



PAULSEN *PRIDE*

WINTER 2024

Merry Christmas and a Happy New Year!

I am so proud of the Paulsen, Inc family. We have had another amazing year and it is due to the hard work of all of you. Thank you for all that you do. Tammy and I hope that everyone has a Blessed Christmas with family and friends and a very Joyous New Year.

Larry





DEPARTMENT NOTES

Ready Mix

Cole Wieseler / Brian Engel



Merry Christmas Everyone!!

It's hard to believe I should be saying that, but boy has this year flown by fast!! Overall, it was a great year in the Ready Mix division. We have been involved with some big jobs this year, and of course we are always taking care of the small ones as well. It takes them all to keep the wheels turning!!

North Platte and Ogallala are finishing up the year strong with projects in their areas. The rest of the plants have all had a good year. North Platte has had an exceptional year with all that is going on in town with the new beef plant.

We have received our three new mixer trucks for this year and Larry has approved three new ones for next year, along with a new batching computer in Cozad and two new concrete buggy trailers for North Platte. We are all thankful for being able to upgrade equipment each year to keep the concrete rolling.

Be sure to review the winter training schedule and watch for some industry meetings coming soon as well.

I am very thankful for each and every one of you that have worked hard this year to take care of all our customers concrete needs! It's a team effort and I'm thankful to be on this team!!

Merry Christmas and Happy New Year!

DEPARTMENT NOTES

Gravel

Kelly McCoy

GRAVEL MSHA is February 5th - This is Mandatory! Keep an eye out for letters that we will be sending out with dates and times of training that you have to attend.

Even though we are heading into the winter months, the Gravel Department is still busy.

- **Odessa** is pumping 47B for the I-80 job from Elm Creek to Odessa. Koss Construction finished the eastbound lane and will do the westbound lanes next year.
- **Elm Creek** is pumping road gravel and still has a few projects to button up and working on getting stockpiles built up.
- **Lexington** is pumping MSE wall material for the new Lexington Viaduct on the east part of town.
- **Cozad** is not pumping as we are moving the rotary. The dredge was taking on water, so we put an extra float under it a couple years ago, but it is starting to slip out.
- **Gothenburg** we moved to the north and trying to get pumped in. We have not pumped over there for quite a few years, so it has a lot of nasty debris along the bank.
- **North Platte** we moved the rotary last month and switched from pumping off the tower to the rotary pumping pre-crush for asphalt.
- **Ogallala** is pumping 47B.
- **Gates** is pumping pre-crush for asphalt and road gravel.
- **Indianola** is pumping road gravel.



Truck drivers have been busy hauling to local customers, redi-mix plants, county stockpile areas, feedlots, the new viaduct under construction in Lexington, and contractors working in the area. **Rock haulers** are transporting limestone into the region and taking road gravel back to Lancaster County. We've committed to supplying up to 25,000 tons, with most of it needing to come from Cozad.

It's great news that 20 out of our 24 truck and pups have been DOT certified, a positive milestone for both the gravel department and the shop team. Meanwhile, the maintenance crew has been focused on cleaning up the area, moving rotaries and towers, and organizing equipment in the warehouse and Hood building.

As winter approaches, please remain vigilant for ice buildup on equipment and roadways.

Thank you for all your hard work and dedication in 2024! Now let's see what we can accomplish in 2025!



DEPARTMENT NOTES

Safety

Carlos Avalos

As winter settles in, the construction season draws to a close, marking the end of another remarkable year filled with milestones, challenges, and hard work. The 2024 season has been nothing short of a whirlwind, with crews meeting deadlines and achieving goals across the board. Whether paving roads, constructing buildings, or supplying essential materials like concrete and gravel, everyone played a vital role this year.

Looking ahead, the new year brings with it the start of the annual winter meetings, scheduled to begin in mid-January and continue into February. The meeting schedule can be found in this issue of Paulsen Pride for your reference. Please note that adjustments may be made to the schedule as needed, and we will communicate any changes promptly. Updated schedules will also be published on the Paulsen, Inc. website. A representative from your department will inform you about the specific meetings you're required to attend and notify you of any relevant scheduling changes.

The winter months come with unique challenges, including increased risks of slips, trips, and falls due to snow-covered walkways, icy patches, and wet surfaces. Even a thin layer of ice can turn a safe path into a hazardous one. To minimize these risks:

- Wear footwear with proper traction.
- Use handrails when available.
- Take shorter, slower steps on icy or snowy surfaces.
- Regularly clear pathways of snow and ice, and use ice melt or sand to improve traction.

Additionally, always stay aware of your surroundings, especially when entering or exiting vehicles or equipment. Vigilance and preventive measures are key to reducing hazards during this season.

In the event of any accident, injury, or hazardous situation:

- Promptly report it to your supervisor and a member of the safety team.
- Contact emergency personnel or appropriate authorities immediately if necessary.
- Submit a completed incident report to the safety department within 24 hours.



If you have specific safety concerns or questions about the winter meetings, don't hesitate to reach out to Scott, Jacob, or myself.

As we celebrate this year's accomplishments, it's also important to turn our focus to the opportunities and challenges ahead in 2025. Safety remains the cornerstone of our success, and we're committed to building on this year's record to achieve an even stronger safety performance next year.

Thank you for your hard work, resilience, and commitment throughout 2024. Wishing you all a safe and joyful holiday season! I look forward to seeing each of you at the winter meetings.

Merry Christmas and Happy New Year!
¡Feliz Navidad y Próspero Año Nuevo!

DEPARTMENT NOTES

Asphalt

Brett Wolf

After the great fall weather we had this year the Winter temperatures have finally arrived. Winter maintenance on the asphalt equipment has started at several locations. Road equipment will be repaired in Lexington and Cozad. Plant equipment will be repaired at Burwell and Sunol. Please work safely during the winter repairs.

Randy & Seth's Crew finished several projects this year. Below is a quick review of the asphalt paving year.

Randy/Seth's Crew

- Completed S56A, I-80 South, at Maxwell, 5,300 tons
- Completed N-70, Broken Bow East HWY-70, 67,000 tons
- Completed US-30, Chappell East, 50,000 tons
- Completed US-30, US-138 West, 50,000 tons
- Completed N-23, Loomis – Holdrege, 34,000 tons
- Completed Dawson County 2024 Asphalt Paving Projects, 9,100 tons
- Completed L56D, Brady Link, 5,200 tons
- Completed N-27, I-80-Garden County Line, 15,700 tons
- Started Calamus Reservoir State Rec Area, 22,500 tons completed

The work below is on the schedule for next year.

- I-80, Sidney – Sunol, 80,500 tons
- N-2, In Broken Bow, 18,600 tons
- US-83, Wellfleet South, 62,000 tons
- US-183, Sargent North, 9,000 tons
- Custer County, Gates & Sargent Road, 27,000 tons
- Calamus Reservoir State Rec Road – Finish Remaining Asphalt, 7,500 tons

Thank You to each Asphalt Employee for your hard work and dedication this year. Have a Merry Christmas and a Happy New Year. See you for safety training this January & February.



Photos are from the Calamus project by Burwell. The finish rolling is being completed just as the sun is going down.





DEPARTMENT NOTES

Building

MATT YOCUM

It's been just a little over two months since I assumed my new position as the building department manager. It seems that every day I'm challenged with learning a new task. Day by day the new job seems to run a little smoother, however. It will continue to be a work in progress, and I urge everyone to bear with me through this learning curve. I truly appreciate everyone's patience and hard work at this time.

Shane Schutte has set up camp in Cozad and is currently working on the Henri Art Gallery and the Cozad Sports Complex. The Henri Gallery has taken on a new look with the natural limestone facade. Interior work continues and exterior site concrete will take place as the masons free up area around the building. Shane and crew have also been busy at the new Cozad Sports Complex in north Cozad. Fencing, lighting, field grading, site concrete, masonry and framing have all been taking place in the last couple of months. Completion is slated for late spring in 2025.



Cozad Sports Complex

Tim Hemmingson and crew have completed the new Murphy Tractor Building in North Platte. It's a great project and will be a huge asset for Murphy Tractor. After a few punch list items Tim and crew will be headed to the west bound rest area at Ogallala. Once there they hope to get the foundations and floor in before winter and then start on the building come spring.



Murphy Tractor Building in North Platte

Dan Schwarz and Dan Niles are still chasing some subs around the Cozad School projects trying to get all the loose ends tied up. Dan Schwarz will be working on a couple of building foundations near his home in Bertrand while not at the schools. Dan Niles is going to be helping Scott and I in the office with some project management along with helping in the field where needed. Along with finishing up the Cozad High School, he'll be doing an auditorium remodel due to the summer hailstorm and many small jobs in and around Cozad.

Ross Collins and crew will be completing the Homestead Bank remodel just in time for winter. It's been a challenging project with the bank remaining open for business but has turned out great. Following completion, he and crew will be erecting several metal buildings in the Lexington and Bertrand areas.

Roy and the concrete crew have been mainly focused on the site concrete at the Cozad Sports Complex but will also be completing work on some ADA ramps in Gothenburg and some metal building foundations and floor slabs as well as the site concrete at the Henri Gallery weather permitting.

The Building Department and Paulsen Inc. would like to extend our condolences to the family of Elmer Munoz. He passed away suddenly on November 20 and will be missed by all here at Paulsen, Inc.

I wish everyone a joyous holiday season and hope they can spend time with friends and family.



Elmer Munoz

DEPARTMENT NOTES

Paving

Jed Paulsen

Temperatures have been all over the place making it hard to decide when to call it a season. The season end push to get work completed for the winter is on us and in full force. Winter break can't come soon enough.

Justin, Don, Steve, Colby and Crew worked hard to get this year's segment of work done in Columbus. They will have a segment left to do next year and then that project will be wrapped up. They are helping out at Calamus Reservoir right now to finish out the year.

Darrell, Mike, Sam and crew have finished Jeffers Street in North Platte except for a few street corners that we will have to button up in the spring. They have been finishing up the paving work in Lexington on the Viaduct Project there.

Cesar, Logan and crew have completed three of the five campgrounds at Calamus Reservoir. They will finish the season out there and go back in the spring to complete the last 2 campsites.

Gary and Kevin have been back and forth between Columbus and Calamus getting everything wrapped up for the season. They have also been staking and setting up at our Sidney Rest Area project.



Mike and I would like thank everyone for all of your hard work and dedication. Paulsen Inc. is a great Construction Company because of you guys.

Thank you again! God Bless you and your families. Have a Merry Christmas and a Happy New Year.

Weathering Winter: Staying Safe and Prepared for the Season

Scott Holbrook
Loss Control Manager
308-325-1344
sholbrook@paulseninc.com



It's the season for all kinds of weather. We could see sunny and 60's, rain, lightning, snow and ice all in a short span of time, which means we must be ready for what the winter brings our way. All locations should have procedures in place to combat whatever conditions present themselves. Keep walkways free from snow and ice, and make sure steps to trucks and equipment are free from snow and ice and have proper PPE for the conditions. All of these are a **MUST** to keep injuries and accidents from happening. Don't take unnecessary risk, usually the results go against you!

Reminder to all CDL Holders and Drivers

Each year we are required to make sure that all of our CDL/drivers are registered with the Clearing House. You will get a notification from the Clearing House asking you to log into your account and give Paulsen's permission to view your information. It is a **MUST & REQUIREMENT** that you respond to this email request. Please reach out to anyone in the Safety Department if you need help!

Speak Up for Safety: Reporting Incidents and Near Misses

The Safety Team and the Safety Committee want to remind all employees to report all incidents as soon as possible! If the incident requires notification to the Supervisor/Foreman then they will reach out to one of the Safety Team members for a response. **ALL** injuries and accidents are investigated to determine the cause and what can be done to avoid the incident from happening again. An area that we fall short in is reporting **NEAR MISSES!** We want all employees to feel comfortable reporting an event that could have caused an accident so that hopefully in the future that Incident can be avoided. **MORE TO COME IN WINTER MEETINGS!!**



Mark Your Calendar: 2025 Wellness Fair and Health Screenings

Our annual Wellness Fair is scheduled for March 5th, 2025. This will be in conjunction with our Hearing/Pulmonary testing! We encourage all employees & spouses to participate if possible. If you currently have Paulsen's medical insurance, you can participate at no cost to you. If you are on another insurance plan, you can still participate but you will have to pay the cost, then turn that into your insurance for a reimbursement. A QR Code has been provided for you to sign up early! You must sign up to attend, walk-ins are not accepted!

Paulsen People

January Birthdays

ERIC L. STANDAGE	1
KYCE FOLLMER	1
OSMI D PEREZ	4
STEVEN B. PRICE	4
LOGAN L. ISOM	5
ANDY PFLASTER	6
JAKE I PAULSEN	7
JOSE CAMPA RIVAS	8
RANDY JACOB WILSON	9
DOUG L. BANZHAF	13
JOHN TERWILLIGER	13
KEITH R. BENEDA	16
DARWYN O. VARELA MENDOZA	16
JOSE A. RAZO	19
COLBY DRACON	22
MICHAEL L. SEAMAN	23
ROSS A COLLINS	25
ROLANDO CORTEZ	26
CRAIG LUSH	27
KEVIN HARVEY	29
SAMUEL R. MCPOWELL	29
MATTHEW DURYEA	31
SHAWN P BOXWELL	31
ARIANA RIVAS	31



Elizabeth Lee Higgins born 9/10/24 to Mat and Casey Higgins joining big sis Sarah Higgins at home. Grandparents are Sherwin and Betty Sweeley.

February Birthdays

EDONALD DARLING	1
GILBERTO AGUADO LOPEZ	4
SAMUEL M. ROSS II	6
LACEY LINDER	8
GUILLERMO BRAVO	9
KELLY R. McCOY	10
JOSE J VAZQUEZ LEMUS	10
JOSE RENTERIA DE LA CRUZ	10
JOHNATHEN SONNENFELD	10
JOHN PAUL RODRIGUEZ MENDOZA	11
JARED H. MOON	13
TRACI L. SEAMAN	16
ELLEN M. BREWER	18
MITCHELL D HELMUTH	20
JONATHAN LOPEZ MARRERO	21
JESUS RUIZ MAGALLON	21
TIM PFLASTER	23
HECTOR ROJAS PEDRAZA	23
SCOTT A. HOLBROOK	25
KOLTON HEINS	25
OSCAR M. ROMERO DE LA CRUZ	26
MITCHELL R. BIDWELL	26
JOHN M SUTHERLAND	28
UBALDO ANAYA	28
MICHAEL STEFFENSMEIER	28

March Birthdays

JAMES L. HARVEY	1
ERIK G. KELSO	3
LYLE E. HEBB	7
MARK D. SCHLICHENMAYER	8
ALAN HEATH	8
ALEX W. MEJIA OLANO	8
CARLOS I SANCHEZ MONTIEL	10
JOSHUA D SLATER	14
JAIME BELTRAN SALAS	14
ELVIN E. SLACK	14
KOBY RYTHER	15
JUAN A. PEREZ LOPEZ	16
BEAU R. FOLLMER	17
JULIE G. MELLMAN	18
ROLANDO BARRON	18
TIMOTHY A HEMMINGSEN	18
DANIEL B. NILES	19
DAVID S. HOWELL	19
MACKINZIE WALKER	20
RANDY M. HART	23
TROY A. BRANHAM	24
GARY E SCHULTZ	28
BENJIMAN KAPPES	29
ALEJANDRO ROJAS GUTIERREZ	31

Employee Milestones

30 Years

BRIAN ENGEL

10 Years

CARLOS H AVALOS

STEVEN W BUSS

GILBERTO AGUADO LOPEZ

SERGIO CONEJO ORTIZ

JUSTIN S MORROW

JULIO CESAR PINA

5 Years

CLINT WALKER

GORDON WALTERMIRE



2025 Winter Meeting Schedule

All meetings and testing will be held at the Training Center located in the Main Office.
All full day meetings will start at 8:00 am, afternoon sessions will start at the listed time.
Please wear clean shoes. Dirty, oily, or soiled shoes are not acceptable. Thank you.

Thursday	Jan. 16	Building: OSHA
Friday	Jan. 17	Shop: OSHA
Thursday	Jan. 23	Redi-Mix: OSHA
Tuesday	Jan. 28	First Aid/CPR (8:00 AM) *
	Jan. 28	Equipment/Forklift (2:00 PM)
Wednesday	Jan. 29	First Aid/CPR (8:00 AM) *
Thursday	Jan. 30	First Aid/CPR (8:00 AM) *
Friday	Jan. 31	First Aid/CPR (8:00 AM) *
Tuesday	Feb. 04	Paving: OSHA
Wednesday	Feb. 05	Gravel: MSHA
Thursday	Feb. 06	Asphalt: OSHA
Friday	Feb. 07	Supervisor Meeting
Tuesday	Mar. 04	Hearing & Pulmonary Testing (1:00 PM – 4:30 PM)
Wednesday	Mar. 05	Hearing & Pulmonary Testing (8:00 AM – 12:00 PM)

Your attendance at these meetings is required and is not optional. If you have a scheduling conflict, please let your department manager know so that we may reschedule you.

**If you took First Aid/CPR class last year, your card will be good for another year, and you will not have to attend this year. If you took First Aid/CPR two years ago or if you were hired within this past year, you may be required to attend one of the First Aid/CPR classes.*

This schedule is subject to change. Any further updated schedules will be given to the Division Managers and will also be posted near the Safety Manager's office door. You may also contact a member of the safety team or visit the Paulsen, Inc. website at www.paulseninc.com for any potential scheduling changes.

OUR PARTNERSHIP WITH



Wellness Partners
Your Preventive Care Specialists®



Investing in Prevention and Early detection is one of the best things we can do for the health of our employees, their families, and our company.

That is why we have elected to offer the added voluntary benefit of a Preventive Care Clinic through an outside company called **Wellness Partners.**

Program Components



PREVENTIVE CARE CLINIC

WP staff will conduct an on-site Preventive Care Clinic each year. Here's what you can expect:

- A comprehensive blood draw
- Height, weight, pulse, and blood pressure measurements



HEALTH RISK ASSESSMENT

Questions about your health designed to identify your personal risks and track your health.



COMPREHENSIVE LAB TESTING

Over 35 tests offer a complete look at health indicators not visible to the naked eye, including TSH, Vitamin D, PSA, and Testosterone.



PERSONALIZED REPORT

An individualized report with recommendations based on lab results and your responses to the Health Risk Assessment. Mailed directly to your home address.



REGISTERED NURSE CONSULTATION

An annual coaching call to review your lab results, report, and any other questions or concerns you may have.



WELLNESS PARTNERS PROGRAM GOALS

- Improve the health and wellbeing of employees and their families.
- Decrease the costs of healthcare and stabilize premiums.
- Reward employees for taking responsibility for, and improving their health.



SPECIALISTS

You have unlimited access to medical specialists to help accomplish your wellness goals.*

- Registered Nurse
- Registered Dietitian Nutritionist
- Exercise Physiologist
- Mental Health Professional

**Availability subject to licensure and state requirements*



ONLINE RESOURCES

Challenges: bit.ly/WPJumpstart

Newsletters: bit.ly/WPWellSpring

Facebook: facebook.com/wellnesspartnersllc

Instagram: instagram.com/wellnesspartners

Pinterest: pinterest.com/wparkers

Challenge App: jumpstart.wellness-partners.org



COST & ELIGIBILITY

READ CLOSELY FOR BILLING CHANGES

For those covered on the Company Health Plan:
There is No Cost to You.

For those NOT covered on the Company Health Plan: You are still encouraged to participate for the low cash price of **\$150** per person. This same panel of tests will cost between \$400–\$4000 at other providers.



Post Office Box 17
Cozad, NE 69130
www.paulseninc.com

ADDRESS CORRECTION REQUESTED

Paulsen **PRIDE** is about You!

Do you have news to share
like weddings, new babies,
graduations or other honors?

We want to know!

Please contact Jane German
at 308-784-3333
or email her directly at
jgerman@paulseninc.com

Remember, you can view the
Paulsen **PRIDE** online at
www.paulseninc.com

ANNUAL PREVENTIVE CARE CLINIC

To Register:

<https://bit.ly/paulsen2025> OR



Details

LOCATION Paulsen Inc

1116 East Hwy 30, Cozad, NE
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TIME 7:00-11:00am By appointment

DATE Wednesday, March 5, 2025