



PAULSEN

PRIDE

December, 2008/January, 2009

**Paulsen
People**

December Birthdays

- 02 Bobye Chadwell
Robert Patterson
- 05 Lennis Spilger
- 08 Craig Johnson
- 10 Salud Ibarra
- 13 Shane Schutte
- 14 Joe Welch
- 17 Karl Moore
- 19 Brandon Davis
- 20 David Gonzales
- 21 Salvador Mendez
- 23 Kenneth Osborne
- 26 Monte Mattox
- 28 Logan Ricley
- 30 Kelly Naslund

December Team
Member
Anniversaries

- 5 Years
Michael Gengenbach
- 10 Years
Lee Nelson

**Congratulations and
thank you for all your
years of service to
Paulsen, Inc.**

January Birthdays

- 02 David Neill
- 03 Jeremy Neill
- 06 Ronald Kratzer
Andy Pflaster
- 09 Randy Wilson
- 12 Zane Dady
- 13 Doug Banzhaf
Ray Nelson
- 16 Keith Beneda
Joe Brockhaus

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**~ Happy Holidays
from L.P. ~**

The Holiday Season is fast approaching, and I certainly hope that everyone is happy and healthy through these tough economic times. It is very important to remain positive and confident that the worst has passed and things are on the upswing.

Most of our work is winding down, and we would like to thank everyone for another season of hard work. Tammy and I would like to wish all of you the very best during the holidays.

There have been some personnel changes in our company recently. Since our last *Pride*, we received notice from Randy Deans in the Asphalt Division. We haven't heard what Randy plans on doing, but we would like to thank him for his employment for the last 29 years and wish him the best.

There will also be a few retirements in December. Leon Myer and Jim Hatcher are retiring after many years with the company. Thank you guys for all you have done for Paulsen, Inc. You have both earned your rest, and we hope you enjoy your retirement.

We have some new additions to the office that I am very excited about. Change is good, and I

am looking forward to some added energy and new ideas that will be added in the front office.

First is the addition of Jane German as our Chief Financial Officer. We are very fortunate to have Jane's expertise in the financial and benefits area, and you can be assured our corporate money is in good hands.

Scott Holbrook is our new Loss Control Manager. He will be filling the position Tim Yocom vacated, and we are fortunate to have his energy and new ideas in the office also.

Jim Jewell has been hired as the Asphalt Division Manager. Jim has extensive experience in asphalt and is excited about the challenge of getting the Asphalt Division on the right path. It will be exciting to watch Jim implement his changes to make a productive and profitable division.

Friday, December 12th will be a combination Christmas and retirement party at Chipper Hall. We will be having food and refreshments for Leon and Jim's retirement, and it will double as the employee Christmas party. Make sure you and your spouse can attend.

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The prime time construction season is coming to a close. We have a lot of projects trying to finish up and others that will be ongoing through the winter.

Winter always brings snow, ice, cold temperatures, and wind chill. We all need to be aware of the added hazards of slips and falls, additional muscle strain, possible frostbite, and dangerous driving conditions.

Wear warm clothes, and stay as covered up and warm as possible. Take extra caution driving in the winter conditions. Allow more following distance and time to stop, and be on a continuous watch for others who may not be as aware as you or might not be used to driving in our winter conditions.

Always wear your seat belt and never, ever use the cruise control on icy or snow-packed roads.

We will be starting up our winter training meetings in January and try to have

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McSafety's Corner

them wrapped up by the end of February.

We intend to spend most of our time looking at what you are having to deal with on your jobsite and not just concentrating on the regulations.

We never want to present the training sessions just because we have to for compliance purposes. They are always presented to help you recognize hazards, realize what might potentially happen, and most importantly, how to avoid or eliminate those hazards.

The winter training schedule will be coming out shortly, and I know that everyone is looking forward to receiving that information. Once you receive the schedule, if you have questions about which days you are supposed to be here, contact your Division Manager, Loss Control Manager, Scott Holbrook, or myself.

As we approach this Christmas season, our family and friends draw closer upon our minds. And as we prepare for the holidays, we need to take the time to make sure that we are here to share that time with them.

Always look for hazards, work safely and follow safe procedures. You being safe and healthy will be a great gift to all. Have a Merry Christmas and a Happy New Year.

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- 18 Miquel Mendez
- 19 Jackie Gomez, Jr.
Jose Razo
- 21 Dennis Hansen
- 22 Antonio Mendez
Fred Waltermire
- 23 Mike Seaman
- 24 Merle Johnson
- 25 Jason Bowden
- 26 Carol Hines
- 27 Thomas Sartin
- 28 Raymundo Lopez
- 31 Gary Bomberger

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Happy Holidays from L.P.

A little food and fun never hurt anybody.

Speaking of food and fun, the salaried Christmas party this year is in Cancun! More info on this will follow.

In closing, investments have taken a beating lately. Stay positive, and continue to invest in your health, and family and friends. The future looks great and we are thankful we have you on our team.

Have A Great Holiday!



WHAT WERE THEY THINKING?



Insanity? Suicidal tendencies? Or just another idiot taking a short cut and making do with whatever is at hand. You have better odds of hitting the lottery than to live through this. Never take short cuts! Always work safe!

Safety Committee Minutes, October 29 Meeting

President Glen Bomberger called the meeting to order. Prior meeting minutes were discussed and approved. No old business was presented. In new business, Kyle Simodynes was introduced as the new loss control manager.

Accidents and injuries were discussed in detail. Most were minor accidents with very few work. comp. cases, however, there were several reoccurring themes, including a very high number of accidents involving vehicles or equipment backing up into other vehicles or structures. The other leading cause of accidents was slips, trips, and falls while entering or exiting equipment or trucks. Suggestions were made on how to eliminate or reduce such injuries. We were also reminded that at no time is it okay to allow a rider on the steps of a mixer truck that is in motion.

It was noted that the deer are entering their active season, and we have already seen two deer/pickup collisions. Proper reporting procedures for all accidents and injuries was discussed and emphasized as a priority. Drug testing policies were also discussed.

DOT inspections need to be done on trucks that are in service. We should not attempt to use trucks that are not DOT-inspected in hopes we will not be ticketed. Drivers need to do a better of job of ensuring that all lights on their trucks are working and clean. Lowboys and all other trailers need to be swept clean after each use before traveling on the road.

Site visits have been going well. MSHA has been through a few gravel pits with no glaring citations. It was noted that some job sites need more attention to detail. The next meeting is December 3rd.



**Remember:
Never, ever use
cruise control
on icy or snow-
packed roads.
Even if the
roads are just
wet, the bridges
may still be very
icy – with
results like this!**

Department Notes

Dennis Sandrock - Paving

Paving has had a busy season, and we still have plenty to do before winter sets in. With the wet year we've had, all of the projects are behind on where we would like to be at this time. We just need to be as productive as we can in the colder temps and shorter days.

Black, Joe, and Don's crew have been working on the Grand Island Highway 30 project and have all of the machine mainline done and are doing tie-ins and intersection work before winter hits. They also paved part of the Kearney Airport Road project that is now shut down for winter.

Tweet, Ron, and Sam's crew are currently paving on the last of the mainline at the Hershey Interchange project, and they have just completed the Valentine Airport, which was a 53,000 square yard runway and apron project.

Denny and Glen's crew have been working on the Cozad Interchange since they left the rain-plagued Minden project. They still have some gaps and drives to place yet before it is done for the winter.

We wish everyone a happy and safe holiday season.

Jim Jewell - Asphalt

I would like to start off with a couple of comments to introduce myself.

First of all, I feel privileged to have the opportunity to manage the Asphalt Division of this company. I have been around the industry for over 30 years, and I can assure you there is no company out there with a better reputation for honest business practices and the desire to do quality work for the owner.

My intention is to build on this reputation by putting together a "team" that understands that building jobs you can be proud of and being

profitable need not be mutually exclusive.

Second, I would like to offer that if there is something I can do to help someone, inside or outside of the Asphalt Division, please feel free to contact me.

Since I have been here such a short time, I will only comment on the projects I have had some involvement with.

At Burwell East, Al has completed the bottom lift, which was crucial. We'll save the top lift for better weather in the spring. After helping Wally finish up the week of Thanksgiving, Al will begin moving equipment into the shop for winter repairs.

Wally has completed the asphalt work on Humphrey North and South, and is currently waiting for three more days of reasonable weather to finish the emergency overlay on Highway 22 near Genoa. He will also start winter repairs after Thanksgiving. The project in York is complete except for some sub-contract work and cleanup.

As far as bidding, we picked up a nice job let by the State on a country road south of Lindsey. The total contract amount is in excess of \$4.2 million, with approximately 57,000 tons of asphalt.

Asphalt Department Bid Results:

Platte County, Lindsey South

Paulsen, Inc.	\$4,232,071
Constructors, Inc.	\$4,364,322
Werner Construction	\$4,423,429
Knife River Midwest	\$4,563,709
Vontz Paving	\$4,734,309
U.S. Asphalt	\$4,780,129
Western Engineering	\$4,798,493
Dobson Bros.	\$4,966,334

Lincoln County, N-23/US-83,

Wellfleet South

Western Engineering	\$1,316,727
Paulsen, Inc.	\$1,318,084
Simon Contractors	\$1,461,702

Brown County, US-20, Johnstown-Ainsworth

Werner Construction	\$3,352,016
Paulsen, Inc.	\$3,426,569
Simon Contractors	\$3,545,496
Western Engineering	\$3,568,170
U.S. Asphalt	\$3,585,095
Knife River Midwest	\$3,666,717

Kimball County, US-30, Bushnell-Kimball

Paulsen, Inc.	\$1,792,433
Western Engineering	\$1,794,008
Simon Contractors	\$1,856,036
Werner Construction	\$1,857,811
U.S. Asphalt	\$1,891,600

Thomas County, US-83 South of Thedford

Werner Construction	\$4,627,371
Paulsen, Inc.	\$4,701,134
Western Engineering	\$4,804,336
Simon Contractors	\$5,259,604
Dobson Bros.	\$5,550,902

Joe Welch - Building

The Building Department is hoping for continued good weather in the next few weeks in order to continue making good progress on our various projects.

In Lexington, Superintendent Randy Weatherly and crew continue to make progress at the new corporate office building for Dawson Public Power District. Superintendent Tim Yocom has been on site the last several weeks making great progress on the exterior concrete paving around the new structure. The concrete has been placed for the employee parking area as well as paving west of the building tying into the paving completed during phase 1 of the project.

On the interior of the building, Superintendent Jim Hatcher has been involved in setting all the cabinets in the office areas. This should be complete the first part of December. Placing of the interior concrete slabs in the maintenance area and the truck barn will begin in December.

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Paulsen Profiles — Leon Myer & Jim Hatcher



Jim grew up in Cozad and graduated from Cozad High School. After joining the Army, he spent four years in Vietnam “hiding and trying not to get shot at” before returning home.

He married his wife, Lynn, in 1967, and they have lived in Cozad

went to work for Paulsen, Inc., he had the attitude that he would only stay until he found a better job. He thought he would be here for three or four months, tops. He says, “For me, it was easy. It seems like only four or five years, not 33, and I wouldn’t mind staying here another 30 years!”

Leon is also a hometown Cozad guy. He was married in 1960 to his wife, Sharon, and they still live in Cozad. Leon and Sharon raised five children, all grown, and all except the youngest daughter living locally. They are the proud grandparents of six grandchildren to spoil.

Leon claims only one hobby — taking naps. In fact, he insists, only partly in jest, that he is a “professional napper.” At least one of his drivers agrees. As far as other plans for after retirement, he says, “I don’t really know yet. My wife is going to teach me to use the computer. She’s on oxygen, and doesn’t get around too well, so I’ll be there to help her.”

Make sure to come by the party on December 12 to wish Jim and Leon well on their retirement.

Congratulations guys!

Leon’s Favorites

Restaurant: Cozad Elks Club & Tub’s Pub
Comedian: Larry the Cable Guy
TV Show: The Food Network
Movie: Monte Walsh
Team: Kansas City Chiefs
Athlete: George Foreman
Food: Chicken Fried Steak at Tub’s Pub
Drink: Used to be Windsor & Coke, and once in a while, it still is!

Paulsen, Inc. is privileged to have these two outstanding employees retiring at the end of the year.

Ike Paulsen hired Jim in 1972 to work on the ag crew building feed bunks and slabs. The ag crew was disbanded a couple of years later, and Jim moved to the Building Department. He worked as a carpenter for 19 years before becoming a superintendent 15 years ago.

One of Jim’s claims to fame around the Building Department is the bib overalls he always wears. Those bibs hold all manner of necessary items. If you’re on the job with Jim and need something, just ask. He’s likely to have exactly what you’re looking for, and probably lots you never even knew you needed, stashed in one of those pockets.

Jim’s Favorites

Restaurant: Salt Lick, Austin TX
Comedian: Ray Stevens
TV Show: NCIS
Movie: Jim Thorpe All American
Team: Philadelphia Eagles
Food: Ham and Beans
Drink: Corona

ever since. They raised three children, a daughter, now living in Austin, Texas, and two sons, one in Nebraska and the other in Colorado. Jim and Lynn are also the proud grandparents of two grandsons, two granddaughters, and another grandchild on the way.

After retirement, Jim says the first thing he has to do is finish the repairs on his basement that was flooded out last June. Then he and Lynn are going to travel all over in their RV “wherever the winds blow them —somewhere warm in the winter and cool in the summer and where the fishing is good.”

Arlen Gibbons hired Leon to drive a mixer for the Paving Department back in July of 1975. Leon drove for that season, and then, during the winter slowdown, went to work for Larrie Johnson in Ready Mix. He stayed with Larrie for the next year and a half. Eventually, Dick Krushenisky hired Leon to manage the Lexington Ready Mix plant, and he’s been there ever since.

Although he’s been with the company for a long time, Leon admitted that when he originally

In Ogallala, Superintendent Terry Brand has been involved in a renovation project for the east and west bound Interstate 80 rest areas. The interior of the buildings are being completely renovated, including new floor and wall tile, new doors, toilet partitions, mechanical, and electrical systems.

In Cozad, Superintendent Darin Derr and crew have been making good progress on the construction of a new office and shop facility for Nebraska Ag and Irrigation. All concrete work has been completed, and the building structure should be complete by the first part of December. Interior finish work will then take place to complete the project.

Superintendent Tim Dean and crew are making good progress on the construction of a new maintenance facility for the Nebraska Department of Roads. The building is constructed of precast concrete wall panels and steel joist roof. Erection of the precast walls went very well and the roof is currently being installed.

Interior floor slabs will be completed by mid-December followed by interior finishes.

North of Cozad, the Building Department has been working on a new metal building for Larry Paulsen. Superintendent Dan Schwartz and crew are currently erecting the building structure working to get the building enclosed before the snow gets too deep.

The Building Department has also been awarded the Construction Management contract to construct the additions and renovations to the Elm Creek Public Schools. The school district used a qualification based process to select the construction manager for the project, and Paulsen, Inc. was selected based on a written qualification packet and an interview process. The successful completion of several school projects we have been involved in over the last few years was a huge factor in our selection for this project. The Elm Creek project will include 38,000 square feet of additions to the existing schools with

a budget of approximately \$5.6 million.

We want to thank one of our long-time employees and wish him well as he moves into retirement. Jim Hatcher has been a valuable employee for over 36 years. As a superintendent with Paulsen, Inc., Jim has successfully completed many building projects throughout his career. His knowledge and experience have been a valuable asset to the Building Department over many years. We wish Jim well and hope is able to enjoy time to get good use out his fishing pole. Thanks Jim, and good luck!

Happy Holidays to everyone from the Building Department, and we look forward to a great 2009.

Building Department Bid Results:
Peterson Senior Activity Center.

<u>Kearney</u>	
Hausmann	\$2,879,000
Central	\$2,923,739
Paulsen, Inc.	\$3,210,000
Sampson	\$3,245,000

Brian Engel - Ready-Mix

We've had one of our better years production-wise, and our safety record has been pretty good too. Over all, it's been a great year for Ready-Mix.

We've been really busy with paving and agricultural projects with lots of feed lots and grain storage. Our department has also been spread out over a very wide area as all of our plants and portables have been in full production. Thank you to everyone who has been willing to go the extra mile and do whatever it took to get the job done. You are appreciated.

Ready-Mix also has a long-term employee retiring. Leon Myer has been around for what seems like forever. I don't think there is a single person in the department who hasn't learned from him. Leon is very customer-service oriented, and there aren't many of our customers who wouldn't choose Leon over anyone else if we gave them a choice. Leon

is from the old school. He's always the first one there and the last one gone. It's tough to find that level of commitment, and he will be missed. Thanks for everything Leon, and happy retirement!

Everyone have a very Merry Christmas and a happy holiday season.

Chris Hunke - Gravel

We hope everyone had a happy Thanksgiving and want to wish you a very Merry Christmas.

We are still pumping at all of our locations and hauling to counties and local customers. Now that colder weather is here, this is just a reminder to watch out for icy conditions.

Thanks for all of your hard work over the past year, and remember — **Think Safety — It is everyone's responsibility!**

Career Day At Paulsen, Inc.



More than 300 students from all the Dawson County high schools took part in the annual Career Day. Paulsen, Inc. hosted 43 students who chose the construction track.

They learned about the diversity of construction work available throughout all the Paulsen, Inc. departments and our commitment to safety. They also got a tour through the Ready-Mix plant and finished with a tour through the shop. Everyone emphasized the need for getting an education and keeping a clean driving record and encouraged them to consider a career in construction.

Once again, all the career tracks reunited at Chipper Hall for a hearty lunch, courtesy of L.P.

Welcome to our new Loss Control Manager, Scott Holbrook.



Larrie Johnson's (Ready-Mix) new great-grandson, Xzavier Lee Graves. He was born October 20, 2008, was 20³/₄" long, and weighed 7 lbs., 8¹/₂ oz. Congratulations GREAT-Grandpa Larrie!

Paulsen Pride is about YOU!

Do you have news to share?
A special talent or unusual hobby?
Family serving in the armed forces?
Weddings, new babies, graduations
or other honors?

We want to know! Contact the editor, Penny Jeffrey, directly at 308-858-4964 or by email at jfryfmly@gpcom.net.



View the *Paulsen Pride* online at www.paulseninc.com, thanks to many hours of work by Ray Nelson of the Gravel Department.



Paulsen Pride
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