



**PAULSEN**  
WINTER 2018

**PRIDE**

## McSafety's *Corner*

By Dennis R. McFadden • Safety Director

### ***New Training Room is Ready for Upcoming Full Schedule of 2019 Training Sessions***

The cold and snow arrived and many projects came to an abrupt end as we are well into December. The office building has been remodeled and now we will conduct all of our training in the new training room including the First Aid and CPR training.

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.

Events of this past year have driven the point home as to the importance of knowing First Aid / CPR. The new training room is carpeted and we are asking everyone to wear clean shoes, please no soiled or greasy attire. Additional parking has been added to the west side of the building, but as always in winter - please be careful of the ice. The hearing and pulmonary testing will still be conducted at the main office building as usual.

A lot has happened over this past year both outside and inside of the company that we need to address this winter. 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 6th.

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



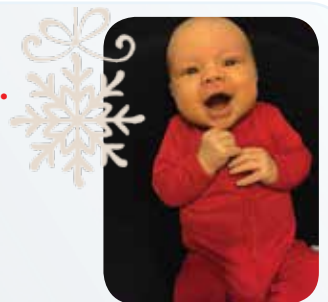
on Facebook. You will be contacted by your department concerning the meetings you need to attend and any changes that may affect you.

I look forward to seeing everyone this winter, and I feel the need to remind everyone to drive safely no matter what the conditions. Take your time, drive defensively, and watch for the hazardous winter road conditions and all the added traffic this time of year. 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.

### **Larry and Tammy Paulsen and family would like to wish everyone a very Merry Christmas and a Happy New Year.**

There are many things to be thankful for and we hope that your time with your families and the Holiday Season is a very joyous one. The Paulsen family received a very special gift on October 27th. Eric and Lauren (Paulsen) Smith had a 6 pound baby boy named Beau Cephus Smith. They live just south of Blair, Nebraska and have given us our first grandchild. It is a special time of year for family and friends and we sincerely want to wish everyone the very best and thank you for another year of being part of our family at Paulsen, Inc. God Bless you all. Merry Christmas.



*Beau is ready for the season wearing his Paulsen red t*

# Department Notes



## Asphalt

Jim Jewell

Winter weather is here, forcing to shut down operations for the year. This will leave us with a small amount of this year's work to finish in the spring.

Carl's crew only had a few days left on Lake McConaughy North, but snow storms ended any hope of getting done. There will be some subcontractor work in the spring also.

Tom's crew will have some driveways to do on highway 26 west of Oshkosh, and some paving on I-80 North on Highway 27.

We have been busy bidding work for next year, and have been pretty successful, as follows: Mason City Southeast,

Colorado Line to Brandon, Platte River South, (on 283 south of Lexington), Newport North and Keya Paha River North on Highway 137, and Elwood North. All told, about 200,000 tons. We also have about 75,000 tons to do on Indianola to Cambridge on Highway 6 that was bid over a year ago. This gives us a pretty good backlog into next year, and there is more work coming that we are interested in.

This past season was a tough one for many reasons, especially the wet weather. I appreciate everyone's efforts in getting the majority of the work done.

*Hope you all have a safe and happy holiday season.*

## Paving

Dennis Sandrock

Well, we are winding down with most of the projects being opened up for the winter.

Darrell, Mike and Sam finished up at the Kearney I-80 Interchange ramps and were helping at Grand Island to finish up.

Justin, Steve, Don and Gary finished pouring at the Highway 281 project in Grand Island with the mainline and median. They opened up to traffic on November 30.

Jed, John Feeney and Cesar finished up the paving on Highway 6/34 through Holdrege and opened up on November 29 except for the sodding which we will do next spring.

The pipe subs are working at the Aurora Airport runway project that we will pave next spring. Gary and crew have been installing controls at the Aurora and Broken Bow airports and the Dawson County whitetop project.

Projects for next year so far are: Overton Street paving 7,400 sy; Aurora Airport 36,695 sy; Oxford city paving 6,000 sy; Kearney 30,000 sy; and Dawson County whitetop 172,800 sy.

We hope to see everyone at the shop party on December 14.

**Have a safe holiday season.**

## Gravel

Chris Hunke

Another year has come and gone. THANKS to all of you for all of your hard work.

Currently, 12/05/18, we are shut down pumping at all locations. Most pits are starting to freeze over. A reminder to watch out for icy conditions.

Winter training will begin in January. Paying attention does help. Just ask North Platte Mark.

Look forward to seeing everyone at the Employee Christmas Party on December 14.

Safety is part of Everyone's Job. We want you and your co-workers to go home safe and sound each day.

**Hope everyone has a Very Merry Christmas.**





# Department Notes

Tim Dean

## Building

This Building Department welcomed a couple of new employees this fall.

Scott Skala rejoined the team this fall. Scott spent his first 18 years after college at Paulsen, Inc. and we are excited to have him back. Scott and his wife Julie live in North Platte, but are looking to move back to the Cozad area. Jeff Pickinpaugh and his wife Miranda made the move to Cozad this fall. Jeff is a foreman working with the paving crew.

Dan Schwarz is in the final push at Meadowlark Pointe. The interior finish work will continue and we are hopeful to find a break in the weather to complete the exterior paving.

Ross Collins finished up the Eustis Fair Building and put the finishing touches on the addition to Eustis Farnam High School. Ross is currently using his finish carpentry skills at Meadowlark Pointe.

Dan Niles took on the surgical suite renovation at Cozad Hospital. Dan and his crew completed the job in a 60 day window. This was a monumental task with all the complexities a hospital can provide.



*Cozad Hospital Surgical Suite*

Shane Schutte finished up the addition for Midwest PMS and is currently renovating the Paulsen, Inc. maintenance facility in Lexington for the Asphalt Division.

Tim Hemmingson is working side by side with the Ready Mix Department to complete the new ready mix facility in Franklin. This project should be closed in soon and ready for production in the spring.

Jeff Pickinpaugh and crew have recently completed projects in North Platte and Holdrege. The crew is hoping for a stretch of decent weather to complete the paving at Meadowlark Pointe.

Aaron Stark and his crew are completing repairs to Darling International in Lexington. The facility had significant fire damage this fall.

Remember to work safely and efficiently. Merry Christmas and Happy New Year to all!!



*Before and After photos of the Franklin ready mix facility*



# Department Notes



## Ready Mix

Brian Engel

The Ready Mix division had a busy fall this year. As always there are plenty of customers looking to get their concrete poured before "Old Man Winter" hits us, and it looks like he did just that this year!! THANK YOU to all RM division employees for all your hard work and dedication this construction season!!

We are definitely headed into winter mode now, with equipment repairs, office cleaning, trucks clean up, etc. 2018 was a good year. It was a little down from the past few, but 2019 looks to be shaping up to be a great year so far. Our Concrete Paving Division has lined up some great work that we will be supplying them with concrete. Both portable plants will have ample work this coming year along with our permanent plants which are picking up some local work already.

We do have a new plant manager in Ogallala. His name is Jake Schilz. Jake was born and raised in the Ogallala area, and comes to us with some construction background and a desire to learn the ready mix and aggregate

industries!! We look forward to working with him after the first of the year!

Our big project for the winter is to get the new Franklin facility up and running. We tore down the old plant and building, fixed up the plant, added other silos, and have it enclosed in a new building. Jerry, Matt, Trent and Doug have done most of the work so far, and it is really taking shape and looking Good! Thanks for your hard work guys!! I'm sure Doug is getting excited to be in the new facility.

Training season will be upon us shortly. We are all looking forward to utilizing the new training facility that Larry Paulsen has provided for us. Kelly has gotten the schedule together for everyone, so please mark your calendars for those days.

I would like to end with wishing everyone a Merry Christmas and of course a Happy New Year!!



## FOCUS on Wellness

### MENTAL DISORDERS

Awareness of mental health disorders has increased, yet there remains a stigma and frequent perception within society that mental disorders are rare and "happen to someone else." In fact, mental disorders are common and widespread. Approximately 1 in 5 adults in the U.S. experiences mental illness in a given year.

A mental illness is a disease that causes mild to severe disturbances in thought and/or behavior, resulting in an inability to cope with life's ordinary demands and routines. There are more than 200 classified forms of mental illness. Some of the more common disorders are depression, bipolar disorder, dementia, schizophrenia and anxiety disorders. Symptoms may include changes in mood, personality, personal habits and/or social withdrawal. Mental health problems may be related to excessive stress due to a particular situation or series of events.

Visit <http://www.mentalhealthamerica.net/recognizing-warning-signs> for warning signs and symptoms of mental health disorders.

If you or someone you know is in crisis now, seek help immediately. The National Suicide Prevention Hotline offers a 24-hour crisis center via 1-800-273-TALK (8255).



# Tips to avoid workplace injuries

Scott Holbrook, Loss Control Manager  
308-325-1344 • [scotth.paulesen@cozadtel.net](mailto:scotth.paulesen@cozadtel.net)

One simple movement at work can result in debilitating injury and pain. But learning simple techniques can drastically reduce the risk of injury. Wearing a back belt does not allow you to lift more weight. In fact, when wearing a back belt, you must take all of the same safety precautions that you use when lifting without a belt. The only way to prevent back injury is to follow the correct lifting procedure.

## PROPER LIFTING TECHNIQUES

- Ask for help if you are unsure of the objects weight
- Test the object first to know what you are lifting
- Bend knees and hips
- Lift with legs
- Lift and carry objects close to the body
- If you do use a back belt, be sure to loosen the belt when you're not lifting to maintain muscle strength. If you don't, wearing a back belt may actually cause your back muscles to weaken.

## PUSH BEFORE PULLING

- It is safer to push than pull
- Keep your back straight and bend at the knees
- Face the load squarely rather than at the top or the bottom of the object
- Avoid twisting your hips when pushing, instead keep your core tight and use your legs and body weight to move the object
- Workplace Stretches Improve Overall Health
- Stretching at work improves flexibility and may help prevent work-related musculoskeletal injuries

## PROPER STRETCHING TECHNIQUES

- Relax your muscles
- Stretch at your own pace
- Stretch to the point of comfortable tension, relax and hold the stretch
- Stop stretching if you sense pain in a joint area, then check your technique
- Hold all stretches for 15-20 seconds and repeat 3 times

## HELPFUL WORKPLACE STRETCHES

- Shoulder Roll – Roll shoulders up and back, switch directions, do 10 times each direction
- Arm Circles – Roll arms in large circles, switch directions, do 10 times each direction
- Hand Stretch – With outstretched arms, make fists, then open hands wide, do 10 times
- Neck Stretch – Grasp top of head, bend neck gently to the side and hold, switch sides
- Rotation Stretch – Reach arms toward ceiling and rotate at the hips in both directions
- Squat – Use a wide stance, maintain balance, bend to squatting position, hold for 2-3 seconds

Information provided by St. Elizabeth Sports & Physical Therapy, Lincoln, NE

Praying each of you have a Merry Christmas and a Happy New Year!





### January Birthdays

ERIC L. STANDAGE	1
DAVID L. NEILL	2
RONALD L KRATZER	6
ANDY PFLASTER	6
JOSE CAMPA RIVAS	8
RANDY J. WILSON	9
MATTHEW J DILLON	10
DOUG L. BANZHAF	13
WILLIAM E BISHOP JR	14
JONATHON A TAULLIE	15
KEITH R. BENEDA	16
LEE D VENCILL	17
STEVEN TODD MESSERSMITH	18
JOSE A. RAZO	19
DENNIS R. HANSEN	21
MICHAEL L. SEAMAN	23
ROSS A COLLINS	25
TIMOTHY J HOLZ	25
RAYMUNDO LOPEZ	28
SHAWN P BOXWELL	31
MATTHEW DURYEA	31

### February Birthdays

DONALD DARLING	1
BONNIE L JENKINS	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
CHRISTOPHER L STENKA	24
SCOTT A. HOLBROOK	25
CHRISTOPHER M. HUNKE	28
LORENZO RODRIGUEZ TORRES	28
JOHN M SUTHERLAND	28

### March Birthdays

JAMES L. HARVEY	1
SETH A GODBEY	8
ALAN HEATH	8
JACOB D PREITAUER	8
MARK D. SCHLICHENMAYER	8
JOSE R FUENTES	12
JERRY L ZOOK	13
JOSHUA D SLATER	14
RICARDO MENDOZA	15
RYAN R MEREDITH	16
ROLANDO BARRON	18
MICHELLE L BISHOP	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
DEBRA S. EBSEN	29
BENJIMAN KAPPES	29

## Happy Anniversary!

#### 35 Years

KAREN A. FERRELL

#### 20 Years

CHARLES A. DeWOLF

JERRY L. MILLER

JAMES W. NEAL

#### 15 Years

TIM S. DEAN

SERGIO MENDEZ

#### 5 Years

ROYA CHAMBERLAIN

FERNANDO J VAZQUEZ

MERRY  
*Christmas*  
 \*AND HAPPY NEW YEAR\*

# Franklin County Plant Manager Doug Walton Inducted into Nebraska Scholastic Wrestling Association Hall of Fame

The Nebraska Scholastic Wrestling Coaches Association inducted 12 individuals into their Hall of Fame at their annual banquet held in Grand Island on June 8.

Paulsen, Inc. Plant Manager in Franklin, Nebraska, Doug Walton, was introduced by his son, Russ, prior to being inducted into the Nebraska Scholastic Wrestling Coaches Association (NSWCA) Hall of Fame for his work the past 40 years as an official.

When asked what his induction meant to him he replied: "I am truly humbled and honored to be inducted into the Nebraska Wrestling Hall of Fame. Being selected to any Hall of Fame is the pinnacle of accomplishments. The selection is not based on any one event or incident, but rather a career of commitment and excellence. To have the coaches of the state select me in just my second year of retirement makes it even more special."

Doug retired from officiating on the mat in 2016. It had been 40 years since he first registered as a wrestling official. During his tenure he had the opportunity to call matches as some of the nation's premier wrestling events.



**WALTON INDUCTION** - Doug Walton is pictured with CEO of NSWCA, Norm Manstedt (left) and Bobby West, NSWCA President (right), when inducted into the Nebraska Scholastic Wrestling Coaches Association

- Courtesy Photo



Eric Standage (Cozad RM Plant Manager) is the proud Grandpa of **Knox Gene Standage**. Knox, son of Justin and Amanda Standage, was born December 2nd, weighing in at 7 lbs. and 11 oz. and measuring 21 ¼ inches long.



**Congratulations**

to

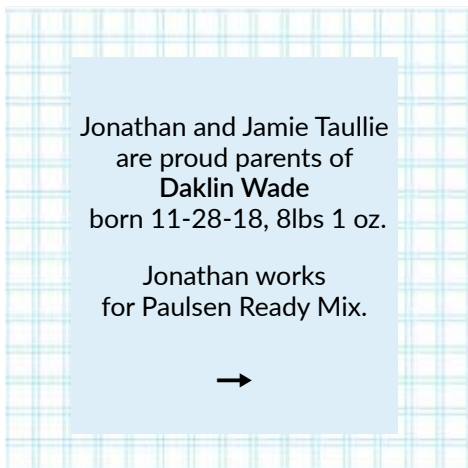
**Jose Campa Rivas**

(Paulsen Building)

on becoming a

**U.S. Citizen**

in September  
2018!



Jonathan and Jamie Taullie are proud parents of **Daklin Wade** born 11-28-18, 8lbs 1 oz.

Jonathan works for Paulsen Ready Mix.





Post Office Box 17  
Cozad, NE 69130  
[www.paulseninc.com](http://www.paulseninc.com)

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)

**What Were They Thinking?**



Stop – Look – Analyze and Manage: what could go wrong here? Never put yourself or anyone else at risk. How many things can you spot that are wrong? Risking your life isn't worth it!





## 2019 Training Schedule 2nd 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. 11	Shop OSHA
Tuesday	Jan. 15	Redi-Mix (all employees) OSHA
Wednesday	Jan. 16	First Aid / CPR
Tuesday	Jan. 22	Forklift Training
Wednesday	Jan. 23	First Aid / CPR
Thursday	Jan. 24	Building OSHA
Tuesday	Jan. 29	Paving OSHA
Wednesday	Jan. 30	First Aid / CPR
Thursday	Jan. 31	All Supervisors
Tuesday	Feb. 05	Rigging / Signaling (you will be contacted)
Wednesday	Feb. 06	MSHA Annual Refresher
Tuesday	Feb. 12	(backup date for Supervisor Meeting)
Wednesday	Feb. 13	First Aid / CPR
Tuesday	Feb. 19	Annual Respiratory Training
Thursday	Feb. 21	Half of All DOT & other <u>Drivers of Paulsen Vehicles</u>
Wednesday	Feb. 27	Half of All DOT & other <u>Drivers of Paulsen Vehicles</u>
Thursday	Feb. 28	Asphalt OSHA
Monday	Mar. 04	Audiometric & Pulmonary Testing at Paulsen Inc. Office
Tuesday	Mar. 05	Audiometric & Pulmonary Testing at Paulsen Inc. Office
Wednesday	Mar. 06	First Aid / CPR (if needed)

*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.