



# PAULSEN PRIDE

SPRING 2026

*Employees of the Year Announced!*



Congratulations to **Dan Foster**, Driver/Operator of the Year and **Ben Kappes**, Employee of the Year!

I am proud to announce the winners of the Employee of the Year awards. I also want to congratulate all of the nominees. Every year, it is a tough decision to choose the winners.

The Employee of the Year for 2025 is **Ben Kappes** in the Ready Mix Department. The Driver/Operator of the Year for 2025 is **Dan Foster** in the Gravel Department.

All of the nominees were carefully considered, but these two really stood out for going the extra mile to perform their work in a safe and productive manner. I am looking forward to escorting them on our Alaska trip in June.

This winter has been amazing—if you didn't need any moisture. It is hard not to start planning on getting some work for next winter, but we know better. Winter is our time to repair, train, and organize for the coming spring, as well as to rest and spend time with family.

I couldn't be more proud of our employees, and I want to wish everyone a productive, safe, and happy spring.

*Larry*



## Ready Mix



With a winter like this, who needs a spring? This has been a fantastic winter, and I'm guessing most projects are ahead of schedule at this point.

The concrete orders keep coming in, and the maintenance items are getting marked off the list. The last I checked with the shop, the loaders are about done and the trucks are rounding the last corner to the finish line. We are lucky enough to have three new trucks joining the fleet, along with a new portable plant coming shortly.

Ben, Matt, and CJ have been working on many projects this winter, but the biggest one has been getting equipment ready for McCook. Our building department will be starting any day on the foundation for the new plant and building. We will be converting one of our portable plants into the stationary plant in

McCook, with added aggregate and cement storage.

The year is not completely clear yet as far as bigger projects go. We have a good one in Red Cloud and Tekamah to supply with a portable plant, but we are waiting for a few more answers on other projects. As for our other plants, we will be busy in McCook with some nice paving work, along with Ogallala, Lexington, and North Platte on additional paving projects. Broken Bow has quite a few bridges to supply concrete to for three NDOT projects.

We need the phone to keep ringing and NDOT projects to keep being let.

I want to thank LP for taking care of us during the winter meetings! He always feeds us like kings. Also, please remember everything we talked about and focus on making good decisions. If it doesn't feel right, do not do it!



**Congratulations to Ben Kappes  
from our Ready Mix Department!**

**2025 Employee of the Year**

Ben has always done an outstanding job for us. He has tremendous passion for our company, and he will work harder than anyone I have ever managed!

*— Brian Engel*

# Gravel



By now, I hope everyone has recuperated from the holidays.

Winter training is complete. Most of you heard the same things repeatedly. We do this so you will think before you act. Pay attention!

We still have a few trucks and pickups to get through the shop for DOT inspections. We pumped all the way up to January, so we are behind on maintenance. We currently have equipment at the shop from Caterpillar, Murphy, Cummins, and Kenworth.

We have some work to get started on, and there is more being bid.

### Work We Have:

- » **Gates Pit** – 30,000 tons of material for asphalt.
- » **Gothenburg Pit** – 40,000 tons of material for asphalt.
- » **Odessa and Elm Creek Pit** – around 50,000 tons of material going to WBH Feeders near Oxford.

All other pits will still be busy with local customers, county roads, Redi-Mix plants, and contractors from all over.

### Pit Updates:

- » **Odessa, Cozad, Brady, Ogallala, and Gates** are currently pumping.
- » **Elm Creek and Gothenburg** are waiting on parts to get up and running. Each site will take about a day to start once the parts arrive.
- » **North Platte and Indianola** – we are currently moving the plant site.
- » **Lexington** – the dredge and wash plant still need to be hooked up.

## Congratulations to Dan Foster from our Gravel Department!

### 2025 Driver/Operator of the Year

Congratulations to Dan Foster — Operator and Driver of the Year

Dan started as a truck driver and did a really good job. He always wanted to learn how to run a loader and dredge. We were having trouble finding a good dredge operator at the Odessa Pit, so we decided to give Dan a try.

He proved to be very good at it. He always wanted to know how production was going and kept a close eye on everything. When we got caught up pumping in Odessa, he would still get in a truck and help haul to catch up on the trucking side.

Dan stayed late and worked weekends without hesitation. He has been a great fit for the gravel department and is always willing to learn more about how to operate and manage work at the gravel pit.

— *Kelly McCoy*

The maintenance crew has been going everywhere to help get things up and running, as well as working on equipment in the warehouse and the Hood building.

Thank you all for another great year. Please be safe and follow all SAFETY RULES.

**Building**

**Matt Yocom**



After not having much of a winter weather-wise, it looks like spring may arrive earlier than usual. All jobs continued through the winter, with much of our spring work already completed. This puts us in a great position to take on more work for the spring and summer months.

Shane Schutte and crew are nearly finished with the containment and building modifications at Nutrien Ag in Cozad. This work will greatly help the folks at Nutrien better serve the local farm community. This crew has also teamed up with others to move the “Hoop Building” from its current location on the Cozad Strip to the Paulsen Warehouse. There, it will provide additional under-roof storage as well as a place to work on equipment out of the weather.

Tim Hemmingson and crew are finishing up the interior work at the Ogallala Westbound Rest Area. Seeding and landscaping work will commence as spring weather approaches. From there, that crew will move back east to complete a scale swap-out at the westbound truck scales east of North Platte. An extensive concrete demolition job was completed earlier, and new scale construction will begin in early March.



**Ogallala West Bound Rest Area**

Dan Schwarz and crew continue work on a residential project in rural Cozad. The addition is dried in, with sheetrock work starting the first week of March. That crew has also been pitching in to help other crews where needed. They are also continuing demolition work at the Westmark Church in the rural Loomis area. It is planned that this crew will also install the metal roofing and wall panels for the church addition.



**North Platte Scale Demo**

Ross Collins and company continue work on the clubhouse addition and renovations at the Wildhorse Golf Course. All phases of work have continued throughout the mild winter. Sheetrock on the main level and exterior concrete will start the first week of March. It will be tight, but the goal is to have the new portions of the clubhouse ready for golfers by May 1.

Roy Chamberlain and Jose Campa’s crews have been busy doing miscellaneous concrete jobs around the area for most of the winter. They still have a little work to finish at the McCook YMCA parking lot, and then that project will be ready for painting and seeding. They will be busy for the next few months helping with site concrete at the various building jobs we have around the area.



**Johnson Lake Project**

Scott McVay has put a crew together and is constructing a wash bay for Gothenburg Irrigation, along with paving that section of their lot. The owner has been talking about this upgrade for years and will soon be able to use it to keep their fleet clean and ready for work.

Brandon Dodson and Neal Behymer are teaming up on a new seawall and walkway project at Johnson Lake. It’s a great learning experience for everyone involved and will really improve that section of shoreline.

I would like to take this opportunity to thank all of our current employees for their hard work and encourage them to bring others to join our team.

# Asphalt

**Brett Wolf**



Winter safety training has been completed for another year. Everyone in the Asphalt Department would like to thank LP for the Great Food and the Safety Department for their hard work putting together the classes.

The plant and road equipment is currently in the final stage of being repaired for the upcoming season and will be completed by the middle/end of March.

Once the season is underway the asphalt department will begin work on the Custer County Road improvements.

Below are the asphalt projects and locations for the 2026 season to date.

### Broken Bow Plant-Site

- » Custer County 2025 Paving Improvements
- » N-21, Cozad Viaduct Overlay
- » US-30 & US-283 In Lexington
- » N-2, Broken Bow – Berwyn

### Kimball Plant-Site

- » N-71, Harrisburg Spur North

### Gothenburg Gravel Pit Plant-Site

- » Brady – Gothenburg, I-80

The Asphalt Department won the below NDOT State Awards for best asphalt projects in two different categories. The awards were presented at the asphalt conference for the 2025 paving season.

*Congratulations on Your Outstanding Work Everyone!*

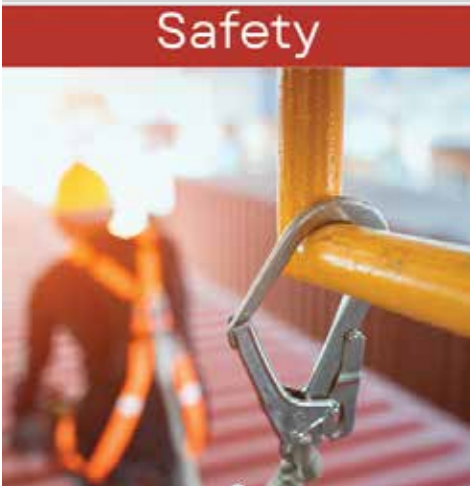


**Best Urban Project**  
**Broken Bow, NH-STP-2-3(125)**



**Best Asphalt Project in Overall Quality**  
**Anselmo Northwest, NH-2-3(128)**

**Carlos Avalos**



Although our annual winter safety training sessions have wrapped up, the lessons we covered should continue to guide us as we move forward into the 2026 construction season. Training does not end when the meetings do. The real value comes from applying what we learned once we return to the jobsite.

I would like to take this opportunity to thank everyone who helped make this year's winter training sessions a success. First and foremost, thank you to everyone who attended and participated in the sessions. Your engagement and feedback help make these meetings worthwhile each year.



I would also like to extend our appreciation to the guest speakers who took the time to share their knowledge and experiences with us. Their contributions reinforce the importance of safety and provide valuable perspectives that we can carry forward into our daily work.

A special thank you goes out to Scott Holbrook and Jacob Rush for all of their assistance throughout the winter training sessions. Their continued dedication and support play an important role in making these meetings successful. Of course, we would also like to thank Larry Paulsen for keeping everyone well fed during the meetings. Good food certainly helps make long training days a little easier.

As we prepare to transition back into the construction season, it is important to remember that returning to physical work after the winter slowdown can place additional strain on the body. Take the time to reacclimate yourself to the work activities being performed. Listen to your body, ease back into the workload, and avoid pushing too hard too quickly.

This is also a good time to make sure everything is ready for the season ahead. Verify that your Personal Protective Equipment (PPE) is in good condition and appropriate for the work being performed. Inspect your tools, trucks, and equipment before putting them back into full service.

Please also confirm that all fire extinguishers located at your jobsite and in your trucks or equipment have received their annual inspections and have the appropriate inspection tag attached. Continue to perform and document your regular monthly inspections and replace any extinguisher that is defective.

Take a few moments to go through your first aid kits as well. Make sure they are properly stocked and that any expired items are replaced. If you need supplies to

restock your kits, please contact the safety department, as we have materials available.

As we move forward into the season, continue to follow all safety rules and procedures on the jobsite. If you are ever unsure about a task or a safety requirement, do not hesitate to ask questions and seek clarification. Speaking up when something does not seem right is an important part of maintaining a safe workplace.

Please ensure that all accidents, injuries, and hazards are reported immediately to your supervisor and a member of the safety team. If the situation requires emergency assistance, contact the proper authorities right away. A completed incident report must also be submitted to the safety department within 24 hours of the event.



**SAFETY...** continued next page

**SAFETY**... continued from previous page

As we begin the 2026 season, let's take what we learned during the winter training sessions and apply it to our daily work. With everyone's cooperation and commitment to safety, we have the opportunity to make this year not only a productive one but also our safest year yet.

I look forward to seeing everyone back out on the jobsites. Let's continue looking out for one another and making safety a priority every single day.

Stay safe.



**Jed Paulsen**

We didn't have much of a winter, so hopefully that doesn't mean spring is going to be crazy. It will be good to have everyone back!

Justin, Don, Steve, Colby, and crew will start the season in Lexington doing our white topping project for the county. They will then head to Palmyra for some r-cut and widening work. After Palmyra, they will go to Tekamah to reconstruct their runway.

Darrell, Mikey, Brett, and crew will start out in McCook working on the new sports complex. After McCook, they will help out in Ogallala at Lake Mac or head straight to Red Cloud to start a two-year downtown improvement project.

Cesar, Kelvin, and crew will finish up what is left in North Platte from last year's projects and then head to Ogallala to work on the Martin Bay Campground. After that, they will go to Curtis Airport to improve their apron.

Gary and Kevin will help get the Dawson County white topping and the Palmyra project going right away. They will be busy all over this year, traveling to Ogallala, McCook, North Platte, and Tekamah.

Mike and I are excited to have everyone back and to start another paving season! We hope you had a great winter break with your families and friends. Let's be safe and have a great paving season!



**Congratulations to *Mike Steffensmeier* for winning NDOT's Signature award for Project Manager of the year!!!**

# Training sessions are in the books!

A lot of time and effort was put into training our Paulsen employees as we prepare for what we hope will be a wonderful 2026.



Remember my theme:

## “DON’T BE A RISK TAKER”

**Scott Holbrook**  
Loss Control Manager  
308-325-1344



**According to statistics, over 70% of all construction accidents are avoidable. Use the 20/20 Rule.**

### What is the 20/20 Rule in construction?

Take 20 seconds and look 20 feet around you, actively searching for any hazards that may exist in your work area. As hazards are identified, they must be evaluated. When evaluating a hazard, think about how the hazard was created or why it is present in your work area.



Drivers — get out and look around!

Using the 20/20 Rule can help avoid many unnecessary accidents.

Remember, we are a TEAM!

- T – Together
- E – Everyone
- A – Achieves
- M – More



***I look forward to seeing you all this year out on the job sites!***

# Paulsen People



## April Birthdays

CLINT WALKER	4
COLE R WIESELER	4
KADEN R. STARR	5
DALLAS WALKER	5
WADE A. STOVER	10
GARY ROACH	11
KEVIN A WILSON	13
OWEN J. JOHNSON	17
EDGAR J. LOPEZ PAZ	17
JACOB M. ARAUJO	21
DARRELL D. O NEAL	21
JANE M. GERMAN	22
JOSEPH J. HEADLEY	22
KADEN KRUSE	22
COLBY J MAGSAMEN	23
ALAIN C MESA	25
STEVEN W BUSS	28

## May Birthdays

JOSEPH A. KENNICUTT	1
LEE W. NELSON	3
JOSE L. GUTIERREZ	10
MICHAEL O HILL	10
ALDO FLORES HOLGUIN	11
JARED C. DUELAND	13
SHERWIN L. SWEELEY	14
SHAWN ALLEN	17
BRETT GODFREY	17
ALVIN GUYLE	17
JAIME RAMIREZ	19
DREW A. RAGETH	20
ANTONIO SANCHEZ	21
DAVID P. EGGLESTON	22
BERNARD S. FRANZEL	26
SHAWN ROBBINS	26
SCOTT R. TENBENSEL	28
JACOB A. BASSETT	30
MATTHEW A OSTENDORF	30
DANIEL D FOSTER	31
STEVEN M. HENDON	31

## June Birthdays

SHERMAN NEAL BEHYMER	1
CHEYANNE HEINS	1
MATTHEW T. YOCOM	6
DANIEL R. FOLLMER	7
JERRY L. MILLER	7
SETH E. VLIENER	7
DANIEL J. SCHILMOELLER	10
DANIEL D. SCHWARZ	10
ELEAZAR RODRIGUEZ	11
RUBEN HERRERA ARRIETA	12
JONATHAN K. LEE	12
KENDRA L. HOOD	14
DANIAL L. JAMESON	14
LUIS G. BARRIGA CASTILLO	19
SHANE R TILSON	20
CHRISTOPHER BARBER	21
KELVIN ARENT	26
BRANDON DODSON	27
JASON L. CRONIN	30
CHARLES JOHN WALKER	30

## Employee Milestones

### 30 Years

**ANDY PFLASTER**

### 15 Years

**KIRK B. HLADKY**  
**RONALD L. KRATZER**

### 10 Years

**JOSE CAMPA RIVAS**  
**JOHN M. SUTHERLAND**  
**MATTHEW A OSTENDORF**

### 5 Years

**BRETT GODFREY**  
**DANIEL D FOSTER**  
**ELVIN E. SLACK**  
**JAIME RAMIREZ**

### ANDREW WILLIAM VANG

**UBALDO ANAYA**  
**OWEN J. JOHNSON**  
**DANIAL L. JAMESON**



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ADDRESS CORRECTION REQUESTED

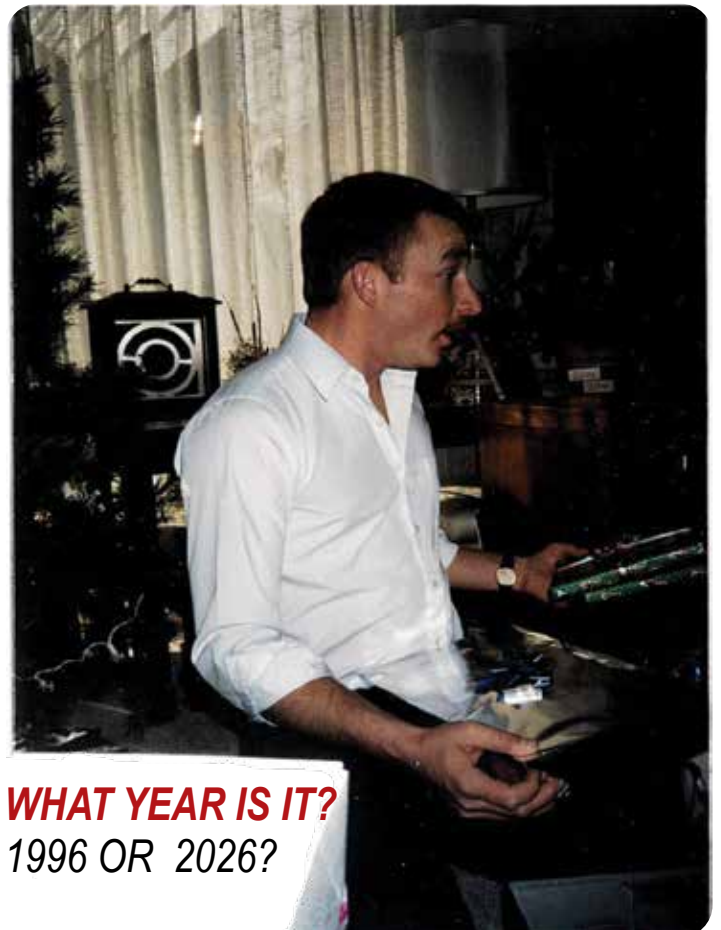
## Paulsen **PRIDE** is about You!

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](mailto:jgerman@paulseninc.com)

Remember, you can view the  
Paulsen **PRIDE** online at  
[www.paulseninc.com](http://www.paulseninc.com)



**WHAT YEAR IS IT?**  
1996 OR 2026?