



FALL 2017

PRIDE

Stay Focused - Avoid Injury!

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It's hard to believe that fall is right around the corner when it doesn't even seem like we had a summer! But I know all of you that work outside every day are counting your blessings that we didn't have the high 90's and low 100's to deal with during the summer!

Now is not the time to lose your focus.

I'm sure by now many of you are beginning to feel the fatigue of the long season! You have worked many long days without much of a break! Your bodies are getting tired and it's easy to day dream about some much deserved, much needed rest! Hang in there, it's coming!

Injuries that happen away from the job.

More injuries happen away from the job compared to on the job! Home may be a place to escape the dangers of the outside world, but a new report shows dangers abound on the home front as well -- causing as many as 20,000 deaths, 7 million disabling injuries, and 20 million hospital trips in the U.S. each year (WebMD Health News). If you are injured off the job it's just as important to report that to your supervisor as it is to report when you are injured on the job. We, Paulsen Inc., don't want to do anything on the

job that may risk additional injury to our employees who were injured away from work.

On the flip side, we have had a very successful year in regards to injuries and accidents! One of the keys to that success is all of you working smarter. Lifting properly, teaming up to do harder task, watching out for your fellow workers and being aware of your surroundings at all times!



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McSafety's *Corner*

As each year goes by I think that the summer keeps getting shorter and shorter and I feel like I should have gotten a lot more done and had more time to enjoy life. I know that we all have a lot that needs to get done as the days keep getting shorter and shorter but this is the time of year when we have the greatest amount of accidents and injuries because we feel that we need to hurry to complete everything. More than ever we need to take the time to recognize the hazards and to follow safe procedures, putting each other at risk is just not worth it.

Dennis R. McFadden • Safety Director

Production is highly important but it needs to safe, efficient, quality work which will show our Paulsen Pride.

We are still having drivers getting speeding violations – that affects your license and our safety rating. Please drive safely for both your sake, our sake and the traveling public.

MORE McSafety . . . page 6

Department Notes

Jim Jewell

Asphalt

We've had pretty good weather since the last report, and are on track to get our work completed before winter.

The Harrisburg Spur South project is complete, and Ron and his crew are in the middle of the McCook North job. They will finish the year on Highway 6 from McCook to Indianola.

Wally has the three projects done out of the Elm Creek plant site and has since moved the plant to Ogallala. Arthur north is complete and we are working on the

overlay on Highway 30 west. This group will be moving back to Cozad to finish the year on the Gothenburg to Cozad project on Highway 30.

We recently were awarded the Grant north project on Highway 61, which is about 80,000 tons for next year. It looks like the Kearney Airport job is going to be awarded and we still have about 100,000 tons to do on I-80 from Maxwell to Brady, so we have a good start for next year. It appears there is going to be quite a bit of work coming up in this area on the upcoming state lettings, so we'll be trying to fill out our schedule over the coming months.

Tim Dean

Building

As the weather begins to change, the Building Department will be busy on several projects throughout central Nebraska.

Project Superintendent Tim Hemmingsen with assistance from Shane Schutte and Ross Collins have completed the vast majority of work for Maxwell Public Schools. School started on time as scheduled. There was an overwhelming amount of work that had to be completed during the summer months. Dave Jeffrey and the entire project team should be commended for their efforts.

Dan Schwarz and Ross Collins have completed the foundations for Meadowlark Pointe in Cozad. We will push on to complete the mechanical and electrical underground work followed by the slab on grade. We hope to have some wood framing up before the snow starts to fly.

Project Superintendent Dan Niles is making good time in Broken Bow. The addition for Mid-Plains Community College is enclosed and will be nearing completion in the next 30 days.

Clay Otto and crew continue to make progress on a long list of paving projects. They have completed paving at Maxwell Schools and many other projects around the area. Our reputation for quality concrete work makes it easy for Matt Yocom to keep a list of work in front of this crew.

We picked up a nice job for NDOT in Holdrege. We will be infilling the underground sidewalk vaults along Highway 23 through downtown.

Work safely and efficiently – winter will be upon us before we know it.



Maxwell Public Schools Gym

Department Notes

Brian Engel

Hello everyone, I hope everybody had a great summer! Once again it seems like it sped right on by. It is now Fall and before you know it the "W" word will be here. Until then, let's enjoy some nice Fall weather. Our ready mix business has picked up the pace the last month, and all the contractors will be making their final push before Winter.

Cozad and Gothenburg just finished up the PR concrete on Highway 30, Gothenburg is still working on the hospital. Lexington has been staying busy with Denny Deal and paving projects at Tyson's. Broken Bow is having another good year, plenty of hog buildings and other commercial work.

Holdrege is in the middle of supplying concrete for a fertilizer building and Arapahoe is working on a new school in town. Ogallala is supplying concrete for a new water storage tank in Oshkosh, and North Platte is busy with their local contractors.

The portable guys are staying busy. Ben is about done in Mullen and will be moving to Ainsworth, and Matt is busy at Kearney Feeders.

All-in-all we are having a good year, and I appreciate everyone's hard work. Keep it up and let's finish this construction season strong!!

Ready Mix



Ft. Kearney Feeders

Dennis Sandrock

Paving

Denny and Cesar finished in Lexington on the city's northwest subdivision and the Johnson Lake Trail. They are working on the Gothenburg city projects, along with a southwest subdivision in Lexington. They also will be going to Indianola to finish that project for Asphalt.

Hershey viaduct is still going on with A.M. Cohron working on the pedestrian bridge.

Darrell, Sam and Mike are finished with the Ord city project and are getting started to do the mainline paving on the Ord state project.

Justin, Steve, Don, Jed, Gary and Nick have been paving on the Grand Island 281 project where we have about 140,000 square yards of paving. The southbound lanes are complete from Airport Road and Broadwell going north and they have switched to the northbound lanes. Most of this has been with the stringless system.

Chris Hunke

Gravel

Fall is in the air, only 3 months to December and then who knows. Here's what we've been doing:

- Gates, Indianola, North Platte - With the multiple inches of rain they have had, the guys are barely keeping up.
- Gothenburg and Cozad - Producing for asphalt.
- Lexington and Ogallala - Working on inventories.
- All pits are busy with redi-mix and local customers.

Thank you for all of your hard work. Remember to stay focused on the tasks at hand.

Make Safety a part of your Job

Step up your savings!

Americans, on average, are living longer. That means our savings will need to last longer, typically for as many as 20 years or more. As a result, researchers suggest that you should aim to save up to 15% of your pay.

Consider increasing your contribution rate today.

Increasing your rate by 1% each year has the potential to really make a difference!



VoyaRetirementPlans.com

- 1 Log onto your account
- 2 Select **“Account”** then **“Change Contributions”**
- 3 Elect your new contribution amount. Then select **“next”** to review your changes and **“submit”** to process these changes.



On the go? Go mobile!

You can also download our free mobile application, Voya Retire, directly from the iTunes App Store or through Google Play. You can view your account details and make transactions – all through the convenience of your smartphone. The myOrangeMoney experience is also featured on the mobile app.

Important: To log onto your account, you will need the User ID and Password you created when you first registered. First-time users will be prompted to create a User ID and Password. You'll need your Social Security Number and PIN to access the site for the first time. Your default PIN is the 4-digit month and year of your birth. For example, if you were born January, 1972, your default PIN would be 0172.

LARRY PAULSEN SHOTS STRAIGHT

It has been a great summer and we hope the fall is just as good. Keep up the good work. I keep getting comments about our crews and drivers and “I LOVE IT!” I get so many great comments on your politeness and being respectful and helpful. Thank you. You give Paulsen, Inc. a good name. I am proud of you.

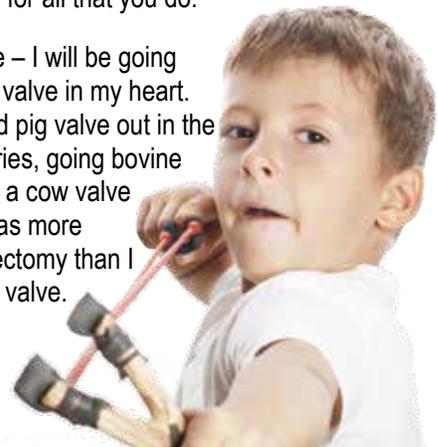
There have been a few mess ups, however, that I need to mention. One instance was when an employee used a company vehicle without permission and things went very poorly. This is totally unacceptable and will never be tolerated. Very unfortunate. Other instances are when we keep running into ourselves. Reminds me of when my brother would take my arms and say, “quit hitting yourself, quit hitting yourself!” Lance never did that to me; I think I did that to Lawrence, though. Sorry little brother. We are lucky we aren't running over ourselves. Please be careful. Another instance was when an employee took liberties without going through proper

channels. Please be respectful of others and not get too big for your britches.

We are very proud of our ability to hand out raises, bonuses, per diems and PTO time. Please don't jeopardize them by making silly decisions. Thanks for all that you do.

Oh, and on a side note – I will be going in shortly to get a new valve in my heart. Must have worn my old pig valve out in the last ten years. No worries, going bovine valve this time. That is a cow valve for you shop guys. I was more worried about my vasectomy than I am on getting the new valve.

Larry





*Going
Paperless!*

We are constantly trying to find ways to better serve our employees and take advantage of the latest technology. We will be moving away from a paper pay stub and switching to an electronic format, for those with Direct Deposit. There are many benefits to this, some of which include:

Better Security:

Since the only way to access your personal payroll info is with a user name and password, only you can see your data.

Loan Documents:

In the event you are trying to secure a personal loan, your stubs are instantly available online to meet your immediate requirements.

On-time Stub Delivery:

Because the www.my-eStub.com portal is “always on” 24/7, your stubs never get lost or delayed in their delivery to you.

Multiple Notification Modes:

- A simple email information you that your paystub is ready to view online,
- An imbedded HTML stub viewed through your www.my-eStub.comTM account,
- A secure, Password Protected PDF stub sent to you via any email address you’d like and
- Text message alerts of up to 6 items from your stub.

Your stub no longer passes through multiple hands to get to you eliminating once and for all potential security breaches with your payroll information.

Detailed instructions on how to access your onlinen paystubs will be coming shortly.



Stay Focused - Avoid Injury!

HOLBROOK . . . continued from page 1

Another reason for success is timely reporting of injuries or accidents! As we all know, the sooner that an injury is reported the sooner that I am able to get involved and help that employee get the right treatment and assist them getting back to work as soon as possible.

As our safety motto, ask

“Did you work safe today, or just get lucky?”

As I have said many times before, our goal is that you return home every night healthy so that you can enjoy what really matters – you and your family!



Traffic has been heavy on the interstate and is increasing on secondary roads with schools back in session, harvest beginning and the added movement of

deer and turkeys – please stay alert. Remember: drive only those vehicles that you are properly trained and licensed to operate. Never operate any equipment that you have not been properly trained or authorized to use.

We have begun with the State of Nebraska Department of Labor inspections at our Redi-Mix plants; this will be done in two phases: first by the Industrial Hygienist and later by the Compliance Assistance Officer.

Everyone needs to check all of your PPE and replace all worn or damaged items. By this time of year Hi-Vis vests and clothing can be soiled to the point that it becomes ineffective – get it replaced.



Last winter we spent time covering the new silica standard that was coming into effect this year, well that time is now upon us as of September 23. We will be conducting further training sessions at each of our construction sites and we have begun changing some of our procedures. Exposure to respirable crystalline silica can cause silicosis, lung cancer, other respiratory diseases, and kidney disease.

Exposure can occur during common construction tasks such as using masonry saws; concrete saws; grinders; drills; jackhammers and handheld

power chipping tools; milling machines; and, while using heavy equipment for demolition or when performing certain other tasks such as surface cleaning.

Our goal is to always provide you with the safest workplace possible. We all need to follow safe procedures and be sure that we are properly trained, remember if you are not trained and qualified – don't do it until you are.



Crystalline Silica Exposure



Crystalline Silica Controls

Remember to SLAM Hazards: Stop – Look – Analyze – Manage and finish the year safely!



Know what's below.
Call before you dig.



Paulsen People

OCTOBER Birthdays

| | |
|----------------------------|----|
| OSVALDO AGUADO | 1 |
| WESTON W COLLINS | 1 |
| ONVIL W MORENO FUGON | 1 |
| SAMUEL W ROOS | 1 |
| STANLEY E UNDERWOOD | 1 |
| ELDON R ELSON | 2 |
| CECIL B HINRICHS | 3 |
| BRETT WOLF | 3 |
| THOMAS E SHEA | 4 |
| RYLEE C WOLDT | 8 |
| DON W. DILLON | 9 |
| DAVID B DOUGLAS | 9 |
| TERRY E HOUCHIN | 9 |
| MATHEW J. HIGGINS | 12 |
| DAVID L PARKS | 13 |
| LONNIE C. CARPENTER | 14 |
| TONY DANIAL DIETZ | 15 |
| ELEAZAR RODRIGUEZ AGUILERA | 15 |
| GERARDO BERNAL | 16 |
| MICHAEL REYNA | 18 |
| ALVARO VILLEGAS | 18 |
| KANE M NORDMEYER | 19 |
| HECTOR ROJAS LOPEZ | 22 |
| KAREN A. FERRELL | 24 |
| TIMOTHY P. KUMM | 24 |
| JOHN W. MYER | 24 |
| TIM M. DEVINE | 27 |
| JOHN A VANG | 27 |
| JEFF J. WERNER | 28 |
| BRIAN ENGEL | 31 |

NOVEMBER Birthdays

| | |
|------------------------|----|
| JAMES C. JEWELL | 2 |
| JOSE M RIVAS ARGUETA | 2 |
| RAFAEL DIAZ LEON | 6 |
| EDGARDO HERNANDEZ | 7 |
| JOHN W. BOYLES | 8 |
| JULIO CESAR PINA | 9 |
| YANTSY M CLAFLIN | 10 |
| CARLOS H AVALOS | 11 |
| MICHAEL D. BOCK | 11 |
| MATT W. COVER | 11 |
| RICARDO LEYVA | 11 |
| MARTIN MACHUCA MONTES | 11 |
| ABEL E. ALVIDREZ | 14 |
| DAN K. HENDRICKS | 14 |
| MATTHEW J. HUNKE | 14 |
| HILARIO L. JUAREZ | 16 |
| RON D. KVASNICKA | 16 |
| DANIEL J METZGER JR | 16 |
| TRAVIS LEGER | 17 |
| ROBERTO MACIAS HERRERA | 19 |
| SIMON M RANGEL JR | 19 |
| JOSE M MENDEZ ORTIZ | 20 |
| MACEDONIA E HELLER | 22 |
| DONALD F. GODDARD | 26 |
| MARTIN A ADAME | 27 |

DECEMBER Birthdays

| | |
|------------------------|----|
| ROBERT E. PATTERSON | 2 |
| CORT D. BULLOCK | 3 |
| MATTHEW J MONAHAN | 3 |
| CHERYL R WHITE | 3 |
| HEATHER D MILLER | 5 |
| JED E. PAULSEN | 8 |
| M. DEAN RYKER | 8 |
| SALUD IBARRA | 10 |
| CONACE L JONES JR | 10 |
| JERET E BURKE | 13 |
| BRYAN L FIX | 13 |
| SHANE A. SCHUTTE | 13 |
| JOE D. WELCH | 14 |
| LUIS A RODRIGUEZ | 15 |
| STEVEN R ZABOKRTSKY | 15 |
| DALE R BOSE | 18 |
| JUSTICE M NEDELA | 19 |
| KEITH D REBEL | 21 |
| BRANDON J BECHEL | 24 |
| CHRISTOPHER L DINGES | 24 |
| SALVADOR MENDEZ MENDEZ | 25 |
| FIDEL AGUADO | 26 |
| BOBBY D CROUCH | 26 |
| KELLY R. NASLUND | 30 |

Anniversaries

10 Years

JOSE A. RAZO
DANIEL B. NILES

5 Years

ROSS A COLLINS
TIM PFLASTER





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is about You!

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

We want to know!

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