Dear Diary… Write down what you eat to consume less and enjoy your meals more.

If you’re ever kept and reread a journal, you know how revealing it can be to look back at your younger self (oh, the great loves and family dramas!). Keeping a food diary can be equally insightful, whether helping you to maintain or lose weight, or ensuring that you’re eating a nutritious diet. Whether you use an app or a good old-fashioned notebook, writing down what you consume will give you a better sense of your eating habits.

Writing it down will help you:

1. Be realistic about portions.

   Our supersized culture has many of us eating much more than an actual serving, especially when dining out. For example, did you know that a four-ounce serving of chicken, fish, or beef is roughly the size of a deck of cards?

2. See where your dietary detours occur.

   Maybe you eat well all day, but watching Game of Thrones throws you into a sweet-treat frenzy! If your goal is to consistently eat a nutritious diet and maintain your weight, keeping a food diary will help you stay motivated and shine a spotlight on your habits.

3. Rein in the mindless munching.

   From the office kitchenette to the major league ballpark, opportunities to snack (and make healthy choices) are everywhere! Keeping a food diary will increase your awareness of where your calories are coming from - both main meals and snacks. It may also motivate you to swap nutritionally bankrupt snacks likes chips and crackers to more delicious and nutritious options like carrots with hummus, apple slices with peanut butter, or one of the best and easiest snacks of all - nuts! M

LIVE. LIFE. WELL.
Reflections of Manatt’s and our Family of Business

Manatt’s, Inc.
Portable Asphalt Division
Newton, Iowa
In recognition as Finalist of the 2015 Sheldon G. Hayes Award for Quality Asphalt Pavement Construction
Highway 1 — Johnson, Linn, and Jones Counties
As our companies continue to grow, we know that with that growth comes change. Change is inevitable in any business. It is important for us to embrace it and make the best of it.

Friday, January 22, we closed on an asset swap with Croell and Bruening. We traded Allied Manatts Group for several assets owned by Croell and/or Bruening. In this deal, we acquired Croell’s three ready mix plants in the Quad Cities (Davenport, Bettendorf, and Eldridge) that sell approximately 80,000 cubic yards per year, Bruening’s Skyline ready mix plants in Ottumwa, Pella, and Sully that average approximately 70,000 cubic yards per year, and Bruening’s G-71 sand pit outside of Oskaloosa that sells around 100,000 tons of sand and gravel products per year. The agreement also included three Greenfield sites: a 142 acre property in Ottumwa with sand reserves, an 86 acre quarry site in Van Buren County that has been inactive for years and the largest is a 425 acre property owned by Croell and Bruening that is adjacent to Wendling’s Bowser Quarry, NE of Cedar Rapids on Highway 151.

Croell purchased AMG construction and ready mix divisions. They plan to operate those assets out of their New Hampton office. Bruenings purchased Green Limestone from AMG. They plan to keep an office and shop at the Charles City location.

The decision to sell AMG was very difficult for our group. The Manatt family has a long history of being the buyer of choice. There are many reasons for this, but one major one is that we grow business and take care of employees. We don’t sell! This weighed heavily on us as we made the decision to move ahead with this swap. Not only as a “gut check” for us and what we stand for but also how the industry may perceive Manatt’s after the transaction.

After all factors were reviewed, the decision was made to move forward with this deal. It was determined that the benefits and opportunities from this deal were in the best interest of the business.

Manatt’s, Inc., added 60-65 new employees. In order to manage that large expansion in the business, we added another ready mix division, Eastern Iowa, that will include the new Quad City plants, Tipton, DeWitt, Calamus, and Maquoketa. I’m excited to announce that Graham Cuninghamhame will be managing this Eastern Iowa Division. The Skyline assets will become part of the South Ready Mix managed by Ken Cline.

We started orientation first thing on Saturday morning after the closing for managers, batch men, etc. We had 10 new employees go through on Saturday and 10 more each day Monday-Thursday that week following. We had nearly all the new employees on boarded by the end of the second week. Everyone went through the normal orientation process in Brooklyn. Our HR team did a fantastic job at stepping up and getting these employees through as quickly and efficiently as possible. I think the most positive part was seeing how excited these new employees are to come work for Manatt’s and be a part of our team. I think we got some great, hard-working employees out of this deal.

Skyline had a contract that we have taken over with Ames Construction to supply concrete to a hydro-electric power plant that is being constructed at the Red Rock dam. This contract is for over 100,000 cy of concrete. Our first day we supplied 200 yards of light weight concrete to the dam project. It needed to be pumped below the existing dam elevation. In case all of that wasn’t complex enough, we also got over an inch of snow that day! The Skyline acquisition bolts on very well to our South Ready Mix Division and adds a lot of support to our existing operations.

The Quad City market, as a whole, averages 300,000 cy per year. Croell had been supplying approximately 80,000 cy to the market per year with about 75% of the yards in Iowa and 25% in Illinois. They appear to have a fairly solid, loyal customer list. They also added Eller Construction midyear last year, who are a large wall contractor in Eastern Iowa. We currently have approximately 50,000 cy of concrete on contract for next year. The Quad City market is a large addition to the recent growth in our Ready Mix operations in Eastern Iowa (DeWitt, Calamus, and Maquoketa) and allows us to be more efficient and competitive with our people and assets.

We are currently selling sand to the Pella and Ottumwa plants and also ice control sand to the county from G71. We are currently working to get all the proper permits to begin producing sand at this site. Jeff Upah, Jason Spooner, and Tim Drewelow (WQI) have put together a plan to begin production as soon as the permits are issued. Site prep is under way to get the site ready for our production equipment from Tama Sand.

The acquisition of the B&C ground strengthens Wendling Quarries’ position in the Cedar Rapids market and adds reserves for our lifetime.

This is obviously a big addition for Manatt’s, Inc., and our sister companies and has great potential for future growth and opportunity. M
Human Resource’s Corner
by: The HR Staff

In the fall of 2015 the Human Resources team was excited to introduce a new meeting format to our employees. We created an opportunity for employees to continue their education on benefit-related information in a one-on-one format. During the meeting, we asked you to participate in an employee survey. This survey had an educational purpose, as well. It was an opportunity for us, in Human Resources, to educate ourselves on our employees. How satisfied are you with your job? How do you want to receive information? In what areas would you like to receive more information? What benefit programs do you value most? Why do you work here? Would you like to see this meeting format in the Spring return-to-work meetings?

After receiving feedback from 86.2% of our employees, we learned that 87% of you are satisfied or very satisfied with the position you hold here. Direct communication through email, face-to-face conversation and text messaging are how 75% said you preferred to be communicated to. Sixty-two percent of you said you were interested in learning more about retirement. When asked which benefit programs you valued, 57% said wage and insurance were the most important. When questioned on the preference of meeting format, 80% said you preferred the new, interactive style over the traditional. In the response to “Why do you work here?” almost half of our company surveyed cited, “The people I work with” and “The family-oriented atmosphere” as the most important reasons why, with flexibility being a close third.

So what does this all mean? Moving forward our safety training meetings will now be interactive, hands-on modules that teach you practical skills to succeed both on the job and at home. You’ll also be seeing a new advertising campaign that reinforces why you told us you work here. Coming soon we will launch the “We Are Manatt’s” branding campaign to attract and retain the best talent in the industry.

As we begin the 2016 season, your teammates in HR want you to know just how important each and every one of you are to us. We greatly appreciate everything you do each day and hope you will stop by or give us a call. Whether you’re in need of help or just want to catch up on what’s happening around the company, we hope you feel comfortable enough to engage us in a conversation. After all, we are here for you. Human Resources is just that... an organization focused on Manatt’s employees. If there is anything we can do to make your experience here more enjoyable or successful, please let us know.

Hands-On Training at Newton Supervisor’s Meeting
We are pleased to introduce our 2016 Safety Incentive Program! The primary goal of this program is to prevent injuries and incidents by eliminating unsafe behaviors and conditions that can contribute to unforeseen losses. We also want to foster teamwork by looking out for each other to achieve our maximum level of success. This year there are more ways to earn Manatt's apparel (and $$$!) for working safely. More than anything, we want you to go home to your families and hobbies in the same healthy condition in which you started each day.

TEAM-ORIENTED

- **Employees earn incentives as a team or crew which have been determined by our safety director and safety committees.**
  1. Employees can earn one item such as a Manatt’s, Inc., polo shirt, sweatshirt, ball cap, pullover, backpack, etc. when their entire team works two months without an OSHA recordable injury or a property damage incident (at fault) totaling $2000 or more. Eligibility resets every two months:
     - March 1 through April 30
     - May 1 through June 30
     - July 1 through August 31
     - September 1 through October 31
  2. An OSHA recordable injury is a work-related injury that requires medical treatment (stitches, prescribed medication that is not “over the counter”, lost time from work, etc.). Determined by our Claims Administrator based on OSHA record keeping standards.
  3. Employees can earn a “year-end” incentive such as a Carhartt jacket with Manatt’s embroidery, for example, if the team or crews do not exceed their yearly goals (as spelled out on goals sheets).
  4. Year-end incentive goals for each team are based on the team’s three-year average for injuries divided by 2, rounding down. If every team exceeds their goals, we will reduce the number of injuries by at least 50%.
  5. The ready mix division teams will lose their year-end incentive if someone in their team has a “rollover” in a ready mix truck or other heavy truck.
  6. The trucking division teams will lose their year-end incentive if someone in their team has a “rollover” in any type of heavy truck.
  7. The construction crew teams will lose their year-end incentive if someone in their crew has a “rollover” in a heavy truck.
  8. The team will lose their year-end incentive if someone in their team is found to be at fault for “totaling out” a piece of heavy equipment. A piece of heavy equipment will be determined to be “totaled” when the repairs for said vehicle are equal to, or exceed 80% of the actual cash value. This will be determined by our equipment manager, claims administrator, and our insurance company.
  9. The teams will lose their year-end incentive if anyone in their incentive team is arrested for OWI while operating a company vehicle or is at fault for an “OSHA recordable” injury to a third-party (customer, inspector, another driver on our roadways, etc.).
  10. Division managers, regional managers, salesmen, and estimators that are not specific to a crew will need their entire region or division to meet their goal in order to receive an incentive.

INDIVIDUAL BASED

1. Individuals that have worked without an OSHA recordable injury, an at-fault property damage incident over $250, or a safety policy violation are eligible for a monthly drawing of one of seven $250 checks during our typical construction months:
   - April, May, June, July, August, September, October, November
   - One check awarded per region per month
     i. Ames Region, Metro Region, Newton Asphalt and Milling, North Ready Mix Region, South Ready Mix Region, East Ready Mix Region, Brooklyn Road Construction Crews, Brooklyn Trucking/Shops/Offices
   - Individual cannot be awarded a check two consecutive months
   - Individual cannot win more than two checks in a year
   - Must be an active employee to be eligible
2. Commercial Motor Vehicle Clean Inspection Incentive
   - Increase award for a documented clean inspection from law enforcement from $100 to $250

Please ask your supervisor or Adam Grier if you have any questions regarding our safety incentive program. Thank you for your continued commitment to work safely!
South Ready Mix Update

by: Ken Cline

Wow, what a winter! The Ready-Mix Division has been very busy for the start of 2016. It hasn’t been that busy with concrete, but as most of you know by now, we have added a few more plants to our portfolio.

I say we haven’t been that busy with concrete, but that is not totally true. When we assumed operations of the new markets, there were some significant ongoing projects. The most notable in the South Division would be the Red Rock Hydroelectric Dam Project just outside of Pella. The project consists of approximately 130,000 cy of concrete to complete and, at this point, less than one third has been delivered. The anticipated completion date for the project is to be some time in 2018. We have delivered nearly every day to the project since we took over on January 25th. We actually started a 4,000 cy light weight aggregate pour on the first Monday after the acquisition. Because of the timing of the acquisition, and no time to on board new drivers that soon, we had to do the first pour with current Manatt drivers and trucks. All rose to the occasion and put in long hours for a long week to complete the pour without much trouble. Thank you all for your outstanding work!

Ott, our new plant manager in Pella, and a few of the new employees from Skyline were there on the ground to make sure the concrete was batched. Drivers from mostly Brooklyn Products, Newton, Tama, and Williamsburg helped out, along with support staff of the maintenance crew and other managers, to help coordinate and set up radio communication. There were so many people involved that I can’t name everyone in fear I would leave someone out. Just please understand, we couldn’t have done it without everyone’s support and dedication to Manatt’s, Inc! THANK YOU!

Another task we just completed was our Spring Mixer Driver Training. We changed the format this year and believe it was well received and maybe even more informative than ever before. We had five different “modules” throughout the day. We broke the drivers into five smaller groups and moved around to each module. Being in smaller groups led to more interaction, discussion, and involvement from everyone. It also broke up the monotony of sitting in a lecture environment for hours. After we had our meetings at all four locations, I sat down to look at all the attendance sheets. I sometimes forget how many drivers we actually touch at these meetings. We had 186 drivers attend this year. IMPRESSIVE!

As the season gets kicked into full gear here soon, we will still have many things to sort out and accomplish as we deliver concrete to our long time and new customers. Please, everyone be patient and stay focused on your task at hand and remember our mission statement; “Safely Doing Everything We Do, Better Than Anyone Else!”

All photos taken at Red Rock Dam project
It’s nice to see the 2015 construction season in our rear view mirror and the 2016 season moving toward us with new challenges and accomplishments to be had. We had numerous paving projects with the City of Ames that we supplied both Manatt crews and their sub’s, along with ConStruct, who is located locally here in Ames. I believe this was one of the biggest paving years since I’ve been in Ames, as the city put quite a few jobs for bid on the table and we were able to be part of the work. Just when you think you’re plenty busy, Kenny A. & Joel bring their PCC crew to Ames in August on two major paving projects located at Grant Ave. and University Ave. If you look on a city map of Ames, these two projects are completely on opposite sides of the town and took their turns at figuring out how to build not one “roundabout” (I know it sounds like a college drinking game) but three of them. The structure on University and Airport Road was the most difficult due to design and working under traffic. As many of you can relate, that dealing with the public and surrounding businesses can be more demanding than building the project itself. I learned several new names for myself that many of you haven’t even thought of. The year ended on a positive note, and we actually were able to complete more on our projects than we were thinking we would be able to earlier in the year. Coming in to winter with our looming workload, I was able to keep 6 employees on and was able to keep everyone moving everyday either hauling material, chasing cement powder, doing maintenance on the plant, or hauling ready mix concrete. The neat part about these guys is that one day they may be in dump truck/cement tanker and the next hour back in a RM truck. These guys wear many hats and mine’s off to each of them and their abilities under adverse situations and weather conditions.

The winter weather, as a whole, has really cooperated very well for the jobs we had during these winter months. One of our main jobs we have been working on since last year is the Ames Water Treatment Plant. Knutson Construction out of Minnesota is the General Contractor on site and has been a delight to work for. The on-site foreman works very well with dispatch and we have had very few bumps in the road. Sometimes you get a big job with a tough contractor and that makes for a difficult situation you can’t wait to complete. Another project has been American Package with Jensen Builders out of Ankeny/Fort Dodge. It consists of footings and floor that have required over 2000 cy of “imported sand” we get from Wendling Quarries at their Blairsferry location. We started in December and just yesterday I was informed we have about 450 cy (2 pours) to go and the import will be completed on this project. Caruth Construction have been doing several large apartment complexes that have required some concrete almost every day the weather is good. PCI is working on a complete tear out and replacement of the 6th street bridge in Ames. So, as you can see, we have been busy every day and are looking forward to some warmer weather. Several times I’ve had to remind our contractors on certain days that “it’s a marathon and not a race” in the winter. We will get it done and did.

I want to thank Hank in Waterloo, Tommy in Brooklyn & Corey/Rod in Metro who have been a great help on certain days that were just overwhelming. They helped make the day possible when things were really tight. Not to say I didn’t beg once in a while, but whatever it takes. To all of our new Manatt employees, I want to welcome you and would encourage you to find these go-to guys because they will make your life much easier on most days. If you’re in the Ames area anytime, please stop by, and we’ll show you around the Ames complex. Let’s all have a safe and productive 2016. God Bless our troops and veterans.
MIS Happenings

by: Nate Hopwood

I think we are seeing the light at the end of the tunnel on the busiest winter project season we’ve ever had. The "Pizza Hut" looks like a bomb went off right now...we’re still a little backed up from the AMG divestiture and have resigned ourselves to keeping our project in piles! It will all get better soon.

Lately, we have been working on rolling out a small fleet of MS Surface Pro 4 tablets. Last summer we did a test group of 3 tablets in various production environments and had very good reviews from the folks that agreed to run test laps in them. We are now actively replacing lap tops with tablet setups as those machines come due in the cycle. Portability and battery life are the 2 biggest benefits I can see so far. John is spearheading this rollout and doing a bang up job of making these new systems work. Fresh hardware and form factors present more problems out of the gate than anybody really knows.

We turned up two new 100MB fiber circuits this winter. The Johnston operations went live the 2nd week of January. They were the last large branch office to get upgraded on this current network plan. We also brought LL Pelling in North Liberty back onto our MPLS network and turned up a 100MB circuit there as well. This was a huge step forward for the folks over there as we were able to totally eliminate using Citrix on their machines as an interface to the applications back in Brooklyn. I can see several more months of work in North Liberty to finish up some related upgrades.

You will probably notice more large TV panels going up in Brooklyn. The HR folks have committed to a digital signage package that will be used to convey company information to the masses. I think this has the potential to be a very slick method for reaching folks. This summer we will grow this system into the Newton, Johnston, Elk Run, and eventually Ames branch offices.

Kressley has been working hard getting ready for the launch of ConcreteGo on the Waterloo market. We will be investing time and hardware into the plants there, and all of North RM, to make this product function properly. I anticipate the bulk of our "summer work" to be focused on RM and the growth of this new system.

We’re looking forward to seeing everybody back to work, the trucks getting fired up, and machinery moving out of the yard. Work hard and work safe!

Metro Update

by: Mike Viehdorfer

Well, spring is now right around the corner and I think everyone is happy it is coming. We have actually had a decent winter for supplying ready mix. Facebook has kept us busy pouring right through the winter months with our Ankeny plant providing service for them and numerous other contractors.

Windstream and Nate have brought us into the 21st century setting us up with Fiber Optic Hi-Speed Internet in our Johnston office, which is a welcome improvement. Thanks, Nate. You made life a lot easier on the office personnel. Our new fuel Island in Ankeny is now up and running with the new key card system. This is the same type of system as Brooklyn and Ames have and should make record keeping of fuel much easier for everyone. It is located on the west side of our shop instead of in the recycle and plant yard area. This allows us to get all of the trucks away from the plant yard when fueling, which makes things much safer.

Our spring outlook for paving is looking good. We have some carryover jobs and have picked up several jobs from developers and a couple of municipal projects as well. There appears to be a good volume of paving work to come in future lettings so, hopefully, we can stay busy and profitable in the upcoming year.

That’s about all I have for now. Hopefully, everyone has had a good winter and is looking forward to a great new year. Be Safe!!
The weather is looking to break already, as we hope to get off to an early start to what looks to be a busy season, especially in the Waterloo metro area. We have had a slower than normal winter supplying concrete, but it has helped us get our plant and truck maintenance finished earlier and ready for the season.

We have been quoting a lot of work all winter and have been very successful so far in getting projects for the summer. The largest job we have, which is the largest job we have had in the metro area in the last ten years, is the reconstruction of University Avenue in front of College Square Mall in Cedar Falls. They are replacing six traffic lights with roundabouts. The project is supposed to be done by Thanksgiving of this year and there is almost 20,000 cubic yards of concrete for us to supply. Some other projects we have on the books for this season are: the C57/218 interchange (8500 cy), two sections of bike trail (1600 cy each), and five street paving projects throughout the metro area. We still have several jobs to quote this month for the metro plants. As of now, we don’t have many large or standout projects for the rural plants. That could change soon as there are 8 projects to quote in the letting this month in the north rural area.

We have some exciting changes happening in the Waterloo market this year. Mark Distler, who has worked for Manatt’s since the Shirey purchase 29 years ago, is retiring March 4th. Mark worked for Shirey for 31 years before we acquired them, giving him 50 years of service at the same place. We wish Mark well in his retirement. Sheldon Pahnisch started working in the Waterloo shop in late February. Sheldon was already part of our family, as he came to us from Allied Manatts. Sheldon will be taking over as the Waterloo shop foreman following Mark’s retirement. Sheldon has big shoes to fill, but I have confidence that he will fit in well with our team here. Another change we are gearing up for is joining our metro plants with a central dispatch program and gps in our trucks. We have been operating the metro plants for several years with a central dispatch in Elk Run, but until now our batch controls weren’t connected to each other. We have been having all the calls go into Elk Run and then passing orders on via phone or email. With the new system, we will save a lot of time and make everyone more efficient. We hope to have this operational this spring. We look forward to a busy season.
Mark Distler Retirement

Mark Distler started working for CW Shirey right after graduating high school in 1966. He worked there in various positions until Manatts purchased Shirey Ready Mix in 1987. Mark has worked for Manatts as a mechanic, crane operator and shop foreman, giving Manatts 29 years of service. Mark is retiring March 4, 2016, and will be greatly missed as part of the Waterloo team. Mark has been married to Sandy for 49 years and they have four children, ten grandchildren and two great grandchildren. His hobbies include helping his kids/grandkids with their race cars, working on antique tractors, going to drag races and going on random road trips with his wife. Mark says, “It has been quite a journey, and I have met a lot of great people on the way. Now it’s time to enjoy life more with the family and possibly a bit of travel, as in longer road trips to see more of the good ole USA.”

"It has been a pleasure to work with Mark. Mark has always been quick to help with a smile on his face. Mark has been part of our team here for a long time and it will be unusual walking in the shop and not seeing him with his deadpan sense of humor. Mark, congratulations on your retirement and thank you for all you have done for Manatts. Enjoy your time and don’t be a stranger." – Chris Manatt

"Mark, Thanks of the many years of service. Been a pleasure working with you over the years. Your good attitude and all your knowledge with sure be missed. Congratulations!" – Hank Schares

"Mark, Congrats on your retirement. It has truly been a pleasure working with you over the last 10 years! Now you will have time to build yourself another bada55 street car and we’ll see you on the university cruise. Take care." – Rob Arthur

"I can’t say enough good things about Mark. We go back to the Shirey days working together. He has always been extremely conscientious and reliable for anything that he works on besides NEVER missing work. Not only is he a great mechanic, he also was a great crane operator for Shireys and Manatt’s when we provided that service. I wish him a wonderful retirement although he will not be one that lets the grass grow under his feet. He has many hobbies that I’m sure he will enjoy full time instead of part time. Best wishes, Mark. We are truly going to miss you." – Carolyn Hotzel

"I first met Mark when I ran the Jesup plant. He was doing plant maintenance that year. He was one of the best guys I got the pleasure to work with, and I never saw him get mad at anything." – Al Streittmatter

"I got to know Mark when he did double duty as shop foreman and crane operator. We used Mark in the crane to set up the portable sand operation whenever we were in the Waterloo vicinity. I was always impressed with his work ethic. When he showed up with the crane, he was always on time. He listened long enough to hear the plan of attack and would practically run for the cab to move in to position. Once in position, it was the same thing hustling to set outriggers, pads and whatever was needed for cribbing. You could tell he took operating the cranes very seriously by the stone-faced look he had when listening to directions or watching hand signals. It’s pretty common today to fight for an operator’s attention when he would rather be staring at his phone, than listening to you. Mark was always dedicated to the task at hand and you trusted his judgment and opinions. I think I speak for anyone that’s ever worked around Mark when I say we will certainly miss your dedication but most of all, your sincerity. I hope you can relax now and enjoy your retirement to the fullest.” – Jeff Upah

“Congratulations to Mark Distler on his well deserved retirement. Mark is one of the good guys of the world. Always at work, always busy, always in a good mood, always conscious of doing a good job not only for Manatts but for the pride he takes in doing it right. For much of his time, he was way over worked and understaffed but he took it all in stride. He never complained and when he did call for help or support, I was always sure it was needed. We could use many more folks of Mark’s demeanor. Thanks for all you have done for Manatt’s, Mark! I, myself, and the company are truly grateful you chose to spend your career as a member of the Manatt family. Remember my request to be sure to build your soon to be shop at home large enough to get a ready mix truck in. We can use your help!” – Denny Gallagher
Waterloo Shop Foreman: Sheldon Pahnisch

Sheldon Pahnisch began working at Allied Redi Mix over 21 years ago as a truck driver. He worked as a ready mix plant manager and a mechanic before ending his career there as the truck shop foreman. Sheldon has been married to Shelley for twenty years and they have four children and two grandchildren. They live outside Nashua on the family farm where Sheldon was raised. Away from work, Sheldon enjoys spending time with his family, hobby farming, and riding his Harley. Sheldon says, “Since I was employed with Allied Manatts for several years, I am very familiar with the Manatt’s company and how they treat their employees, which made my decision very easy in starting this new chapter in my life.” Please welcome Sheldon to our team.

Pella Plant Manager: Arlan (Ott) Van Dusseldorp

My name is Arlan Van Dusseldorp, but everyone calls me Ott. My background in ready mix goes back to the 80’s when I worked for Pella Construction. I was a driver there and I was the dispatcher at the Monroe plant, a one man plant. I worked there for about 5 years and then went on to other various jobs. In 2013, the operations manager, Arvin Lanser, of Skyline Ready Mix gave me a call and offered me the plant manager’s position in Pella. In March of 2015, our operations manager, Arvin, passed away, and I took over as operations manager.

On January 22nd, I got a phone call telling me and my team that Skyline had been sold to Manatt’s, and on January 23rd, I became a part of the Manatt’s team.

My wife, Denise, and I have been together since 2007 and we got married in 2013. I have a son, Michael, who is married and has two daughters. Denise has 4 sons (that I consider to be my boys), Nicholas, who has 2 daughters and a son, Caleb, Taylor, and Aaron. I couldn’t be a more proud father of ALL of my boys. My grand kids hold a VERY special place in my heart.

I look forward to the future working for Manatt’s.

Ottumwa Plant Manager: Todd Eckles

My name is Todd Eckles. I was hired in 2005 as a ready mix driver for Skyline Ready Mix in Pella, Iowa. In 2006, I became plant manager for the Ottumwa plant where I continued to be manager until 2012 to become a material driver and floater between all three plants. In 2014, I went back to manager for the Ottumwa plant and continued there until 2016 when Skyline was purchased by Manatt’s. I am currently the plant manager for the Ottumwa plant.

I have been married to my wife, Staci, for 15 years. Between the two of us, we have 4 daughters who all played softball. For a number of years, ASA tournaments were a way of life and we were away every weekend. Three of our four girls have blessed us with 6 grandchildren. All of them are, again, female so we are looking forward to spending more time at the softball field.
Safety Update

by: Adam Grier

Typical Januarys in Human Resources and Safety have been pretty quiet in previous years, spent catching up on filing and preparing for the February and March meetings and training that we host. This winter was quite a bit different!! It was exciting and challenging welcoming new employees to our team after the acquisition of the Croell and Bruening’s assets. It began being there initially to tell them about the acquisition. It was tense and nerve racking for all of us to begin with, but as we explained how it is here at Manatt’s, you could see body language soften and warm up to the idea of joining our team. It was very humbling being a part of that experience, nearly impossible to tell them how it is to be a part of our special team. It was a pretty awesome sight after meeting in Pella on a Monday morning welcoming new people to us, and then as I left town the red trucks with yellow bumpers began to stream in for a large project….I literally had adrenaline and goosebumps seeing our support roll in to get the job done safely and efficiently, like we choreographed it!!

After that, we scheduled several days for orientations, further introducing them to our team with our expectations, to more of our people, and touring our facilities. In some cases, we didn’t have much time to ease into the transition….with large projects going in Pella, Ottumwa, and the Quad Cities areas! I’ve been very impressed and proud by how many have stepped up with little notice to support our new teammates. I’m sure I would leave someone out by mistake if I tried to name all involved.

Speaking of meetings and training earlier…we’re in the middle of those as this is written. We’ve received a lot of positive feedback taking a different approach to our training this spring. Honestly, I was a little nervous to let go of the control and structure of the standard meeting with powerpoints, videos, and “outside experts.” Having smaller groups and one-on-one interaction has benefitted us quite a bit. We, as the trainers and presenters, have a greater impression that what we need to convey is understood. We also get a greater understanding of the hazards you are dealing with and have corrected a few unsafe situations in the process! It’s been great to interact with each other on a more personal level and interesting to see the connections fellow employees have with each other even though they don’t directly work together. For example, out at our East Region Ready Mix Drivers meetings we hosted in Davenport, it was great to see guys from Tipton and Davenport sharing common stories with customers they served, who they work with, people they both know in their neighborhoods, etc.

We are also initiating a company-wide safety incentive program with team-oriented and individual-oriented awards. We’ll introduce that to you this spring!

In summary, it is an exciting time to be a part of our team with the improvements here and to come. We look forward to helping you kick off our 2016 construction season in a safe manner! Keep making us proud! M
It has been an eventful winter. There can be no doubt that there has been more change in the last few months than is normal around here. Change can be scary, and certainly brings its share of challenges, but mostly, change brings with it many new opportunities.

I would like to first recognize and commend all of the people involved in the transition of adding 6 new ready mix operations to our family. Making the transition, while maintaining our existing workload and getting the newly acquired work covered, all while learning new people and equipment, was beyond a daunting task.

Nothing makes me prouder than how our team responded to these challenges. Numerous challenges cropped up day to day and minute to minute. From finding out that we had 4000 cy of lightweight to pour on our first day in Pella, to the plant breaking down during that pour, to getting new employees onboarded, and equipment licensed, there isn’t space to write the major challenges, much less the minor ones!

I would like to extend special thanks to Denny Gallagher for helping with the new Quad Cities markets. I would like to recognize Todd Brown, who was instrumental in supporting the Skyline operations and making the pours at the Red Rock Hydroelectric Dam project happen. (Hopefully Todd enjoyed that kind of work as we will be doing a lot more of it in his new role in Operations!) During a time when neither Denny nor Todd was available, Robert “Bub” Hurst stepped in and kept things moving and pouring.

For guys like Steve Beck (Plant Maintenance) and Dale Pirkl (QC) and their teams the challenges are still arising. I know that they are up to the challenge.

I wish I could individually thank everyone in this article who has been involved, but the fact is that everyone has been a key part of making this transition work. From drivers being asked to back down ridiculously steep and slippery ramps or clocking out after 1 AM to area managers finding out about projects after they have started and having to find the resources to make them happen, everyone has participated and is a part of making this change a positive one.

As I am able to step back and look at what we have accomplished so far, at the change that we have accepted and the opportunities both seized and created, I am so proud that I cannot put it into words. (and we’re not done yet!) As stressful, and at times painful, as this process has sometimes been, I have never been more proud to be a part of this team. Many of you were asked to do more (and sometimes it was just that vague) and everyone stepped up. Thank you.

**East Ready Mix**

What could be a bigger change than the creation of a whole new Division in Ready Mix? With the addition of the Quad Cities market area, we are establishing the Manatt’s East Ready Mix Area. Based out of Davenport, with additional plants in Bettendorf and Eldridge, this area will grow to include the established Eastern Iowa plants of Maquoketa, Dewitt, Calamus and Tipton. The Area Manager for the East is Graham Cuninghame. Besides a great South African accent, Graham brings a wealth of experience and knowledge to the Ready Mix division. Graham has spent time in the Manatt PCC Division prior to leading AMG. He is going to be a fantastic addition to our Ready Mix leadership team.

Joining Graham in the Quad Cities will be new Market Manager Steve Naderman. Many of you know Steve for running the 454 paving plant (the one with the big drum). Steve will be a huge asset, with his knowledge of concrete and plant efficiencies, as we establish and grow our presence in these new markets. Chris Garman joins us from Croell and will provide sales support for the Quad Cities area and the East plants. The plants at Davenport and Bettendorf will be managed by Brad West and Dan Snyder, respectively. Jamie Boughner will be moving to the East from Ames to help Dale Pirkl provide QC support in this new region.

The Quad Cities market is a new one to our company. As one of the largest metropolitan areas in Iowa, we are excited about the potential of the market. In addition to the challenge of learning the contractors, developers, and other market conditions, we have also gained the challenge of working across state lines. For the first time, Manatt’s will be a consistent supplier of ready mix in a state other than Iowa!

In addition to being a completely new market, there is an additional challenge in the equipment available in the East Area. The Dav-
enport facility was constructed by Croell and has potential, however, our largest volume plant is in Bettendorf, and that plant is in need of immediate attention. Originally the Cardinal/Mahler plant and office, the Bettendorf facility produces the most cubic yards in the market, but has already required significant maintenance attention. Undoubtedly, it will be one of the top priorities of the Plant Maintenance division to ensure the plant is working and producing consistent concrete.

We are also making major revisions to the fleet of mixers in the Quad Cities to bring them more in line with the standards of Manatt’s Ready Mix. The East Area brings us in closer proximity with our partners at Wendling, Illowa, and Determann. It opens the door to new opportunities in the third largest market in Iowa and one of the 25 largest markets in the Midwest. Graham is poised to bring Manatt’s brand of safety, quality and service to this new market area.

South Ready Mix

In the South, Ken and Nick are taking on some new market areas as well. While Tipton, Maquoketa and DeWitt are moving to the new East Area, the addition of plants in Sully, Pella and Ottumwa bring new opportunities to the South Ready Mix division. Ottumwa is a metropolitan area of over 35,000 people, and one of the 20 largest cities in Iowa. Pella is a vibrant community of over 10,000 with strong industry (Pella Rollscreen/Windows and Vermeer), as well as a strong college (Central College), and too many tulips to count! Perhaps the biggest opportunity will be the hydroelectric dam project at Red Rock, a project that we inherited from Skyline. There are likely over 100,000 cy to be poured on the project over the next 18-24 months. In addition to learning a new market, this mega-project will keep things hopping in the South!

Joining us from Skyline are some key new folks. “Ott” Van Dussen-dorp is the manager of the Pella operation. He has already proven himself critical to our success in working on that “dam” project. (I have to remember not to write the “n”). In Ottumwa our new manager is Todd Eckles who has experience at all 3 former Skyline locations. Kelvin Vankooten joins us as a mechanic based out of the Sully shop.

We have had various plant manager positions open in the South this winter. The first opening was the result of a promotion in line with the succession and strategic planning that we have been doing as a leadership group in Ready Mix. Todd Brown has been promoted to Assistant Operations Manager. Todd will work with Denny Gallagher to oversee operations across all regions of the Ready Mix Division, including plants, trucks, and drivers. Todd has been with Manatt’s for over 15 years. He started as a driver, spent time in QC, then managed the Montezuma and most recently Newton plants. Todd has won the Manatt Family of Businesses Mixer Driver Championship twice and has represented our company in the National Championship, bringing home a third place trophy. Given the increase in scope, in both quantity and geography, that the Ready Mix Division has undergone in recent years, Todd will have plenty to keep him busy! One of his first projects is implementing, with Clay Prior, a “Train The Trainer” program for training ready mix drivers. He will also be assisting Matt Kressley in the implementation of our dispatch and tracking programs, which should debut in Waterloo late this Spring.

Todd’s promotion opened a position at the Newton Plant. After a series of interviews, Robert “Bub” Hurst, previously Belle Plaine Manager, has been selected to lead the Newton Plant. Bub has been a leader in the Brooklyn products group and has been managing the Belle Plaine facility for the past couple of seasons. This has created an opening at the Belle Plaine plant, which has not been filled at the time of writing.

Kyle Lint has chosen to leave Manatt’s to pursue his passion of working in radios full time. While we hate to see Kyle go, we support him in following his dream. Kyle’s departure has left an opening at the Williamsburg Plant. Trevor Martin has accepted the position. Trevor is a Williamsburg local who has been working out of Products in Brooklyn and brings great enthusiasm to the role. I first met Trevor in New Sharon. He was polishing on truck 86, which anyone familiar with Products will tell you is known for its rough appearance. I remember looking at Garvin, chuckling and saying, “That guy is fighting an uphill battle, but I certainly admire his attitude!” (He had 86 looking pretty good before he moved on to a new truck...)

I have had the opportunity to inter-
view a lot of people as a part of the process of filling these positions. The biggest takeaway for me is the amount of talented people that are a part of Manatt’s. Every interview with was someone who was a legitimate candidate for the position. Spending time with people with the desire to improve themselves and make Manatt’s a better place was inspirational. It was motivating to engage with these candidates and know that they are thinking about how we do things and why we do them. I could also feel how much the people we were interviewing cared.

One common thread that came up was that people came to Manatt’s looking for a job. Yet, after joining our family, they related that they have found a career. This is one of the bedrock things that makes Manatt’s what it is. I wish I could have advanced every person I interviewed, they are all worthy. As Junie was known to say, “There is a place for anyone at Manatt’s, we just have to find it.” In this instance, I would modify that to say, “There is an opportunity for everyone to advance.”

I am honored to work with so many great people who care about making this company great. I have said before (and will again) that the people are what make Manatt’s a great place. The changes, challenges, and opportunities of the last several weeks have fully affirmed that. I am humbled and honored to be a part of this great team.

**North Ready Mix**

The challenges and opportunities in the North Area do not involve new plants or a change in personnel, but may be the most daunting and inspiring of all. This Winter and Spring we have begun the implementation of tracking and dispatch, beginning with the Waterloo/Cedar Falls market area. Technology is coming to Manatt’s Ready Mix! This project has been contemplated for a long time, and is in the capable hands of Ready Mix IT guru Matt Kressley.

The process began with upgrading the batch controls to Command Batch, a windows-based batch control system. We are systematically updating all of our controls to Command Batch. While it may be intimidating in concept, everyone is adapting well to this new style of batch control. (or if you’re a Millennial, it looks more like everything else you have ever known…)

Once we have the batch control in place the next step is the dispatch system. We have partnered with Sydsyne, the leader in cloud based ready mix dispatch systems to implement “ConcreteGo.” ConcreteGo will control our materials and mix designs and send them to the batch controls. It will be the central hub for all of our quotes, allowing all quotes to be created, stored in ConcreteGo and accessed from anywhere there is internet—whether on your computer, phone or tablet.

We have also integrated our customer list from Viewpoint so that all customers and orders can be managed in ConcreteGo, including our (in)famous COD list. Plant Managers, salesmen and area managers will have real time access to changes in credit status. Orders will be placed directly into ConcreteGo, which will chart and plan truck demand by location and time.

In order to fully take advantage of optimizing our truck fleet, we will also be implementing truck tracking and communications. We are partnering with Digital Fleet, who also services BARD Materials tracking needs. Digital Fleet will communicate each truck’s location and status (available, on the road to job, from job, discharging, etc) to ConcreteGo. Digital Fleet will also allow turn by turn navigation to jobsites via an in-cab tablet. This tablet will include and allow features (immediately or in the future) for two way communication to a plant, Digital/Electronic Vehicle Inspection Reporting (Pre-trip/Post-trip Inspection Reports), signature capture, contractor practices documentation (including photos), and potentially time keeping.

Once established, we will work towards digital signature capture for tickets (think of the UPS man and his tablet), and moving away from paper tickets. Contractors/customers will sign the tablet and receive an email ticket to the location of their choice. Tickets will also be available via a web portal (back office staff rejoice!).

Clearly, this is a complete “soup to nuts” retooling of the entire ready mix process, from how we quote, to how we batch, to how we deliver, to how we bill for our material. Change (and technology) may seem scary, but the possibilities created position us to be leaders in our industry now and in the future. As Matt Kressley tags at the end of every email, “Old Ways Do Not Open New Doors.”

Being cloud based gives us the freedom to access any aspect of our dispatch or tracking system from any internet connected device. A user will be able to have a narrow (one plant) or broad (all plants) or targeted (a select grouping of
plants) view of what is happening in real time, as well as what the future needs will be.

These new systems will give us vastly superior control over our resources. We will be able to take a much broader view of our demand. These opportunities will be of immediate assistance in the central dispatching of the Waterloo/Cedar Falls market area.

At this time, we intend to keep other areas dispatched at the plant level. While these systems are tools that allow us to centrally dispatch plants, we feel that the customer service and connection of having plant based dispatch is critical to our success and business model. It is our intent that implementing ConcreteGo and Digital Fleet will give us the benefits in efficiency of being able to view our business as if it were centrally dispatched, while allowing us to continue our customer focus of plant based ordering and delivery.

Everywhere you look in the Ready Mix Division there is change. All of these changes bring challenge, and all are significant. It can feel overwhelming! But all of these changes and challenges also bring opportunity. Manatt’s Ready Mix is vibrant, dynamic, and growing. The changes and challenges that we have are to be envied. More importantly, we have the culture, the attitude, and the people to make the most of the opportunities ahead! M

State of Iowa map showing the geographical area each of Manatt’s Ready Mix Divisions covers.

Bettendorf Plant

Davenport Plant

Eldridge Plant
Eastern Iowa Area Manger: Graham Cuninghame

For those who don’t know me, my name is Graham Cuninghame. I have been with Manatt’s and the “Manatt Family of Companies” since 1999, except for a year in 2006 that I spent working for Austin Bridge and Road in Dallas, Texas. I have been in the highway and concrete industry for about 30 years. With the recent company acquisitions and changes between Croell, Bruening, and Manatt’s, I am obviously no longer with Allied Manatts Group in Charles City, and now work for Manatt’s in their Ready Mix Division in Eastern Iowa. My wife Jackie and I have been married for 29 years, and have two children, Craig who lives in Cedar Falls and Megan who lives in Council Bluffs. The four of us moved to Brooklyn, Iowa, from Durban, South Africa, in 1999, at which time we began the long process of becoming citizens of this great country. Finally in 2011, after meeting all the requirements we were able to obtain citizenship. I enjoy spending anytime I can with my family, and the good friends we have made in Iowa over the years we have lived here.

Eastern Iowa Market Manger: Steve Naderman

Hello, my name is Steve Naderman and I have worked for Manatt’s since 1989. I have been married to my beautiful wife Jenny for 13 years. Jenny and I have three wonderful children, Megan, Griffin, and Leo. I had worked in the PCC division until recently when I was offered a great opportunity to be a part of a new venture in the Ready Mix Division. The Eastern Iowa Division will consist of seven concrete plants in Eastern Iowa. I have been a part of this group for a few weeks now and I am very impressed by how eager and accepting everyone has been with all of the changes. I am looking forward to what the future brings for us in the Eastern Iowa market.

Eastern Iowa Sales: Chris Garman

Hi, my name is Chris Garman. I grew up in the Quad City area and have a wonderful wife, Lisa, and 4 great children. My two oldest daughters have graduated college, with my third daughter just being accepted to Marquette Law School. My son is in high school in Bettendorf. I have been involved in the ready mix business for 20+ years. I started as a laborer/finisher for a small concrete contractor in the Quad City area. I then took a position with a local ready mix company as their Quality Control Manager. After 7 years there, I moved on to become the Sales Manager, then Regional Manager at Croell Redi-Mix for over 11 years. On the 25th of January this year, Manatt’s purchased the Quad City Division and I was delighted to be asked to stay on as the Eastern Iowa Sales Manager. I look forward to working with a larger market and helping Manatt’s continue to grow and profit.
Davenport Plant Manager: Brad West

Hello, my name is Brad West. I am 39 years old and I have 2 boys, Drew age 14 and Degan age 10. Most of my free time I spend with my boys just hanging out or coaching them in football, wrestling, or baseball. They keep me very busy. I also play softball in the summer when I have time. I have worked in ready mix for about 12 years. I started out as a driver before being moved into quality control and then dispatch. I am currently the plant manager at the Manatt’s Davenport plant where I have worked for 6 years, most of that with Croell before Manatt’s took over. I have been very pleases with the transition from Croell to Manatt’s and look forward to continuing my career with Manatt’s.

Bettendorf Plant Manager: Dan Snyder

Hi, my name is Dan Snyder. I’ve worked in this business for around 10 years. I started as a driver. I am currently a plant manager for the Manatt’s Bettendorf plant location that was recently acquired from Croell Redi-Mix in January 2016. I have a beautiful girlfriend for the last six years and five daughters, ages 8, 13, 15, 17, and 18. I love to shoot my rifles, pistols, and shot guns in my spare time which is not a lot with five kids.
I do have to say that Manatt’s management time here in the Quad Cities has been very helpful and generous with their time and patience during this merger. I think I will enjoy working for them and the Manatt family.

Bettendorf Shop Manager: Brian Slagel

Hello, my name is Brian Slagel. I started with Manatt’s on 1-23-16. I’m the Shop Manager in Bettendorf. I have worked in the ready mix industry for 19+ years. I started out with W.G. Block as a driver, hired on with Croell Redi-Mix in 2005 as a driver and back up dispatcher then moved up to manager over-seeing all parts of production. I am married to Lynn Slagel, I have 3 biological children and 2 step daughters. I love sports, family vacations, motorcycles, and to play softball.

Eastern Iowa Secretary: Lisa Misner

Hi, my name is Lisa Misner. I was hired in April 2006 to be the secretary of Croell Redi-Mix, Inc of the Quad Cities (recently acquired by Manatt’s). I love my job and take great pride in it.
I have been married to my husband, Tim for 3 years and have known him for 15 years. I have a 20 year old daughter, Hannah, who is my biggest job in life and a 3 year old shih-tzu, Sophia, that has become another child to me! I love football (Steelers fan, no comments, please... LOL!) and enjoy spending time with my husband.
I’m extremely thankful that Manatt’s hired me, everyone seems so genuine, hardworking, and family oriented.
Easter Iowa Quality Control: Jamie Boughner

Hello all! My name is Jamie Boughner. My husband Wes and I have 5 children between us (Mercedes, Deryk, Mitchell, Elizabeth and Ronald) and 3 beautiful granddaughters (Emyrald, Penny, and Lillian). I have been with Manatts for 9 years and have worked in many of the departments throughout Manatt’s.
I started in the portable concrete paving as a Quality Control Tech for 3 years working closely with Steve Naderman. I really enjoyed the paving process and was really driven to learn more about everything Manatt’s does. I became certified in both concrete and asphalt inspection and mix designs. Then, an opportunity opened up in the Grinding Division. I was so excited to learn about something new, so I transferred there and obtained my CDL so I could drive the water truck and tankers. I had a great time going to many jobs all over Iowa and even the surrounding states, but as many of you can attest, I did miss my family a lot while being on the road. That led me to an opening in the Ames Division. I moved to Ames in the lab doing inspection and mix design of both concrete and asphalt for the past 4 1/2 years. I learned so much working with Cindy Dela Rosa and her many years of experience - Thank you Cindy! I just loved learning about the business so much that while in Ames I decided to go back to college. I studied business at Kaplan University online at night and was able to graduate with honors with a degree in Business.
Then I got a call from Brooklyn asking if I would consider relocating. My first reaction was “No, why would I do that?” but then I was told that the relocation meant that I would be working with Steve again and I was pretty excited about that. I was told that I would be coming in on the ground floor of the development of a new division and I was thrilled at the opportunity and jumped on board. I was nervous about going into a newly acquired company, not sure if the employees were happy about the transformation but everyone has been so happy about the change to Manatt’s. The people in the new Eastern Iowa Division have welcomed me with open arms and have made the transition smooth. I am excited about the next adventure of my career and I look forward to developing a strong Quality Control Department for our Eastern Iowa Division.

Pella Shop Manager: Kelvin Van Kooten

My name is Kelvin Van Kooten, I grew up on a farm south of Grinnell. I started working at Pella Precast Concrete Products in 1984. We did a lot of work on rural and city utilities, along with precast concrete and flatwork. In 1999, I decided to start my own business. Through a bad economy and an ugly divorce I took a job with Van Gorp Construction. One day I was hauling materials into Skyline, when Ott asked me to think about driving a ready mix truck through the winter to help with the dam project, that was late December, by March he talked me into staying full time.
Tammy and I have been together for almost ten years. I have 4 children, Crystal and her husband Gerson teach children in Guatemala, Shelby - social work in Michigan, Olivia - is a sophomore at PCHS, AJ is my stepson, he is in 5th grade at Pella. Tammy teaches 5th grade at Northstar elementary in Knoxville.
Growing up south of Grinnell, I had always heard of Manatt’s, not thinking I really would have the opportunity to work for them. On January 29, when 4 people from Manatt’s walked in and said they were taking over I knew I wanted to stay and so glad I did.
My goal is to do all I can to keep drivers in their trucks where they are comfortable so they can do the best job possible. I am amazed at the resources in Brooklyn and suppliers that stop by the shop.
It’s great to be part of Manatt’s and I’m excited for the future!
Esquina del Presidente

Mientras nuestras compañías siguen creciendo, sabemos que con el crecimiento vienen cambios. El cambio es inevitable en cualquier negocio, es importante para nosotros aceptarlo y hacer lo mejor con este cambio.

Viernes, 22 de Enero, serramos el intercambio de bienes con Croell y Bruening, Intercambiamos Allied Manatts Group por varios vienes de cuales Croell y /oh Bruening eran dueños. En este acuerdo, nos quedamos con 3 plantas de concreto premezclado en los Quad Cities (Davenport, Bettendorf, y Eldridge) que tenía Croell que vende aproximadamente un total de 80,000 yardas cubicas al año, las plantas de Bruening con el nombre de Skyline en Ottumwa, Pella y Sully y producen aproximadamente 70,000 yardas cubicas por año, la planta G-71 de arena en las afueras de Oskaloosa que vende alrededor de 100,000 toneladas de arena y piedra grava por año. El acuerdo también incluyó sitios tres sitios en Greenfield: una propiedad en Ottumwa de 142 acres con reservas de arena, una propiedad de una mina de 86 acres en el condado Van Buren que ha estado inactiva por varios años y la propiedad más grande de 425 acres que tenía Croell y Bruning que esta a adjunto con Wendling Bowser Quarry al noreste de Cedar Rapids en la carretera 151.

Croell compro la AMG construcción y la división de concreto premezclado. Ellos planean operar esos bienes desde su nueva oficina en New Hampton. Bruening compro Green Limestone de AMG, y planean dejar una oficina y taller en las locaciones de Charlie City. La decisión de vender AMG fue muy difícil para nuestro grupo. La familia Manatt tiene una historial larga de ser el comprador. Hay muchas razones el por cual paso todo esto, la mayor es que nosotros hacemos crecer el negocio y cuidamos a nuestros empleados. No nos Vendemos! El decidir hacer el intercambio nos pesó mucho, no solo en como un mal presentimiento para nosotros y para lo que nos significamos pero también para como la industria iba a percibir a Manatts después de la transición. Después de que todos los factores fueran revisados, la decisión fue seguir así adelante con el trato. Fue determinado que los beneficios y las oportunidades de este trato era el mejor interés para el negocio.

Manatt’s , Inc agrego 60-65 nuevos empleados. Para poder manejar la expansión grande del negocio, nosotros agregamos otra división de pre mezcla, en el Este de Iowa, que incluirán las nuevas plantas en Quad Cities, Tipton, DeWitt, Calamus y Maquoketa. Estoy gustoso al anunciar que Grahan Cuninghame estará a cargo de esta Divison del Este. Los bienes de Skyline serán parte de la Pre mezcal en el Sur y a cargo esta Ken Cline.

Empezamos con las orientaciones a primera hora el sábado en la mañana después de cerrar el trato, los supervisores, los encargados de pre mezcla, etc. Teníamos 10 empleados nuevos que tenían que hacer orientación el sábado y 10 más para el lunes-jueves de la semana siguiente. Teníamos casi a todos los nuevos empleados ya listos el final de la segunda semana. Todos pasaron por el proceso de una orientación normal en Brooklyn. Nuestro equipo de Recursos Humanos hizo un trabajo fantástico al hacer lo necesario y pasar a estos nuevos empleados por la orientación de una forma rápida y eficiente. Yo creo que la parte más positiva fue ver que tan emocionados estaban estos nuevos empleados al venir a trabajar para Manatts y ser parte de nuestro equipo. Yo creo agarramos unos empleados buenos y trabajadores en este trato.

Skyline tenía un contrato con Ames Construcción del cual nosotros nos estamos haciendo cargo y era suministrar concreto a la planta hidroeléctrica que está siendo construida en la presa de Red Rock. Este contrato es de más de 100,000 yardas cubicas de concreto. En nuestro primer día suministramos más de 200 yardas de concreto liviano al proyecto de la presa, tenía que ser pompeado por debajo de la presa. Y por si eso no fuera lo suficientemente complejo, también ese día nos nevó más de una pulgada de nieve! La adquisición de Skyline pega muy bien a nuestra División de Pre mezcla del Sur y le brinda apoyo a nuestras operaciones que actualmente existen.

El Mercado de Quad City tiene un promedio de 300,000 de yardas cubicas por año. Croell había estado abastecimiento aproximadamente 80,000 yardas cubicas a ese mercado por año con más o menos 75% de yardas en Iowa y 25% en Illinois. Aparentan tener una lista más o menos solida de clientes fieles y también agregaron a Eller Construcción a medio año el año pasado y son unos contratistas grandes del Este de Iowa. En este momento tenemos aproximadamente 50,000 yardas cubicas de concreto en contrato para el próximo año. El mercado de Quad city es una adición grande al crecimiento actual de nuestras operaciones de Concreto Premezclado en el Este de Iowa (DeWitt, Calamus, y Maquoketa) y nos permite ser más eficientes y competitivas con nuestras personas y nuestros bienes.

Estamos vendiendo arena a las plantas de Pella y Ottumwa y también arena para redetir el hielo al condado esta arena está saliendo de la planta G71. Ahorita estamos trabajando en obtener todos los permisos apropiados para empezar a producir arena en este sitio. Jeff Upah, Jason Spooner and Tim Drewelow(WQI) tienen un plan para empezar la producción en cuanto los permisos sean otorgados. El sitio está siendo preparado en este momento para poder usar la maquinaria de producción que viene de la planta de arena en Tama.

La adquisición del terreno de B&C le da más fuerzas a la posición de Wendling Quarries en el mercado de Cedar Rapids y le agrega a la reserva de nuestras vidas. Esto obvio que es una suma grande para Manatts, Inc y para nuestras compañías hermanas y tiene buen potencial para el crecimiento y buenas oportunidades para el futuro.
The winter of 2015/2016 was pretty mild compared to other years, which looks like our spring startup date may be coming earlier this season. At the time of writing this article, there is very little frost left in the ground. Looking back at some of the past early start dates, we get everybody out of the yard to sit and watch it rain or snow. So with that said, we will be watching the forecasts and anticipate starting early! For the most part, the subdrain crew’s early work is within 50 to 70 miles from home base. One project of note is that we have 209,000’ of subdrain to place right in Jasper County! We have had some luck at the bidding table this winter and have about half of the season on the books already. We still have the March, April, and May DOT lettings to keep adding to this total. The DOT tells us that we should see the additional funding from the Gas Tax increase starting to show a larger July letting which will, hopefully, fill the later part of the season.

The Sealcoat and Stabilization Division has a great year shaping up from work we picked up in last year’s late fall lettings. We have approximately 3 months of stabilization work on the books. Ringgold County is our larger project that is using cement for stabilization. We will be reclaiming the existing sealcoat roadways, mixing them with the cement, and then placing a double sealcoat on the surface. The other project will be in Dallas County which will have several different Manatt divisions working on the project. This will include the rushing crew, the fly ash stabilization crew, the Newton HMA paving crew and the subdrain crew. Jeremy has been out selling sealcoat all winter long and is getting a long list of towns to add to our project list. I am getting a little nervous about our workload for the early part of the season for this crew, as a lot of these projects have early completion dates and this has several of the projects to get started early. I have my fingers and toes crossed for a warm and normal to dry spring! There will be a pretty good chance I will be leaning on the subdrain crew to maybe step in and help with some stabilization work.

The Supervisor’s Safety meetings are just around the corner, and we will be scheduling the Crew meetings in a few weeks. We are changing the format of the meetings some this year to give each and every one of you the chance to ask questions and have more of a hands on experience. Your safety is our priority, but you have to practice this safety each and every day! Like most things in life, we are told how to do something, but it is up to us to act upon it. Let’s make an extra effort this year to watch out not only for ourselves but those we work beside and those who travel through our projects. I am looking forward to seeing everyone return and to getting the 2016 construction season underway! M

Manatt’s, Inc Receives ROSE Award

“AGC of Iowa Recognition of Safety Excellence Awards (ROSE) is awarded to contractors who demonstrate a cultural commitment to safety. Winners have innovative safety programs and strive towards zero work site fatalities and multi-catastrophic injuries. Top safety programs also have active employee participation, safety training, and work site hazard identification and control.

Manatt’s was again the recipient of the ROSE Award for 2015. As seen in the photo, Bryan Wacha accepted this award on behalf of Manatt’s, Inc.

Congratulations to all for helping to make receiving this award possible. Safety is always our #1 priority!
Commercial Asphalt Crew

by: Steve Illingworth

Things look pretty good around here as far as work goes. It is the first of March and the commercial crew has about 3 months on the books and the future lettings look promising.

Our new-old plant will be set at Wendling (Montour) and run several jobs that we have in the area. Hwy 96 from Hwy 14 to Gladbrook, a smaller mill and pave within the city of Marshalltown, and some work on Hwy 30 just west of Marshalltown. Marshall County has a job in the March letting that ties right into the Hwy 96 project at 26,000 ton.

Jasper County has stated that they will have approximately 44,000 ton in the April-May lettings (sweet!). Along with all that, the commercial work seems to have sparked up. I have done a lot of budget numbers and quotes this winter which is uncommon. Usually, this stuff starts about late March.

I believe this year is looking favorable in a work load sense. Hope the crew is not too disappointed that we have no night work on the books yet.

Have a safe season. 10 fingers and 10 toes. Bring it all home with ya! M

All photos of tearing down asphalt plant in Newton
By the time you are reading this, I hope we are back building roads. We are coming off a great 2015 season and are excited about 2016. It looks like we have another good season coming up.

There are some exciting things happening in Ames this year. We are remodeling our office this summer. We already remodeled part of our blue building which we will use for our temporary office for the summer. Everyone will be stationed in one room. No one is too excited about that part but it will be worth the hassle when the new office is done. Hopefully, it will be done by fall. We also bought 4.5 acres directly north of the RM plant. We are planning on demolishing the building to be able to expand our recycling yard.

As you see in the picture, Steve Rooney and Joe Manatt are receiving NAPA’s Quality of Construction Award at the NAPA Convention for our Highway 69 job between Ames and Huxley. Congratulations to all the asphalt guys, as well as, all the whole Ames Division. I think just about everyone worked on this job. The Milling Division also spent a lot of time on this project. Thanks to them. Job well done. Congrats to everyone.

Wishing everyone a safe and profitable 2016 season.

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Trucking and Shop Update  by: Greg Manatt

Winter’s are always a busy time of year for the shops. The mechanics and shop guys work very hard to get all of our equipment through during the off season so it is all ready to hit the road when the crews go back to work. This winter was no different. Along with getting all the equipment through, we also added an addition on to the weld shop that allows the guys in the weld shop the ability to work more efficiently. Manatt’s purchased the NAPA store in Brooklyn this past winter. Greg Ollinger, a 30+ year veteran of Manatt’s, accepted the position as manager of the NAPA store. This left a void in the Trucking Division Manager position, Corrine Kimm accepted this position. Both are doing well in their new roles!
The PCC Division has had a busy winter picking up some work, purchasing some new equipment, and hiring some new faces. I would like to introduce some new supervisors. Brad LaBarge, has been hired as a Concrete Paving Superintendent for one of our large paving crews. Pedro Rodriquez Palma will be Brad’s Paving Foreman. Jeff Yost will be the Utility/Labor Foreman and Reece McGrew will become a Machine Control Specialist assisting Tim Tometich.

Manatt’s has purchased a Gomaco 2400 4-track paver for narrow width paves. I’m very pleased to announce that Roy Piper will have a new Coneco 427 Drum Plant this season. The plant is being manufactured currently in Nebraska and we should take possession this April.

We have a fair amount of work for this year, but still need to fill some holes. Most of the gas tax dollars are being allocated to finish up Hwy 20 in NW Iowa over the next 3 years. We have been fortunate enough to grab 2 of the 4 contracts that have been let since October.

Carry over Work:
• Grant Ave and ISU Research Park in Ames

New Contracts:
• Muscatine Airport, Crush and Pave
• Mahaska County, Crush and Pave
• Warren County, I-35 and Hwy 92 paving
• Grand Prairie Parkway, Waukee
• Hwy 146, Grinnell
• Guthrie County, Unbonded Overlay Paving
• Linn County - Hwy 100 Median Paving and Subbase
• Woodbury County - Hwy 20 - Paving 2016 and 2017
• Ida County - Hwy 20 - Paving 2016-2018
• Dallas County, Crushing Project
• Humboldt County, Unbonded Overlay Paving
• Sand extraction from the Des Moines River at the newly acquired G-71 sand site.

Get ready for a safe season and as always, I’ll see you when the farmers go to the field. M
A young doctor can’t find a job in a hospital that he wants, so he opens a clinic and puts a sign outside ‘GET TREATMENT FOR $20 - IF NOT CURED GET BACK $100.’

A lawyer thinks this is a great opportunity to earn $100 and goes in to the clinic.

And this is what transpires:

Lawyer -- “I have lost my sense of taste.” Doctor: “Nurse, bring medicine from box No. 22 and put 3 drops in patient’s mouth.”

Lawyer: “Ugh, this is kerosene.”

Doctor: “Congrats, your sense of taste is restored. Give me $20.” The annoyed lawyer goes back after a few dates to recover his money.

Lawyer: “I have lost my memory. I cannot remember anything.”

Doctor: “Nurse, bring medicine from box no. 22 and put 3 drops in his mouth.”

Lawyer (annoyed): “This is kerosene. You gave this to me last time for restoring my taste.”

Doctor: “Congrats. You got your memory back. Give me $20.” The fuming lawyer pays him and then comes back a week later determined to get back $100.

Lawyer: “My eyesight has become very weak, I can’t see at all.”

Doctor: “Well, I don’t have any medicine for that, so take this $100.” Lawyer (staring at the note): “But this is $20, not $100!”

Doctor: “Congrats, your eyesight is restored.” He smiles and says, “give me $20.” .... you just can’t beat our healthcare system can you.... :)

MOST con games work because the victim wants to get something for nothing. It’s a desire that clouds the vision of even the most intelligent person. How in the world did we get here? People expecting something for nothing.

When I look through the news today, I see story after story of people wanting all the good without doing any of the work. The first is obvious -- crime, both on the streets and in the high rise office buildings. It goes beyond money though... people want trim bodies and the chocolate cake too, they want love without being self-less, and all the highs without the lows.

I stopped and thought about this: what is the missing piece of this equation? The answer is discipline. The thing we often turn away from is the key to accomplishing all that we want. M

Illowa Announcements....

In Sympathy... Larry Senger – loss of wife, Laurie

Larry Sammon – loss of grandson

Miracles... Mike & Calley Weir – son- Griffin McKinley  Dec. 21

Randy & Judy Soedt – grandson –Truman Michael  Nov. 23
by: Brian Armstrong

March is here! Or is it March is here? Either way it’s time to start getting the final preparations in order for the start of the 2016 season!

Here at Illowa, Brad Schutte has been staying busy going through our fleet of pickups, dump trucks, lowboys, saws, trailers, etc. Jeff Herington came back on the first of February to do winter maintenance on the paving equipment, rollers, backhoes, and skidders. Also, Mike Tacey, (Opie), and Brian Johnson, (Shorty) are working in the shop cleaning and replacing needed parts on maintenance equipment.

Our Spring Safety Meeting will be on March 23rd this year at the Blue Grass Safety Building. As of now, we will hear a presentation about drug use and its effect on the workplace. Mona Bond will bring a person from the Iowa DNR to speak on spill prevention and reporting. Iowa DOT Enforcement will give a presentation and update us on new trucking requirements. Brian Davis from Manatt’s will go over benefits and answer questions.

This year the asphalt crew has a little carry over to get us out the gate. As usual, there’s some patch jobs paving on I-80 ramps (Tipton) I’ve been wanting to pave them rough dang things since I came to Illowa. Man, they’ll make your teeth chatter! As for the rest of our season asphalt-wise, it’s still building. All signs are pointing toward a pretty good one if things fall into place the way we want. The local market has shown some glimmers of hope as we’ve been working with the HON company on a couple projects. The counties seem to be leading us to think they may try to take advantage of the decline in asphalt oil prices. All good to hear!

by: Larry Senger

Mike Tacey and Brian Johnson are busy getting the equipment ready for another busy season for the sealcoat & crack fill crews at Illowa.

Mike Tacey and Mike Weir will be starting out the season doing normal spring CRS2-P crack filling work on April 4th weather permitting.

They have over 70 miles of DOT jobs to start with in Muscatine and Washington Counties, as well as Clarke and Wayne Counties in Southwest Iowa. Other work will take us to Clayton and Chickasaw Counties in Northeast Iowa. We will be bidding a lot of work in the upcoming Iowa DOT Lettings.

The first of May will start the Sealcoating season for Tacey and crew. Weir will start some tennis court color coating for the Davenport Parks Department, as well as some courts in the towns of Kalona and Albia.

Let’s all have a safe work season in 2016 with a goal of zero accidents.

by: Randy Soedt

Larry Sammon walked into my office about a week ago and announced his retirement. He started with Illowa in 1983. He spent many seasons working all over the state of Iowa, usually working on DOT and county jobs. I’m sure he played a large part in Illowa’s good reputation with DOT engineers and inspectors all over the state.

Thanks for your service to Illowa for 32 years and have a nice retirement, Larry.

We will see everyone on March 23 at our annual Illowa- Determann spring safety meeting. We want everyone to have a safe, productive 2016. Our goal is zero accidents for 2016. M
Well, come on spring!!! We are ready to go to work. Wendling Quarries is going to be busy this year. We have been successful in the letting process, which is where the Department of Transportation “lets out” road work for contractors to bid on. Only the low bidders are accepted and if all the “T’s” are crossed and “I’s” are dotted correctly, the award of these contracts are accepted. These are the ones effected by our states gas tax. You might have read or heard me talk about the need for funding. That comes from the additional gas tax that you and I pay at the pump. These funds help pay for our states infrastructure: roads, bridges and airports. The passing of this increase has helped us all secure a more robust work schedule. While we have to be low bidder to receive any of this work, when the pie is bigger, the chance is better that we will secure some of this work. This has come full circle, and we have a very active summer planned. We can do it.

The repairs and preparation that we spend all winter going through will pay off this summer. The training, education, and preparation that we have been through, separates us from the rest of the crowd. I am extremely proud of the training we all go through to help us have a safe and productive season. Thanks for all those who spent the time going through training and conventions for the upcoming year. It takes a whole team to pull it all together. From the office help, to the safety department, the shops, equipment managers, production personal, sales, and so many others needed to pull it off. Thanks to you all.

On another note, we had a retirement this winter, Laura Dudek. I met Laura in 1987 and never forgot her infectious personality. She is the real deal, and I could not have been more proud to support her for the 40 plus years she gave our industry, with style I might add. A true giver. This was evident at her retirement party that had more than 150 of her friends come and wish her well. With the way Laura gives, I am sure she will have a rich retirement. The best to her and Neil in the years to come. Thanks Laura!!

Just one final message, one of safety for this coming year. Please be part of the team that watches out for each other. Let’s make this the safest season we have ever had. It’s front and center in our business. M
Where does the time go? It seems as if we just shut the plants down for the winter and get the plants all ready for winter repairs. Today is March 4th and the Equipment moving department has been on the go all week getting the plants out of the shops and distributed to the sites that the crews will start up for the 2016 production season. 15,793 man hours were projected for repairs in our allotted time frame. The shops and the guys made it happen on time. Our target start-up date was 03/07/2016, and it appears all the plants will be up and running. If not starting on the 7th, at least by the 8th. Dredge is looking at getting an early start with open water this year on the ponds. I believe it was 2 years ago, they had 3’ of ice on the ponds yet.

It definitely looks like we have some projects to get kicked off with the Savanna Bridge work starting already over the Mississippi River. Oat’s crew is headed to Mt. Carroll to get started on the bridge materials. His crew is looking at being in Mt. Carroll for about 2 months.

Scott’s crew will be on the move for a while getting some of the sites filled up before he heads off to Shaffton to sit there for a period of time. Scott’s crew moved 10 times last year, which is a huge number and turned in some good production numbers as well.

Highway 100 is going to be a big project that WQI will work with a couple of our sister companies, LL Pelling and Manatt’s. The recycled material, hopefully, will be a big part of the material supplied for the subbase on the project. Travis’s recycle crushing crew did an outstanding job recycling in 2015 and will be tested in the 2016 season also. Recycled concrete subbase, mixed with recycled asphalt and virgin subbase, mixed with recycled asphalt. His crew is scheduled out almost through June already, just on the Highway 100 project. Nick’s crew at CR South will be making the AC Stone for LL Pelling to put full depth AC Mix on the highway. That will keep them very busy throughout most of the summer, along with their other products needed.

Woody’s crew will be located around the Stone Mill, Bowser, and the central area to keep sites in material. Larry’s crew will be out west and around the Benton/Linn County areas. There always seems to be projects coming out of the Montour quarry.

Moscow has a few projects to get going on to start with. The Muscatine Airport has some work already awarded. Illowa has told us that their year is bigger than last year and should be more asphalt and asphalt material coming out of Moscow this year.

The drillers will be going everywhere, as well as the quality control people. The stripping crew will be busy staying out ahead of production, as well as the many specialty projects we have added this year. It won’t be too much longer and the road trucks will be back out delivering products to the counties and state projects, as well as the commercial and private sector needs.

The Ben Tech folks are steady as she goes. They keep the material going into and coming out of ADM and never hear much from them, but not to be forgotten because they are so important to the well-being of this company with the steady work load year round.

On a side note, that I believe is worth talking about, when we talk about where the time goes, there comes change with the passing of time. This year March 4th is Laura Dudeck’s last day. I have worked with Laura for 35+ years. Never in that time frame have I ever had more respect for anyone than what I do for Laura. She always had a positive attitude and always with a smile. That smile and work ethic will be dearly missed by all. Laura, I consider you a dear friend and congratulate you and truly hope you enjoy retirement as much as I enjoyed working with you these past years of change.

Now, to close this, it is of the upmost importance that everyone starts their day and ends their day with being as safe as possible. The goal is to send everyone home safe each and every day. Watch your fellow worker for that time that their thoughts have lapsed and make sure they work safe. The number 1 priority in everyone’s job is safety. Everyone just came out of the MSHA refresher safety training, and it is stressed at each one of these refreshers. Be safe and enjoy the 2016 season. It’s great to be in the position we are in and we are looking at a great work load for the 2016 season.

Thanks to everyone for all that you do. There are a lot of links in this chain to pull the company through a safe year. Let’s not break any links.
Well, it’s closing in on two years since I started working at Wendling Quarries, so I figured it was probably time to introduce myself. My name is Rob Manatt. My dad was Tom Manatt, who managed the Ames Division at Manatts until his passing in 2005. My wife, Kelly, and I both grew up in Ames. We have two children. Our son, Miles, is a 1st grader and will turn 7 in May. Our daughter, Rosemary, will be 3 in March. We are all outdoors people and love spending time in the woods and on the water – hunting, fishing, kayaking, and camping are among our favorite weekend activities. In December 2012, I graduated with a B.S. in Forestry from Iowa State University. After graduating, I went to the University of Minnesota to pursue a PhD in Natural Resource Economics. However, our family had a hard time adapting to the big city lifestyle and after one very long year, we were ready to move on. I contacted Tony to see if he could use my skills at Wendling. It turned out to be one of the most important and life-changing phone calls of my life. A few months later, in May 2014, we relocated to DeWitt and I traded in my briefcase for a hard hat and safety glasses – and I haven’t looked back since. My family and I are very happy to be back in Iowa where we belong and I love working alongside all of the good people here at Wendling Quarries, Inc.

I spent my first year at WQI working in the quarry development department where most of my time was consumed doing weed control, surveying, mapping, and exploratory drilling. In 2015, I transferred into the quality control department, and I learned a lot about what we make, where we make it, and why. I also spent some time driving a stockpile truck with Oats’ crew. This year I will be working full time in the production department, and I’m excited to get started!

**WQI Sales Update**

by: Todd Miller

In Cedar Rapids this spring, work on the Highway 100 extension will enter its third year of construction with some familiar faces. The LL Pelling Company, Manatt’s Inc, and Wendling Quarries will all be involved in the next phase of construction.

The long anticipated Highway 100 extension will essentially be a NW arterial connecting Highway 30 west of Cedar Rapids to the NE side of town. The four-lane highway extension has been split into two phases, Phase 1 is from Edgewood Road to Covington Road. Phase 2 is from Covington Road to US Highway 30. The first part of Phase 1 was for grading from Old Ferry Road to Ushers Ferry Road including bridges at Old Ferry Rd, Ushers Ferry Rd, and the Cedar River. PCI, Cramer and Associates, and United Contractors will complete this phase this spring.

The 3 ½ mile paving of Phase 1 will take place in 2016 and will consist of 12 ½” of full-depth asphalt paving placed by LL Pelling over 15 ½” of Modified Subbase placed by Manatt’s. Manatt’s will also be constructing the concrete paved medians and shoulders.

By the time Phase 1 is complete, WQI will have supplied nearly 500,000 tons of various types of aggregates to this project.

At this time, Phase 2 bridges and grading are scheduled to begin bidding in May of this year. Hopefully we are successful with this phase as well.
Quarry Academy 2015
by: Rob Manatt

The 10th Annual Quarry Academy took place in San Antonio, TX in November 2015 and several members of our team were in attendance. Our crew included Scott Bormann (WQI), Jim Dohlman (Allied), Greg Manatt (Manatts), Rob Manatt (WQI), Tim Neufzger (BARD), Dan Ouverson (BMC), and Brian Veldhuizen (Douds). Quarry Academy is a three day management course designed for the stone and aggregate industry. The event was developed and co-sponsored by Dyno Nobel and Sandvik Construction.

The schedule for each day was fairly aggressive and kept us busy until supper time. The first day was a series of presentations that covered topics including an overview of the mining industry at the national level, “Lean” business management, quarry planning, “chemical crushing” (blasting), vibration control, load and haul best practices, and mobile crushing and screening. The second day carried on much like the first with workshops and presentations going into depth about jaw and cone crushers and horizontal and vertical shaft impactors (HSIs and VSI). One of the most interesting presentations of the day covered blasting risk management from a legal perspective. The speech emphasized the need to be good neighbors and take care when interacting with concerned citizens - building strong relationships with surrounding property owners based on mutual trust and respect will go a long way toward avoiding costly litigation when mistakes get made! The highlight of day three was a trip to Cemex’s Balcones Quarry. The 2400 acre quarry site is located just northeast of San Antonio and produces up to 250,000 tons of crushed stone per week! While there, we toured the new water reclamation plant, checked out the tertiary crushing operations, and witnessed a blasting demonstration.

Being the greenest guy in our group, I really learned a lot and was introduced to concepts I’d never even considered. That said, even the most seasoned veterans among us were able to take away some new information and ideas that made the trip well worth their time. Not everything we learned was in a classroom either – some of the most enlightening discussions were those we had among ourselves as representatives of six different Manatts affiliates working together to improve our processes. I firmly believe that by leveraging our collective experience, we can more easily turn our shared goals into shared success. All in all, it was an interesting, informative, and fun few days in San Antonio!

SAVE THE DATE!

Manatt’s Annual Co-Ed Slow Pitch Softball Tournament
June 24-26, 2016
Contact Brandie Flathers if interested in entering a team.

Manatt Family of Businesses Day at Adventureland
July 17, 2016
More details to follow.
Escriba en un diario de lo que come para saber lo que debe de cortar y como disfrutar más sus comidas.

Si usted alguna vez ha vuelto a leer el diario de su juventud, se dará cuenta lo reveladores que son (¡ah, los grandes amores y dramas familiares!). Asimismo, el escribir un diario de lo que come le podrá ayudar a adelgazar y a ver si está consumiendo alimentos nutritivos. Ya sea con la ayuda de una computadora, o un buen cuaderno de escuela, anotando lo que come tendrá una idea más clara de sus hábitos alimentares.

Escribiendo todo eso, usted podrá:

1. **Controlar Mejor las porciones.**
   Nuestra costumbre de servir platos demasiado grandes muchas veces nos hace comer más de la cuenta, principalmente en restaurantes. Por ejemplo: para controlar mejor las porciones, recuerde que cuatro onzas de pollo, pescado o carne de res es más o menos del tamaño de juego de naipes.

2. **Ver donde se ha desviado de su dieta.**
   Talvez usted coma bien todo el día, pero viendo el programa Juego de Tronos se volverá loco por algo dulce. Si su meta es comer siempre una dieta nutritiva y controlar su peso, anotando todo lo que come le dará la motivación para seguir buenos hábitos.

3. **Frenar la tentación de picar todo el día.**
   Desde la cocina de la oficina al estadio de deportes, la tentación de comer (y elegir botanas saludables) está en todas partes. Anotando todo lo que come despertará su atención sobre donde están las calorías y de donde vienen — tanto en la comida principal como en las botanas. También lo hará cambiar de botanas sin nutrición como chips y galletas a algo más delicioso y nutritivo como zanahorias con humus, rebanadas de manzana con mantequilla de maní o una de las mejores y más fáciles de todas las botanas — nueces.

En el otoño del 2015 el equipo del Recursos Humanos estaba gustoso de introducir un formato de juntas nuevo a nuestros empleados. Creamos una oportunidad para que los empleados continúen su educación en información relacionada con los beneficios en el formato de uno a uno. Durante la junta les pedimos que participaran en una encuesta de empleados. Esta encuesta tenía un propósito educacional, igual como era una oportunidad para nosotros en Recursos Humanos educarnos sobre nuestros empleados. Que tan satisfecho está usted en su trabajo? Usted como quiere recibir información? En cuales áreas le gustaría recibir más información? Cuales programas de beneficios valora más? Porque trabaja aqui? Le gustaría ver este formato de juntas en las juntas de la primavera?

Después de recibir la reacción de 86.2% de nuestros empleados, aprendimos que 87% de ustedes están muy satisfechos en la posición que tienen aquí. Comunicación directa mediante correo electrónico, conversación cara a cara y mensaje texto es como el 75% de ustedes prefieren que se les comunique. Sesenta y dos por ciento de ustedes dijeron que estaban interesados en aprender más sobre el plan de retiro. Cuando se les pregunto qué programa de beneficios valoran más, 57% de ustedes dijeron que el salario y aseguransa era lo más importante. Cuando se les pregunto sobre el formato de la junta, 80% de ustedes prefirieron el nuevo, estilo interactivo sobre la junta tradicional. En la respuesta sobre “porque trabaja aquí?” casi la mitad de nuestra compañía indica que, “Las Personas con las que trabajo” y que “El ambiente familiar” como la razón más importante en por que trabajan aquí, con la flexibilidad siendo la tercera razón.

Entonces todo esto que se han dicho? Llenado para adelante en las juntas de seguridad ahora serán interactivas, manos sobre módulos que les enseñe habilidades practicas para progresar en el trabajo y en el hogar. También estarán viendo una campaña nueva de publicidad que respalda lo que nos dijeron de por qué trabaja aquí. Próximamente estaremos lanzando la campaña “Nosotros Somos Manatt’s” para atraer el mejor talento en la industria.

Al empezar la temporada del 2016, la meta de Recursos Humanos es de asegurarse que usted sepa cuanto apreciamos todo lo que usted hace. No se sorprenda al ver el grupo de Recursos Humanos en los trabajos esta temporada. Puede que estemos ahí repartiendo bebidas frías, equipo de seguridad y asegurándonos que usted tenga todo lo que necesita para ser exitoso. Estamos orgullosos de trabajar con todos ustedes y que sepan que todos ustedes son la mejor base esta compañía...Ustedes son los que hacen que se vea la calidad de nuestro trabajo de la seguridad.
Manatt’s, Inc., realizes that a main reason for our success is due to the dedication and contributions of our most important asset, our employees. This is especially valuable since national current statistics show the average employee changes jobs every 3 years. We appreciate everyone’s commitment to our common goal “to safely doing everything we do better than everyone else.” A special thank you to those listed below who reached a milestone year as of the end of 2015:

2015 Longevity Awards

Manatt’s, Inc., realizes that a main reason for our success is due to the dedication and contributions of our most important asset, our employees. This is especially valuable since national current statistics show the average employee changes jobs every 3 years. We appreciate everyone’s commitment to our common goal “to safely doing everything we do better than everyone else.” A special thank you to those listed below who reached a milestone year as of the end of 2015:

30 Years
KENNY ALEXANDER
GREG OLLINGER
GARY PLAYLE
STEVE RANFELD
DAVID SANDERS
JEFFERY THOMPSON

25 Years
JOHN BEADERSTADT
SANDY DURR
MIGUEL FONSECA
LARRY FORD
RORY PETERSEN

20 Years
LUIS BUENRROSTRO
PEACHES BURMAHL
JORGE CHAVARRIA
JOEL CLAYTON
RANDY COOPER
ALFREDO GONZALEZ
STEVEN LEDVINA
LUIS MARTINEZ
SUE MCCOY
RON PULS JR
STEVEN ROONEY
MARK SEAGO
GARY SOLBERG
JASON SPOONER

15 Years
TODDBROWN
JANE CLINE
LARRYDAVIS
DUSTY EMERSON
NATE HOPWOOD
RONALD HUMMEL
MICHAEL HUNT
STEVEN JORDAN
TODDKRIEGEL
NICKOLAS LAKE
VALENTIN LERMA
KYLE LINT
ALVARO MINJARES
WALTER NORTON
MARC OLSON
LEROY WILLE

10 Years
ROBERT ARTHUR
TODDBARTH
KENNETH BLADES
JUSTIN BRIDGEWATER
BRENT CLEPPE
JAMES EAKINS
JAMIE EDELEN
TIM FISHER
RICHARD GAVIGAN
BRIAN GLAUNER
BETH HANLON
BRIAN MANATT
JUAN CARLOS MARTINEZ

JAMES MAYES
MEHICA MEHIC
JAMES NICHOLSON
HOWARD OHLER JR
RODOLFO PEREZ
NOLAN PLUM
LYNN ROTH
MARTIN SANCHEZ VELASQUEZ
TODD SONNTAG

5 Years
BRODY BALES
TYLER BUSCH
GARY CRONBAUGH
GREGORY HANSEN
SHANE LINT
TIMOTHY MORRISON
CLAY PRIOR
CHRISTOPHER ROTH
DOUGLAS THOMPSON
TIM TOMETICH