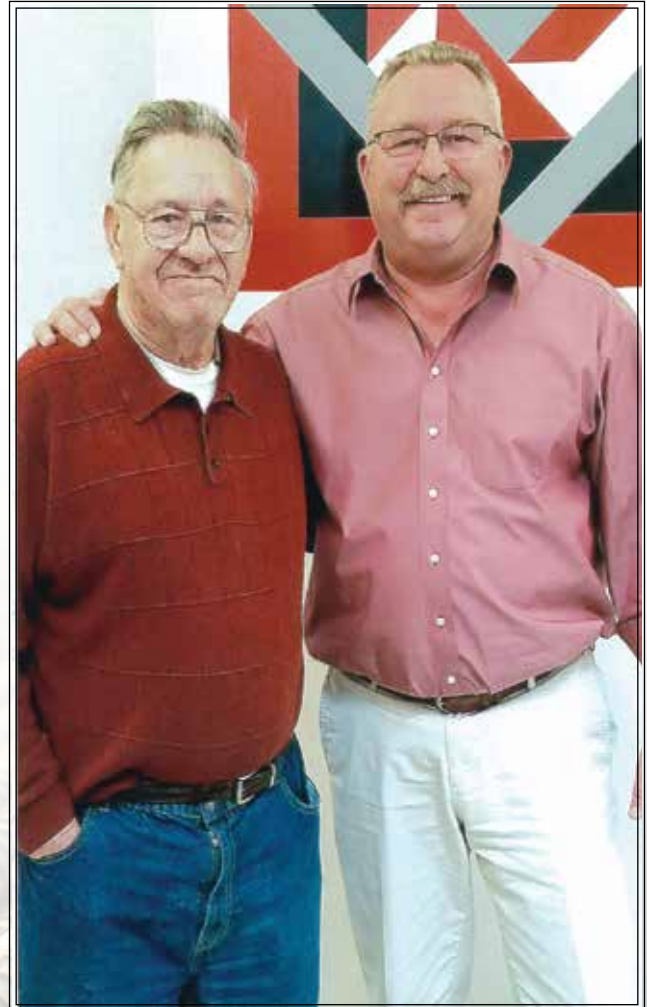
## “The Best Boss Ever”

Larry Paulsen Reflects on His 47-Year Career in Construction

**In 1973**, I was delivered to the Cozad Redi-Mix Plant by my mother to begin my construction career (actually, to get rid of me at home). I was introduced to my first boss at the age of 13. I entered the shop at the office to be greeted by a bunch of old men sitting on school bus seats drinking coffee. Larrie Johnson was the leader of the crew and got the chore of being my first boss. What transpired over the next two summers has been with me for the last 47 years of my current construction career. I just turned 60 and have a lot of years left in me, so don't think this is some farewell confession.

My first boss just happened to be “The Best Boss Ever.” I think I was a good worker. I know I was goofy and eager. I know they trusted me to dump the office and shop cans into Larrie's old pickup and drive it to the burn pile at the east end of the yard and watch it burn all morning. I was good at that. I would make extra trips back to the office to see if there was more trash, just so I could drive some more. We were making hog slats and feed bunks along with dog bowls and gutter splash pads. Storing and changing tiles, unloading cement and lime bags were other duties, but cutting rebar was a major part of the day.

The old man crew consisted of Otto Giese, who had the biggest, purple-ist nose I have ever seen. Junior Wenburg, who was the absolute nicest man I have ever met. Art Dickerson and Clair Schnieders, who were the second-nicest men I have ever met. What a great crew. They were all redi-mix drivers and we would work in the shop when they weren't driving. One time while stripping a feed bunk, Otto made the comment that, “if we kept working like this we will get our work done before the end of the day.” So, a break was in order. I laid down in the concrete feed bunk and listened to them talk. No one was around when I woke up!



READ MORE

“The Best Boss Ever” on the next page . . .

**Another time,** I had the task of loading rebar into the forklift and moving it. I got my forklift loaded and was going to raise up the forks and drive down the slope. “I wonder how high the forks will go up?” I thought to myself. After testing it out, “Wow! It goes a long ways up there!” Then, enters my boss. Larrie Johnson walks up to the forklift and politely and calmly tells me that I would tip the forklift over if I moved it with the forks clear up there. I am sure that he always had on eye on me to see what I was up to next.

The Cozad Plant was not automated back then and I was always amazed at watching Larrie climb the steps to the plant and then show his acrobatic ability to stomp and push and pull whatever level or button needed managing, all with the vibrators and compressors blaring, as he watched the scales and batched a load of concrete. It was all done with a smile and a calm answer to my silly questions. Lunches consisted of us eating in the Admixture Building next to the plant. That was my favorite part of the day. Not that my 70 pound body needed food; but, that I just couldn’t figure out which month was my favorite one on the wall. Too many to pick from.

I have many great memories of my first job and my first summer working. I couldn’t have asked for a better group of guys to train and form me, but the most amazing one is Larrie Johnson. Not once was there every an elevated voice, a stern look, or a word of disappointment. And believe me, there were many times where they were deserved during those two plus years of working under Larrie. Instead, there

was always a calm explanation of what should have been done and what I could have done to correct or prevent my mishap. He always set me in the right direction before he gave me a task, and he always discussed my progress in a positive manner.

I wish I knew how to spell the noise or greeting that was the “Best Boss Ever’s” way of saying “hello.”

**“NNYYGH. YAAANGH.”**

Something of that sort. It is a sound that was made without thinking and was done effortlessly. It was a sound made to tell you that he acknowledges that we are a team, and that we have a task to do, and that he is there for us. It is a sound that made you smile and feel a part of something bigger than just getting a paycheck. It is a sound that a 13 year old boy has carried with him for 47 years and still smiles and is so thankful for his “First Boss,” Larrie Johnson.

Thank you, Larrie Johnson, for taking the time to treat people with love and respect, and for being a great human being. Thank you also for teaching me that we can have fun while working hard and doing our jobs safely. Paulsen, Inc. is a better place because of you. The “Best Boss Ever.”

**- Larry Paulsen**



# Department Notes

## Asphalt

Jim Jewell

Since the last update we have had good weather and have gotten through a good part of our list. We need to keep it going to get everything completed before winter.

Carl Brown and his crew have completed the Lake McConaughy rec-road, change order work on Lake McConaughy North, first half of Maxwell to Brady shoulders, Gosper County asphalt and about half of Lincoln County asphalt. They have now moved the plant out of Gothenburg and are set up near Maywood for the Frazier Creek north and south project. Frazier is a fairly big job that we have had subs working on since spring.

Tom and his group are nearly finished on the work around Newport. Jobs included Newport North, Keya Paha River to South Dakota line, Niobrara Scenic Corridor Road and Niobrara River South on N-7. They are just starting the process of moving to Hyannis for the Hyannis to Whitman project on Highway 2. This is another pretty good sized job and we will need a good stretch of weather to get it done this fall.



*Asphalt paving the shoulders between Brady and Maxwell.*

Both crews have done well and worked hard this year with less people. Thank you all for the effort.

Now more than ever, remember safety first as we head into the end of the season.

## Ready Mix

Brian Engel



We did supply an interesting project in Broken Bow last month. The school decided to replace their track and hired a company out of Arizona to pour the concrete and post tension the slab. Two pumps had to be used, one pumping into the other for part of the pour to place the concrete where it needed to be. There is a drone video out there on Facebook showing the pour in action.

I want to thank all of the Ready Mix Division employees for all of their hard work this year so far!! Please keep yourself safe out on the roads.

Here we go again.

After a little lull at the first part of August we are definitely making up for it now!! As of the time of writing this article we just finished up Highway 30 at Brady, a nice feedlot job by Orleans, and a bridge deck by Red Cloud.

Matt and Ben are moving the portable to Red Cloud Airport to get ready to supply the concrete to the paving dept. Should be paving there mid-September.

We have a new hog building about ready to start out of Arapahoe and 6 more bridge decks to supply before the fall ends.

# Department Notes

## Paving

Dave Neill

It doesn't seem possible, but it is September already. We have progressed on our jobs during some very hot weather. Once it quit raining, it got hot and humid, which made working quite uncomfortable. Here is where we are as of the first of September.

Darrell, Mike and Sam have wrapped up Ord and are heading to Red Cloud for work at the airport. They will do a full reconstruction of the runway and some apron work. There is about 29,000 sy of concrete to pour.

Justin, Steve and Don are finishing up the paving portion of the Maxwell to Brady job. Eight miles of paving during the hottest part of the summer was a trying time, to say the least. They will then go back to Humphrey to finish up the state job. We are building the first J-turn intersection in Nebraska. It has been an interesting project and we'll be excited to see if it works the way the state hopes it will. After Humphrey is done, they will turn their attention to a city job in Henderson. We would like to get some of this job done before the weather turns bad.

Jed and Cesar are still working on the downtown city job in North Platte. We are about a month away from finishing this job. They have some sidewalk and bump outs to pour yet, and the dreaded brick to relay. I am sure they will be glad to see this wrapped up and will not want to see any brick again for awhile. Once they are done with this project, they will come to Cozad and do the Cozad airport apron.



*Paving and Redi-Mix paving between Brady and Maxwell.*

Gary, Colby and Garrett are now headed to do the staking for the Red Cloud airport and Cozad airport projects. They have done a great job handling all the staking in Maxwell, Humphrey, and now Red Cloud.

We have the Thedford airport, Alma airport, Kearney airport, Lexington airport, Henderson (finish up) and Sidney for next year.

Always remember to work safely. So far, we have been very good about keeping our accidents and injuries down. Keep up the good work and let's finish up the year on a positive note.

In closing, Jed and I really appreciate all the hard work that all our employees have done so far. It is your hard work that makes Paulsen, Inc. one of the best construction companies in the state. Thanks again!

## Gravel

Kelly McCoy

The Gravel division is very busy hauling to Maywood for an asphalt job, keeping redi-mix plants full, working on county maps and taking care of local customers.

The pits are trying to get some road gravel and 47B stockpiled. Cozad is starting to produce material for an asphalt job we just got for next year.

MSHA will be pulling up before we know it, so just double-check everything.

**Remember safety is priceless;  
so is your life.**

**Thank you everyone for your  
hard work and dedication.**

Safety doesn't  
happen  
by accident.

Author Unknown



Summer is almost in the rearview mirror and soon colder weather will be upon us!

Let's finish out the season strong and smart with less injuries and accidents. If you need help doing a job it's better to ask for help than to have an injury or accident.

Just a reminder that timely reporting on injuries and accidents is a must! The sooner that an injury is reported, the sooner we can assure that our employees get the best care possible. Don't be fooled into believing the injury will get better on its own, and a few days you realize the injury is not improving.

When you are involved in an accident, no matter how minor you may think it is, always report it to your supervisor. Receiving a phone call from unhappy customers that are reporting damage to their property is never pleasant, but it's worse when I'm not aware of the incident.

Now is not the time to let up and relax. Keep doing your jobs as safe as possible and finish the year strong!

**Scott Holbrook, Loss Control Manager**

308-325-1344 • [scotth.paulsen@cozadtel.net](mailto:scotth.paulsen@cozadtel.net)



## 401K Plan Changes



Chris Wagner



Austin Wells

Paulsen Inc, recently made changes to the 401(k) plan. Many of you have had interactions with our advisors from Lutz Financial, Chris Wagner and Austin Wells.

In addition to being available to answer your questions, Lutz Financial has also built Risk Based Model Portfolios that are available to simplify your investing decisions. Risk Based Portfolios allow you to invest in a diversified portfolio, allocated by Lutz Financial, based on your individual needs and risk tolerance. There is no additional cost to invest in these portfolios.

You can access these portfolios by logging into your 401(k) account. Under the "Account" tab, select "Manage Investments" followed by "Model Portfolio Elections". There are six portfolios to choose from ranging from an Aggressive Portfolio which contains 100% equities/stocks to a Conservative Portfolio containing 100% fixed income/bonds.

Any questions should be directed to Chris Wagner ([cwagner@lutz.us](mailto:cwagner@lutz.us)) or Austin Wells ([awells@lutz.us](mailto:awells@lutz.us)). You may also reach them by phone at 402-827-2300. If you wish to receive Lutz's Weekly Financial Market Update, please sign up with your email at [LutzFinancial.com](http://LutzFinancial.com).

# Department Notes

Tim Dean

## Building

The fall and winter of 2020 are shaping up to be very busy for the Building Department. We will be looking to start new jobs in Arapahoe, Cambridge, Gothenburg, McCook, North Platte, and Ogallala yet this fall or early next spring.

Dan Niles and crew have been busy knocking out small jobs all over central Nebraska and they are currently completing a maintenance shop for Leising, Inc. in Arapahoe.

Ross Collins is putting the finishing touches on the Fox Theater in Cozad. Soon we will be turning the building over to the Fox Theater team for installation of the cinema equipment.

Shane Schutte is busy completing the renovations to the Sun Theater in Gothenburg.

Dan Schwartz is completing some exterior upgrades to Gothenburg Public Schools and will make a couple more stops before heading to Bertrand Community Schools.

Tim Hemmingson is almost finished with the addition to Midwest PMS in Bradshaw and will be glad to move back west and a little closer to home.

A long, hot and dry summer has allowed Jeff Pickinpaugh and his paving crew to put down a tremendous amount of concrete. There doesn't seem to be a gap in their schedule anytime soon.

We have a big fall push in front of us and it will be especially important to remember to work safely.



*Larry Paulsen turned the BIG 6-0 the first week of September. The office celebrated with Cajun food from Louisiana.*

# McSafety's *Corner*

Dennis R. McFadden • Safety Director



This has been the weirdest year of my lifetime and I keep trying to muddle through this mess.

The COVID19 Corona virus has affected much of what we do or try to do. It is not just about staying safe but staying healthy as well. Remember to practice good hygiene, distancing and wear respirators when needed.

As many of you know Carlos Avalos is no longer with Paulsen, Inc. Carlos has moved over to the dark side of the evil empire and is now a Safety and Health Compliance Officer for OSHA based out of Omaha. I know that he is working with some great guys who truly care about your safety and health and I know he will excel in his new career. Carlos did an awesome job for us and I want to thank him for all of his hard work and knowledge that he brought to the position. Carlos will be extremely hard to replace. I have been interviewing applicants both from inside the company and several from outside of the company and will be naming the new assistant shortly.

We all need to follow safe procedures and be sure that you are properly trained, remember if you are not

trained and qualified – don't do it until you are. Backing remains our biggest cause of accidents, know what is behind you before you back up and get a spotter when needed. It is important that we watch our speed through construction zones, at plant sites and at gravel pits. The state patrol has an emphasis program looking for distracted drivers, improper lane changes and failure to signal your turn or lane change. We need to take the time and care to drive responsibly; it not only protects your driving record but our safety rating and the integrity of the company.

We need to remember to report all accidents and injuries as soon as possible, you are required to make your report within 24 hours and immediately report all serious incidents. Please put forth your best effort to work and operate safely.

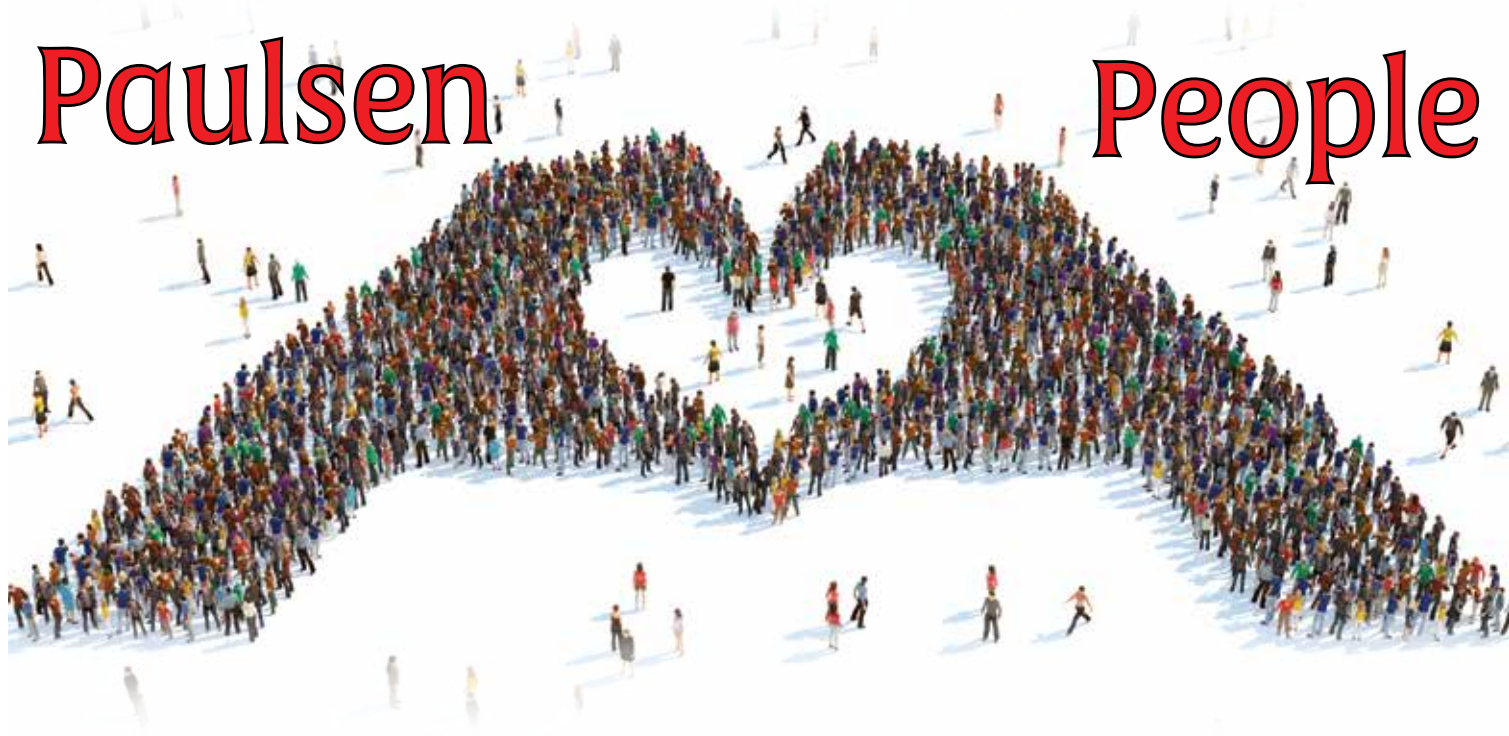
Remember to SLAM Hazards: Stop and take a Look at what you are about to do and Analyze what are the hazards and what can go wrong here then Manage the hazard by eliminating, controlling or protecting yourself from that hazard and have a great fall!

**If you have any questions,  
contact me at 308-325-1911.**



# Paulsen

# People



## October Birthdays

WESTON W COLLINS	1
STANLEY E UNDERWOOD	1
ELDON R ELSON	2
BRETT WOLF	3
DON W. DILLON	9
MATHEW J. HIGGINS	12
LONNIE C. CARPENTER	14
ELEAZAR RODRIGUEZ AGUI	15
GERARDO BERNAL	16
MARIO MENDEZ LOPEZ	16
MICHAEL REYNA	18
ALVARO VILLEGAS	18
KANE M NORDMEYER	19
KAREN A. FERRELL	24
TIMOTHY P. KUMM	24
JOHN W. MYER	24
JOHN A VANG	27
SERGIO CONEJO ORTIZ	28
JEFF J. WERNER	28
BRIAN ENGEL	31

## November Birthdays

JAMES C. JEWELL	2
RAFAEL DIAZ LEON	6
EDGARDO HERNANDEZ	7
JESUS A RAMIREZ MENDOZ	8
JULIO CESAR PINA	9
TANNER VEDDER	9
MATT W. COVER	11
RICARDO LEYVA	11
ABEL E. ALVIDREZ	14
DAN K. HENDRICKS	14
MATTHEW J. HUNKE	14
HILARIO LOPEZ JUAREZ	16
TRAVIS LEGER	17
JAMES E GREEN	18
ROBERTO MACIAS HERRERA	19
JAVIER HERNANDEZ VELE	21
DANA C FAVINGER	22
DONALD F. GODDARD	26
JUSTIN E WOOD	28

## December Birthdays

CODY JONES	2
ROBERT E. PATTERSON	2
CORT D. BULLOCK	3
MATTHEW J MONAHAN	3
JED E. PAULSEN	8
SALUD IBARRA	10
CONACE L JONES JR	10
MICHAEL J RED CLOUD	12
JESSE SCHEID	13
SHANE A. SCHUTTE	13
STEVEN R ZABOKRTSKY	15
DALE R BOSE	18
BOBBY J. BRADLEY	23
SALVADOR MENDEZ MENDEZ	25
FIDEL AGUADO	26
BOBBY D CROUCH	26
JOSE VARGAS	27
GORDON WALTERMIRE	30

## ANNIVERSARIES

### 10 Years

Michael O. Hill

### 5 Years

Dustin S. Walker

Charles J. Bishop



# Closer to completion: Construction crews finishing concrete work along Dewey

By TODD VON KAMPEN [todd.vonkampen@nptelegraph.com](mailto:todd.vonkampen@nptelegraph.com) Aug 8, 2020



A Paulsen Inc. worker walks north Friday morning on one of the recently laid concrete parking strips on North Platte's North Dewey Street between Fourth and Fifth streets. Behind him, four colleagues continue laying sand where Dewey's 1916 paving bricks will soon be reset atop a 6-inch-deep concrete base that has yet to be poured between the parking strips.

In the article, Alan Hirschfeld, Downtown Association Board Member, praised the quality of Paulsen's work as well as its quickening pace.

**“I’ve never seen anyone work as hard as that group works. They’re never standing around.”**

Congrats to the Concrete Paving Department.

People do notice.

WE HAD SO MUCH FUN  
CELEBRATING LP'S  
BIRTHDAY. THESE GOODIES  
WERE FROM OUR BANK.



Don Dillon, who works in Ready Mix, had a grandchild graduate from Gothenburg this year.



*congrats!*

Jaylyn Bodfield  
Good luck at Mid-Plains College!



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## Paulsen *PRIDE* is about You!

Do you have news to share  
like weddings, new babies,  
graduations or other honors?

**We want to know!**

Please contact Jane German  
at 308-784-3333 or email her  
directly at  
[jgerman@paulseninc.com](mailto:jgerman@paulseninc.com)

Remember, you can view the  
**Paulsen *PRIDE*** online at  
[www.paulseninc.com](http://www.paulseninc.com)

## What Were They Thinking?



Whatever it  
takes to get  
to the next  
level may  
cost you your  
life. Operate  
scissor lifts on  
a level, firm  
foundation  
and you must  
be trained,  
certified and  
qualified  
to operate  
forklifts!!!