



**PAULSEN**

**PRIDE**



## 48 Years of Service Deserves Extra-Special Recognition!

MASTERS  
TOURNAMENT



Hey Larry  
& Sandy...

You're Going  
to the Masters!!!

Larry Hock, a 48-year employee of Paulsen, Inc. announces his retirement, effective January 4, 2016. Paulsen, Inc. is determined to send him out in style. **Enjoy your trip to the Masters, Larry** and enjoy your retirement. We'll miss you!

>> **Read Larry Hock's retirement message** to his Paulsen Inc. colleagues (page 5)...

*Paulsen, Inc.'s President and Owner Larry Paulsen believes Larry Hock's 48 years of service deserves a little something special.*



### *A Special Holiday Message from the Paulsen Family:*

The Paulsen Family would like to wish you a very Merry Christmas. We are so blessed to have you all in our lives and hope that the Holidays bring you much happiness and joy.

Thank you for being a part of our family and may God Bless you and your families.

*Larry and Tammy, Lauren (28), Drew (25), Jed (23), Colt (19), Jake (19)*

# Recap of 2015 Accidents and Injuries

## Bumps and Bruises Leave a Mark on Successful Year

Scott Holbrook

Loss Control

308-325-1344

scotth.paulsen@cozadtel.net

The cold weather is here!

It's hard to believe that 2015 is coming to an end! Seems like just a few weeks ago we were enjoying warm weather! Oh yea, we were!

We have enjoyed another successful year, with a few bumps and bruises along the way!

To date we have 9 work comp injuries recorded for the 2015 year and 4 of the 9 injuries required surgery. A total of 74 first aid cases were reported through November and 79 accidents.

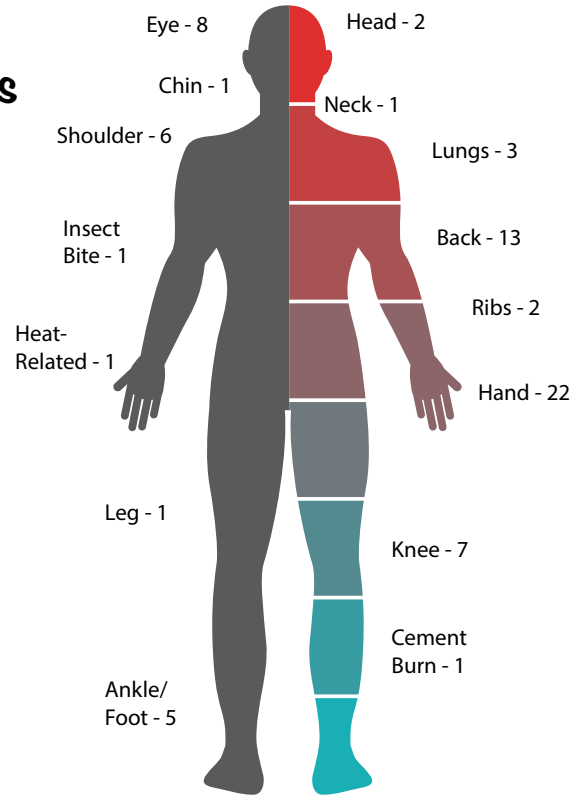
Below is a breakdown of the accidents/first aid cases that were reported for 2015.

- 49% of accidents reported during the 2015 year happened in just 2 categories, when someone was backing up (18) or by employee driving error (21). I know with your help we can reduce that number during 2016.
- 47% of first aid cases reported during the 2015 year happened in just 2 categories, back and hand injuries.

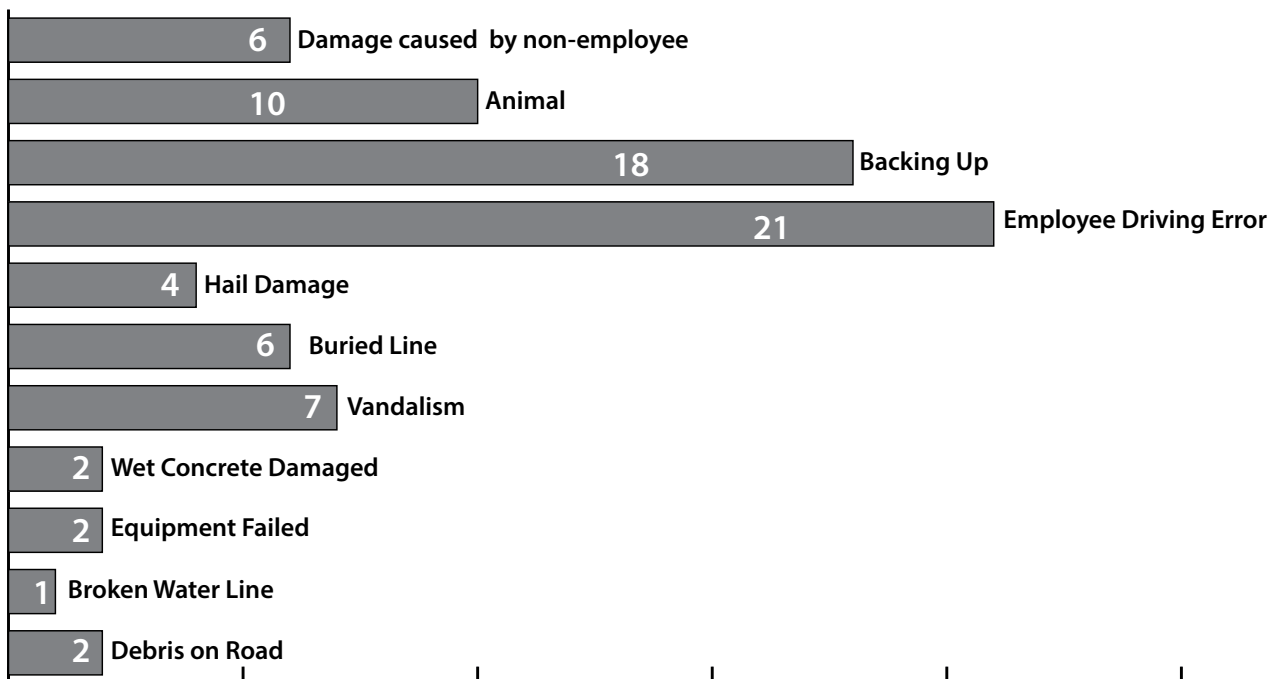
As we prepare for our 2016 winter meetings, we will be discussing ways in which we can reduce the percentage of those accidents/injuries that were the highest for 2015.

I know with your help, we will be able to achieve success in those areas! May you all have a safe and blessed Christmas season!

## 2015 Injuries



## 2015 Accidents by the numbers



# Department Notes



Jim Jewell

## Asphalt

Wally and crew have finished the asphalt on the Arnold East project. There will be some work left for some of our subcontractors next spring.

Ron and his group are done at Hamlet to Palisade. Some minor cleanup work will need to be done in the spring.

Our project west of Elwood will have quite a bit of subcontractor work next year. I was hoping to finish this year, but the weather and other factors aren't going to allow it. This job was set up by the state to go into the second year, if necessary.

All of our other jobs this year were finished on schedule.

Since the last update we picked up three more projects for next year. Benkelman East and West and Trenton East and West on highway 34, and a job for Custer County on Gates Road north of Broken Bow. Our schedule for next year is filling up rapidly.

Thanks to all who worked on the asphalt projects this year. Your hard work is appreciated.

Have a safe and happy Holiday!

Brian Engel



## Ready Mix

The Ready Mix Division has enjoyed another great construction year!! We have had a great year of production through all of our plants. Everyone of our plants have had at least one big job to supply and 3-4 have had numerous big jobs to supply. So first I want to thank all the RM Division employees for making that happen. You guys have all put in long hours and hard work to take care of all of our many customers -- THANK YOU!! And to all of our customers out there, thank you for the chances to supply you with your ready mix needs!

Now that the season is slowing down, it is time to get our winter maintenance done of our trucks and plants. We have already started one of our projects in Cozad. We are working on putting up another cement silo, so we don't have to juggle three materials in two silos. It is nice having a few extra silos laying around to make these nice improvements.

I hope everyone had a great Thanksgiving and we are looking forward to a wonderful Christmas!  
Have a Merry Christmas!!!



## Gravel

Chris Hunke

Hope all of you had a great Thanksgiving and that you are prepared for the Christmas Holidays.

The beginning of MSHA'S new inspection year was October 1. To date, November 24th, we have been inspected at Cozad, Lexington, Gothenburg, Beer Creek, and Hooper Pit. We only received one citation. Great Job..

The weather acts like it is going to get cold so all of the dredges were pulled to the bank as of Thanksgiving. Hopefully this is not the end.

Again I would like to thank all of you for your hard work, making 2015 another successful year.  
Have a Merry Christmas and Happy New Year.

Remember: Safety is not only part of your job, it's part of your life.



So that's where the pot of gold is!

# Department Notes

## Building



Joe Welch

The Paulsen, Inc. Building Department continues to move forward on all our projects.

Superintendent Terry Brand is in Lexington continuing the work on the new facility of Bauer Built Tires. The project is an 18,000 square foot building and associated site work. All concrete work was completed before the cold weather began and steel erection is in progress. The building should have a roof in place by the middle of December so interior work can begin. This project should be complete by the first of March.

Project Superintendent Shane Schutte continues the project in Sumner working on the additions and renovations to the Sumner Eddyville Miller School facility. The weather needs to hold a little longer so foundation work can be completed this winter. Steel erection should begin mid-January.

Project Superintendent Dan Schwarz is making progress on his project for Lexington Public Schools at the high school site. Concrete foundations and some floor slabs have been installed and steel erection is in progress. This project will continue through the winter and be finalized before the start of school in 2016.

Project Superintendent Clay Otto and crew are completing work at the Downtown Improvement project for the City of Holdrege. Several blocks of downtown sidewalks are scheduled to be removed and replaced, and this work will continue as long as weather cooperates.

Project Superintendent Dan Niles and crew are finalizing the work on the Paulsen, Inc. shop addition and renovations. Dan and crew have also began work on a new Ministry Facility for the Evangelical Free Church in Gothenburg. The foundation work is complete, and the floor slab will be placed in early December. After slab placement, steel erection will begin immediately.

Project Superintendent Ross Collins is finalizing the interior work on the new facility for Busy Bones Butcher Shop in Darr. Interior drywall will be installed in December followed by painting and final installation of all equipment.

Project Foreman Aaron Stark has taken the lead on the construction of a new shop facility for Downey Drilling in Lexington. This project involves the addition of a 100' x 100' building adjacent to an existing 100' x 100' building. Interior floor slabs on both buildings will be installed with in-floor radiant heat. Following slab installation, erection of the new 100' x 100' building will begin.

In the near future, the Building Department will also begin renovations to First State Bank in Gothenburg, the emergency room at the Cozad Hospital, interior renovations to Pinnacle Bank in Lexington, and other projects are in the works.

Thank you to all our dedicated Building Department employees for all your hard work during 2015. We wish all employees a very Merry Christmas.

See you in 2016!!!

## Dennis Sandrock



Cold weather is catching up to us and we still have quite a lot to do.

Black, Joe and Don are working to finish up in Genoa. They have some mainline along with drives to put in before winter.

Darrell and Sam are working in Holdrege on the 11th Avenue project. The mainline is in, and they are working on the drives, sidewalks and cleanup.

Denny and Cesar are working at the Imperial Airport and have a taxiway left to do before they finish up for the winter.

## Paving

Justin and Steve are in Grand Island on the Capital Avenue project. They are about done on the first phase, and we will see if the weather lets us continue on Phase 2.

Gary, Nick and Aaron have been surveying at the Imperial Airport and the Hershey viaduct projects, and have been helping out on some of the other projects.

We have a full schedule all ready for next year so we need to work efficiently and safely with the colder weather setting in. Keep up the good work!

Merry Christmas everyone!

# A Farewell Message from Larry Hock:

As most of you know, I had stated earlier this year I would be retiring. Well, the time has finally arrived and my official last day will be January 4, 2016.

When I reflect back on the nearly 48 years that I have worked for this great company, many things come to mind. First, I think of all the awesome people that I have been associated with during my time with Paulsen, Inc. I have enjoyed my co-workers very much and you have made coming to work something I look forward to most days. I'll miss you.

Next, I want to comment on how technology has changed since I first started working for this company. Today, we have cell / smart phones and computers to assist us in getting the job done. I remember back in the "good ole days" when I was running a crew and if we needed to get a message to the plant it was quicker to give the message to a truck driver and then the personnel in the main office would notify the appropriate parties. Although this means communication was challenging, it would still have been much faster than finding a telephone to make the call directly to resolve a problem. Yes, as some of you know, I hate carrying a cell phone at times because it seems I can never escape the interruptions it can cause when I am busy; but, I would have to admit there is a lot of convenience provided by this "little black jewel."

"Back when I started with the company, a pair of pliers, a crescent wrench and some baling wire would be all a decent mechanic needed to make the repairs and have the equipment "fixed" and back in production again." - LH

Equipment and vehicles are another thing that has definitely changed over the years. When I first started working with Paulsen's, the asphalt plant produced 40 tons per hour and today the plants are capable of producing 700 tons per hour! The redi-mix trucks the company had during my first years of working were single-axle and capable of carrying five, or maybe six, cubic yards of concrete. Today, our trucks are six axles with the capability of carrying 11 cubic yards. Some of these trucks even have an automatic transmission. Who would have thought!!! I would point out that all this new technology has brought about many good things; however, there are some issues that come with modernization, as well. An example of an issue would be lots of our equipment today is computerized and unless you have the specific computer diagnosis to fix the particular piece of computer that is broken down, you find yourself, "SOL!" Back when I started with the company, a pair of pliers, a crescent wrench and some baling wire would be all a decent mechanic needed to make the repairs and have the equipment "fixed" and back in production again.

Working for Paulsen, Inc. has been a wonderful career for me and the opportunities provided have been great. I especially appreciate some of the fantastic opportunities offered me while serving as the Equipment Manager. I'm excited that my replacement, Kane Nordmeyer, has been hired and will carry on in this position.

I want to thank each and every one of you for having the opportunity to work with you and for putting up with me all these years. It's going to be hard not having my nose in everything this company does, but I'll give it a try. Finally, I would like to give a special thanks to Larry Paulsen for all the support and extras he has made available to me. I couldn't have asked for a better boss!

With this, I would like to say, "So Long." Because, I hate good byes.

- Larry Hock

# Paulsen People

## January Birthdays

ERIC L. STANDAGE	1
NICKOLAS P HOLLATZ	2
DAVID L. NEILL	2
RONALD L KRATZER	6
ANDY PFLASTER	6
JUAN J SANCHEZ LOPEZ	8
RANDY J. WILSON	9
MATTHEW J DILLON	10
CHASE A PRENTICE	10
CLAY M OTTO	12
DOUG L. BANZHAF	13
RAY F. NELSON	13
KEITH R. BENEDA	16
JOE BROCKHAUS	16
LEE D VENCILL	17
SALVATOR BRINDISI SR	18
MARIO SANCHEZ LOPEZ	19
DENNIS R. HANSEN	21
MICHAEL L. SEAMAN	23
ROSS A COLLINS	25
TIMOTHY J HOLZ	25
RAYMUNDO LOPEZ	28
MATTHEW DURYEA	31

## February Birthdays

DONALD DARLING	1
BONNIE L JENKINS	1
DUSTIN K HARRIS	2
GILBERTO AGUADO LOPEZ	4
VICTORIA J VETTER	4
GLEN C. BOMBERGER	5
STEVEN D BIHLMAIER	7
SCOTT W BAKER	13
MICHAEL S GEIGER	13
TRACI L. SEAMAN	16
ELLEN M. BREWER	18
MITCHELL D HELMUTH	20
STEVEN W WALKER	22
SCOTT R GOODALL	23
TIM PFLASTER	23
WAYNE A ROBINSON	24
SCOTT A. HOLBROOK	25
DENNIS W. DEAL	26
JUSTIN T COOK	28
CHRISTOPHER M. HUNKE	28
LORENZO RODRIGUEZ TORRES	28

## March Birthdays

JAMES L. HARVEY	1
THOMAS F MORMAN	5
ALAN HEATH	8
JACOB D PREITAUER	8
MARK D. SCHLICHENMAYER	8
JAMES A MATHEWS	10
RONALD L CHELLEW	11
JOSE R FUENTES	12
JERRY L ZOOK	13
WILLIAM J GUTHERLESS	16
JULIE G. MELLMAN	18
TOBY C GRIESER	19
DANIEL B. NILES	19
CHRISTINE J. CHRISINGER	20
PAUL MEIER	22
RANDY M. HART	23
JOEL MARTINEZ RAMIREZ	24
ALVARO ROJAS	24
GARY E SCHULTZ	28
DOUG STRATMAN	28
DEBRA S. EBSEN	29
BENJIMAN KAPPES	29

## Card of Thanks

Deb Ebsen would like to give a special thank-you to Wally and Carl's crew, the Plant crew, and drivers for they sympathy card and donation collected for the loss of her twin grandbabies, Casteil & Catalaya Garcia from Forney, TX who passed away August 31st. She also appreciated the thoughts and prayers for the loss of her father on October 23rd. Thank-you all and God Bless.

## Anniversaries

### 35 Years

DANNY L. KEEZER

### 30 Years

PAUL W. HILL  
DENNIS R. MCFADDEN

### 20 Years

DONALD DARLING

### 5 Years

FERMIN LOPEZ

# McSafety's Corner

Dennis R. McFadden  
Safety Director

I hope everyone had a safe and enjoyable Thanksgiving which is tomorrow as I write this article. Winter is trying to come in at full force while we are trying to wrap up our work before Christmas.

This is not the time to forget the dangers that come with working in this type of weather and the changing driving conditions. Dress accordingly and be prepared for sudden changes in the weather; ice will be forming on everything so be aware of slip and fall hazards and stay alert for signs of frost bite and hypothermia. As driving conditions worsen, allow for more following distance to give that extra cushion to allow you to get stopped. Always wear your seat belt and never ever use the cruise control on icy or snow packed roads.

We have had a very busy year and there are many things that are changing in the safety world that will affect you. The annual safety meetings will be starting up in mid-January and should be completed by the middle of March. I have included the training schedule as an insert here in the Paulsen Pride and of course there may be changes that we will post on the website and on Facebook. Last year we changed the schedule five times before we were done. You will be contacted by your department concerning the meetings you need to attend and any changes that may affect you.

We have specific areas that we need to improve on at all of our jobsites. We will be spending a lot of time training to address those needs. We all need to be able to not only recognize a hazard but also how to respond to it. Working together we can learn to avoid the things that will get us or someone else hurt or dead. The winter meetings are there to address the hazards you are exposed to and provide the

best way to address them. It takes your efforts and your participation to improve the safety of the company.

Each year I can't believe how fast Christmas comes upon us, it seems like only yesterday I was at Sturgis or sailing at Johnson Lake.

As we all travel during the holidays we need to keep safety in mind. As you attend the many Christmas parties and New Year's celebrations remember to celebrate responsibly and arrange for a designated driver or lodgings ahead of time.

Stay safe and have a Merry Christmas and a Happy New Year.

– Dennis McFadden



## SHOP TALK

Here we are heading for the end of another busy year. I hope everybody was able to make the shop party and has seen the new addition, by the time you read this. If not here are a couple of pictures to show you some of the changes. - Audy & Wade





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## What Were They Thinking?



I think he should have used 2 tie downs  
or he may lose some of his load.

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)

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





## 2016 Training Schedule 1<sup>st</sup> Edition

All meetings will be held at the office except for those noted at Chipper Hall  
All full day and AM meetings start at 8:00 AM & PM ONLY sessions start at 1:00

Friday	Jan. 08	Shop OSHA
Monday	Jan. 18	Redi-Mix OSHA (Hearing & Respiratory Testing)
Tuesday	Jan. 19	Redi-Mix OSHA (Hearing & Respiratory Testing)
Thursday	Jan. 21	CPR / First Aid (6 hours)
Monday	Jan. 25	½ of all Supervisors
Tuesday	Jan. 26	½ of all Supervisors
Wednesday	Jan. 27	Paving OSHA
Thursday	Jan. 28	CPR / First Aid (6 hours)
Wednesday	Feb. 3	MSHA Annual Refresher at <u>Chipper Hall</u>
Thursday	Feb. 4	CPR / First Aid (6 hours) at Training Room
Friday	Feb. 5	Building OSHA at <u>Chipper Hall</u>
Tuesday AM	Feb. 09	Forklift
Tuesday PM	Feb. 09	Respiratory
Wednesday	Feb. 10	CPR / First Aid (6 hours)
Tuesday	Feb. 16	½ of DOT Drivers at <u>Chipper Hall</u>
Wednesday	Feb. 17	Equipment Operators at <u>Chipper Hall</u>
Thursday	Feb. 18	CPR / First Aid (6 hours) at Training Room
Tuesday	Feb. 23	CPR / First Aid (6 hours) at Training Room
Thursday	Feb. 25	CPR / First Aid (6 hours) at Training Room
Wednesday	Mar. 09	½ DOT Drivers at <u>Chipper Hall</u>
Thursday	Mar. 10	Asphalt OSHA at <u>Chipper Hall</u>

*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.

This is a tentative schedule and is subject to change. Any further updated schedules will be given to the Division Managers and posted next to the Safety Managers door and check [www.paulseninc.com](http://www.paulseninc.com) and [www.facebook.com/paulseninc](https://www.facebook.com/paulseninc) for updates.