



PAULSEN

PRIDE

SPRING 2019

BACK to WORK



Returning to regular duty after a winter layoff can be prime time for backaches and injuries to occur.

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Soon we will be welcoming several employees back from winter layoff, or those employees that have been working on various projects throughout the winter will return to their normal jobs. Back injuries continue to be one of the more common injuries in the work place and here are a few tips to help avoid back injuries. Don't let poor lifting techniques lead to injury!

Backaches and back injuries occur for a wide variety of reasons. One of those reasons is poor lifting techniques. Unfortunately, the muscles attached to the bones in the spinal column are not built to handle the heavy stress of lifting, so if you don't use proper lifting techniques, you can damage your back muscles and cause painful injuries.

TIPS to AVOID **BACK** to WORK INJURY... *inside*

Larry Paulsen is proud to announce this year's **Employee of the Year**

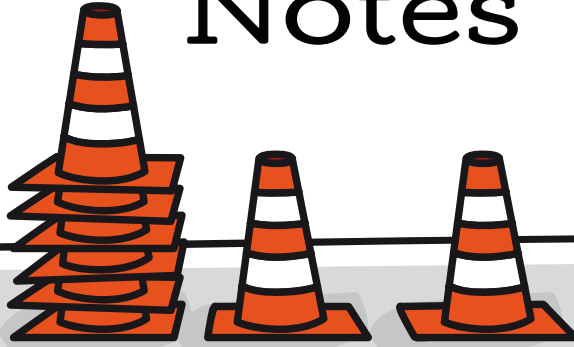
Operator/Driver of the Year honors for 2018 goes to John Vang in the Asphalt Department. John sets a great example for those he works with and takes the time to teach others.

He is an innovative thinker and a great asset to the department.



John Vang
Driver/Operator of the Year

Department Notes



Asphalt

Jim Jewell

So much for an early start this year. It's still very cold out there and it keeps snowing, but we hope things improve soon.

Our workload for the coming year hasn't changed too much since the last update. We did pick up a couple more projects, the Keith County overlay work, about 11,500 tons and another relatively small job north of Elm Creek, about 14,000 tons for the state.

The winter repair work has been going along pretty well. We should have everything about finished in a couple of weeks or so. Thanks to Larry for the upgrade at the Lexington shop. It's a lot nicer place to work with the additional lighting and much improved heating.

I wanted to mention a couple of personnel changes that have taken place. Randy Wilson is now the Quality Control manager for us. Randy has a lot of experience with the lab work and the last several years as a laydown foreman helps as far as overseeing two of our most crucial items, smoothness and compaction.

Finally, I want to announce the retirement of Wally Woltemath. Wally worked at Paulsen, Inc. for over 30 years, mostly as a superintendent. He will be missed, but we're also happy that he can take the time to enjoy some well-deserved rest. We wish him all the best.

Paving

Dennis Sandrock

We hope everyone got through the winter ok. It was brutal at times. We have quite a bit of work starting off and are still looking at more projects to bid.

Darrell, Mike and Sam will be going to Overton to do about a 7,400 sy half-mile project in town. They will probably move into Kearney to do the Highway 30, 7th Avenue to 12th Avenue project, and from there to Broken Bow to do a 30,000 sy airport runway project.

Justin, Steve and Don will be finishing some minor work in Grand Island on Highway 281, then move into Aurora at the airport to do a 36,695 sy runway project, and then move to Cozad for a 12-mile, 172,000 sy county white-top project.

Jed and Cesar will start in Oxford to do a 4,000 sy city paving project along with finishing up the sod and miscellaneous items in Holdrege. Then, onto Cozad for a small 7,500 sy subdivision in the northeast part of town. They will probably also do a small project in Alma for Van Kirks.

As we have a few things to clean up this spring, we will be moving the crews in and out of a few jobs to get everything done and/or started, and where everyone goes is subject to change, depending on what projects we pick up.

Your supervisors will be contacting you soon on start times as soon as we can see that there will be a break in the weather. Have a safe season!

Building

The Building Department is hopeful that spring is just around the corner. As I write this update the temps haven't been above freezing for nearly a month and the frost is certainly deep.

Dan Schwarz and Ross Collins are finishing up the remodel of the existing Kitchen at Meadowlark Pointe. As soon as this is complete Dan will be off to Holdrege to construct Mount Calvary Lutheran Church.

Dan Niles is in Holdrege getting the Lutheran Church started. As soon as the frost is out of the ground he will be back to North Platte to start the Berean Church project.

Shane Schutte is currently finishing up two

jobs in Lexington, Grace Lutheran Church and the maintenance facility for our Asphalt Division.

Tim Hemmingson and the Ready Mix crew have the Franklin Ready Mix nearly ready to batch concrete.

Jeff Pickinpaugh and crew are patiently waiting for the frost to come out of the ground and helping out where they can. This crew will have a lot of work to do with a weather shortened construction season.

Aaron Stark and his crew are completing repairs to Darling International and MRK truck wash in Lexington.

Remember to work safely and efficiently.



Ready Mix

I hope this newsletter finds everyone in sunny weather with all the snow melted! This winter has been a long one to say the least!

As with everyone else, the RM division is ready to go back to work for the 2019 construction season. We have some nice jobs to supply this year at a number of our plants. Cozad will be busy with finishing Casey's, city paving and also helping with the Dawson County white-topping job.

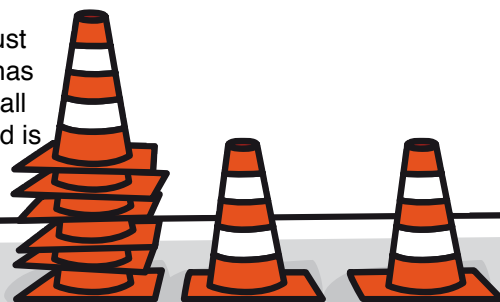
Broken Bow will have an airport project that includes white-topping the main runway. Holdrege will be busy with an expansion project at Allmond Bros. Ogallala will be busy with some NDOT work this year. We have a couple of bridges to supply on I-80 out by the Chappell exit and new crossovers at Brule and Ogallala. Our portable will first be set up at the Aurora airport and then move north of Cozad to supply the Dawson County white-topping project.

The Franklin plant is just getting finished up. It has been a steady project all winter long, but the end is

in sight! Thank you everyone that has put effort into making this happen. It has been quite a project!

I would also like to welcome our new drivers to the division and to Paulsen, Inc. We all look forward to helping you learn the ready mix industry and to grow to become great truck drivers.

My last news is introducing our new plant manager in Holdrege. His name is Austin White. Austin has been in the concrete industry in Lincoln and now he and his wife are moving to Arapahoe. Austin will be a great asset to our company, so please stop in and say hello if you are in town.



Department Notes, continued

Gravel

Chris Hunke

Winter has to be about over. It's starting to feel warm at 25 degrees. We have a lot of work to get started on and it's looking like another busy year.

Currently, 03/07/19, we are shut down from pumping at all locations. Most pits have a foot or more of ice.

Winter training is over for another season. Please remember we do this so that you and your co-workers go home safe and sound each day.

Look forward to getting all of you back to work.

Remember: Safety is part of Everyone's Job.

McSafety's *Corner*

By Dennis R. McFadden • Safety Director

Our annual safety training has been completed and I think we all enjoyed using the new training theater. I would like to thank Kane Nordmeyer and everyone else that helped with the meals Chris Hunke, Brian Engel, Joe Moore, and Kelly Naslund. I would like to thank both Scott and Carlos they do so much in putting on the meetings and LP for all the great steaks and providing one of if not the best training halls in the state.

As we start the year we need to make sure that all of the fire extinguishers that are in trucks and on equipment have been checked along with the First Aid supplies. We have First Aid Supplies at the office so let Carlos or myself know what you need and bring in any fire extinguisher that may need checked or replaced.

This will be a busy year and OSHA & MSHA will definitely be making their visits to our locations. If you need PPE of any kind or signage please let us know right away. We will be coming around performing dust and noise testing and upgrading our written programs. We will need to do some onsite training as we move through the year.

Please remember to put into practice what we discussed this winter; that safety is a value and not a priority, that we actually need to train for stupid and follow the correct procedures because things can and do go wrong. Never drive or work distracted and that we need to drive and work defensively looking for what could go wrong and how to manage the situation.

Make sure that we report all accidents and injuries immediately - remember - No Surprises! Report all

accidents and hazards to your supervisor 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!



Annual Training





*in loving
memory*

KENNETH D. GERDES

1944 ~ 2019

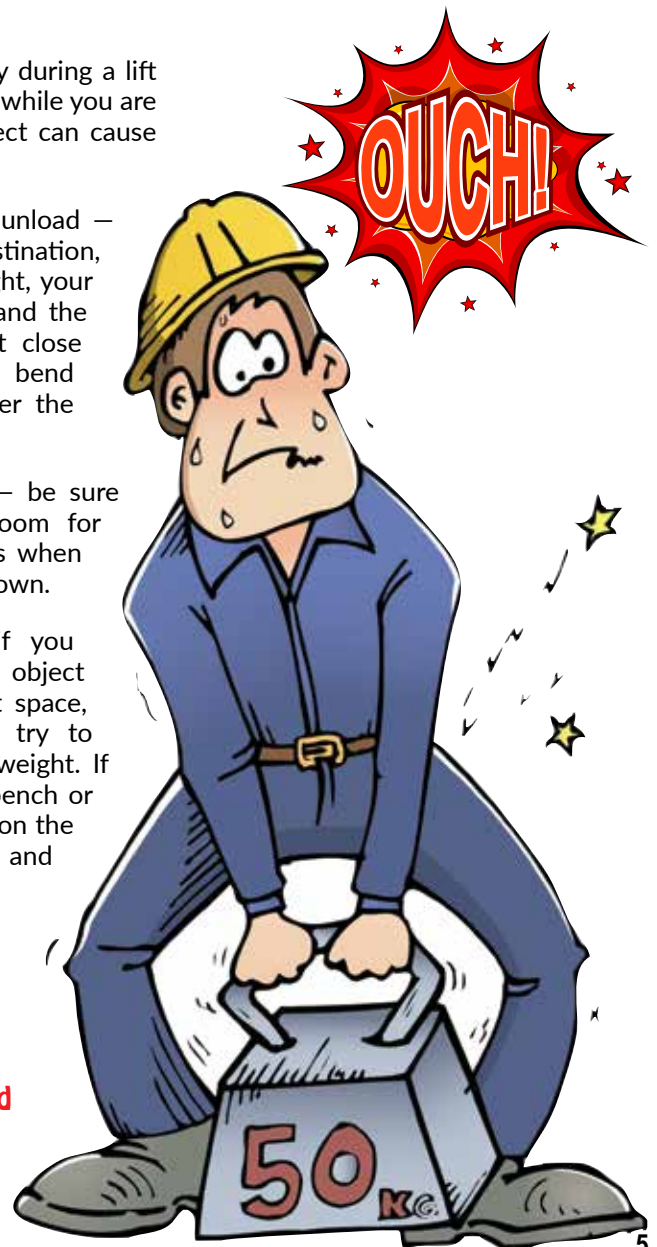
We are very sad to let you know that a former employee and well-known Cozad business man has passed away. Kenny was an Agriculture Department employee for many years and rented a downtown building from Paulsen, Inc. until his recent passing. We all will miss Kenny and his wonderful manner. Our sympathies go out to his family and friends.

BACK to WORK

Scott Holbrook, continued from page 1

Here are some lifting tips:

- Plan the lift before you begin – ask yourself if you will grip the object. Where do you have to move it? How will you get there? How will you put it down when it reaches its destination?
- Lift just an edge of the object – this will help you get an idea of the weight. If it's too heavy, get help or find a hand truck to move it.
- Stand correctly – you should be close to the object to be lifted, and your feet should be planted firmly on the floor, somewhat apart with toes pointing out.
- Squat down – keep your back straight, your knees bent, and your stomach muscles tightened to support the spine during the lift.
- Grasp the object firmly – test to be sure you can lift the object successfully before you move with it. Keep the object close to your body – the closer it is, the less force it exerts on your spine.
- Move slowly into an upright position – lift with your leg muscles, and keep your back straight as you stand up.
- Be sure you can see where you are going – take small steps and move slowly and cautiously.
- Don't twist your body during a lift – twisting your torso while you are carrying a heavy object can cause injury.
- Bend your knees to unload – once you get to the destination, keep your back straight, your feet firmly in place, and the weight of the object close to your body as you bend at the knees to lower the object into position.
- Watch your fingers – be sure you have allowed room for your fingers and toes when you place an object down.
- Slide the load – if you have to position the object into a relatively tight space, slide it rather than try to maneuver its whole weight. If the destination is a bench or table, rest the object on the edge of the structure and slide it forward.



**Let's all work
together to make
2019 a very safe and
successful year!**

Paulsen

people



April Birthdays

May Birthdays

June Birthdays

ALBERT LUND	3	LEE W. NELSON	3	CARLOS BAUTISTA BELTRAN	1
COLE R WIESELER	4	MICHAEL O HILL	10	SHERMAN NEAL BEHYMER	1
ALAN L. CLARK	5	JUAN M ZAMORA	10	DENNIS R. MCFADDEN	1
GARY W HARDIN	5	LEVI G HAINES	11	MATTHEW T. YOCOM	6
GARY D KAPS	7	TONY L BAUER	14	JERRY L. MILLER	7
DENNIS SANDROCK	7	HECTOR RAMIREZ MENDEZ	14	JOHN C TURNER	7
REBECCA BOYLES	10	SHERWIN L. SWEeley	14	DANIEL D. SCHWARZ	10
WADE A. STOVER	10	DUSTIN S WALKER	15	SAM ANDERSON	12
JOVI DC WEAR	11	LOUIE M LUSERO	17	LORAIN L. WOLTEMATH	13
KEVIN A WILSON	13	RICHARD W. KELLEY	19	LISA J WEISS	15
AARON J. STARK	16	DYLAN E BROWN	22	DANIEL GALVAN AGUILAR	16
ROGER M. ANDERSON	19	DAVID P. EGGLESTON	22	SHANE R TILSON	20
DARRELL D. O NEAL	21	BALTAZAR AVALOS	23	CHRISTOPHER BARBER	21
JOSE COLON	22	AARON J GLAESEMANN	26	SANDRA K. ROSS	21
JANE M. GERMAN	22	SCOTT R. TENBENSEL	28	THOMAS A PHROPER	22
COLBY J MAGSAMEN	23	JOHN A FEENEY	29	CARLOS F. FLORES	23
RAYMOND J FLEHARTY	24	JOE E. MOORE	29	LONNIE D. HUEFTLE	25
DAVID L NORTON	24	MATTHEW A OSTENDORF	30	CHRISTOPHER A SCHMEECKLE	25
JESUS A. RUIZ RODRIGUEZ	24			PEDRO L. ORTIZ	29
TIM S. DEAN	27			CARL R. BROWN	30
STEVEN W BUSS	28				
RANDALL R REINERTSON	29				

5 Years

OSVALDO AGUADO
 RICARDO LEYVA
 MATTHEW J DILLON
 PABLO MIRANDA RODRIQUEZ
 SIMON M RANGEL JR
 RYLEE C WOLDT
 JOSE R FUENTES
 TOBY C GRIESER
 ALAN HEATH
 MARTIN MACHUCA MONTES

10 Years

JAMES L. HARVEY
 MATHEW J. HIGGINS
 CARLOS F. FLORES

15 Years

ABEL ALVIDREZ
 RANDY J. WILSON

30 Years

SHERWIN L. SWEeley
 MATTHEW T. YOCOM

Anniversaries

**If you have a son or daughter
 graduating High School this year,
 please send a Graduation Notice to the
 office so that they can be recognized for
 the tremendous accomplishment.**



What is a *Preventive Annual* Medical Exam?



The preventive annual medical exam places a focus on preventive care, with the primary goal of maintaining wellness and good health. Chronic diseases, such as heart disease, cancer, and diabetes, are responsible for 7 of every 10 deaths among Americans each year and account for 75% of the nation's health spending. These chronic diseases can be largely preventable through close partnership with your healthcare team, or can be detected through appropriate screenings, when treatment works best.

The annual physical is an opportunity to discuss and refocus your attention on prevention and screening. Your medical provider should discuss preventive lifestyle choices (e.g. regular physical activity, heart-healthy foods, limiting alcohol) and help you to establish goals for the year ahead. They should also discuss age and gender specific recommended screenings, such as vaccinations, colorectal screenings and mammograms.

For your annual physical, you should prepare some questions to ask your doctor, such as:

- *What screening tests are recommended for my age?*
- *Which vaccines do I need?*
- *Is there anything in my family history that puts me at risk for certain health conditions?*
- *What changes can I make in my routine to improve my health?*

Remember:

The Paulsen, Inc Health Plan covers recommended preventive care services at 100%--no additional cost to you—when you go to a health care professional in the plan's network.

Please note, even when your appointment is for preventive care, you may receive other services during that exam that are not preventive. Talk with your provider about any recommended services to make sure they are covered as preventive services.



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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
jane.paulsen@cozadtel.net

Remember, you can view the
Paulsen PRIDE online at
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What Were They Thinking?



*Too bad he didn't have a fire extinguisher.
Check that your fire extinguishers are there,
mounted and fully charged.*