



## Larry Paulsen Announces Employee and Driver/Operator of the Year

I enjoyed visiting with everyone during our winter meetings. I hope that we use the training and don't get into a hurry and forget to work smart and safely. I had the pleasure of awarding two awards at the meetings. Congratulations to all the nominees for the awards and especially the two winners.

### *Employee of the Year*

**Dan Schwarz** was voted "Employee of the Year." Tim Dean said, "Dan started at Paulsen, Inc. in October 2008 and has continued to take on more responsibility every year. He is currently our top Superintendent and takes pride in his work. Dan represents Paulsen, Inc. well and has excellent relationships with the owners, architects and engineers."



Larry Paulsen with Employee of the Year, Dan Schwarz

### *Driver/Operator of the Year*

The "Driver/Operator of the Year" award went to **Tim Kumm** from the Asphalt Department. Jim Jewell said, "Tim has been with Paulsen, Inc. for a long time and is a reliable, conscientious employee. He is proficient on many pieces of construction equipment."



Tim Kumm, Driver/Operator of the Year with Larry Paulsen

Paulsen, Inc. is very fortunate to have the best employees. We are proud of you all and hope that we can continue to work together to provide a superior product, in a timely manner, and with a smile on our faces. Thank you all. Let's have another great year.

*- Larry Paulsen*

# WELCOME BACK

## Let's Make 2020 Our Safest Year Yet!

**Scott Holbrook**

Loss Control Manager

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I would like to focus on your return to work: For some of you, it has been business as usual, and you continued to work through the winter months so your body is already used to coming to work every day! While others of you have been on lay-off for the winter, and your return to work may find you a little on the sluggish side. You may not be used to 8-10 hours of work every day, and because of that you may find yourself sore at the end of the day, as well as more prone to injuries or accidents! That is the reason for the focus being on what you can do to help minimize injuries or accidents.

Stretching before you start your busy work day is one way to lower the risk of injuries on the job. There's a reason that athletes take the time to stretch before every practice and game. Just a little time spent on stretching and warming up your muscles can help prevent musculoskeletal injuries! Stretching reduces fatigue, stretching improves muscular balance and posture, stretching improves muscle coordination, and stretching promotes a healthy safer team culture! So take 5 minutes at the beginning of the day to get your body ready!



Another area we can improve on is if you take an extra 30 seconds to make sure you are performing the entire task properly; that can save you from sore muscles or even a possible injury or accident! As much as possible get help when lifting heavy items. Four hands or more are always better than your own two, or even using the proper equipment available to do the job! Watch out for your coworkers; if you see them struggling, make sure you jump in to help! When muscles get sore throughout the day continue to stretch them, before long your body will be used to the work.



2020 needs to be the year that we take more responsibility in making sure that we are performing all tasks as safely as possible.

Building relationships with future employees is something that Paulsen, Inc. is working hard at. Ariana and I attend many Career/Job fairs throughout the year in hopes to find new employees! The picture above was from earlier this year when almost 100 students from 5 different schools came to visit us and learn more about what Paulsen, Inc. can offer for employment.

**We need your help!! If you know that your department has a need for new employees, spread the word. Send them to our web page at [www.Paulseninc.com](http://www.Paulseninc.com) where they can fill out a driver and/or general labor application.**



By Dennis R. McFadden • Safety Director

# McSafety's *Corner*

The annual safety refresher training has been completed for another year, but our safety training does not end there. I would once again like to thank Kane Nordmeyer for taking charge of prepping and grilling the steaks and everyone that lent a hand i.e. Chris Hunke, Brian Engel, and Joe Moore. I would like to thank both Scott and Carlos for all the hard work they do to help with the meetings, I don't know what I do without both their help and their input. I am so grateful to LP for all the great steaks and providing one of, if not the best, training theaters in the state. We had four guest speakers this year and they all said this was the best training center they had ever seen.

As we start this year, we cannot forget the tragedy of this past year. We can never allow ourselves to forget that the safety of everyone on the jobsite and those passing through our jobsite is of utmost importance. We must be focused on ensuring the safety and health of both ourselves and everyone we work with. When we disregard safety even for an instant someone may be seriously hurt or die and lives will be altered forever; you don't get a do over.

We have a lot of fire extinguishers that have not be brought in for annual inspection, make sure that we check all fire extinguishers on your site and in your equipment & trucks. Please have them marked and brought into the warehouse as soon as possible. We have First Aid supplies at the office. Please check the expiration dates and let Carlos or me know what you need.

Silica, Falls, Trenching and Excavations are the OSHA Special Emphasis Programs that OSHA will be inspecting for this year. We will be coming around performing dust and noise testing throughout this year. You need to make sure you are following Table 1 guidelines for Silica and all the rules pertaining to respirators if you are required to wear them. OSHA will also be inspecting for compliance on equipment operator training and hazard recognition



*Aaron Cerrone and Doug Fletcher of Fletcher Safety Consulting*

training and avoidance or correction. We will definitely be inspected this year.

Please drive and work defensively looking for what could go wrong and then manage the situation and never drive or work distracted staying focused on the task at hand. Make sure that we report all accidents and injuries immediately – remember – No Surprises! As it heats up remember to stay hydrated and never be afraid to contact Carlos, Scott or McSafety with your concerns.

Remember to SLAM Hazards: Stop – Look – Analyze – Manage the hazards and have a safe & great year!



# Department Notes

## Asphalt

Jim Jewell

We've had some unusually nice weather for this time of year lately, which gives me hope of getting an early start to our season. Over the years this hasn't come to pass too often, but we want to be optimistic.

We've got most of our repairs done on the trucks and paving equipment, but as of this writing, we still need a couple of weeks to finish up the plants.

At the Asphalt/OSHA training we handed out a list of projects and approximate tons for each crew. Hopefully most all of you got one of these. If not call Brett or Dustin and they will get you one. I like to let people

know what is ahead of them so they can plan for living arrangements, etc. As always, this is construction and things can change.

There seems to be quite a bit of work to bid, and we are still looking to fill a couple of holes in our schedule, but we are in a good position to be selective about what we try to get.

Looking forward to getting people back to work. Stay in touch with your immediate supervisor on the details.

Remember, safety first.

## Building

Tim Dean

Spring seems to have sprung early this year and hopefully it will hold. The Building Department has a lot of work on the books, and we will soon be scrambling to get spread out.

Dan Niles, Shane Schutte and the crew have Country Partners rolling right along. The interior will be ready for paint within a couple of weeks. Exterior improvements will be moving forward as weather allows.

Ross Collins, Dan Schwarz and crew are finishing up on interior demolition and structural repair to the new Fox Theatre in Cozad. This is a very exciting project and will be a great addition to the city of Cozad.

Dan Schwarz will soon be heading up into the beautiful sandhills to build a brand new skilled nursing facility.

Tim Hemmingson has headed east to Bradshaw to complete an addition and renovation to a liquid feed production facility for Midwest PMS. Selective demolition and foundation work is underway.

Jeff Pickinpaugh and crew are knocking out some small jobs as the weather allows, before they start on paving work contracted for this summer. The list for paving work is already long and getting longer every day.

Aaron Stark was able to find enough good weather to complete the concrete work at Wilber Ellis in Bertrand. We will look for Aaron to complete a lot of our concrete foundation work this summer.

Remember to work safely and efficiently!



## Gravel

Chris Hunke

Spring can't be too far off. Hopefully by the time you're reading this everyone is back to work.

We have a lot of work to get started on, and it's looking like another busy year. Currently, as of 03/09/20, we are only pumping at Gates.

Winter training is in the rear view mirror for another season. Please practice what McSafety and gang has taught. I am looking forward to seeing all of you back to work.

# Department Notes

## Paving

Dave Neill

A new season is about to begin and it looks like it will be another busy year. Here are some of the projects we have so far this year.

Darrell, Mike and Sam will do a city job in Kearney. Once that is done they will be headed to Ord for a two million dollar city job there, and then go back to finish half of the Maxwell to Brady job.

Justin, Steve and Don will start on the North Platte Taxiway. Then, they will go to the Maxwell-Brady job (9 miles) and finally on to Humphrey for a state job.

Jed and Cesar have a little city job in Lexington and then a three million dollar city job in North Platte. They will learn how to lay brick like the old timers did.

Gary, Colby and Garrett will be handling the staking

portion on some of the jobs that we are going stringless on.

We will be bidding on some more airports and another big job in Grand Island. If we are lucky enough to get some of this work, it will take us to the end of the year.

With Dennis retiring, Jed will step in for him and manage his jobs. I do think that you might see Dennis part-time because he is getting bored already.

In closing, we need to drive and work safe so everybody can have a great year. Remember to look, think, then act to make sure everything is out of the way.

We welcome everybody back and wish you all the best of luck for the upcoming season. Your supervisor will contact you when it is time to go back to work.



Back to Work  
Stay Focused.  
Stay Safe.

## Ready Mix

Brian Engel

Welcome back to work everyone!! Also welcome to all of our new mixer truck drivers!!

It hasn't been too bad of a winter, but these nice spring days are feeling good!! The RM Division has some nice work lined up this year so far. It looks like most of the plants will have a nice job to supply this year. North Platte will be busy all year long with multiple projects around the area. First of all the Paving Department will be white topping the North Platte airport parallel taxiway to get the season started; then on to downtown paving along with some jobs with the Building Department too.

We are still working on the R-Line project, it is a powerline job that starts at Gerald Gentleman Power Plant and runs north to Thedford, then east to south of O'Neill. This job has been a long drawn out affair, but I think it is finally getting close. This job will keep Matt and Ben busy with the portables most of the year. Matt will also have the Brady-Maxwell white topping job this early summer, and we just picked up an airport job at Red Cloud too.

We have all been through safety training this year; let's all use our refreshed knowledge to work safe!! I look forward to another productive Construction Season!

## April Birthdays

ALBERT LUND	3
CLINT WALKER	4
COLE R WIESELER	4
JOSHUA DINKEL	7
KORY L GERKEN	8
WADE A. STOVER	10
REBECCA BOYLES	10
JIVI DC WEAR	11
KEVIN A WILSON	13
AARON J. STARK	16
ROGER M. ANDERSON	19
DARRELL D. O NEAL	21
JANE M. GERMAN	22
JOSE COLON	22
COLBY J MAGSAMEN	23
RAYMOND J FLEHARTY	24
DAVID L NORTON	24
TIM S. DEAN	27
STEVEN W BUSS	28
RANDALL R REINERTSON	29

## May Birthdays

LEE W. NELSON	3
MICHAEL O HILL	10
ZACHARY MAURER	12
SHERWIN L. SWEeley	14
HECTOR RAMIREZ MENDEZ	14
DUSTIN S WALKER	15
ALVIN GUYLE	17
LOUIE M LUSERO	17
RICHARD W. KELLEY	19
DYLAN E BROWN	22
DAVID P. EGGLESTON	22
BALTAZAR AVALOS	23
SCOTT R. TENBENSEL	28
JOE E. MOORE	29
BASILO VERDECIA RANEREZ	29
MATTHEW A OSTENDORF	30
BEATRIZ VASQUEZ RODRIGUEZ	30
GARY E BUSH	31

## June Birthdays

DENNIS R. MCFADDEN	1
CARLOS BAUTISTA BELTRAN	1
SHERMAN NEAL BEHYMER	1
GARRETT BROSSART	4
MATTHEW T. YOCOM	6
JERRY L. MILLER	7
DANIEL D. SCHWARZ	10
SAM ANDERSON	12
KENDRA L. HOOD	14
DANIEL GALVAN AGUILAR	16
CHARLES R WEBER	16
ENRIQUE GARCIA JR	17
JOSHUA H REINHARD	19
SHANE R TILSON	20
SANDRA K. ROSS	21
CHRISTOPHER BARBER	21
THOMAS A PHROPER	22
CARLOS F. FLORES	23
LONNIE D. HUEFTLE	25
CHRISTOPHER A SCHMEECKLE	25
GERMAN R PARRA	25
AUSTIN WIDICK	25
PEDRO L. ORTIZ	29
CARL R. BROWN	30

## Anniversaries

### 45 Years

DAVID L. NEILL

30 Years

RON D. KVASNICKA

### 20 Years

SCOTT R. TENBENSEL

### 15 Years

DOUG L. BANZHAF

JOSE A. LOZOYA AVITIA

### 10 Years

CORT D. BULLOCK

DUSTIN W. EVANS

GARY D KAPS

MICHAEL W. KAPS

STEVEN M. KVASNICKA

JED E. PAULSEN

ERIC L. STANDAGE

RICHARD J. WEINMASTER

JEFF J. WERNER

### 5 Years

DYLAN E BROWN

DELORES J DELIMONT

MITCHELL D HELMUTH

JOESEPH J KAPPES

TRAVIS LEGER

ERIC D MCGRAW

LORENZO RODRIGUEZ TORRES

GARY E SCHULTZ

ALVARO VILLEGAS

COLE R WIESELER

# STAYING THE COURSE: CORONAVIRUS AND PAST MARKET EPIDEMICS



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As of February 28, 2020, global stock markets have entered “correction” territory, defined as a 10% decline from the index high. This is in large part due to the uncertainty surrounding the new coronavirus, first detected in Wuhan City, China, but now detected in 37 locations internationally, including the United States. There certainly will be an economic impact, as growth slows due to quarantines, less consumer traffic and lower factory output, but it is still to be determined its final result on global growth. Stock markets, however, do not like uncertainty. As uncertainty has grown around this new coronavirus, the resulting fear has led to a quick and notable downward movement in the market.

Epidemics in the past have also led to sharp pull-backs in the markets. Over the long-term, however, the stock market has weathered past epidemics. The below chart looks at the historical returns of the S&P 500 Index during multiple epidemics over the last 40 years. Over the 6 and 12 month periods following an epidemic, the S&P 500 performance has, on average, been positive.



Epidemic	Date	S&P 500 6-Month % Change	S&P 500 12-Month % Change
HIV/AIDS	June 1981	-6.6%	-16.5%
Pneumonic Plague	Sept 1994	8.2%	26.3%
SARS	April 2001	14.6%	20.8%
Avian (Bird) Flu	June 2006	11.7%	18.4%
Dengue Fever	Sept 2006	6.4%	14.3%
H1N1 (Swine Flu)	April 2009	18.7%	36.0%
Cholera	Nov 2010	11.9%	5.6%
MERS	May 2011	10.7%	18.0%
Ebola	March 2014	5.3%	10.4%
Measles	Dec 2014	0.2%	-0.7%
Zika	Jan 2016	12.6%	17.5%
Measles	June 2011	9.8%	10.1%
<b>Average Price Return</b>		<b>8.8%</b>	<b>13.6%</b>

**Observations**

- 6-month change of the S&P 500 Index following the start of the epidemic was positive in 11 of the 12 cases, with an average price return of 8.8%.
- 12-month change of the S&P 500 Index following the start of the epidemic was positive in 9 of the 11 cases, with an average price return of 13.6%.

During times of uncertainty and market volatility, while it is prudent for plan participants to “stay the course”, it is also prudent for them to review their investment strategies (e.g., “What is my risk tolerance? When will I retire? When will I need this money?”) to ensure they are on the most appropriate path. A new course of action is only warranted if it is more appropriate than the current path. Evaluating one’s own situation—having the most appropriate asset allocation or glide path and high enough contribution rates—can lead to the most positive actions a participant may take in saving for retirement. Bailing out of the markets and a retirement plan is typically an imprudent action, often detrimental to reaching future long-term retirement goals. Data indicates that individuals attempting to time the market generally proves futile. Current market conditions rarely provide a clear direction as to the future performance of the markets.

The U.S. market in particular has been dynamic and resilient in moving on from crisis after crisis throughout history. The recent market volatility should remind plan participants to focus on what they should be doing on a regular basis: Be mindful of the situation, but diligent about your investment strategy. Participants need to act in their own best interests while the stock market reacts to the current coronavirus and the uncertainty it brings: another bout of expected short-term market volatility.



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## *What Were They Thinking?*



I hope he has a good grip, but then both will hit the ground. Use the correct fall protection system!

## 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 [jane.paulsen@cozadtel.net](mailto:jane.paulsen@cozadtel.net)

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