



Holiday Greetings to All of You!

Scott Holbrook

Loss Control Manager

308-325-1344 | scotth.paulsen@cozadtel.net

It's time to say good bye to 2019, and I'm very thankful to put this year behind us, I look forward to a prosperous and safe 2020!

Reflecting on this past year we faced many obstacles, some very new and some obstacles we seem to never quite get figured out!

To date we have had 9 Work Comp injuries and several of those required surgery or will require surgery in the future. As we investigated all of those injuries, many could have been avoided, or the result could have been better. We still have one member of the Paulsen group that has not been able to return to work since his accident in April and the road ahead is filled with many uncertainties!

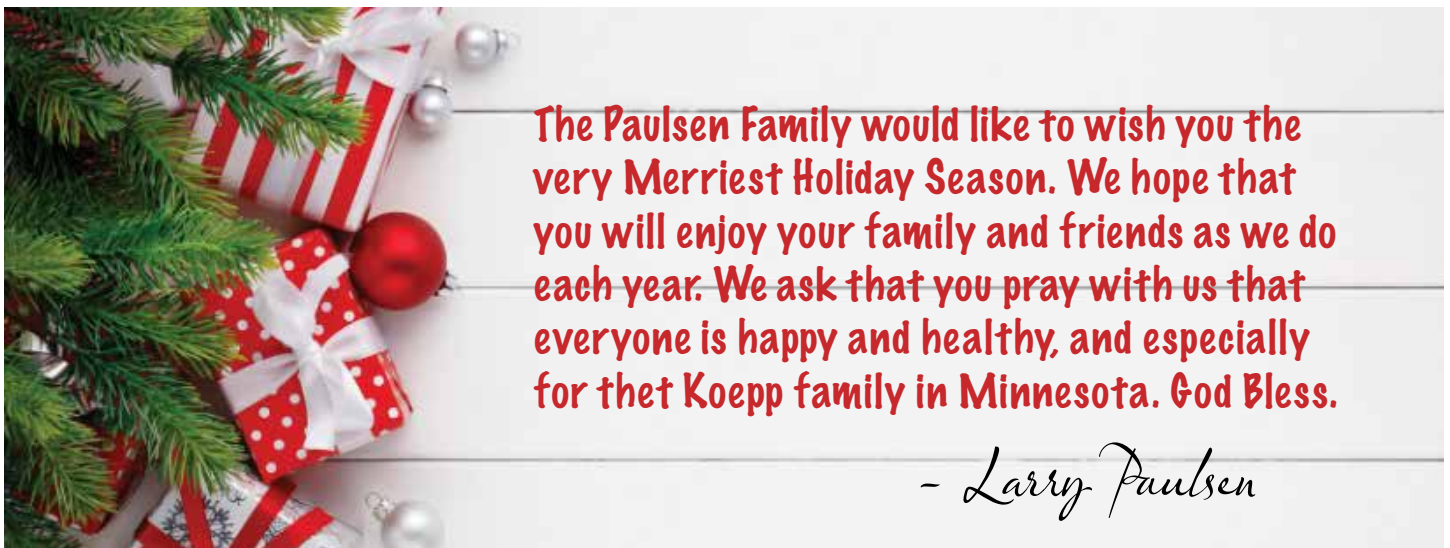
When one member of the team is missing it puts a strain on many others to fill the work load. Always be on the lookout for yourself and others to make sure we ALL preform our jobs the safest possible.

We continue to struggle with backing up. It only takes an extra minute or two to survey the area to make sure where you are headed is the safest path possible.

Hand injuries has been another struggle for us this year! Many of those injuries required some sort of surgery and many days of light duty or restricted duty. If hand protection is available then we must be using it at all times. If it's not available to you then reach out to the safety team to see if something can be done.

Many injuries and accidents this year were results of employees taking some risk. We can easily get into a pattern of doing the things in an unsafe manor because we get by with it time and time again. But as we have found out many times this year some of those injuries and accidents could have been avoided by simply not taking a risk. ALWAYS do the job as safe as possible!

I hope and pray that you all have a wonderful holiday season and may your 2020 be full of blessings!



Department Notes

Asphalt

Jim Jewell

We beat the big Thanksgiving snowstorm and got our asphalt work done for the year.

Since the last update, Carl finished up the Eddyville North and South asphalt, North Platte Scales on I-80 and also completed the I-80 to Elm Creek project.

Tom paved the last of the shoulders on Platte River South, after completing Mason City Southeast and the driveways and intersections on Cozad North.

We will have subcontractors working on The Eddyville

and Platte River projects into next spring before they are fully completed.

We picked up a couple of good sized jobs on the November 21st state letting. Hyannis to Whitman on Highway 2 and Frazier Creek North and South on Highway 83 north of McCook. Each one has about 75,000 tons. Along with the other work we already have, we are nearly full for next year now.

I want to thank everyone for all the hard work this past year. Happy Holidays to all of you and your families.

Paving

Dennis Sandrock

The season is winding down and we have finished up most of our projects for the year.

Darrell, Mike and Sam finished paving at North Platte scales on I-80. They also finished paving five blocks of East Phillip Street in North Platte, and a small job at Nebraska Machinery.

Justin, Steve and Don finished up at Broken Bow Airport, and also at Palmyra and Syracuse.

Jed and Cesar completed the paving at the McCook Airport for a runway repair and sealing project, and some small projects in Cambridge and at Gothenburg. So far for next year we have a 120,000 sy project on Highway 30, Maxwell to Brady, a 27,000 sy project at the North Platte Airport and a small project in Lexington.



We want to wish everyone a safe holiday season, and your Supervisor will contact you in the spring.

After 26 years at Paulsen, Inc., Dennis Sandrock is hanging it up. His last day is Jan 2, 2020. Dennis was an exceptional employee and will be greatly missed. We wish him luck in his retirement and if he gets bored he can always come back.

Gravel

Chris Hunke

I keep telling Jane, who puts the Pride articles together, that it's hard to write an article when we do the same thing every day: Work, Work and more Work! Thanks to you for all your hard work.

We are still pumping at all locations as of December 5, except for in Ogallala, which is frozen solid.

We are currently hauling MSE wall fill from Ogallala to

1-80/I-76 (Big Springs), as well as hauling to customers and redi-mix plants.

I look forward to seeing everyone at the employee Christmas party on December 13!

Safety is part of everyone's job, not only at work, but also at home. I hope everyone has a very Merry Christmas and a joyous New Year.

Department Notes

Building

Tim Dean

A nice stretch of weather this fall and a little assistance from the Paving department helped the Building Department get caught up.

Dan Schwarz and crew are putting the finishing touches on Mount Calvary Lutheran Church in Holdrege. We are hoping to be completed before Christmas.

Ross Collins and crew are finishing up the Wellness Center project in Eustis. This project will finish ahead of schedule and the school is excited to have the new facility up and running.

Dan Niles has finished the Berean Church in North Platte and is getting started at Country Partners in Gothenburg. This project will be a 20,000 SF interior remodel and exterior facelift.

Shane Schutte is enclosed at MRK Truck Wash in Lexington. Shane and crew will now look to complete the upgrades to the water treatment process. Jeff Pickinpaugh and crew are finishing up paving in North Platte. Next year's list for this crew is already starting to get long.



Aaron Stark will be headed to Bertrand to complete some exterior paving and containment walls. Hopefully the weather holds and allows this crew to get this work completed.



Remember to work safely and efficiently.

Ready Mix

Brian Engel

The Ready Mix Division has had a busy year, which makes me thankful for all the great employees we have working alongside each other to accomplish everything this year. As usual we have some locations busier than others, but it does truly take help from everyone to make it through the busy times. So I say "Thank You" for your hard work and dedication to Paulsen Inc. for a job well done in 2019!

I want to wish all employees, family and friends a Merry Christmas!!

It is that time of year to start cleaning, repairing and planning for next season. We have come a long way on keeping our trucks cleaner, Thank You. Please stay diligent in keeping them clean, our equipment looks so much better and the Shop truly appreciates your effort (It makes their job much easier!!)

I'm looking forward to seeing everyone at the Holiday parties and training classes. See you then!!



McSafety's *Corner*

By Dennis R. McFadden • Safety Director

There is an old quote by Charles Dickens that somehow describes this past year "It was the best of times, it was the worst of times."

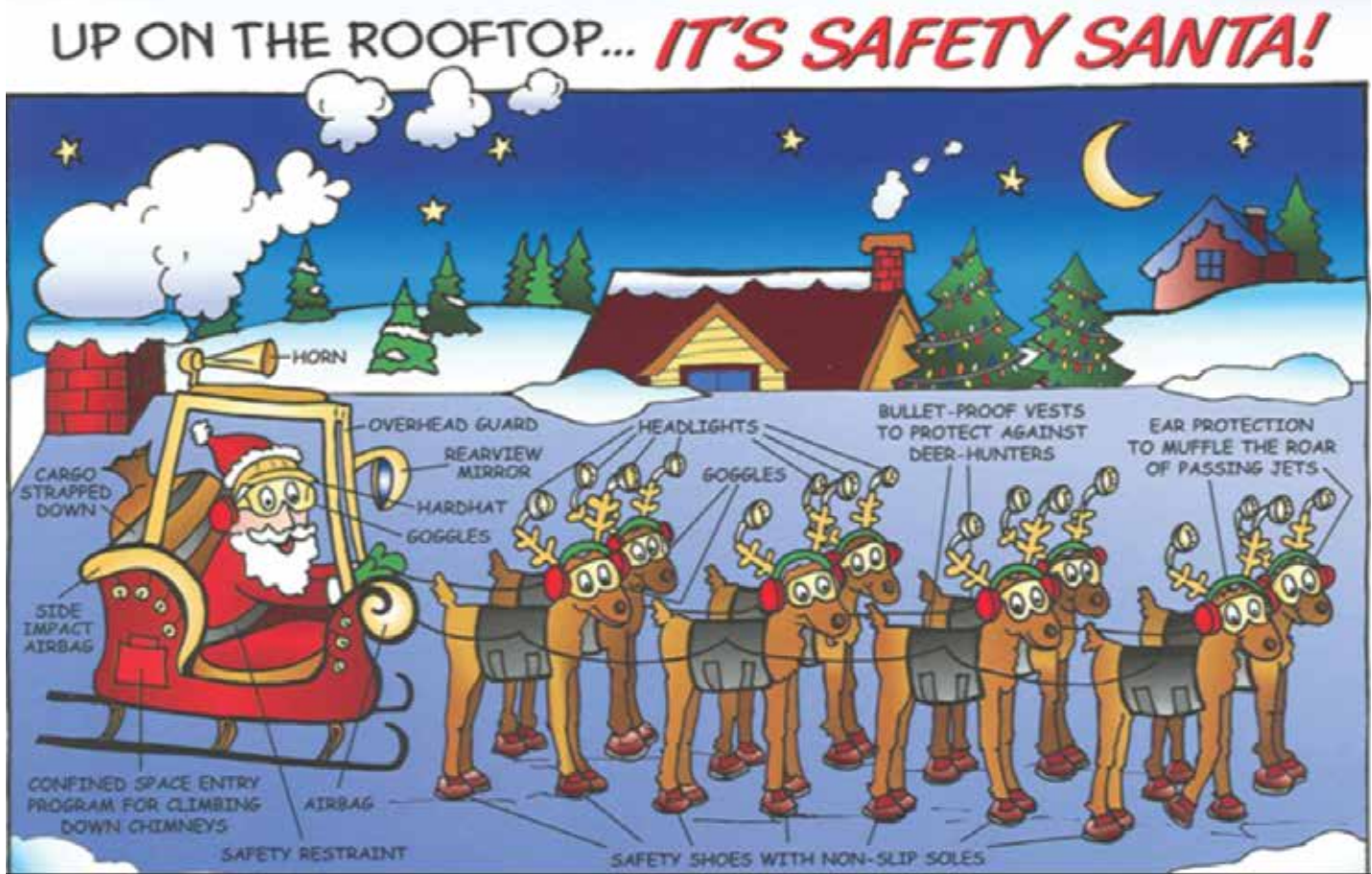
Much has happened this year and much to go over this winter. As always it's important that you attend all of the meetings that apply to you. If you drive a company vehicle you are required to attend one of the two Driver Safety meetings. If you operate any type of heavy equipment at any time you are required to attend one of the two Equipment Operator meetings. The safety training meetings are not optional they are required.

The safety meetings will start up in mid-January as usual and will be completed by mid-March. The MSHA annual refresher training will be the first Wednesday of February which falls on the 5th. Many of you are required to have First Aid / CPR training but we would like to offer the class to anyone who would like to attend, please contact Carlos at 308-529-2504

for scheduling. I wanted to remind everyone to please wear clean shoes and no soiled or greasy attire. I deeply appreciate everyone's efforts last year and please watch for the ice in the parking lot.

As always I am including the training schedule here in the Paulsen Pride and as usual there may be changes as we go along. We will keep the department managers up to date and we will post updated schedules on the website and on Facebook. You will be contacted by your department concerning the meetings you need to attend and any changes that may affect you.

I pray that everyone will drive safely no matter what the conditions, take your time, drive defensively, and watch for the hazardous winter road conditions. Remember to celebrate responsibly and arrange for a designated driver or lodgings ahead of time. Keep safe and have a Merry Christmas and a Happy New Year and may God Bless you all.



Paulsen People

January Birthdays

ERIC L. STANDAGE	1
DAVID L. NEILL	2
OSMI D PEREZ	4
STEVEN B. PRICE	4
ANDY PFLASTER	6
JAKE I PAULSEN	7
JOSE CAMPA RIVAS	8
ALFREDO GUERRERO	9
RANDY J. WILSON	9
MATTHEW J DILLON	10
GREGORY S HATHAWAY	11
DOUG L. BANZHAF	13
WILLIAM E BISHOP JR	14
JONATHON A TAULLIE	15
KEITH R. BENEDA	16
JOSE A. RAZO	19
DENNIS R. HANSEN	21
SHAWN M DURMAN	22
JOHNATHON W MATSON	22
MICHAEL L. SEAMAN	23
ROSS A COLLINS	25
TIMOTHY J HOLZ	25
WYATT SCHUTTE	26
JOSHUA A. BOON	27
CRAIG LUSH	27
RAYMUNDO LOPEZ	28
SHAWN P BOXWELL	31
MATTHEW DURYEA	31
ARIANA RIVAS	31

February Birthdays

DONALD DARLING	1
GILBERTO AGUADO LOPEZ	4
GUILLERMO BRAVO	9
KELLY R. McCOY	10
JOSE J VAZQUEZ LEMUS	10
MICHAEL S GEIGER	13
SAMUEL A LUPO	15
TRACI L. SEAMAN	16
ELLEN M. BREWER	18
TIMOTHY N BOHLEN	22
STEVEN W WALKER	22
TIM PFLASTER	23
WAYNE A ROBINSON	24
SCOTT A. HOLBROOK	25
CHRISTOPHER M. HUNKE	28
LORENZO RODRIGUEZ TORRES	28
JOHN M SUTHERLAND	28

March Birthdays

JAMES L. HARVEY	1
ELDER N BARRERA	4
ALAN HEATH	8
MARK D. SCHLICHENMAYER	8
ERNIE HAMMOND	11
JOSE R FUENTES	12
TANNER L DEMOSS	13
JOSHUA D SLATER	14
JOSHUA TRACE	14
RICARDO MENDOZA	15
ROLANDO BARRON	18
TIMOTHY A HEMMINGSEN	18
JULIE G. MELLMAN	18
TOBY C GRIESER	19
DANIEL B. NILES	19
CHRISTINE J. CHRISINGER	20
MACKINZIE OSTENDORF	20
RANDY M. HART	23
CHRIS R PHEILSHIFTER	25
GARY E SCHULTZ	28
DOUG STRATMAN	28
BENJIMAN KAPPES	29

Larry Paulsen would like to extend his best wishes and gratitude to all retirees this year. On behalf of all the employees, past and present, we can't thank you enough for your hard work and dedication given to the company. The office will definitely miss Alan Clark and Dennis Sandrock. Enjoy your retirement "Taco" and "Scrubs".

25 Years

Brian Engel

20 Years

Dennis R. Hansen

10 Years

Carl R. Brown

5 Years

Gilberto Aguado Lopez

Balthazr Avalos

Carlos H Avalos

Steven W Buss

Serio Conejo Ortiz

Rafael Diaz Leon

Roberto Macias Herrera

Justin S Morrow

Kane M Nordmeyer

Larry D Pflaster

Julio Cesar Pina

Jose M Rivas Argueta

Douglas I Walton



2020 Training Schedule 1st edition

All meetings will be held in the new Training Theater at the Main Office

All meetings start at 8:00 AM Meals will be provided

Please wear clean shoes – dirty or soiled shoes are not acceptable – Thank You

Friday	Jan. 10	Shop OSHA
Tuesday	Jan. 14	Redi-Mix (all employees) OSHA
Wednesday	Jan. 15	First Aid / CPR
Wednesday	Jan. 22	First Aid / CPR
Thursday	Jan. 23	Building OSHA
Tuesday	Jan. 28	Paving OSHA
Wednesday	Jan. 29	First Aid / CPR
Tuesday	Feb. 04	Equipment Training (Forklift at 2:30 PM)
Wednesday	Feb. 05	MSHA Annual Refresher
Tuesday	Feb. 11	Equipment Training (Forklift at 2:30 PM)
Wednesday	Feb. 12	First Aid / CPR
Tuesday	Feb. 18	Supervisor Meeting
Thursday	Feb. 20	open
Monday	Feb. 24	Half of All DOT & other <u>Drivers of Paulsen Vehicles</u>
Tuesday	Feb. 25	<i>Supervisor Meeting backup date</i>
Thursday	Feb. 27	Half of All DOT & other <u>Drivers of Paulsen Vehicles</u>
Monday	Mar. 03	Annual Respiratory Training
Tuesday	Mar. 04am	Flagger / Traffic Control Training
Tuesday	Mar. 04pm	Audiometric & Pulmonary Testing at Training Room
Wednesday	Mar. 05am	Audiometric & Pulmonary Testing at Training Room
Thursday	Mar. 06	Asphalt OSHA

If you took CPR / First Aid class last year, your card will be good for another year and you will not have to attend this year. If you took CPR/First Aid two years ago or if you were hired this past calendar year you may be required to attend one of the CPR / First Aid classes.

Your attendance at these training sessions is required and is not optional. If you have a scheduling conflict let your department manager know so that we can reschedule.



CLIP AND SAVE!

2020 Training Schedule on reverse side

CLIP AND SAVE!

What Were They Thinking?



Stop - Look - Analyze and Manage:
In case of fire - just use the exit - fire extinguisher is
a little out of reach. Remember to bring your
fire extinguishers in for inspection.

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
www.paulseninc.com