SAFELY DOING EVERY JOB WE DO, BETTER THAN ANYONE ELSE

SAFETY FIRST IS SAFETY ALWAYS
SAFETY NEVER TAKES A HOLIDAY

PERSONAL PROTECTIVE EQUIPMENT IS SELF DEFENSE

PREPARE AND PREVENT, DON'T REPAIR AND REPENT

CHANCE TAKERS ARE ACCIDENT MAKERS

SAFETY DOESN'T HAPPEN BY ACCIDENT

SAFETY FIRST, EVERY DAY

THE DOOR TO SAFETY SWINGS ON THE HINGES OF COMMON SENSE

SAFETY FIRST, EVERY DAY
EVERY DUTY

SAFETY FIRST IS SAFETY ALWAYS

DON'T LEARN SAFETY BY ACCIDENT

TOMORROW - YOUR REWARD FOR WORKING SAFELY TODAY

CONGRATULATIONS

Brad and Caylon Schwiebert - Married on October 12
Pat and Marcia Avalos - Married on October 12
Amanda and Chase Boswell
Son - Courtland Bradford 6-24-13
Son - Courtland Bradford
Grandson - Courtland Bradford
Mike and Kristina Steward
daughter - Kynlee Laine - 10-15-13
Pam and Lee Benishek
Granddaughter - Kynlee Laine
Marty Johnson
Granddaughter - Avery Ryan - 1-3-14
Diane and Harry Kilmer
Granddaughter - Keeley Austyn - 1-23-14

MIRACLES

Jamie Boughner graduated Summa Cum Laude from Kaplan University with an Associate's degree in Business Administration

MIRACLES

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Reflections of Manatt’s and our Family of Business

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Manatt's Announcements:

SYMPATHY
Family & Friends of Jeff Manatt
Family & Friends of William “Bill” Olson
Jeff Pfantz - loss of father-in-law
Randy Robinson - loss of grandmother
Russ Trimble - loss of mother
Ted Krabill - loss of father
Clay Prior - loss of step father
Kevin Sorenson - loss of father
Clay Prior - loss of mother
Josh Purk - loss of father-in-law

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SAFETY UPDATE
by: Adam Grier, Safety Director

This is the time of year we proudly recognize our crews that worked without an OSHA recordable injury in 2013:

- Our Milling Crews have worked THREE years in a row without an injury that require medical treatment!
- Steve Armstrong’s Portable Asphalt Paving Crew
- Subdrain/Sealcoat/Stabilization Crews
- Metro Concrete Paving Crew
- Brooklyn PCC Crushing Crew, Grinding/Grooving Crew, and Brett Strong’s Utility Crew
- Brooklyn Low Boys and Tankers

As an old ready mix driver, I’m proud to say we had ZERO ready mix truck rollovers in 2013! No small feat with approximately 185 ready mix trucks in our fleet---Great job!!

We were fortunate this year to not have extremely serious injuries for the most part. We had a 91% reduction in direct medical costs from our injuries compared to last year. However, we did not improve much with the number of injuries company-wide that required medical treatment. We have made strides in the past on reducing our hand and finger injuries, down 67% from 6-7 years ago, but that has now plateaued. To make further progress with the reduction of number of injuries, we need to focus on getting on and off equipment without sprains/strains, proper lifting, and preventing slips/trips/falls. These are activities we do every day and almost take for granted. Somehow we need to create that sense of urgency and purpose toward preventing injuries that we did with CSA Trucking Safety last year.

GREAT news with CSA Trucking Safety in 2013:
- 22% reduction in the Vehicle Maintenance category
- Near 50% reduction in Hours of Service CSA company score
- Over 50% reduction in Unsafe Driving
- Crash Indicator down to ZERO!! No DOT reported collisions within 1 year…Perfect Score!!

This is a perfect example of what we can accomplish when we all work together, step up, and do our job the right way, every day! Thank you to our bosses for the resources and expectations, our fellow drivers maintaining their assigned trucks and operating them safely, and Clay Prior for all this efforts with education, training, inspections, and check rides.

2014 is the year we show that last year’s improvements were no fluke or just luck. We also need at least a 10% reduction of our company-wide yearly OSHA recordable injuries. We’ll see you at one of our many safety meetings this spring! Thanks for all your efforts to improve safety here at Manatts!!

AWARDS

Asphalt Paving Awards received in 2013:
2013 Quality in Construction Award for work on U.S. Route 30 in Clinton County (Steve Illingworth’s crew)
Smoothness Award: Secondary Road Resurfacing for work in Hardin County (Dale McCammant’s crew)
Innovation in Technology & Research Asphalt Paving Award for work on the Central Iowa Expo Site in Boone County (Ames crew)
Parking Lot/General Commercial Paving Award for work done on the Wal Mart parking lot in Boone County (Ames crew)

Concrete Paving Awards received in 2013:
An Award of Excellence was presented to Manatt’s from the Iowa Concrete Paving Association in two categories:
PCC Overlay Project on the Primary System for the work on Hwy 71 in Clay and Dickinson Counties
PCC Project on the Secondary System for the work on X-43 and G-26 in Muscatine County.

Ready Mix Concrete Awards received in 2013:
An Award of Excellence was presented to Manatt’s from the Iowa Ready Mixed Concrete Association in two categories:
Ames Ready Mix Division won the IRMCA’s Safety Contest in Category B (6-10 trucks). This award was given to plants that didn’t have any accidents (an OSHA recordable accident or a mixer truck accident resulting in damages over $2,000).

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SAFETY IS EVERYBODY’S JOB

Safety matters

2014 is the year we show that last year’s improvements were no fluke or just luck. We also need at least a 10% reduction of our company-wide yearly OSHA recordable injuries. We’ll see you at one of our many safety meetings this spring! Thanks for all your efforts to improve safety here at Manatts!!
Our insurance broker A.J. Galagher & Co. really partnered with us on the first day agenda. A team consisting of Brook Rosenberg, Emily Bruner, Mary Griffin, and Chuck Goodman helped us prepare and present the first day. They compiled frequency and severity reports from all the companies attending and turned the data into an interesting presentation comparing the safety history of the companies. The morning ended with a panel consisting of the safety managers from the health care provider’s perspective on where the industry is heading. They were very dynamic speakers who highlighted some of the potential positive benefits of the new laws and also provided some interesting insight into what providers (hospitals, clinics, doctors, etc.) are doing in response to the new laws and changing market conditions. It was intriguing to hear an industry insider prospective. I believe the next event on our agenda was everyone’s favorite: social time and dinner! All joking aside, it is great to see our entire leadership group together and how well we interact. It is possible that more is learned on breaks and at dinner that in the meetings.

The second day was reserved for our industry specific best practice groups. There were individual breakouts for the Asphalt, Concrete Paving, Ready Mix, Aggregates and the Controllers group. These groups are self lead and with some meeting additional times throughout the year.

In the afternoon, Vickie McDonald, Manatt’s Office Manager, lead a discussion with the Asphalt, Controllers, and Concrete Paving groups on the field reporting process or how information gets from the field to the office of all the individual companies or divisions. While this may not sound like an exciting topic, the information shared and gained was very important. It was clear that everyone had great systems that worked and that we could all learn from each other on some improvements. The discussion was intriguing to hear how Manatt’s has allowed it’s leaders to manage their company or division autonomously. One of our great strengths is the independence and we interact. It is possible that more is learned on breaks and at dinner that in the meetings.

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As we begin a new wellness program year in 2014, we want to share with you the success we had during the 2013 year. Our goal is to keep insurance premiums as low as possible, and support our employees in reaching their optimal wellness.

- Over 98% of our employees participated in the wellness program
- Fewer employees are at risk for high cholesterol, high blood sugar, and high blood pressure
- More employees are eating healthier, exercising more, and using less tobacco

Congratulations and thank you for your participation!

In 2014, we remain dedicated to the health of our employees and look to continue our success in helping our employees reach their wellness goals. Your participation in the Wellness Program will be rewarded with significantly reduced medical premiums throughout 2015.

Between January 1, 2014 and November 30, 2014, insured employees and insured spouse must complete the required Biometric Health Screening and a minimum total of 60 Wellness Credits per person in order to decrease your share of health insurance by 20% in 2015.

### Activity Wellness Credits

| Biometric Health Screening (REQUIRED) | 10 |
| Healthy Biometric Values (all values below must be in range) | 20 |
| • Total Cholesterol/HDL Ratio < 5.0 (men) or < 4.4 (women) | |
| • Blood Pressure < 120/80mmHg | |
| • Blood Glucose 60-99 mg/dl | |
| • Waist Circumference <40 inches (men) or <35 inches (women) | |
| Online Wellness Assessment | 10 |
| Non Tobacco User | 20 |
| or Tobacco Cessation Program Completion and/or be 3 Months Tobacco Free | 20 |
| Preventative Exam or DOT Physical Exam | |
| Online Seminar (5 credits each/max 20) | 5 |
| Quarterly Challenge (8 credits each/max 32) | 8 |
| Company Activity (5 credits each/max 15) | 5 |
| Community Event (5k, 10k, Komen Walk, etc) (5 each/max 15) | 5 |

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact your HR representative and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

Remaining 2014 Health Screening Dates:
- March 1st - L.L. Pelling
- March 5th - Manatt’s (Brooklyn)
- March 11th - Manatt’s (Ames)
- March 13th - L.L. Pelling
- March 14th - Wendling Quarries (Robins)
- March 15th - Wendling Quarries (Robins)
- March 15th - Manatt’s (Elk Run Heights)
- March 20th - Manatt’s (Newton)
- March 21st - Determin (Camanche)
- March 22nd - Manatt’s (Brooklyn)
- April 9th - Manatt’s (Brooklyn)
- April 10th - Manatt’s (Newton)
- April 26th - Manatt’s (Brooklyn)

Please contact your Human Resources Department to set up your health screening date for 2014.
We are surrounded by some pretty special people. I have had an opportunity to think a lot about that fact this winter, including during our corporate best practices meeting with all of our sister companies and at the ready mix manager meetings. Looking around those rooms is a little like a family holiday get together. I am surrounded by people who I care about. People who have taught me. People that I am very proud to work with.

One of the major themes of these meetings has been safety and wellness. Safety has been a priority for some time now. We have made great strides together in reducing accidents and injuries, and in making sure that we are sending people home in the same condition as when they came to work. We have done a great job of targeting specific areas and occurrences that make a big impact in reducing incidents and injuries.

When we focus on specifics, we can impart great change. For example, we have reduced hand and finger injuries by two-thirds, from averaging about 15 injuries per year to 5. That is fantastic progress. However, there are still far too many strains and sprains company wide, and it is time to address these incidents. Our bodies are vital to what we do every day. Athletes never take the field or the court without stretching and warming up their bodies. We don’t use our trucks or equipment without first inspecting it and letting it warm up. Why would we think that we can do our often very physical jobs without first warming up our bodies, our most important tool?

These stretches are the recommended warm ups that have been given to every ready mix driver, manager and plant. They are something that will help everyone

It is with deep regret that we inform you of the sudden passing of Jeffrey George Manatt. Jeff is the brother of Brad and Tony Manatt. The following is the obituary and service information for Jeff, a warm and loving human being who will be missed greatly by his family and friends.

Jeffrey George Manatt, 55, of Kirkland, Washington, passed away in his sleep of natural causes.

Jeff was born in Iowa on July 3, 1958 to Merlin and Verna Manatt. He is survived by his father Merlin Manatt; his daughter Jai Genevieve; and partner Amy Birk; Brothers Bradford Manatt (Mary); Tony Manatt (Piper); Sisters Michelle Manatt; Molly Manatt (Robert); and Julie Manatt and eight nephews and four nieces.

Jeffrey graduated from the University of Iowa with a business degree and was employed in the Information Technology Systems industry in Sales. He worked primarily in Vancouver, B.C., Victoria, B.C. and Seattle, Washington.

Jeff will be well-remembered for his love of people. He was a man full of kindness and everywhere he went he touched the hearts of many. Jeff was a hardworking, positive man who enjoyed every second of his life. He had a passion for music, sports, travel and most of all his family. Jeff found happiness in entertaining others and always welcomed his friends and their friends into his life and home. Above all, Jeff was a dedicated and loving father to Jai.

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...continued from page 4

with which each business group, company, or division operates. Different leadership styles are not only allowed but encouraged. This adds to our diversity and creates a much greater wealth of ideas to be shared.

When we come together to share these ideas, the whole of our group becomes greater than the sum of our individual parts. This is the definition of “synergy”. Our diversity and independence are strengthened by our willingness to work together toward common goals, our support for each other and our open mindedness to sharing our ideas and listening to other’s ideas.

My biggest take away from the meeting occurred as I observed the leadership groups interactions throughout the meeting. There are many things that contribute to the success of the Manatt’s organization. The most important thing is quality people throughout the organization. We are fortunate to have attracted and retained some of the best of the best in the business. However, just having great people in our organization does not automatically make us a great company. What sets us apart is a balance of autonomous leaders guiding each division or company that are still part of a greater team.

A Reflection on What is Important as We Prepare to Enter the Construction Season

by: Adam Manatt

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These stretches are the recommended warm ups that have been given to every ready mix driver, manager and plant. They are something that will help everyone...
Changes to Iowa Law Allows for an Eight-Year Driver’s License

Iowa drivers may have a pleasant surprise when they renew a driver’s license after Jan. 1, 2014. New legislation allows the Iowa Department of Transportation to transition from driver’s licenses that are valid for five years to driver’s licenses that are valid for eight years, saving customers time and money.

Not everyone who steps through the doors of a driver’s license issuance site or logs on to https://mymvd.iowadot.gov will receive an eight-year license during this transition period. Mark Lowe, director of the Iowa DOT’s Motor Vehicle Division, said, “The transition will occur over the next five years, from 2014 through 2018. During that time, the Iowa DOT’s issuance system will randomly assign customers five-, six-, seven-, and eight-year licenses designed to equally spread renewal volumes over an eight-year period.”

**Transition details:**

- The yearly fee for licenses will not change. The basic yearly fees remain $4 per year for a noncommercial license, $6 per year for a commercial driver’s license, and $2 per year for a motorcycle endorsement.
- As required under the new legislation, a license issued to a customer younger than 72 cannot exceed the customer’s 74th birthday. At age 72, licenses shift to two-year renewal periods.
- Licenses issued to minors and persons who are temporary foreign nationals are not included in the transition. They have shorter renewal periods set by other statutes.
- Identification cards will not be included in the phased-transition. All identification cards issued after Jan. 1, 2014, will be valid for eight years and the fee will be $8.

For additional information or to watch an overview presentation about Iowa driver’s license types and fees, visit Iowa DOT’s website at: [www.iowadot.gov/mvd/ods/types.htm](http://www.iowadot.gov/mvd/ods/types.htm).

**Five- to eight-year renewal increases customer service and cost savings**

Iowa DOT’s Office of Driver Services currently has significant swings in its annual renewal volumes—from as high as 310,000 renewals in some years to as low as 275,000 in others. These swings increase wait times for customers and strain resources. When the shift to eight-year licenses is fully implemented, license renewal volumes will be roughly equal each year at 260,000 license renewals annually. The change should increase customer service, save customers about $3.4 million dollars annually in reduced time and travel to receive services, and save the Iowa DOT about $1.8 million annually in resources and production costs.

Charity Event a Great Success

On December 9th 2014, Tim and Robbie Douglas hosted their third Annual Christmas Open House and Charity Event to benefit the Brooklyn Food Pantry. Combating hunger in America is an area where we can have an impact and make a real difference. No individual should suffer from this affliction in America today. The event was held at the Holiday Lake Community Center with about 50 individuals attending throughout the course of the evening. All who participated were asked to bring a donation of food, grocery items or cash. While enjoying a little Christmas cheer with good friends, over $600 cash and a full truck load of food and grocery products were donated and which were delivered to the Food Pantry later in the week. Thanks to all of you who participated!!! The Douglas’ hope to see this event become even more successful in the future.

**METRO UPDATE** by: Drew Manatt

We are getting ready to kick off the New Year here in the Des Moines area. As usual, we haven’t supplied much concrete in the first month of the year. It is amazing to think that we can put out the same amount of concrete in just one good summer day and not have to struggle through the crappy conditions of winter.

We are getting work on the books and are pretty comfortable with our work load for our paving crew. I just hope this year is going to be as good as it looks. We are anticipating another Facebook building in 2014; the same size as the first one that went up, one more to go after that. If we end up with the concrete, we will be in a little better position from Altoona since the new bridge is in! About five other projects in the area that are roughly that size are in the works. One exciting job for our paving crew will be a project just a block south of our Johnston office where they will reconstruct Beaver Dr from 62nd to Johnston Dr.

My advice for 2014: Be safe, get along with co-workers because they are your teammates out there, and don’t forget to have fun! Soon winter will be behind us.

**Bob Burnett Inducted into the Iowa Asphalt Hall of Fame**

Bob Morton nominated Bob Burnett for the Iowa Asphalt Hall of Fame after his retirement in the Spring of 2013. Bob Burnett was one of the recipients of the Lifetime Achievement Award for 2013. Below is the introduction he submitted.

After serving with the National Guard, Bob was hired by Concrete Materials – Asphalt division of LeGrand, Iowa to run a roller in October of 1959. From 1960-1961, Bob went to work with Hargrave Construction in Cedar Rapids as a paver/screed operator. From 1962-1965, he worked for Land Construction Company out of St Joseph, Mo., building many of the roads and motor pools at Fort Leonardwood.

1964 was spent on what would be 180 in Johnson County; one of the biggest HMA jobs ever let in Iowa with 590,000 tons of mix. From 1966-1981, Bob worked as a paver operator for Iowa Road Builders around the Ames market. In 1982, when Manatt’s bought Road Builder, Bob came with the package as a paving foreman/operator. In 1983, Manatt’s bought its first milling machine and Bob again found himself as an operating crew foreman until 1986, when he took over as Division Manager and Estimator for the growing Milling Division where he stayed until retiring in 2013. With 6 crews, 7 machines and 54 years in the asphalt industry, building roads and promoting the recycling of asphalt for use in new roads, Bob definitely made an impact in the asphalt industry. I had the privilege of working side by side with Bob for the last 13 years and I can honestly say the time I spent with him made me a better manager and a better man. His level of detail and professionalism is a standard that is second to none. He has represented our company and the asphalt industry well. His 54 years of service to the industry qualifies him as a true Hall of Famer.
Hello to everyone. Since November 1, I have been in Arizona taking care of a very serious health issue. I was notified about two years ago that my kidney function was at or below 20% functioning. I was visiting Mayo Clinic at the time dealing with some other issues. I knew my kidneys were not good but this was the first time I was told I should consider getting a kidney transplant and that I should get this done before I had to go on kidney dialysis. Dialysis eventually occurs when kidney function gets below 10%.

So, for the last two years, I have continued to see doctors about my kidneys, and I have had four great friends and relatives volunteer to be my donor.

As each individual potential donor came to Arizona Mayo Clinic to get tested over a four to five day process, it was found in each of them that it would cause them greater harm and Mayo Clinic declined to take their kidney. Makes sense to me. But, over a year and 11 months passed getting donors tested and I still wasn’t able to get a transplant. By then my kidney function had deteriorated from 20% to 10% and at my November 4th appointment I was told to make arrangements for dialysis.

At this very same time, my oldest son, Drew, took the initiative to come to Mayo to be tested. I never asked him to do this, but he apparently saw the need. The results of his tests were very good and it was determined that he was a good kidney donor candidate. Once he found this out, he scheduled surgery for December 3rd. His courage and generosity leave me speechless but thankful.

At 6:00am on December 3rd, Drew and I were waiting for surgery at the Mayo Clinic in Arizona. They came and took him away first to harvest his kidney, then myself about 20 minutes later. It’s not a good feeling to watch your son be carted away for a surgery he doesn’t need.

Lucky for us, surgery went well for both of us. Drew stayed in the hospital overnight and was released. I was in the hospital for four days before I was released.

We were both very uncomfortable for one week and not without some sort of pain for one month. I had as many as four hospital visits per week following surgery for up to 6 weeks post surgery. There has been a lot to learn about my health and kidney function for the future. Taking anti rejection drugs every morning and night is my new life. It’s ok though. I feel great!

I see a personal trainer now two times per week and am back to playing golf. In fact, I recently walked 18 holes of golf with a caddie. It was a 6-7 mile hike, and it had only been 8 weeks since my surgery. We never did determine what caused my kidney failure. One doctor said it could have been I had some-things as strange as poison ivy as a kid, which I did.

As a result of the new kidney, I am off blood pressure medication and gout medication. So the new kidney has really given me a new lease on life.

I want to also thank the many employees that made the very generous offer of giving me a kidney.

If you know someone in need of a liver or kidney, look into being a donor. You may save a life!
Subdrain/Sealcoat/Stabilization Update
by: David Schinkel

The winter continues to hang on! I do remember winters with sub-zero temperatures, but I don't remember all the repeated days of strong winds! As I write this, yesterday and today's temps are up near 50. Now tomorrow we have a blizzard warning, and I don't think they mean the Dairy Queen type either. I would rather have all the snow and cold hang on during the true winter months and then have it warm up for the spring and stay that way. We have been fairly successful at the bidding tables and have been adding projects to our 2014 schedule. Looking at the Iowa DOT list of Estimated Target for Construction Lettings, shows a fair amount of work to be coming bid on. This is good compared to what we had this time last year. This list is subject to change and/or funding but is usually fairly close on what is coming. A quick look of the next 5 months of lettings shows approximately:

- 332 miles of HMA Paving New/Milling/Resurfacing
- 131 miles of PCC Paving New/Overlay
- 43 miles of Sealing
- 245 miles of Fog Seal
- 20 miles of Stabilization/Reclamation
- 27 miles of Subdrain only projects

Of course, all of our competition is also looking to fill up off of this list, so it will be a challenge as usual to be competitive on the bidding table. It takes all of us to make a project profitable. Safety is our number one concern! Everyone returning home safely and un-injured is our number one concern! The cost of accidents or injuries are never bid in our work. This comes directly out of the bottom line of the project. Margins are still very tight and every penny adds up. It takes all of us constantly looking at ways to work safely, smartly, and efficiently to produce the best product we can. The cost of fuel and gas has now been over $3.00 for so long we now think this is the new normal. If your equipment is going to idle for a extended period of time make sure to shut it off after a brief cool down period. If there are ways to be more efficient in our daily processes of work, please bring them up to me or the superintendents and see if we can make that change.

Looking ahead, I am hoping for an early warm up for the spring. On the sealcoat side of the house we have several projects that we want to get out on early, as some of them carried over from last year. This might be a challenge to get some of these projects going early as the frost has gone down to a depth of 30” in several areas. I look for a lot of frost boil issues that may go long in to May and June before they settle out. Jeremy has been putting several miles on his truck as he has been hitting several towns and counties meeting with officials to quote or have the opportunity to quote their work. If half of the contacts turn out to be projects this year, I see a very good season coming for this crew. Add the projected DOT work and it looks even better.

On the subdrain side of the house at the time of this article, we just had the February DOT letting and if all of the work is awarded we added another 143,000’ to the schedule. This brings the book total of 282,879 to start out with. The March letting has several good size projects for subdrain and I would like to add 3 or 4 to our current total and this would give us a very good start for the year. When looking at the total miles of paving projects to be coming in the next 5 months, this should have around another 1,100,000 feet to bid on. I guess as you can see from my article I am very optimistic on our season this year.

Enjoy the remaining time of winter, as spring will be quickly approaching! How do I know this you ask? You are probably tired of hearing about my horses, but they are starting to shed their winter hair. I also read the Farmer’s Almanac and somewhat follow that, as my parents did several years back when they were farming. Maybe some of it is superstition or just good luck! So what the heck, while I’m at it, I’m going to win the lottery this year too! You decide what you want to believe out of that! I am looking forward to seeing everyone at our upcoming Safety meetings and let’s have a safe, productive, and profitable year! M

Ames Ready Mix Update
by: Larry Ford

Thank goodness for global warming or we’d have more than 27 ½” of frost in the ground. This has been one of the coldest winters I can remember working. It has been a constant struggle to keep things moving forward. The guys have done a great job making sure we take care of our customers’ needs as they call for concrete. We’re currently involved with the DuPont Cellulosic Ethanol Plant. This is where they take the corn stalks after the farmer has picked his corn and put it through a process and make ethanol. The “mesh” that is left over is then made into cattle feed using 100% of the by product. This job has kind of been our staple job for last summer and this winter. Right now, it appears it will continue into next fall for concrete and then there is a huge asphalt parking lot Matt will get to put in. Fagen Company is a Minnesota based company so the cold weather doesn’t seem to affect their concrete pouring schedule. At one meeting the statement was made, “If the sun rises in the east we may want to pour concrete.” I never really got the true meaning of that until this winter.

Currently, we are undertaking some major millwork work on the plant. We are totally reconstructing a couple of bins that came with the original plant. We didn’t quite make twenty years but we were darn close. Hopefully we should be open next week and running on our own two feet. We have been purchasing concrete on a daily basis from CSI and it has been working out pretty well. When we are done with our reconstruction, they are taking their plant down and working on it for a week or two. Along with the ironwork on the plant we have also installed a new dispatch system in Command Alkon. My understanding is that the decision was made for all the ready mix plants to get on the same system in the next couple of years and our number was drawn early on. It looks like a good system, and I think we will be able to utilize many of its capabilities and hopefully make us more efficient.

As 2014 starts to unfold, there have been several changes in the Ames area as we lost Brian Frame to another position with the city at the end of December. Brian had been with us for 17 years and done an outstanding job in the Ames area. As Kirk Ferentz says (that’s the Iowa football coach for some of you) “when someone goes down then its the next man in.” That man is Lowell Hunter as he helped during the course of last year on certain days in the dispatch room and did a fine job. Lowell’s going on his 15th year with Manatt’s and I’m very comfortable with his knowledge, he will fill the position well. Currently we are looking for at least 2 ready mix drivers to fill several openings. I talked with Diane just today, and the notice will go out very soon.

With the 2014 construction season fastly approaching I always wonder how we are going to get it all done. I’ve learned early on to take it one day at a time and stay positive. If you get negative then everyone around starts to follow your lead, and then it’s not much fun to go to work. A wise man once told me “you eat an elephant one bite at a time.” Be safe this construction season and chew slow. M

Newton Update
by: Jeff Steinkamp

Wow, what a nice winter we’ve had, Mother Nature creating work. This past fall we completed projects in eastern Iowa on Highway 30 and Highway 61 with no carryover work. With no carry over and DOT outlooks not looking the greatest, we were a little concerned with our season. Then, in January, we were able to get a nice 70,000 ton job in Jones/Linn County on Highway 1. This will be widened and overlaid. In the February letting, the DOT surprised us with two jobs that are local on I-80 that would fill a season if we get them. Also, the March and April letting look promising with work in Boone and Cedar Counties. So, hopefully by the time you’re reading this, our season is full.

The winter in the shop brought repair to the slat conveyor and general maintenance to all equipment.

I’d like to welcome everyone back and say we appreciate what you do and let’s Safely Do Everything We Do Better Than Everyone Else. M
News from the Brooklyn PCC Division
by: Duane McDonald & Jason Spooner

Did anyone notice it was cold in Iowa this winter? If the climate remains the same, we could see Polar Bears or Caribou Herds in the future. I’m ready for spring.

I heard a good joke last week. “A guy texts his wife to say he’s at a bar with an old friend and will be home in a couple hours. If I don’t show up in a couple hours, read this text again.”

An “Award of Excellence” was presented to Manatt’s from Iowa Concrete Paving Association in two categories of “Iowa’s Best Concrete Pavement”. The first of two awards was for a PCC Overlay Project on the Primary System. The project was located in Clay and Dickinson Counties on Highway 71 North of Spencer to Milford. The second award was for a PCC Project on the Secondary System. The project was located in Muscatine County on X-43 from Letts north to G-28. Congratulations to both paving crews that made these projects an award winning success.

Safely Doing Everything We Do Better Than Everyone Else! Stay Safe!

Projects are lining up for the 2014 construction season. We are currently at 75% of our annual capacity. It’s a great feeling to have this much of next season’s work under contract. It appears when spring arrives, crews will go to work. The projects under contract are as follows:

- 3226 Polk County I-80 at Altoona
- 3233 Mills County Westbound Hwy 34 from Missouri River to I-29 including off/ on ramps
- 3235 Poweshiek Co. Eastbound I-80 off ramp to Hwy 146 in Grinnell
- 3236 Warren County 5 mile overlay on G24 north of Indianola
- 3238 Waukee Alice’s Road 1.5 miles of 4 lane divided city street paving
- 3239 Hamilton County I-35 6 mile Crush and Pave from Ellsworth to just south of Hwy 20
- 3240 Lucas County 9 mile overlay on Hwy 65 from Wayne County line to Lucas
- 3241 Mills County 2.7 mile overlay on 221st Street from I-29 to Glenwood
- 3242 HF Chlor Alkali Plant near Cargill in Eddyville, roads and parking lots
- 3243 Cargill West Security Entrance road and parking lot
- 3244 Jasper County 8 mile overlay on T-38 from Lynnville to I-80

As always, when you see the farmers go to the field, call-in. We’ll be right behind there. Keep this Manatt’s Mission Statement in all your thoughts as we prepare for the upcoming season: Safely Doing Everything We Do Better Than Everyone Else! Stay Safe!

Ames Asphalt Division Update
by: Duane Hassebrock

The Ames group is looking forward to the 2014 season, 2013 was a tough year weather wise. With the wet spring and cold fall, it made for a short season. We have never been so close to getting caught with liquidated damages on projects in the past. I would like to thank all the Ames employees for the extra effort and hard work for the 2013 construction season. We would also like to thank the Newton asphalt crew including Steve and Dale’s guys for helping us finish the season.

Quote from Steve Armstrong, “Shit, I have been paving a long time but never in a snow and ice storm.” We would also like to thank Jeremy Rucker and his crew for placing fly ash on one of our last sub-divisions of the year. With everyone’s help, our customers were happy, that was a good feeling. Thanks!

2013 ended up being a solid year for the Ames Division. The Ames Ready Mix Division, including Larry Ford and the Ready Mix team had one of their biggest years in a long time. The DuPont Plant in Nevada has kept Ready Mix busy so far this winter, despite the cold weather. On the construction side, it was a tough finish with fighting frost, snow, and ice the last few weeks. It was a great team effort to finish the season very strong even with Mother Nature trying to stop us.

There have been several changes over the last year in the Ames Division. Last spring, Craig Kalina (Asphalt Supt) decided to move back closer to home and accepted a position with the Brooklyn PCC Division. Craig is a strong leader and one of those guys that can get things done. He will be missed and we would like to wish him and his family the very best. This winter we had a couple more changes, including Brad Lenz leaving in January of 2014 to start his own business in the Ames area. Brad started with Manatt’s as foremen of the PCC crew/Project Manager and played a major role in establishing our PCC Curb & Gutter Crew. The last ten years Brad has been a Project Manager and a great asset to the Ames Division. He always knew what was going on with future projects in Ames and that was very valuable to our team. Brain Frame also left this winter for an opportunity to work for The City of Ames. Brian started in 1997 as a Ready Mix driver and was promoted to dispatch of Ready Mix around 1999. Brian had a knack for making everything run smooth and was a valuable asset to the Ready Mix team, and Brian will be greatly missed. We are losing over 35 years experience with these two guys moving on to new challenges. On behalf of all the Ames employees, we wish them and their families the very best.

Losing employees always brings changes and new faces. Matt Skyberg was on the asphalt crew as a roller operator and now has been promoted to Asphalt Foremen. Lowell Hunter was a Ready Mix driver and operated the Huxley Ready Mix plant when running. Lowell was promoted to Ready Mix Dispatcher to replace Brian Frame. Doug Dodd was hired last summer as the intake foremen and Scott Johnson has accepted more responsibility on our PCC Division. These guys have done a great job in their new roles, and we hope everyone will give them their support.

Hope everyone has a safe and successful 2014!
The winter months are moving fast in the IT/MIS department. John and I have completed several projects since the construction season ended. In December, we finished the implementation of a new Firewall at the edge of our corporate network. This device has proved to be a wonderful upgrade and alleviated several minor issues we’ve had with network throughput the past year or so.

John pushed out about 20 desktop PC’s late this fall and 20 laptops through January. We have one final batch of laptops to be handed out before the season starts. Everything is built and ready to go once people start coming back.

The renovation project in the Brooklyn office has kept me jumping. Once the demolition of the existing space was finished, I spent several days tearing out old wiring and doing some “fishing” work in the wiring closet to get things cleaned up. And then, we have all new ethernet/phone/door system wiring back in place and the crews have covered everything with sheetrock.

For now, we are getting ready to finish the roll out of our Office 365 email project. This change will be a great positive step for all employees. I’m anxious to see our production crews be able to adopt the features available in Exchange.

It will be paving season before we know it. I’m excited to see the trucks and equipment get fired up, and especially to see everybody back to work. Work hard and be safe.

Competitive Advantage
by: Tim Douglas

As I sat at my desk pondering what I would write this Manatt Mirror article about, I tried to think of just what earth shattering events had occurred in the last 6 months. For the life of me, I could not think of one.

Which, in a way, is probably a good thing. That means we didn’t have anything major go wrong this past season. We had some ups and we had some downs. We had one of those seasons where we wished things would have been better but they just weren’t. Sure, we could always have had a little more margin in the jobs we got and sure, we could have always used some more work. We could have used some better weather; certainly the snow in May didn’t help. But all in all, even in an off year for Manatt’s, we ended the year with a season that many other construction contractors only dream about achieving.

So how did we do it? My opinion is that two major things put us above and beyond our competition. There may be more, but I believe these two factors are the biggest. First, is our management group. We have a tremendous combination of “Old Guard” and “Young Drivers”; a combination that allows us to have vast experience and youthful energy; that provides an attitude of balance between conservative and aggressive.

The second, and probably even more important, factor is our people. The guys and gals out there on the job sites, in the plants, in the trucks, and those who support them in the offices. Without our people, nothing would be bid, nothing would be built, nothing would be delivered, and nothing would be billed and collected. Our people set us apart from and above anyone else in our industry.

Our competitors can match our equipment and our other resources, but they can’t match our management team and our employees. Our competition can’t replicate what we have. This is our “competitive advantage” and it makes us, both today and in the future, formidable competition and a force that has to be dealt with.

Our next largest project for 2014 is also going to be supplied by Grundy Center with help from the Waterloo plants. We will be supplying a transmission line from Dunkerton west to Iowa Falls. We quoted the concrete jointly with Concrete, Inc., which has plants in Ackley, Iowa Falls and Hampton. Grundy Center will be supplying roughly half of our portion, with Airline and Elk Run doing the rest. Our portion of the project is 20,000 cubic yards. Other large projects that we will be doing this year are: Highway 63 paving in Waterloo, a new Fairfield Inn in Waterloo, a Cedar River bridge in La Porte City, a new Dollar General in Waterloo, a parking lot at UNI, a new school in Maynard and some paving in Winthrop.

There are several jobs that we are currently quoting. 30,000 cy are let in the next two weeks. Hopefully, we continue to get more than our share of work. We are going to have a busy season, throughout the year rather than in the fall like last year.
As the end of the 2013 paving season was quickly approaching at Determann Asphalt, we were in a race against Mother Nature to complete all the jobs we had for the end of the season. We also seemed to be picking up additional "end of the season" commercial work faster than we could finish up what we already had on the books! Ideally, our phone would be ringing like this in April instead of November, but as hectic as it can be to be getting this end of the season work, it is a good problem to have. The result: Mother Nature puts a stop to everyone will be itching to get back to work once the weather breaks. Upcoming in the next couple of months we will have the opportunity to bid on a variety of work from the City of Clinton, Clinton County, Iowa DOT, and some commercial projects in the area. With any luck, 2014 could be another strong year at Determann Asphalt.

I would also like to announce that our search for a new mechanic has ended. We would like to welcome Joe Catlin to our team. Joe comes to us from the Quad Cities where he had previously been working as a diesel mechanic. In the absence of a mechanic in the second half of 2013, quite a few of our guys stepped up to fill the vacancy. It often required coming in early and staying late to make sure our paving operation kept firing on all cylinders. Your extra effort didn't go unnoticed. Last, but not least, I would like to wish everyone a safe and productive 2014 construction season.

State of Iowa has Prosperous 2013

submitted by: Mona Bond

According to the Iowa Legislative Fiscal Bureau, during the 12-month period ending December 2013, net revenue from all taxes deposited to State funds totaled $7.539 billion, an increase of $318.2 million (4.4%) compared to the prior 12 months.

The good news is 2013 has been a very good year for Iowa. The outlook for 2014 is not as optimistic. Individual income taxes are expected to decline, which is an indicator of the discretionary money available for Iowa to spend. The numbers indicate people are driving less but are smoking more. Changes in corporate taxes have resulted in significant tax saving to businesses and the real estate market looks to be on the positive side again.

Major contributors to the year-over-year dollar and percentage changes include:

• Individual Income Tax (positive $323.2 million, 10.3%) – Individual income tax continues to post significant year-over-year annual growth with much of the gain the result of very positive tax year 2012 income tax final returns. The 2012 tax year impacted General Fund revenue starting mid-December 2012 and ending May 2013. The annual rate of income tax revenue growth is expected to decline significantly through May 2014.

• Sales/Use Tax (positive $47.6 million, 2.0%) – Corporate Income Tax (negative $66.3 million, -14.1%) – The corporate income tax produced significant revenue growth beginning May 2011, but year-over-year growth turned negative in October 2013.

• Fuel Tax (negative $9.3 million, -2.1%) – According to Department of Revenue monthly fuel sales reports, over the most recent 12-month period, Iowa taxable gasoline/ethanol gallons sold decreased 1.4% while taxable diesel sales increased 3.7%. The annual total for all taxable fuel gallons sold in Iowa is currently 3.0% below the last peak (12 months ending July 2011).

• Gambling Tax (negative $5.2 million, -1.7%) – According to Racing and Gaming Commission statistics, 15 of Iowa’s 18 casino/track locations recorded negative annual adjusted gross revenue (AGR) growth for the 12-month period ending December 2013. The combined AGR change for the 16 facilities was negative 3.4% over the previous 12 months. Across all facilities, the AGR for the most recent 12 months totaled $1.417 billion. The annual AGR total has been declining and is 3.6% below the November 2012 peak.

• Real Estate Transfer Tax (positive $2.2 million, 12.6%) – After the strong gains posted in recent months, annual real estate transfer tax receipts total $19.7 million and exceed the pre recession peak of $19.2 million set in June 2006.

• Cigarette and Tobacco Tax (positive $2.3 million, 1.0%) – While this is good news, it is also a wake-up call to Iowa. Iowa's fuel sales are down 3% in 2013. This translates to less money in the Road Use Tax Fund and that is just the beginning. I am predicting that over the next 10 years you will see as much as a 25% decrease in fuel tax revenues. There are many reasons but the obvious ones include:

• Cars are getting better fuel mileage thus reducing the gallons used
• Alternative fuel vehicles (propane, hydrogen, electric, natural gas) are being built and will continue to be perfected allowing for alternatives for consumers. Once the infrastructure catches up to those trends, the historic method of funding roads in Iowa and across the nation.
• Miles traveled is decreasing. As Iowans move to the metro areas, the miles to work are less and more concentrated. Public transportation is becoming more popular. Parking prices and issues are driving car pooling even among many in the rural areas.
• Price of fuel. While there is more domestic oil than ever being produced daily, there has been a price to pay at the pump for that exploration. There is less disposable income and many folks are choosing to not travel saving on their fuel budgets.
A
m I the only one that thought January was never going to end? I will say as the years go by, I do appreciate being able to think back on what I would consider a “long month.”

Looking back on 2013, it was probably as challenging as ever to make our way through the early part of the season. The maintenance side of the biz scored some work early on and was able to utilize all available employees for a good portion of the spring. Randy, Mike, and crew had a full spring/early summer of tennis courts to color. Asphalt work was slim at the start and was beginning to screech to a halt. Then, in the June letting, a nice project was up for bid in Scott County. With help from all different directions, we were able to land the largest single contract in Illowa history!

Jump ahead to 2014 and we still have about a month of the Scott County paving contract to complete due to add-ons and in-climate weather in the Oct/Nov part of the 2013 season. This, coupled with a small mill/fill on HWY 22, and various little jobs here and there will give our paving crew a better start than we’ve had in a while. Things are going to have to pick up to carry on after late spring…………….

The maintenance guys got a nice shot in the arm in the December letting, picking up two nice CRS2P projects in Linn/Jackson counties for IDOT. These projects have an aggressive start/completion schedule that will take all of our forces combined to knock out. Projects like these are how Illowa gets the ball rolling for employees as well as keeping the lights on in the spring! Kudos to those who are and will be involved in getting this one completed.

Also a big thanks to our shop and office staff. When crews are off in the winter, Brad Schutte and Denise Schwein are just beginning their busy year! Getting the equipment and fleet ready for spring takes a lot of time and scheduling. In the office paper work, learning and understanding changes with benefits, as well as all other challenges day to day. Thank all of you for your time and effort to help for making things run smoothly!

Have a SAFE winter season. See you in March for our annual Spring Safety Meeting.

ILOOWA Announcements:
Miracles
Michael Easton Weir born Oct 22, 2013
Son of Mike and Calli Weir

Archer August DeNardis born August 6, 2013
Grandson of Randy and Judy Soedt

...continued from page 19

Iowa fiscal managers anticipate a significant reduction in the 2014 revenues due to decreased farm commodity prices, land prices and income tax cuts put in place during the 2013 legislative session. As we all know, if we reduce the income tax, the state has less money to operate essential services. Most of us welcome the tax relief but actions have consequences. Sometimes those consequences result in services we are typically using to having available may be reduced or even cut. Those things may include senior services, children’s services and even heating assistance which has been very important to many rural residents this year. The fiscal balancing act is a dance the Iowa Legislatures does every year and as resources are reduced, there are those who will not be invited to the party. When that happens someone is hurt.

How Do We Maintain Iowa’s Road System?

Submitted by: Mona Bond

An increase in the fuel excise tax has been introduced and while the committee chair is optimistic, many have little hope of its continued progress or a signature from the Governor. Rep. Josh Byrnes, R-Osage, chairman of the House Transportation Committee, indicated that if the split-control Legislature would get a gas tax bill to Gov. Terry Branstad’s desk, he would be forced support it like he did when he signed the last gas tax increase in Iowa in 1989.

House Study Bill 514 would increase the current state excise tax on gasoline by 3 cents per gallon next July 1, another three cents a gallon on July 1, 2015, and 4 cents a gallon on July 1, 2016 for a total of 10 cents per gallon. Transportation organizations from around the state were at the Capitol over the last several weeks lobbying for infrastructure upgrades in support of a higher users fee that will insure that out-of-state travelers pay a share of the system’s cost.

Byrnes stated that studies indicate the increase could cost the average Iowa motorist between $50 and $60 annually if increased by 10 cents a gallon. He anticipates the bill will come before the full House Transportation Committee sometime in February. Iowa’s gas tax currently ranges from 19 cents to 22.5 cents per gallon, depending on the type of fuel.

Opponents to the bill continue to lobby against good roads for Iowa. A.J. Spiker, chairman of the Republican Party of Iowa, is adopting a strong stance against the revival of a proposed 10-cent-per-gallon increase in the state’s gasoline and diesel fuel taxes.

"Forget Frankenstein’s Monster. The gas tax hike seems to be the creature that just won’t die!” Spiker said in an email to fellow Republicans according to a Des Moines Register article. He urged them to contact their legislators to ”kill this horrible bill once and for all.”

What is the answer? There are many schools of thought but I would welcome hearing from you the taxpayers as to what they would suggest as an alternative to raising the fuel tax. Where should the resources come from to maintain Iowa’s infrastructure and keep Iowa growing? Please send me a note or call me: monabond@manatts.com or 515-202-9222.

Environmental Update by: Mona Bond, Environmental Director

The 2014 employee training meetings are well underway and while I have a very small part of the meetings, what I share with employees is partly my opinion, but the majority is required by law.

Spill Pollution Prevention Training & Storm Water Management are key areas that we will continue to focus on.

All employees who fill a vehicle and/or handle any oils for fuels must be trained, by federal law, on Spill Pollution Prevention. The training reviews the spill plans at each permanent and portable location which is reviewed and updated annually.

Additionally, all employees must be trained and aware of the importance of our actions on the waters of the state. No water is to leave a site that would contaminate any streams, ponds, rivers and lakes. That water may not contain any discoloration and/or any contaminant.

While some may think this is “not their job”, it is everyone’s job. As a “manager” you are held accountable to the plans under your jurisdiction. This applies whether you are a plant manager, crew foreman, project manager or the owner of the company. As an employee you are also responsible and must share any concerns you have with your supervisor when you see something that would pollute.

Our truck drivers are very important to the process. As they sit up in their vehicles watching and waiting, they have time to analyze the area. I would ask that you be looking for potential problems as a result of the construction project they are working on.

Lastly, the law states no air emission may leave the construction site. We cannot allow dust to cross property lines and must assure there is adequate treatments and/or water trucks available on the job sites.

We have an excellent track record with our environmental awareness and a team of employees that strive to keep Iowa clean and pollution free. I try to say it often but want to say it again, thank you for all you do and the responsible attitude you have toward Iowa’s environment. Please call me with any environmental issues or questions anytime during the season. Monabond@manatts.com or 515-202-9222.
Update From Wendling Quarries
by: Tony Manatt

What a weather pattern... Another night at -15 for a nightly low tonight! Just heard on the news that this winter ranks among a record low for temperatures for the month of January. And the snow... I “can” remember when it’s been this cold and snowy. It was the winter of 1978-79. (I now am going to sound like my father here). You see, that was the year I graduated from high school. I remember that winder well. It was cold and with this much snow! It’s not so much that I remember that long ago... just that it was “that long ago!”, so when did I become one of the senior employees around here? It happened just over night.

By the time this article is read, I hope the weather has broken up and some glimpse of Spring has come into our sites. I have been told by many that they are tired of the cold and snow, not me. I say, bring it on!

A lot happens in the shops and offices during the winter. I am always amazed by the amount of repairs that get accomplished during this time. The talent is everywhere in our shops. Just take a walk through them. Notice the amount of diversity in the teams working together. The fabricating and steel repair seems endless. The electrical repairs look tedious and schematics, confusing. Engine repairs look like new life in any piece of older equipment. We learn so much about our equipment during this time. Also about the amazing talent we have in our shops. Thanks to all of you who help “fix things up” during this time of year.

Another group of talented folks are our estimators, project superintendents, sales folks, just to name a few. These long winters are a pressure cooker of filling our companies up with a work load for the next season. If you aren’t successful, then our work load could be a terrible or unbalanced. If we were not successful at the letting process, then a late start to the season could occur. For some talented reason, we have all been relatively successful filling our work load. This year, some of us had work that carried over into the 2014 season. That is usually a good thing, as long as we considered it in our original bid. Thank you to all those who find us the work to keep busy most of the season.

One area I would like to talk about is the planning that goes into making this group of companies “better than everybody else”. Planning like re-certifying our positions within the state, re-educating everyone on safety practices, re-learning new techniques for what we do, sharing best practices and talent among each of our companies, the list of internal opportunities is endless. It’s also a time to work on improving our own individual companies. Something we are doing at Wendling Quarries is strategic planning, or said in plain words, improving our company. Through the use of employee survey, we asked over half of our company how we could improve things here at Wendling Quarries. And guess what... many opinions were expressed! A team of about a dozen worked on the areas we saw patterns and where improvements could be made. A lot of good ideas came out and I could see our company moving forward in a good way. The only constraint out there is change. Sounds kind of funny but I can see those companies who don’t embrace chance, eventually, fall behind. Here’s to leaning into the wind!

Thanks again to those who make our companies a good place to work! Oh and don’t worry, Spring is just around the corner.

Building Lasting Relationships
by: John Tuthill

I was watching U.S. Farm Report a couple of weeks ago, which is on every Sunday morning at 6AM. I happen to think it’s one of the best programs on television. It’s hosted by a guy name John Phipps who often shares his insight and wisdom about agriculture and sometimes about our American culture too. He was rambling on about some complicated piece of legislation regarding internet carriers and commented about information coming from a million different places and who do we trust? He said we have become “cynical citizens and isolated in our distrust.” He went on to say something that really caught my attention: “Don’t ever believe it is money that makes America work. It is trust. We need to be working to rebuild it in every sector.”

I sense this distrust when we go to zone and permit properties for mining. The governmental bodies and general public don’t automatically believe anyone or anything. Yet, we have become so well known in our neighborhoods that our reputation for being a good neighbor and a responsible member of our communities really has a tangible pay back. The public relations and good will activities that we spend our time and money on building relationships. We are actively engaged in building and maintaining relationships with our neighbors, the kids in the schools and the communities where we live... relationships, that builds trust.

Occasionally, we are recognized by the industry associations like Iowa Limestone Producers Association (ILPA) and the Associated General Contractors (AGC) for our efforts. During 2013 we won a Bravo Award from AGC for our efforts with Troop 29 of DeWitt, Iowa. We spent a weekend planting 3,500 trees, putting on educational programs about wildlife habitat, tree planting, and the honoring of the longtime Scoutmaster. With the planting of the trees the scouts now have a legacy in our property. Those one to two foot tall trees and shrubs will grow, provide wildlife shelter, and help aid in screening our property for years to come. In a very great way, we have built a relationship with 30 kids and their parents. It’s amazing to see them around town or at church and hear them reminisce about planting the trees. The Bravo and Good Neighbor Awards from AGC or ILPA are merely the icing on the cake. The real reward is building trust through relationships.

I hope everyone who reads this article will think about the relationships you have built with your neighbors, friends, associates, etc. and realize how important they are in helping us continue to build our business.”

Hunter Manatt

WENDLING QUARRIES INC.

Honoring longtime scout master:
John Glesener

Sign indicating Troop 29 planted the 3,500 trees

John Glesener
Sympathy

Roger Trenkamp - loss of father
Pat (Oats) Trenkamp - loss of father
Shawn Trenkamp - loss of grandfather
Derrick Trenkamp - loss of grandfather
Donnie Steuhm - loss of mother in-law

Cody Dusenberry - loss of grandfather

Pat (Oats) Trenkamp - loss of father
Roger Trenkamp - loss of father

Miracles

November 9, 2013
BJ & Samantha Moore married on November 9, 2013
Dane & Katie Johnson married on

Congrats

Wendling Announcements

10 Year Milestone
by: John Kulper

This coming week WQJ will reach a milestone in our safety training program. This February 12th and 13th will mark the 10th year of our training program being as it is. The old platitude applies here as well as anywhere, it just doesn’t seem like it’ll be our 10th time doing this.

In 2004, I faced a challenge that set me on my heels and made me really get the creative juices flowing. I had to figure out the best way to provide meaningful and quality safety training to our miners. I did my research and discovered a section of the MSHA regulations that alludes to the qualifications and requirements for people conducting the mandatory training.

30 CFR § 46.2 (b) Competent person means a person designated by the production-operator or independent contractor who has the ability, training, knowledge, or experience to provide training to miners in his or her area of expertise. The competent person must be able both to effectively communicate the training subject to miners and to evaluate whether the training given to miners is effective.

I had only started here in mid-July and was becoming more and more familiar with the regulations, but as our November deadline approached I came to the realization that I wasn’t the person that could stand before 200 miners and provide the training they needed to go back into the field the next day and be any better off for the effort. I was, however, surrounded by those that could. The group that first year was comprised of a mix of employees with only two superintendents conducting the training besides myself. Since then, the opposite has been true with the superintendents creating and presenting most of the training.

It’s kind of funny looking back at the materials we used then versus now. In 2004, we used a handful of PowerPoint presentations all of which came from MSHA. Now, we create them ourselves. We have a fairly well defined core group of presenters that provide the training every year. They are all polished at what they do, from the prep to performance. They all do a fantastic job every year, though, you have to wonder what would compel a group of people to stand in front of such a large group of their peers and do what they do. Most normal folks would rather get up every morning and eat a nice big scoop of bees for breakfast rather than subject themselves to the scrutiny of public speaking. Maybe it’s not so much that they aren’t normal, as much as, they are special! Take it as you will.

Wendling Quarries Employees Assist Blizzard
by: Tim McPherson

On January 26th, we were blessed with 2-3” of fresh snow which is usually a good thing, but this time it was followed by the prediction of high winds gusting up to 45mph out of the north and west. Winds of that nature caused concern with the Jones County Sheriff’s Department. In the early afternoon, contact was made with Jessie Gorman (wife of Dan “Bucky” Gorman parts Robins Shop) and Jones Co. dispatchers. Jessie then posted on Snow Chasers Snowmobile Club Facebook Group for all members to be on standby.

Jeremy Petsche, (Heavy Equipment Moving Department) new to the Snow Chasers Snowmobile Club, was also notified. Jeremy called into Jones Co. dispatch with his phone number and location and offered assistance. While on the phone, a call came in for a vehicle stranded on Highway 1, just south of Fairview. Jeremy grabbed an extra snowmobile suit and helmet to take with him, as he knew it was going to be a 7 mile trip back to his house. Once Jeremy arrived at the car, he noticed that there were at least 7 more vehicles and a semi stuck on the road. As he left with the first stranded pregnant woman, he tried to stop other vehicles from going south but to no avail they kept going and got stuck too. Once home, he contacted Tim McPherson and reported that there was as many as 10 vehicles stuck on the road. At that time, Tim called other club members and asked if they could get the groomer and another sled out to help with the situation. Jeremy went back and rescued another motorist and took her to his house. Both spent the night at his home and they were able to get the vehicles back in the morning. Jeremy then went back to Highway 1 and at this time the groomer, another 2 snowmobiles and a pickup were there to help. Together, they got the stranded motorists to Fairview and the deputies got them to a warm safe place. The groomer made a path on the highway which allowed some of the vehicles to drive out to safety. Jeremy was there roughly 4 hours to help get all 17 drivers to safety.

Jeremy was in a hurry when he left the house and planning on only going to get 1 motorist from her vehicle and didn’t really dress for the situation. He received frost bite on one side of his neck and his chin.

The next day it made the local news and Jeremy was interviewed along with others from the snowmobile club.

It was a night that no one would have been on a snowmobile due to extreme cold and wind blowing snow, but it is great to see how Jeremy, along with others, jump to be able to help strangers.

Throughout Wendling Quarries, we have several employees with snowmobiles who would have done the same thing and possibly some have.

Photos from Safety Meeting in 2004

Jeremy Petsche on his snowmobile

Highway 1 the night of the blizzard

M
Let the 2014 Season Begin
by: Steve Yerinton

Every year at this time we are all wondering if we will be able to fill up our schedule for the up and coming production season, how will the weather treat us, will all the jobs want to start at once, and can we do it all and be safe. Zero accidents, zero lost time incidents, zero property damage, and zero environmental incidents. All are very achievable. We are and can we do it all and be safe.

As we start to think about how much work we are going to want to start at once, wondering if we will be able to fill up our schedule for the up and coming production season. Please, please take care of your equipment! Act like the repair dollars are coming out of your pocket because they are. It comes out of and lowers the years of service pool so please, take care of the equipment. Grease is cheap. If you see something that is being abused, please tell somebody. Sometimes people just don’t know. Everyone comes to work trying to do their very best. I do believe, and it is all of our jobs to tell, instruct, and to coach folks so they know the proper way to care for something. We don’t have as many of the “farmer kids” that grew up around equipment their whole life like we used to. It will take some communicating, training, and some coaching to get everyone up to speed on their piece of equipment. You will feel good about helping and the other person will feel even better that they now know how to take care of the equipment assigned to them.

The drilling department is always busy and on the move. They are drilling in 5 states now. They travel a lot of miles, I tip my hat to all the drillers and the truckers that safely haul them from location to location. It takes a lot of permits and a lot of routes to keep coordinated. The moving department has reworked some of their trailers this winter to get everything back up in shape to handle the heavy hauls. It is very important that those trucks are in the very best condition at all times, ready to pass DOT inspections and be able to be on the roads constantly moving our equipment to where ever the need is.

The production crews will hopefully be ready to pull out 1st – 3rd week of March depending on a final schedule and location of need. Recycle has been a growing product for us and Tim’s crew is really starting to like doing it. Maybe–Maybe Not. It has definitely been a good venture. Manatt’s recycle crew had to help us some in 2012.

The sand crew looks like they are going to be very busy this year and most of their equipment has been through the shop, but Mother Nature and 14” or so of ice may hold up their start time. Hopefully the second half of February and first part of March is kind to us. It has been a very long winter so far.

Be safe and let’s all have a very good year!
Thanks so very much to all your efforts throughout the year!

railone

by: Terry Nichols

In November of 2010, we were sent a notice that a concrete railroad tie manufacturing company was looking to build a plant in Iowa. I was also told that it could just be SPAM, so you never know. The company was from Germany and the name was Railone. As time went on, we found out what material sources would work for the plant needs. Then it went to how many tons per year would be used in production of the ties. Once that was figured out, then came the pricing of material and the trucking for the delivery of materials. At this time Railone was looking at building in Clinton, Cedar Rapids, Tama, and Sterling, Illinois. In June of 2011, Railone had decided to build in Clinton, Iowa. We still had to make mix designs for the concrete, so Wendling shipped 16 ton of concrete stone and sand to Germany in August of 2012 for the mix design. All went well and I am proud to say today, we received a signed contract to supply material to Railone starting in February 2014. This contract is the largest year round supply order that Wendling has. Railone is going to work seven days a week and run two ten hour shifts. At maximum production, Railone will make 500,000 railroad ties per year. This will take 100,000 ton of concrete stone and 50,000 ton of sand per year. All sounds great until you have a winter like this one! Needless to say, we have a lot of work to do keeping Railone happy. I would like to thank all the people that have been involved to make this work. The production people, quarry development, Herb Miller, John Tuthill, Marc Whitman, Tony Manatt, and Adam Manatt all helped in getting a contract signed.

A “Thank-You” note that was received at Wendling Quarries

Dear Wendling Quarries,

Thanks to you, my landscaping Eagle Scout project at Blessed John 23rd is complete. The area feels warm, inviting, looks vibrant, and complete for all parishioners. Many of them have thanked me which has made me understand your willingness to help me beautify the entrance, it makes all the difference to me, my church family, as well as the community. The most important lesson learned from the project is that there are still great leaders in the community like yourselves that step forward and donated not only the materials, but the delivery of them as well. This is a generous gift, which I will remember for a long time.

Sincerely, Brandon Zuerchez

Let the 2014 Season Begin
by: Steve Yerinton

railone

by: Terry Nichols

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Sincerely, Brandon Zuerchez
How fast the past year has come and gone! It seemed like I was just introduced to Quality Control not that long ago. We have lots to talk about for the year of 2013 in Quality Control. For those of you who don’t know who, my name is Brent Brightman. I have been with Wendling Quarries, Inc., since September 5, 2012. I have been with Quality Control since January 2, 2013. I have a 12 year old daughter of my own and also have been blessed with helping to raise 2 future step children as well. Very challenging at times, but more so very rewarding all the time. Our favorite past time in the summer as a family is camping. We love it!

It was a very busy time for me when I was introduced into the Quality Control department back in January 2013. We were about to begin the vast improvements that had been set up for me to be ac-

mented back in January 2013. We were busy with ongoing projects in the Clinton and Camanche areas. We had a busy year at our Missouri location with the paving of Hwy 130 that utilized our asphalt plant, along with aggregate testing, asphalt testing, and plant inspections. Our Cedar Rapids lab was going full speed ahead as well, fulfilling the numerous projects that were going on in the western area.

The people that I work with are what make Quality Control such an amazing department to work for. I am very fortunate to work with these individuals that have tons of experience and are willing to teach it.

Dave Schau has done a tremendous job with the Quality Control department and we all appreciate what he has done. Dave just got a new Harley Davidson last year so he and his wife Pam can ride into the sunset!

Rich Cheney will soon find out what it’s like to be a grandpa and he will make a great one! Congratulations, Rich, to you and your family.

Kenny Loughern, who has a huge area out in Cedar Rapids, and works hard to cover this area. I don’t know how you do it every day Kenny but “you the man!” Congratulations goes to you and your families as well, for you have had a grandchild introduced into the world last year. Hope all is well and healthy.

I have spent a lot of time with Kyle Gottschalk last year working in Moscow during the Hwy 130 paving project. I am very appreciative for what Kyle has taught me during this time. I know it’s not easy to train some-one when there is so much going on, but Kyle did an excellent job. Thanks, Kyle!

Sam Huit works mainly in our DeWitt Lab. This has given me the opportunity to spend time with Sam and learn more about mix designs for asphalt, and other technical testing that we do at the DeWitt location. Sam and I have a good time he is a Cardinals fan and I am a Yankees fan so you can imagine some of the conversations we have!

Thanks to all these people for a safe and exciting 2013 season and looking forward to a great 2014 season. To all my Wendling Quarries, Inc. family members be safe in 2014. God Bless You All!

by: Adam Manatt

Una reflexión de lo que es importante mientras nos preparamos para comenzar la temporada de construcción.

Estamos rodeados de alguna gente muy especial. He tenido la oportunidad de pensar de lo que ha sido de este invierno, incluyendo todas las juntas de la corporativa con todas nuestras compañías y las juntas con los gerentes del cemento premezclado (ready mix). Viendo alrededor en el cuarto de juntas es como cuando uno se junta con su familia en los días festivos. Estoy rodeado de gente que me importa. Gente que me ha enseñado Gente que me ha dado mucho orgullo de trabajar con ellos.

Uno de los temas en esas juntas ha sido la seguridad y el bienestar de salud. Seguridad ha sido la prioridad por mucho tiempo. Hemos hecho esfuerzos juntos en reducir los accidentes y lesiones, y asegurarnos de mandar a la gente en la misma condición que llegaron al trabajo. Hemos hecho un buen trabajo en unas arias y ha hecho un impacto al reducir accidentes y lecciones.

Cualquier trampa de las cosas específicas, podemos en parte hacer un cambio. Por ejemplo, hemos reducido lecciones a la mano y dedos. De 15 lecciones al año a solo 5 por año, Ese es un progreso fantástico. Y aun así tenemos de 2 a 3 lecciones a las manos o dedos por año que pudieron ser preventidas al estar en equipo de pro- tección requerida. Todo lo que hemos hecho es un buen progreso pero todavía hay mucho por hacer.

Nuestro éxito en la seguridad me puso a pensar y me ha demostrado que cada vez que prevenimos un accidente es algo grande. Las lecciones no son una estadística. Son algo que le puede cambiar la vida a las personas. Y lec-

ciones graves impactan muchas vidas.

Si usted puede prevenir un accidente, solamente uno usted ara un cambio positivo en la vida de alguien. Vale la pena trabajar con más cuidado y parar una situación que no sea segura. Recoger un objeto que este tirado? Somos una familia y tenemos que cuidarnos unos a los otros. Es parte de nuestro trabajo.

Tómese el tiempo de hacer las cosas con más seguridad. Sea un líder y ayude a otros. Todos estamos en estos jun-

tos. Una de las cosas que estamos haciendo en división cementera hemos introducido un programa de ejercicio/ estiramiento para que las personas se mantengan más saludables y seguras. Vemos muchas lecciones y en toda la compañía nuestros cuerpos son una parte vital de lo que hacemos todos los días y es tiempo de hacer un cambio. Los atletas nunca van a la cancha oh al campo sin primero hacer calentamiento. No usamos los camiones sin primero hacerles una inspección oh dejar que se calienten primero. Porque pensamos que podemos hacer nuestro trabajo que requiere mucho movimiento físico sin hacer calentamiento primero?

Estos programas de estiramiento son recomendados a los choferes de cemento, gerentes, y a la planta. ES algo que les ayudara a hacer el trabajo con más seguridad que nadie más sin importar el tipo de trabajo. Por favor considere hacer esto al empezar su día de trabajo.

Al empezar su día esta temporada con el proyecto de molinos de viento en Grundy Center a la construcción de un nuevo puente en el Condado de Linn, parase que todas las plantas van a tener mucho trabajo este año. Con el trabajo que ya sabemos que vamos ha tener y con unos trabajos que se ven en el horizonte, hay potencial de que este ano tengamos mucho más trabajo que años anteriores. Obviamente, no sabemos lo que el clima ira hacer, oh que cambios haiga por factores económicos, pero necesitamos estar preparados para un ano con mucho trabajo. Hacer el trabajo con seguridad y eficiencia será importante.

Vamos a cuidarnos unos a los otros Hay que tener una buena temporada.
# 2014 Programa de Bienestar

Al empezar un Nuevo año de bienestar en el año 2014, queremos compartir con ustedes el éxito que tuvimos en el 2013. Nuestra meta es mantener la prima de la aseguranza lo más bajo posible, y apoyar a nuestros empleados en alcanzar el bienestar de su salud.

- Más de 98% de nuestros empleados participaron en el programa de bienestar.
- Menos empleados están a riesgo de colesterol alto, niveles altos de azúcar en la sangre, y presión alta de la sangre.
- Más empleados están comiendo más saludable, haciendo más ejercicio y usan menos tabaco.

**Felicidades y gracias por su participación!**

En el 2014, seguimos dedicados en la salud de nuestros empleados y continuaremos apoyando a nuestros empleados para que lleguen a su meta de salud. Su participación en el programa de bienestar será recom- pensada con primas reducidas durante el 2015.

Entre Enero 1, 2014 y Noviembre 30, 2014, empleados asegurados y sus esposas/esposos asegurados tendrán que completar los requisitos del programa de bienestar y obtener el mínimo de 60 créditos por persona para que así solo pague 20% de aseguranza en el 2015.

<table>
<thead>
<tr>
<th>Actividad</th>
<th>Créditos</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exámenes de salud biométrico (Requerido)</td>
<td>10</td>
</tr>
<tr>
<td>Biométricos saludables</td>
<td>20</td>
</tr>
<tr>
<td>• Total de Colesterol/HDL Proporción &lt;5.0 (hombres) oh &lt;4.4 (mujeres)</td>
<td></td>
</tr>
<tr>
<td>• Presión de Sangre&lt;120/80mmHg</td>
<td></td>
</tr>
<tr>
<td>• Glucosa en la Sangre 60-99 mg/dl</td>
<td></td>
</tr>
<tr>
<td>• Circunferencia de la cintura (medida) &lt; 40 pulgadas (hombres) oh &lt; (mujeres)</td>
<td></td>
</tr>
<tr>
<td>Accesorio en la internet</td>
<td>10</td>
</tr>
<tr>
<td>No usar tabaco</td>
<td>20</td>
</tr>
<tr>
<td>(Oh programa de dejar de fumar) oh no haber usado tabaco por 3 meses</td>
<td>20</td>
</tr>
<tr>
<td>Examen de prevención oh físico del DOT</td>
<td>20</td>
</tr>
<tr>
<td>Seminario en el internet (5 créditos cada uno máximo de 20 créditos)</td>
<td>5</td>
</tr>
<tr>
<td>Desafío trimestral (8 créditos cada uno máximo de 32 créditos)</td>
<td>8</td>
</tr>
<tr>
<td>Actividad de la Compañía (5 créditos cada una máximo de 15 créditos)</td>
<td>5</td>
</tr>
<tr>
<td>Actividad de la Comunidad (caminatas de Smillas, 10millas oh otras)</td>
<td>5</td>
</tr>
<tr>
<td>(5 créditos cada una/máximo 15 créditos)</td>
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</tbody>
</table>

Su plan de salud está empeñado en ayudarle a que esta lo más saludable posible. Hay recompensas por cada empleado que participe en el programa de bienestar. Si usted cree que no pueda cumplir con los requisitos del programa de bienestar, Ud. podrá calificar para obtener los créditos de alguna otra forma. Contactémonos y trabajaremos con usted (Y si usted quiere con su doctor) para encontrar un programa de bienestar que le de los mismos beneficios que vallan de acuerdo con su salud.

**Fechas para Exámenes de salud**

- Marzo 1-L.L. Pelling - Marzo 5-Manatt’s (Brooklyn) - Marzo 11-Manatt’s (Ames) - Marzo 13-L.L. Pelling - Marzo 14-Wendling Quarries (Robins) - Marzo 15-Manatt’s (Elk Run Heights) - Marzo 20-Manatt’s (Newton) - Marzo 21- Detterman (Camanche) - Marzo 22-Manatt’s (Brooklyn) - Abril 9-Manatt’s (Brooklyn) - Abril 10 Manatt’s (Newton) - Abril 26 Manatt’s (Brooklyn)

Por favor contacte al departamento de Recursos Humanos para hacer su cita.

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**Actividad de la Comunidad (caminatas de 5 millas, 10 millas or otras)**

5

**Actividad de la Compañía (5 créditos cada una máximo de 15 créditos)**

5

**Seminario en la internet (5 créditos cada uno máximo de 20 créditos)**

5

**Examen de prevención oh físico del DOT**

20

**Seminario en el internet (5 créditos cada uno máximo de 20 créditos)**

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**Actividad de la Compañía (5 créditos cada una máximo de 15 créditos)**

5

**Actividad de la Comunidad (caminatas de Smillas, 10 millas or others)**

5

**Urgent Care Center Opens**

The Manatt Family recently made a donation to Grinnell Regional Medical Center to help them open an Urgent Care Clinic. The family felt that this was an important investment because there is a significant need for this type of care for our employees.

“The idea of this clinic is dear to us because our employees work long, odd hours. We want to make sure there is a facility available to them to get the care they need during off-business hours,” says Brian Manatt.

“In our industry, the hours our employees put in don’t always allow them to get to a physician during normal business hours. It is hard for them to find time to take care of themselves. This clinic will help become a solution to that problem,” he says.

In helping to provide healthcare access for their employees, the Manatt family also brings access and affordability to all area residents. According to national estimates, about 20 percent of all emergency department visits can be effectively treated in a clinic like this one.

“We are excited to partner with GRMC on this project to provide much needed services for after hours and urgent care,” says Adam Manatt.

The Manatt Family Urgent Care opened February 13th and is open Monday-Friday 7:00am-7:00pm and Saturdays 9:00am-noon.

Urgent care centers focus on acute occasional care with the emphasis on walk-in quick service. The Manatt Family Urgent Care will focus on:

- no appointment needed, first come - first served
- non-chronic conditions
- urgent but not emergency conditions
- staffing by physician assistant and a nurse practitioner
- all patients 2 years and over

The clinic will be an option for those who have trouble getting an appointment with their primary provider due to work or other commitments. The urgent care staff will also see patients who need acute care but may not have a primary care physician or office identified.

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**Manatt Family Urgent Care**

Some minor medical issues that a patient could visit the Manatt Family Urgent Care would be:

- **Respiratory Illnesses:** chest/nasal congestion, cold, cough, seasonal allergies, sinus infections, sore throat, mild fevers
- **Head, Ear, and Eye Conditions:** pink eye/sye, minor headaches, ear ache/infections
- **Skin Conditions:** athlete’s foot, cold sore, bug bites, rashes/itch, sunburn
- **Stomach and Genital Urinary Conditions:** diarrhea, nausea/vomiting, yeast or bladder infections
- **Minor Injuries and Other Conditions:** mild asthma, simple burns, minor cuts that need stitches, minor sprains/strains, minor musculoskeletal injury

Located at Grinnell Regional Medical Center on the first floor of the Ahrens Medical Arts Building