

Manatt's Mirror
Wings' s Willol

Autumn
Issue

1997

Reflections of Manatt's Inc.

and Subsidiaries

THINGS WE LIKE TO HEAR

Russ Upah at Tama, received the following letter from the Tama County Conservation board. Tom Donovan was the loader operator.

“Dear Russ;
Please extend our thanks to your employee that removed a very large tree off the boat ramp at Manatt’s Landing. Our guys weren’t having much luck in moving the monster with our tractor until your guy happened along. We really appreciate it. THANKS!
Sincerely,
(Signed) Bob
Robert F. Etzel, Director”

Also, from Russ, the following thank you note:

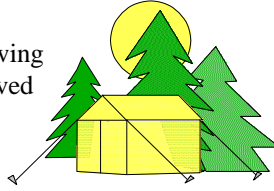
“Dear Russ,
Thank you for the donation of sand for our luminaries for the Relay for Life. Also, we appreciate you delivering it for us.
(Signed) Jolene Topinka
Relay for Life Committee”
Relay for Life is a Team Event to Fight Cancer.

Tom Manatt and Larry Ford, Ames Asphalt and Ready Mix, received this letter from the Ballard Community School District.

“Dear Tom and Larry,
Thank you very much for the opportunity to visit and observe the daily operations of your business. We appreciate the time and commitment you shared with us as educators. It has helped us to have a better understanding of the necessary skills our students will need to pursue a career.

We look forward to our partnership and all its benefits.
Sincerely,
(Signed) Kim Wierson, Pat Volger,
Dianne Tatka, Mary Anne Begg, Karen Meeker, Gordon Mish

The following letter was received from one of the campers that Manatt’s sponsored at the AGC Construction Camp.

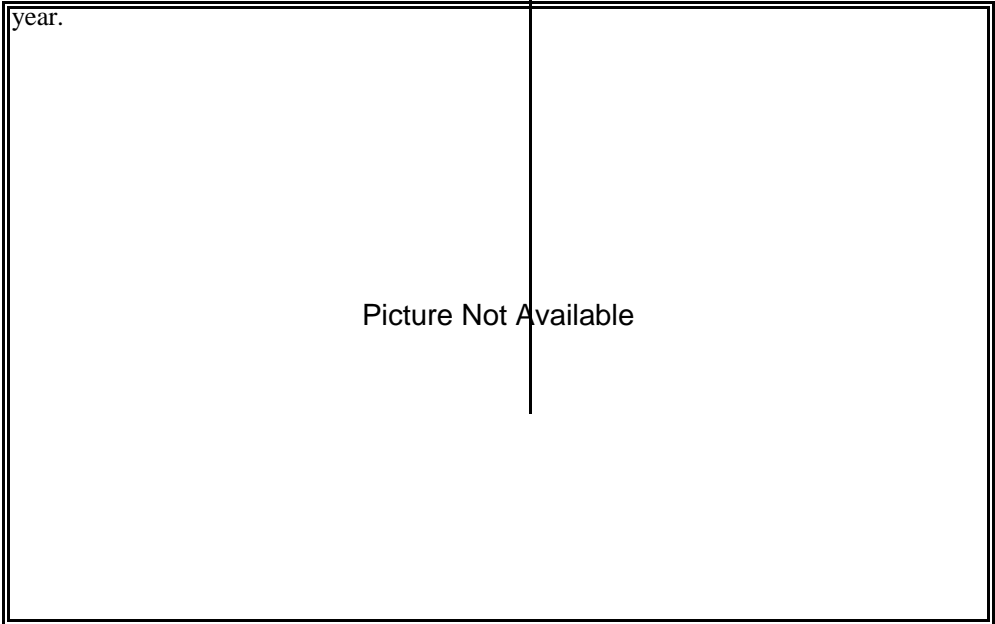


“Dear Manatts,
Thank you for sponsoring me at the AGC Construction Camp. It was great!! We got to go to job sites. We went to Manatts on Thursday and I even got to see Uncle Curt and Joni Linder!!! We got to go canoeing, shoot guns and bow and arrows, plus we got to make floats and pour concrete. We wrote our names in the concrete so if you come back next year you can see what you made last

I think the best job site was Manatts because they were paving and out on the road doing neat stuff. Most people paid attention to them. On one of our tours we got to see an explosion. Everyone thought that it was cool!! I’m sending pictures of it for you to see, hope you like them.

I had a great time!!! I hope I can do it next year!!!!
Thanks again!!!
Sincerely,
(Signed) Kelsey C. Mercial

Kelsey is the daughter of Mary Mercial, Quality Control Division and is twelve years old.



Tim Manatt received the following letter from The Mustang Foundation, Independence, Iowa.

Manatt’s Inc.; Attn.: Timothy L. Manatt; RE: Independence Track Project
Dear Mr. Manatt, I wanted to thank you and your company for your donation involving the Independence track project.

We appreciate the donation of your semi truck in hauling the rock for the project. We also appreciate you agreeing to complete the rock hauling, which was more than you originally agreed to do.

I’ve enclosed a copy of an article that appeared in the Independence newspaper, which recognizes the donation of your company to the project.

Thank you again for your help.
Yours very truly, (Signed) A. J. Flickinger”

The clipping that Tim enclosed explained the track project in more detail. Bids for the project are expected to be let in March for the 8-lane asphalt track, that would then be available for the 1998-99 school year.

Mary Merial, Quality Control, received the following letter from Cedar Valley Corp.:

“Mary,
I just wanted to take a moment to thank Manatt’s Inc. for assisting our Cedar Rapids Airport project with a quality control specialist. Joni Linder did an exemplary job, and is a true professional. If our industry could find more people with her work ethic and dedication, the stress level for all involved would go down considerably.

I hope that the paving crew and myself let Joni know how much her hard work was appreciated, if your company has any kind of recognition program for outstanding employees please consider her, she made Manatt’s Inc. look very good.
Sincerely,
(Signed) Craig Hughes, Project Manager”

SEVEN HABITS OF SAFETY

by Greg Sitek

taken from Equipment World

“Safety is everyone’s business.” Classic cliché, but it applies. When people involved in an accident are questioned afterward, they respond invariably with one of three answers:

- “I didn’t know.”
- “I didn’t see (or look).”
- “I didn’t think.”

Training and safety meetings are an absolute necessity. Look at the answers listed. In the first case, training may have helped prevent the accident. But in many instances, the “I didn’t know” applies to the results: “I didn’t know...that would happen when I did this.” “I didn’t know he was there.” “I didn’t know the machine would roll without the parking brake on.” Frequently, the “I didn’t know” applies to personal neglect rather than a real lack of knowledge.

The other two responses, “I didn’t see” and “I didn’t think,” come from a lack of personal commitments, poor work habits, preoccupation or any number of other distractions.

The 7 Habits of Highly Effective People, a book by Stephen Covey, reviews seven habits common to people who are effective with managing their

lives and working with others. Safety is as habit-oriented as anything. These seven habits can be applied to improving safety: On-the-job safety involves more than just one person; your risks put others at risk.

The 7 Habits of Highly Effective People are:

Be proactive. Become involved with being safer yourself and insist that fellow workers are also safety-conscious. Reporting unsafe conduct is a positive action.

Begin with an end in mind. Look at everything you will be doing and establish an accident-free result as an end. Consciously work toward that end.

Put first things first. Safety, your own as well as others’, should always take first place. Never sacrifice safety for speed or a deadline.

Think win-win. Any time you prevent an accident, all parties are winners. No one benefits from an injury or even worse, a death.

Seek first to understand, then to be understood. Listen before speaking. Pay attention to what others have to say. Following the rules may not always make sense, until you understand why they exist and what they are intended to accomplish. Communication is an integral element of a safe attitude.

Synergize. Simply put, synergy means that the whole is greater than the sum of its parts. An on-the-job accident affects everyone. Habitually safe thoughts and actions have a lasting synergistic impact on the “whole”.

Sharpen the saw. You must constantly renew your commitment to safety. Like everything else, the habit of safety can become so mundane that it loses the edge that makes it work. You need to renew these habits regularly.

In the end, the one who benefits most is you.

NANCY OLLINGER

NEW

INSURANCE ASSISTANT

In August, Jan Phelps, who had been John McKusker’s assistant for the past eight years, accepted a position



with the HLV School District. Those of you who have had to call in to report an incident, will have noticed a new voice answering your call.

In September, Nancy Ollinger accepted this position. If you have been with the company for awhile, her voice will sound familiar, as she held this same position about nine years ago. She will be working with John McKusker in the insurance department.

Nancy has been working at Grinnell Reinsurance and has an Associate in Claims designation from the Insurance Institute of America. Her husband, Greg, is Parts Department Manager here in Brooklyn. Welcome back, Nancy!

ACCOUNTING PERSONNEL



CHANGES

by J. C. Miller

This past summer has seen a few changes in the accounting department at Brooklyn. Lynda Hawkins left for a different position which gave us a chance to promote from within. Sue Blankenship accepted the full time position as Accounts Payable Clerk and left behind her old full time seasonal job as Concrete Plant billing clerk assisting Angie Hawkins.

Moving into Sue’s old position is Donna Smith who just recently joined the accounting department. Both ladies are adapting well to the new challenges facing them as they learn their new jobs. It is always extremely difficult to switch during the summer months due to the high level of paperwork that flows through the offices. We knew that both ladies could handle their new challenges and they are proving us right.

Over the past few years, we have been going more and more to a team concept in managing the accounting department. Joining with me on the team has been Vickie McDonald and Pam Benishek. It certainly helps when more than one person looks at each problem as it comes up.

BENEFITS INSURANCE/FLEX

by Bev Vaverla

For the past few months, representatives from Manatt's and all their subsidiaries have been holding a monthly "Benefit's Meeting". We have had people from various organizations on hand at many of these meetings. The people from WellMark, and WellMark Administrators (formerly Blue Cross/Blue Shield and BAAI) have been with us several times. Also, representatives from Brooke Rosenberg and Associates, our insurance agent and the Brenton Bank that handles the 401(k).

Jack Gustafson, Frank Heinen and John McKusker are the "moderators" and help to solve any problems that may come up involving any of these benefits, as well as any thing else that affects all the companies, such as the telephone system and billing.

One of the things that was brought up by the WellMark people, was the timely filing of claims, other than what the doctors send in. The big one seems to be getting prescriptions sent in. If you are on Manatt's health insurance, prescriptions are eligible for payment.

Remember, the prescriptions go toward your deductible, so it is a good idea to file them monthly, or as you get them, in the event you might have a claim later in the year. **DO NOT WAIT UNTIL THE END OF THE YEAR TO SEND YOUR CLAIMS IN TO THE INSURANCE COMPANY.** If you have had other claims during the year, they have to go back and refigure the whole year's activity. This will delay your claim, as well as causing a lot of unnecessary work for the company.

Another thing that was brought out - when you send your claim in, **SEND ONLY THE ORIGINAL BILLS FOR PRESCRIPTIONS, OR WHATEVER CLAIM YOU ARE MAKING.** This should be an itemized bill, showing dates of service, patient information, etc. Also, be sure you have the correct group number and your correct social security number.

You will notice that a lot of these things are much the same as what I have talked about in filing your flex claims; timely filing, proper invoices/receipts, etc. A lot of these things are just common

sense things and little things, so please, check your claim over before you send it in, just to be sure everything is listed. If you are in doubt or have a question about your claims, Sue Sands is our representative at WellMark. She is a very nice person, and very capable and willing to help you. Just to let you know what her work load is, Sue has processed 8573 claims since January 1 for our group. For the month of August, a total of 924 claims were processed (again, just for our group). She handles approximately 200 claims per week for the entire group.

SHE'S A BUSY GIRL! So we ask you to help her out all you can, by filing your claims in a timely fashion, checking them over to see that all information is on the claim form, and sending only the ORIGINAL bills.

If you have questions about a claim, Sue's phone number is:

800-344-5822 Ext. 4199

Or you may call Frank or John at the Brooklyn office.



BEAR CREEK INVESTMENT CLUB by J. C. Miller

The Investment Club has continued to grow even during the past "market correction" of 800 points. We have now gained back about 400-500 points, depending on when this is written and when it's read.

Our income this year is presently at \$12,564.00. This represents Interest, Dividends, and Capital Gains & Losses of stocks that we have sold. Our total assets based on the market are now over \$100,000.00.

The number of partners stands at 25. We have had 3 partners withdraw and they were paid for their market value. Steve Alig, spouse of Lex, has joined within this past year. Steve is a teacher in the BGM School system. He has hopes of starting a club in the local school district for teachers.

We continue to learn more about the stock market and the effects of interest rates, unemployment rates, etc. that move stocks up and down. And then, of course, there is the emotional side which throws all the rules and guidelines out of the window.

If anyone is interested in sitting in on a meeting and learning more about the

club, please call Frank Heinen at the Brooklyn office and he will send you an invitation to our next meeting which is the second Wednesday of each month. The time is from 5:00 pm until 6:00 pm.

SEALCOAT & SUBDRAIN DIVISION

by Dave Schinckel

It seems we're on the downhill side of another construction season. The subdrain summer was constant until we ran up to several grading and paving jobs that were behind schedule. The crew had placed 493,915' up until the first part of September.

From that time until Sept. 22, the trenchers sat still. The crew was split into three crews and helped out in various areas. A small group went to Ames and became a second grading crew for Tom. Another handful did small half day subdrain work at various sites, and the remainder helped the sealcoat crew with tear up and relay, and manhole adjustments on several projects. This actually was a blessing in disguise with the amount of sealcoat that had to be completed this fall.

The sealcoat crew has been full all season long. Several weekends and long hours of traveling were put in by this crew and chip trucks included. Thanks for the extra effort and cooperation of all included. At the time of writing this article, the sealcoat crew should wind down around October 3. Hang in there, Mother Nature!! After that the sealcoat crew will once again get to play in the dirt on the Brooklyn Industrial Park northeast of town. There is approximately 41,150 cy of dirt to move. Cuts of 10 feet deep and fills of 5 feet deep will be encountered. This should take around twenty days to complete and probably end the season. The subdrain crew will be busy up through the first week of November with trenching and may fill in as needed after that.

Remember school is in session, and the tractors and combines are putting in the same hours as you are. Stay alert!! Let's strive to finish another safe construction season.

JUNIE'S JABBERS

Bev's been after me to get my article done for the paper and I know I'm late, so I guess I'll get started. I just got back Sunday night from a trip to the east coast in the motor home. I was gone two weeks. I had never made a trip like this to the east coast. Brother Merlin, with his motor coach, and I were on a rally with the Newell Coach people. We had a very enjoyable time.

We went in to New York City, where we saw the Statue of Liberty, and Ellis Island. We ate on the 107th floor of the World Trade Center and went to the top of the Empire State Building. That part was all very interesting, but if I had to live in New York City; well I'd just as soon not live any where. The streets are filled with people walking. You'd think it was a sidewalk at the State Fair grounds, **during fair week**. I have no idea where all those people are going to or coming from, but they're just like ants all over town, blocks and blocks of them. After spending a week in New York, we went on to Boston where we spent a day traveling on a Blue Line Travel bus seeing the sites. The next day, we went to Plymouth and saw Plymouth Rock and the Mayflower 2, and some other very interesting things in that area.

We left there the next day and went on up to Maine. We were about 10 days too early for the color, but we spent the day around Portsmouth, Maine. We left there the next morning, drove through a lot of hills, curves, and timber as we cut across the state.

We arrived in the Niagra Falls area that evening and on Friday, we toured the Falls. Again, we took a bus tour. These bus tours are rather expensive, but we felt we saw things on the tour that we would not see or know about if we had used our own vehicle. On Saturday morning, we left Niagra Falls and got home on Sunday evening after two short days of driving. I had never been to Niagra Falls before and found it to be very interesting. I would encourage any of you that might be thinking of taking that trip someday, it is well worth it!

So much for the last couple of weeks. As for the way the summer has gone (as it pertains to horse racing); I've been racing three or four horses. I've really had a "crop failure" this year. My horses have won a few races, but have not done nearly as well as usual,

consequently in November, I am planning to sell the horses I have and it's quite questionable whether I'll buy any more. Sometimes, I feel like it's about time for me to quit the race horse business. I guess I'll have to make up my mind in the next couple of months.

There are a couple of things I want to mention. First, although I suppose I shouldn't comment again, but I'm still so happy and ecstatic about the nice open house we had in April. It just went so well that it still gives me such a good feeling when I think about it.

Second, and this is more of a local nature to our Brooklyn area; we have a committee here that is working on a new grade school. Whether it will pass a vote in November or not, I don't know, but I'm strongly in favor of it. I feel we need it, and I feel it will be the right thing for our children, our grandchildren, and our great-grandchildren. Most of the building that the new structure would replace was built in 1913. It has two stories and wood floors. It is my hope that any of the people in the Brooklyn area that work for us, will vote for a new school.

Sometime in the first or second week of November, I guess I'll head towards the south again. I plan to go to the Atlanta 500 race about the middle of November, then I'll go on down to Fort Myers. The invitation is always open, if any of you come down around Fort Myers. I'm in the phone book, and I'd be glad to hear from you and have you stop in.

STORK CLUB

Randy Lehman and his wife are the proud parents of a daughter, Shelby, born August 17. Randy works at the Independence plant

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Russ Woellert, tanker driver at Waterloo, is a first time grandpa. He has a granddaughter named Desira Alexis.

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Dave and Becky Edmundson just missed last month's newsletter. They have a daughter born June 28. Her name is Rachel Jean, and she has a big brother, Scott.



THIS 'N THAT FROM THE PAYROLL DEPT.

Do you need to update your beneficiary card(s) due to marriage, divorce, separation, birth, death, etc.?? If you're not sure who your named beneficiary is on your 401(k) plan, group term life insurance or voluntary life insurance, give Diane in the payroll department a call, and we will check it out. If the person named needs to be changed, we will get the proper forms out to you as soon as possible. It is very important to keep this information current.

EMPLOYEE INFORMATION SOCIAL SECURITY BENEFITS

Do you plan to retire in 1998? Now is the time for you to contact Social Security to determine the best month to apply for benefits.

In some cases, the choice of retirement month can mean additional benefits for you and your family. Depending on your earnings and benefit amount, it may be possible for you to start collecting benefits while continuing to work.

If you would like more information about Social Security, or want to arrange for an appointment to talk with a Social Security representative, you may call 1-800-772-1213.

For those of you who are not ready or old enough to retire, remember, Social Security is a base for building a sound financial future...combined with pensions, savings, IRA's, insurance policies, and other investments. You can find out how much your Social Security base is. Just call 1-800-772-1213 any time and ask for your Personal Earnings and Benefit Estimate Statement.

WENDLING QUARRIES INC.

NEAR MISSES

How many of you have ever hit the brakes just in time to miss another piece of equipment, or you got a tingle off a power cord? These are examples of near misses. Nothing happened, but it could have been serious or even fatal. A split second in timing is usually the only difference between a miss and an accident. Accidents rarely happen without first providing some kind of warning. These warnings come in the form of near misses.

Near misses should be reported immediately, but why don't we?

- Afraid of getting in trouble or getting a co-worker in trouble
- Don't think the near miss is serious enough, besides nobody got hurt.
- Don't take the time, or realize the importance.
- Others may make fun of what happened.

How wrong we are. Reporting near misses makes a difference for you and your co-worker. Not reporting them jeopardizes everyone's safety. Report all near misses right away. It's hard to prevent accidents if everyone doesn't know there's a problem.

Roger Huisenga
Chris Holthaus
WQI Safety Department

LEARNING CAN BE FUN!!

Over the summer, a nature center/museum opened in Linn Grove, IA under the direction of George and Marian McNabb. The display there includes rocks and fossils found at Wendling's quarry in DeWitt, IA. The museum is currently open to groups by reservation, at no charge. In addition to the specimens on display, George and Marian found several smaller examples of fossils which were taken to South Sioux City Jr. High. Students there learned about where fossils come from and got to prepare some fossils to take home as souvenirs. Some of the kids wrote letters back to us and we wanted to share some with you.

"Recently, Marian McNabb came to my science class. She showed us all of her rocks and told us the stories behind them and what kind of rocks they were. It was very interesting. I learned a lot. I'm writing to thank you for letting her hunt for rocks on your land. I don't usually get to see the kind of rocks that she showed us.

Thanks again, Jessica Meyer"

"I want to give you a real big thank you for giving Marian McNabb the types of rocks to give us students to take home and remember who gave it to us. In Nebraska, you can't find the kind of rocks that you and your people find for display. I'm not a real thank you letter person so I can't say enough. Thank you so much.

Sincerely, Sara Preston"

"Thank you for the radical fossils. It was fun to clean them and everything. I really enjoyed it. I am happy you have done so much for such a cool thing. I hope you keep letting people like George and Marian McNabb come to our school. Thank you for your time. I really appreciate it.

Sincerely, Marisa Rhodes"

We at Wendling Quarries thank George and Marian for allowing us to take part in their venture. We don't always realize how something that seems like a small gesture to us can mean so much to the person on the receiving end.

CAREERS CAMP

This summer, several associations (AGC, APAI, ICPA, IRMCA, and ILPA) jointly sponsored the Iowa Construction Careers Camp with the idea of giving some hands-on experience to 4th through 7th grade kids who have an interest in the construction industry as a future career. Junior Achievement and DARE also took part in planning the activities.

Wendling sponsored five campers this year who are children of employees in various areas of our operation. The campers took part in activities such as job site visits, plant/mine/quarry visits and hands-on construction projects as well as other activities like swimming, canoeing and archery. The ICCC is a great way for parents to share what they do with their kids and also give them something fun to do over the summer.

We asked the kids we sponsored to write about their week at camp. One of these was Chris Kremer, son of Roger Kremer, foreman for the DeWitt shop. The other letter we received was from Lindsey McMahan, daughter of Dave McMahan. Also included, is a picture of Kristen and Brittini Beckley, daughters of DeWayne Beckley (Batman). Both Dave and Batman work out of our DeWitt shop. Thanks to all of you for your cards and letters. We're happy that everyone had a good time at camp.

"In this paragraph, I will give a summary of what I enjoy about camp. In camp, every morning we would go on a field trip to different construction sites. I enjoyed when we saw Manatts paving the highways. In the afternoon we had different activities that included archery and riflery, swimming, handy crafts, camp crafts, and nature. Out of those categories, I liked 3 the best, archery and riflery, handy crafts, and camp crafts. Archery and riflery was fun to learn to shoot and learn about safety at the same time. Handy crafts was crafts that would involve nature. Camp crafts is where you learn more about safety and survival. We got to bake a cake, make fire starters, and learned about the proper use of a pocket knife. In my paragraph I included all the fun things that happened at camp.

Thank you Tony.
Chris Kremer"

"Dear Tony,

I want to thank you for choosing me to go to the career camp in June. I learned a lot about mining, asphalt, and how to pour concrete. Each day we visited a construction career site and learned the operation of the construction business. In the afternoon we had construction classes such as pouring concrete in different spots around the camp ground. We also had fun classes such as swimming, canoeing, archery, macarney, knife safety, and took nature hikes! Despite the hot and humid weather we had a lot of fun.

Thank you again.
Lindsey McMahan"

Picture Not Available

Kristen & Brittini Beckley
Construction Careers Camp

BIRTHS

We have had quite a few new arrivals again at Wendling and we wanted to say congratulations to all the proud parents and grandparents.

Aaron Fier, who is on our stripping crew, and his wife Beth, are first-time parents with the birth of their daughter, Adrianna Lynn, Sept. 4.

Terry Nichols and his wife Pam, have a new son, Corbin Ray, born July 30. Terry is a salesman for Wendling.

Don and Bev Lint became first-time grandparents on August 15 with the birth of Rachele Nicole Rethman. Don works with the crushing crew at C. R. South.

Kenny Mahr has a new grandson, Tyler Rippel, born September 6. Steve Boisen also has a new grandson, Zachary David Boisen, born September 8. Both are utility people in our west side operations.

Last, but not least, my apologies to Ty Traver and Dick Wilson of the Robins shop. We neglected to mention them in the last issue. Ty and his wife had a baby girl on March 22, Hailey Marie Traver, who is also the granddaughter of Dick Wilson.

Congratulations to everyone on their new arrivals!

Excerpts from "58 August Stress Busters"

- Don't procrastinate. Whatever you want to do tomorrow, do today. Whatever you want to do today, do now.
- Every day, do at least one thing you really enjoy.
- Write things down. Trying to remember not to forget is stressful.
- Count your blessings.
- Put brain in gear before opening mouth.
- Be kind to unkind people. They need it the most.
- Do nothing which, after being done, leads you to tell a lie.
- If something is out of your control, don't worry about it.
- Don't sweat the small stuff.
- Remind yourself that Babe Ruth struck out 1,330 times.
- Make promises sparingly and keep them faithfully.
- Hug an animal.
- Remember that it's never too late to have a happy childhood.
- Remember that not everyone can do great things, but we can all do small things with great love.

EVERY U. S. BABY BORN IN 1997 GETS HIS OR HER FIRST TICKET TO

RINGLING BROS AND BARNUM AND BAILEY ABSOLUTELY FREE!

Every baby born in the U. S. in 1997 is entitled to receive his or her first ticket to Ringling Bros. and Barnum & Bailey absolutely free.

"We began this program in 1993 and the response was overwhelming. We feel strongly about our corporate commitment to the family and the future," comments Ringling Bros. and Barnum & Bailey Producer Kenneth Feld. "The Greatest Show on Earth" is a unique part of Americana, and every child born in 1997 should have an opportunity to see America's Living National Treasure."

The free admission offer is good for one ticket that is redeemable at any time during the lifetime of the child born in 1997, whether at age 2 or 92.

To receive the child's free Ringling Bros. ticket, parents need only mail their name, address, newborn child's name and date of birth to:

RINGLING BROS. AND
BARNUM & BAILEY
P. O. BOX 39845
EDINA, MN. 55439-9458

The parents will in turn receive a certificate exchangeable for one admission ticket for any Ringling Bros. and Barnum & Bailey performance in any city in any year.

PCC PAVING DIVISION

by Mike Manatt

Football are in the air which means that cooler weather is coming. An upbeat note is that the BGM football team won their first game in their last 25 tries. Way to go BGM Bears! The Iowa Hawkeyes have looked impressive and should go a long ways. The Iowa State Cyclones say wait until next year?? Duh?!

Our construction teams are busy and we have had an adequate amount of work to finish the season.

Our large Iowa Co. I-80 project is coming along nicely. With the dedication and working together of all the crews, we missed maximum early completion incentives by a total of five days. Great job and thanks to all the people involved!

Jason Spooner reports that about all we have left to finish is the dirt in the median. Kenny Alexander, Sr. and crew should have the job complete in approximately three weeks.

Duane McDonald and his PCC crew are bouncing around. They are done with the Maytag project in Newton. They should finish the concrete work in

Montezuma this week. The Monte job was interesting because it took both Curt's and Duane's crews. Curt and crew did the mainline and some handwork, and Duane and crew finished the handwork. Duane's large job to finish is Mahaska Co., about 20,000 cy. It should be completed for the year around the end of October. They also have several smaller jobs; St. Francis Manor, Brooklyn Development, and small subdivisions in Newton and Belle Plaine.

Curt and his PCC crew have moved back to Ames and should be there the rest of the season. They have two large projects to complete, Airport Road and Ames Paving No. 1. Both projects are on the south end of Ames by the Ames Airport. There is approximately 5500 cy left for this year. Between the paving jobs, Curt and crew will help brother Tom with miscellaneous jobs throughout Ames.

Pat Garrett and the Paradigm crew are done "paradigming" and are now crushing stationary. They are in Louisa Co. recycling about 30,000 tons for Norris Asphalt. They will then go to our Mahaska Co. job to recycle about 8,000 tons of granular subbase. After Mahaska Co., the Paradigm crew will have some piles to crush at Durham and Ames.

Monte Hurst and the underground crew have not done a lot of underground work because of helping on Iowa Co. They just finished a small job in Kellogg and are now working in Newton at Maytag and a small subdivision. The month of October, they should be in Belle Plaine, on a private subdivision job.

Virg Heishman and the sealcoat crew are winding down with sealcoat and next week should start a 40,000 cy dirt job for the Brooklyn Development. This should keep them busy for the month of October.

As you can see our plate is still fairly full. Hopefully, with good weather, we will have a very productive fall. A reminder - ANTIFREEZE - ANTIFREEZE - ANTIFREEZE.

I'll end with, "Let's have a safe and enjoyable fall season."

Just a Note: We had the "Manatt Closed Golf Tournament" last Saturday, Sept. 27, 1997. It looked like a good time was had by all. I want to thank Gene Manatt for all his time and effort to make it such an enjoyable day.

AN OVERVIEW OF THE SUMMER
by Brad Manatt

My congratulations to all who participated on I-80 in Iowa Co. This job

consisted of six miles each way of pavement removal, crushing, trimming, milling, paving, ACC shouldering and grading, involving both PCC crews and both Newton asphalt crews.

Records were set by Duane McDonald and Steve Naderman for producing and spreading over 4850 cy of concrete in one day. Also, by Bob Morton, Denny Pfantz, and Steve Armstrong for producing and laying 5000 ton of asphalt in one day. These feats were both done in the same week. Neither could have been done without great planning and support by our trucking department. What teamwork!!!

My hats off to Jason Spooner, the project manager on this project, who got broken in on this, his first project, at age 24. Thanks to all who cooperated to make Jason's job easier.

The balance of our season remains very busy. Ames asphalt probably has more days of work to do than they have days left. Newton's asphalt crews will finish up their season working in the Story/Boone County areas, helping to get work finished.

Ames is a very strong area for us. We are seeing major factory buildings going up, like we have never seen before. Visionaire is building a factory at the airport to build corporate jet airplanes. Pella Corp is building a new factory in Story City to make windows. A new factory is being built east of I-35 off Lincoln Way to make pasta. And to top things off, Iowa State University is in the process of building a new engineering building.

We have been in Ames since 1982 and we have never seen such construction activity. We think we are selling 50% of the concrete in the area and we are very busy with our twelve trucks. To finish the year in Ames, we are going to need some help to deliver our products to our customers on time. If you're asked to go to Ames----GO!!! We need your help and experience.

The week of October 6, we should start a nice job in Brooklyn. The REC in partnership with Manatt's, City of Brooklyn, Brooklyn Telephone, and others, have joined together to build an industrial park. It will be located at V18 and Highway 6 north of Brooklyn. We begin approximately 50,000 cy of excavation at this location and will eventually pave about 600' into the

development. The next secret is to attract business to Brooklyn. We hope with this location and a good work force, we can make Brooklyn a good attractive place to be located. This will provide opportunities for everyone in Brooklyn.

With the remaining two months we have to work, please remember to work safe and be careful. Our safety record this year has been good. Let's keep it that way.

IN SYMPATHY

The Company wishes to express their sympathy to the following people, who have recently lost loved ones.

Barb Harder, in the death of her father;

Ken Souer, in the death of his grandmother;

Barb and Ken both work on the trenching crew.

Ray Kane, in the death of his father;

Don Talaska, in the death of his mother;

Ray and Don are tanker drivers in the Waterloo area.

James Rigby, Newton Ready Mix, in the death of his sister;

Gene Adams, Oelwein Ready Mix, in the death of his mother;

Tom Hostetter, in the death of his brother;

Randy Hugen, in the death of his brother;

Tom and Randy both work for the asphalt division at Ames.

INCENTIVE PROGRAMS

by Bev

Let's see, I guess I'll have to put on my safety hat to write this article. I must apologize. I have been a little lax this year, in getting out the news of what our incentive program did in 1996, and the winners of the drawings for this year.

Starting in April, winners of the \$100.00 drawing were: AdaMarie Douglas, Dan Brunscheon, Dean Dobbs, LeeRoy Gerloff, Wally Kalinay, Ray Kane, Alan Manatt, Clay Prior, Steve Ranfeld, Bruce Suckow.

May winners were: Becky Edelen, Earl Altemeier, Steve Beck, Russell Denison, Darrell Leland, Cindy Ogden, Denny Pfantz, Tom Shaull, Jr., B. K. Waller, Vern Zmolek.

June winners were: Diane Kilmer, Jim Chenet, Dave Crawford, Ramon Fonseca, Barb Harder, Randy Hugen, Dave Kreutner, John Lee, Jr., Steve Rooney, Dave Sokol.

In July, it was decided to go to three prizes of \$300.00 each, with the drawing for the office people remaining at \$100.00. The winners for July were: Lynda Hawkins, Steve Finch, Tom Hostetter, and Brent Upham.

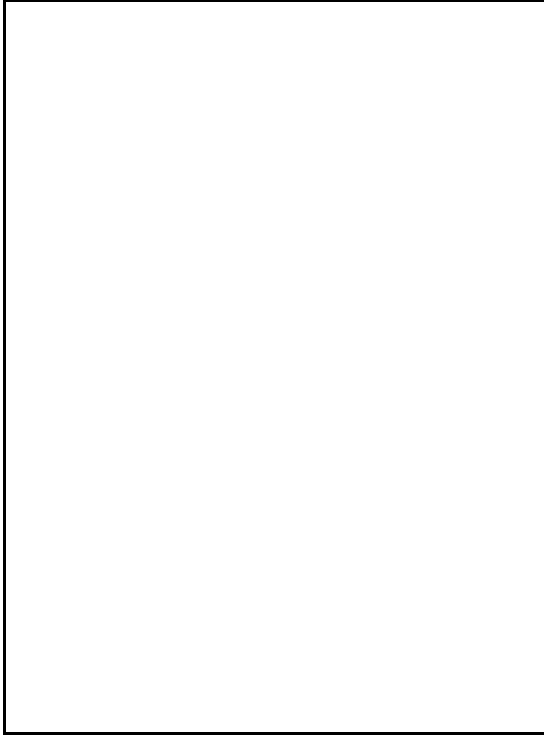
Winners of the August drawing were: Sue Kreutner, Darwin Niehaus, Robert E. Suckow, and Charles "Skeeter" Wilson.

September winners were: Ginny Olson, Daryl Allert, Doran Harris, Jr. and Gary Nichols.

The points program has been closed out for this year, with these totals:
826,591 hours worked
57,212 hours lost due to incidents
768,822 net hours
6,150,578. points
529,554 10% bonus points for those who did not have any incidents.
5,211,260 points were carried forward from 1995, which figures out to a total of 11,895,840 points to be spent. of these points, a total of 5,345,805 points were cashed, leaving a balance of 6,594,621 points carried forward. Of these, nearly 800,000 points will not be cashed for whatever reasons.

This past year, we used a new "gift". This was in the form of a gift certificate from Cabela's. At this time, I am assuming we will be using this Company, along with the Bennett Brothers Co., that we have used for several years now.

This picture was just recently given to me, and when I asked Tommy for the story, he said it was a year old, but it was quite an honor, so we'll run the story late.



Tommy Shaull holds his rifle and the trophy he won at the Iowa State Sporter Rifle Championship September 17, 1996. He won first place. Out of a possible 640, he had 630 hits, with 24 x's (which Tommy explained to me was what I would call "a bull's eye").

PRIZES WON AT ADVENTURELAND

GRAND PRIZES

20" color stereo TV	Mike Pealer, Manatt's
Sony Stereo	Chris Mann, Illowa
2 room tent	Modesto Fonseca, Manatt's
Gas Grill	Howard Ohler, Sr., Manatt's
Sony Cordless Phone/Answering Machine	Rusty Knipfer, Manatt's
Work Bench	Jim Bim, Manatt's
Circular Saw	Tim Drewelow, Wendling
Snakelight/Screwdriver Condo	Edward Novak, Manatt's
Electric Griddle	Marilyn Schau, Wendling
Slow Cooker	Ron Hurst, Manatt's
Handy Steamer	Alfredo Gonzalez, Manatt's
Handy Steamer	Dave Edmundson, Manatt's
Cordless Detail Sander	Scott Bormann, Wendling
Cutlery Set	Ardell Feller, Wendling
Ice Cream Freezer	Brian VanThournout, Manatt's
Answering Machine	Robert E. Suckow, Manatt's
Floor Fan	Mike Schneider, Illowa
Afghan w/Basket	Henry Williamson, Illowa
Bath Accessories w/Basket	Greg Wolf, Marquart
Garden Tools w/Basket	Frank McDonald, Manatt's
Garden Tools w/Basket	Howard Ohler, Jr., Manatt's
Spice Rack	Ace Dhooge, Manatt's
Cordless Jigsaw	Roger Gerard, Manatt's
Picnic Basket	Earl Gros, Manatt's
Cooler	Allen Frost, Marquart
Airpot	Wally Kalinay, Manatt's
Airpot	Skeeter Beckley, Wendling
Tool Box Step Stool	Frank Heinen, Manatt's
Thermal Dish Carrier	Jose Chavarria, Manatt's
Brew 'N' Go	Chad Moser, Manatt's
Staple Gun	Randy Test, Manatt's
Videos - Up Close & Personal	Bryan Baderstadt, Manatt's
The Rock	Jeff Illingworth, Manatt's
Jerry McGuire	John Frahm, Manatt's
Shirts	Owen Ross, Manatt's
	Curt Manatt, Manatt's
	Randy Cooper, Manatt's
	Jim Cornelis, Manatt's

CHILDREN 2-11

Mickey Mouse Phone	Courtney Shaw, Father-Marvin Shaw, Manatt's
Waterslide	Whitney Burmahl, Mother-Peaches Burmahl, Manatt's
Waterslide	Josh Ledvina, Father-Steve Ledvina, Manatt's
Battle Dome Game	Brian Murdock, Father-Randy Murdock, Illowa
Pictionary Jr. Game	Jordan Crouse, Father-Joe Crouse, Manatt's
UNO Rummy UP Game	Alexander Brown, Father-Bob Brown, Manatt's
Watersoaker	Jerran Johnson, Father-Jerry Johnson, Manatt's
Watersoaker	Derrick Trenkamp, Father "Oats" Trenkamp, Wendling
Instant Baseball	Harrison Beckman, Father-Russ Beckman, Manatt's
101 Dalmatians Afghan	Isela Gonzalez, Father-Alfredo Gonzalez, Manatt's
Basketball	Paula Beenken, Father-Danny Beenken, United
101 Dalmatians - Video	Brittany Rhoads, Father-Jason Rhoads, Illowa
Hunchback of Notre Dame - Video	Amber Lee, Father-John Lee, Jr., Manatt's
Matilda - Video	Megan Lee, Father-John Lee, Jr., Manatt's
Space Jam - Video	Christopher Gathercoal, Father-Jim Gathercoal, Marquart
Soccer ball	Denton Margeson, Father-Mike Margeson, Manatt's

Goosebumps Game
Goofy Golf Game
Air Rocket
UNO Madness Game

Travis Story, Father-John Storey, Manatt's
Brendon Thompson, Father-Chris Thompson, Manatt's
Tyler Gathercoal, Father-Jim Gathercoal, Marquart
Brian Cheney, Father-Richard Cheney, Wendling

CHILDREN 12-18

CD Player Boom Box
Dome Tent
Sport Duffle Bag
Tennis Racquet
35mm Camera
CD Case
Shooters Dice Game
Volley Ball
Happy Gilmore - Video
Independence Day - Video
Nutty Professor
Upwards Game
Beach Towel (NBA)
Basketball
Basketball

Jerome Kalinay, Father-Wally Kalinay, Manatt's
Leticia Gallardo, Father-Martiniano Gallardo, Manatt's
Kelsey Mercial, Mother-Mary Mercial, Manatt's
Crystal Cook, Father-Mike Ross, Marquart
Cassidy Engelby, Father-Jeff Engelby, Manatt's
Eli VanZante, Mother-Sandy Durr, Manatt's
Laura Nichols, Father-David Nichols, United
Kaleb Anderson, Father-Elmer Anderson, Manatt's
Jenny Neitzel, Father-Dean Neitzel, Manatt's
Javier Garcia
Stacy Finch, Father-Steve Finch, Manatt's
Lizette Gutierrez, Father-Luis Gutierrez, Manatt's
Krista Prior, Father-Clay Prior, Manatt's
Scott Clark, Father-Danny Clark, Manatt's
Kristen Hopper, Father-Wade Hopper, Wendling

CHILDREN 19 & UP

CD Player w/CarKit
Racquetball Racquet
Car Polisher
Phone/Answering Machine
Horseshoes
Gender Gap Game
Afghan w/Basket
Bath Accessories w/Basket
Brew 'N' Go
AM/FM Clock Radio
Compatability Game
Cooler w/Thermos
Volleyball

Buddy Kavalier
Heather Anderson, Father-Elmer Anderson, Manatt's
Amanda Ollinger, Father-Greg Ollinger, Manatt's
Dee Marconi, Father-Jim Marconi, Manatt's
Todd Schau,
Keith Smith, Father-Clarence Smith, Manatt's
Robert Price, Father-Ron Price, Manatt's
Kevin Larson, Father-Ron Larson, Manatt's
Javier Macias, Father-Marco Macias, Manatt's
Carey Sammon, Father-Larry Sammon, Illowa
Jason Lyons, Father-Pat Lyons, United
Mike Storey, Father-John Storey, Manatt's
Kasey Novak, Father-Brian Novak, Manatt's