



WINTER 2022



PAULSEN PRIDE

Thank You to Our Valued Employees! Paulsen, Inc. Had a Tremendous Year

“we are so blessed” –Larry Paulsen

The Paulsen Family would like to once again wish you a very Merry Christmas and a Happy New Year. We have a lot to be thankful for and we are so fortunate to have you all a part of our lives. Your friendship and loyalty is what makes our days so enjoyable. I am writing this greeting anxiously awaiting the birth of Jed and Becca’s new baby. Any hour now. We are so blessed.

The company is again having a tremendous year, thanks to your efforts, and we also received a wonderful surprise being named “THE BEST PLACE TO WORK” in Dawson and Gosper counties. We are so proud to have been nominated and are humbled to have won such an amazing honor. That is pretty cool!

We certainly try to meet all of your professional and personal needs as best we can. That is the least we can do since you give us so much of your time and strength. We hope that this holiday season brings you happiness and joy, and that you and your families are healthy and well.

God Bless You and Thank You for being a part of our family.



Now is the Time to Prepare for Next Season

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



Happy Holidays!

For some, the time has come to slow down, take a deep breath and begin the maintenance and preparation for 2023! For others you will continue to work on your projects throughout the winter! And for some, you will be on lay-off! No matter what your status is the time is NOW to prepare for the next season!

As we finish 2022 and move into 2023, our goal should be a season that we have ZERO serious Accidents or Injuries. IT CAN BE DONE! In the last 3 years we have not recorded any serious injuries during December - February and I believe we can do it again this year. It will require all of us working together towards this ZERO goal! Then when we all get back together to start 2023 we continue to work towards the same goal, ZERO serious injuries or accidents!

What to be aware of? Be prepared for the COLD! Wear proper PPE, Be careful when walking and working around ICE or packed SNOW. Slips and Trips are one of the leading causes of work related injuries, ones that can be avoided if you take all of the precautions! Take breaks as often as needed to warm up if you are working outside! Watch out for your fellow employees! Work smart! If you don't know how to do it, then DON'T! Get proper training always!

Let's Catch all the Near Misses Before They Turn Into Serious Events

Every one of you are an important part of what makes Paulsen Inc. the great company it is! We need you healthy and working smart!

I want to wish you and your family the happiest of the Holiday season!

Department Notes

Asphalt

Brett Wolf



Winter temperatures are finally here, and both crews are in the process of moving equipment back to Cozad for repairs.

Randy & Tom/Seth's crews finished several projects this year with smaller crews than normal. Below is a quick review of the asphalt paving year.

Randy's Crew

- Finished Eustis to Cozad 1,600 tons
- Anselmo – Merna 54,830 tons
- Custer County 37,200 tons
- Arapahoe North 71,070 tons
- Arapahoe West Bridge 600 tons
- Culbertson South paved 35,300 remaining 10,000 tons in the spring

Tom & Seth's Crew

- Culbertson South Temporary Road 1,400 tons
- Kingsley Dam 63,560 tons
- Lincoln County 3,700 tons
- Mullen South paved 46,000 tons remaining 3,300 tons in the spring
- Tryon North paved 30,000 tons remaining 25,000 tons in the spring

The below work is booked for next year not including the tons to be completed in the spring for the above projects:

- US-30, North Platte East Bridge
- US-30, Ogallala to Roscoe Asphalt Shoulders
- N-47, Cambridge South
- N-61, Enders South
- US-6, Palisade
- Dawson County 2023 Paving Improvements
- Custer County 2023 Paving Improvements



*Thanks to every Asphalt Employee for your hard work and dedication this year.
Have a Merry Christmas and a Happy New Year.
Hope to see you all for safety training next year.*

Department Notes



Ready Mix

Brian Engel

Happy Holidays everyone!

I think we are all ready to take a few breaths after a long hard construction year. I know the RM division has had an extremely productive year with very few breaks along the way. I can't even remember the last rain day we have had???

It's the time of year to transition into more maintenance and clean up work, rather than concrete production. Speaking of cleanup, the new building addition to the Cozad plant is all done. Inside we have a bay to clean not only the inside of the drums, but the outside of the cab and drum. We are pretty excited about having a place to do that during inclement weather. The rest of the addition houses the new materials lab that both Asphalt and RM will be using. We now have the capability of breaking concrete cylinders to test our mixes for compressive strength, along with a nice lab to get all of our gradations and trial mixes accomplished in.



Valentine Hog Confinement Project



We are bidding work for next year now, along with a fair amount of carryover work from this year. The portables have some work finishing up both Valentine paving jobs and the hog building job, then off to Aurora for another airport job. Our new plant will be first set up at Ogallala for the white topping job on Hwy 30 between Rosco and Ogallala. We are currently bidding some feedlot work for the next job hopefully.

The new beef packing plant in NP is just getting started. We are scheduled to do the auger piling grout shortly after Christmas. This will be a very handy job as we share a property line with them. Hoping to hear more from them any day for the rest of the concrete packages. Ogallala continues to have some nice work pop up. They are currently working on a new Runza restaurant, along with a new motel and an apartment building. Gothenburg has some nice winter work starting, a large building for Wearparts and a large community daycare center. We have some NDOT work scattered around the plants as well. I look for another busy year in 2023.

I do want to thank Roger Henthorn our plant manager in McCook for his couple years of service. Roger has decided to chase another adventure, so we were lucky enough to get a very qualified applicant to come talk to us about the opening. On January 6 th, Kelly Doyle will be starting as our new plant manager in McCook. If you get a chance, stop by and say hi and welcome him to the team!!

Winter meetings will be here soon, good news is that some of the classes are getting combined. This should result in a few less trips to Cozad for training this winter.

I want to wish everyone a Merry Christmas and thanks again for a great 2022!!



Department Notes



Paving

Dave Neill

Well, it is getting close to Christmas and another Paving year is about done. Thanks to all of you, we were able to get everything finished what needed to be done. Everyone worked together and worked safely to accomplish everything that was expected of you. We would like to thank you all for your hard work and for working safely while doing it.

Justin, Don, Steve, and crew have finished the Wahoo Airport, Lexington Landfill, and now they are finishing up the small Lexington City job. As of right now, they will open up in the spring doing the whitetopping from Ogallala to Roscoe, and then go on to Columbus for a three-year job.

Darrell, Mike, Sam, and crew are still working on the Valentine State job. They are now about 90% done with this job. We will finish this in the spring. They have also been working on the Valentine City job, which is about seven blocks long. We have finished about 65% of that job. We have gotten to where we wanted to get to and we will finish this job in the spring. They will have these two jobs to do in the spring, plus we have the Valentine taxiway to do. After this is finished, they probably will do the Aurora taxiway job.

Cesar and his crew have finished the two North Platte jobs and are now trying to pretty much finish the Cozad job. If weather cooperates, we will just have some drives and a sidewalk to finish up in the spring. They will then go to the Broken Bow Airport apron job. We will be bidding some more jobs that are coming up. There is a two-year job on the one ways in North Platte, and a small City paving job in Gothenburg, and I am sure there will be plenty more jobs to bid.

Gary Wendt and Logan are now working on getting things staked out for our next year's jobs in Ogallala, Valentine, Aurora, and Columbus. They will get a few miles in next year.

Jed, Mike, and I greatly appreciate all the hard work everyone has done this year. As we close out the year, make sure we have our equipment sheets done on what equipment needs fixed for next spring. Keep up the good work, as you are why Paulsen, Inc. is one of the Best Paving Contractors in the state. All of us want to wish you a Merry Christmas and a Happy New Year. We are looking forward to seeing everybody in the spring.



Department Notes



Building Tim Dean

As winter arrives the Building Department is blessed with many projects for this winter and next year. This backlog of work is a testament to our superintendents and crew representing Paulsen, Inc. every day.

Ross Collins and crew are nearing completion of the Downey Drilling Maintenance Facility. Rebuilding this facility following a devastating fire has had its challenges, but the finished product is looking great.

Dan Niles has finished the patient wing addition for Cozad Hospital. This project turned out great and is a big improvement for Cozad and the surrounding area. Dan has shifted his focus to an interior remodel of the hospital including a new pharmacy. We will bring in another superintendent to finish the pharmacy remodel as Dan is headed to Cozad High School for a massive addition and remodel.

Jeff Pickinpaugh and crew have completed phase one paving for the Holy Spirit Catholic Church in North Platte. They will head back to North Platte to finish up in the spring. The crew just completed a complex emergency concrete repair to a diversion structure for Central Platte Power and Irrigation district. The crew only had four days to complete the project and finished with time to spare. The crew is continuing to complete small jobs and helping with building projects as weather allows.

Shane is balancing additions to three elementary schools for Lexington Public Schools. Work is progressing at all locations and will be completed this spring and summer.

Dan Schwarz has started foundation work on the west side of the Cozad Elementary. This is the first of many phases of construction that will bring a newly remodeled and expanded elementary to the city of Cozad.

Tim Hemmingson has finished up with additions to Holdrege High School. Tim is currently working on a water treatment addition to MRK along with a couple of other small metal building projects. Tim will move into the Hospital as soon as possible to complete the pharmacy remodel.

As always continue to work safely and efficiently.



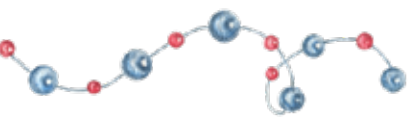
Ground Breaking at Cozad Community Schools



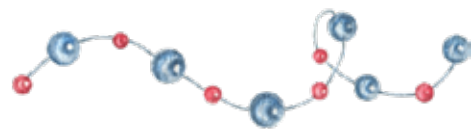
Holdrege High School Weight Room Addition



Central Platte Power & Irrigation District



Department Notes



Safety

Carlos Avalos

It is hard to believe that we are already wrapping up 2022 and another construction season is coming to an end! I hope everyone is able to enjoy this holiday season and please take the time to cherish the moments spent with your loved ones. Along with the new year a new set of annual safety training will come as well! Currently we are anticipating starting up the safety training meetings around mid-January and expect them to continue through the beginning of March. Please refer to the training schedule that is included within this issue of the Paulsen Pride for the upcoming slated dates. Keep in mind that it is possible that changes may be made to the training schedule as we move forward but we will keep the impacted departments informed of any scheduling adjustments and the updated schedule will be published on the Paulsen, Inc. website. A representative from your department will notify you which meetings you will need to attend and also of any potential scheduling changes that would affect you. As always, if you have questions about the upcoming training schedule or safety concerns, please feel

free to contact Jacob, Scott or me. On a final note, winter weather produces several different dangers and one of the most common during the winter months happens to be slips, trips, and falls. Snow, ice, and wet surfaces can all pose a risk to your health and safety. Please be careful when you are out and about in the elements and take precaution when entering and exiting vehicles. Always use three points of contact when climbing in and out of a vehicle and to use the vehicle for additional support. If you are traveling this holiday season, please remember to drive safely and give yourself plenty of time to arrive to your destination as road conditions can quickly deteriorate and holiday traffic can present its own set of dangers.

Please stay safe as I look forward to seeing each and everyone of you next year during the safety meetings! Merry Christmas and a Happy New Year! ¡Feliz Navidad y próspero Año Nuevo!

Gravel

Kelly McCoy



Weather seems to be on and off; warm one day, cold the next. Nights are getting colder, so it is getting harder to get running in the mornings with the ponds being frozen over.

Paulsen, Inc. purchased T&F Sand and Gravel on November 1. We did not get the trucking business, just the dredging operation. The gravel pit is southwest of Elm Creek. The purchase came with a lot of nice equipment. They do stuff just a little bit different than we do. I have already seen some things they do that I would like to try. So, that means we ended up with two new employees. Welcome to Paulsen, Inc., Shane Lambertus (dredge operator) and Michael Schroll (loader operator).

Larry also bought a building for Sand and Gravel to use. It is the old Hood Trucking building. The location is east of the warehouse, about one mile on the gravel road. We are currently working on it off and on, putting more insulation up on the walls, and going to put corrugated galvanized tin on the walls. Hopefully, by the time you get this we will be working in there, rebuilding things for next year. It has an oil burner inside; when we service equipment and put the used oil in 55 gallon barrels, make sure the caps are on

tight after each use. I would also put them at a slight slope, so water runs off the top.

Lexington, Indianola, Gothenburg, North Platte, and Elm Creek are still pumping. We are trying to get a jump start for next year to make sure we have enough materials to make it through the winter months.

Ogallala and Cozad are froze out. They are tearing dredges apart and are working on the rotary and tower.

Gates is shut down. We are moving the rotary, working on the dredge and rotary trying to get most of the repairs done before next spring.

The Maintenance crew is running dozers, loaders, some dredgers, and are working on the repairs for the new building.

Thanks to all of you, we have had another great year in 2022. Make sure to turn in your winter fix-it list. Remember to check your mail to see what training you need to come to this winter. *Have a Merry Christmas and Happy New Year!*

The Final McSafety's Corner

December 29 is my final day with Paulsen Inc. I don't want to say that I am retiring but moving onto my own safety consulting business. Back in 1981 my life took an unexpected journey that has brought me to this day. My father-in-law was suffering with cancer and my wife Jeannie wanted to move back to Cozad for a year or two. I spoke with Bob Cornelius who took me over to meet with Ike Paulsen and they offered me a job with the asphalt department. So, my music career was on hold – little did I know how permanent that change would be.



My daughter Katrina & I just before moving to Cozad

I started out driving a dump truck – instructions: just get in you'll figure it out. Then I worked for Larry Hock, patching crew, intersections, parking lots and of course silage pads. Then over the next few years helping run the patching crew and working with the paver and moving equipment as needed. I learned to run all of the equipment in the Asphalt – instruction: just get in you'll figure it out (kind of a recurring theme). In June of 1983 I lost my right eye when the new blade on the concrete saw exploded – safety goggles you bet – hanging around my neck.

After working for Paulsen Inc. for 4 ½ years a friend of mine talked me into buying a truck and putting it on with NSG which showed me just how stupid I could be. I thought about going back into music, but I loved to work outdoors (well most of the time). So, at the end of the year, I got rid of the truck and came back to Paulsen Inc.; moving equipment and running the patching crew. Then I started working with Gary Hofferber and learning to run the asphalt plant.

We put an asphalt plant in Elm Creek which I managed along with the best guy ever to work with Gale (Red) Hendricksen. A few years later I took over as Project Superintendent. In 1993 the position of Safety Director opened and I got a visit from Bob and Dave Yocom. They thought it was a position made for me and Larry told me to take it over.

When I began, there actually wasn't a lot in place and a lot to learn and computers were a new thing. Thanks to the AGC and OSHA's Rocky Mountain Education Center, we improved our drug testing program and winter safety training. We continued doing safety meetings at the Elks with safety binders then overhead projector slides.

When we moved into the new office building, we had our own training room, but we outgrew that and moved the meetings to Chipper Hall.



Jeannie & I in Italy a few years before her death in 2003.

FINAL McSafety ...continued



Over the years we have had a few tragedies. At our meetings I bring up an incident that took the lives of two of our asphalt drivers Charlie Pruitt and Lorange Corbitt, both who had worked for me at different times in Asphalt. A senseless accident while taking a short cut to save a few minutes.

I can't praise Larry enough for creating one of the most state of the art training theaters in the state – I've never been in one better.

I know that Carlos Avalos will do a superb job as Safety Manager and Jacob Rush is growing into his role as Environmental / Safety Assistant and they will take the Safety Program to the next level.

The thing I treasure the most is the people I've worked with over the years; Larry Hock, Red, Wally Woltemath, Ron Buettner, Al Kuszak, Randy Deans, Don Rowland, Julie Mellman, Yo-Bob, and so many more with Asphalt. I mention them because we all worked, sweated and busted our butts together. I thank all those whom I have worked with as your Safety Manager especially Scott Holbrook, Carlos, Jacob, Andy Pflaster, Cort Bullock, and even Chris Hunke. I've thoroughly enjoyed it.

I want to thank Larry Paulsen for giving me the opportunity to be in this position and for allowing me to say goodbye as I sail off to a new challenge.



A special thanks goes out to Dennis McFadden for having spent his career at Paulsen, Inc. and for giving us the many years of his time. It has been a special and safe ride. I personally would like to wish him the best in his new venture of being a Safety Consultant for us and many of our associations. I know he will do well and we all will benefit from his experience and knowledge. Thank you, Dennis, and best of luck in your new challenge.

- Larry



Paulsen People

January Birthdays

| | |
|--------------------|----|
| ERIC L. STANDAGE | 1 |
| DAVID L. NEILL | 2 |
| OSMI D PEREZ | 4 |
| STEVEN B. PRICE | 4 |
| RONALD L KRATZER | 6 |
| ANDY PFLASTER | 6 |
| JAKE I PAULSEN | 7 |
| MICHAEL T BROWN | 8 |
| JOSE CAMPA RIVAS | 8 |
| RANDY JACOB WILSON | 9 |
| MATTHEW J DILLON | 10 |
| DOUG L. BANZHAF | 13 |
| JOHN TERWILLIGER | 13 |
| GERARDO YBARRA | 15 |
| KEITH R. BENEDA | 16 |
| DENNIS R. HANSEN | 21 |
| MICHAEL L. SEAMAN | 23 |
| ANDREW S. BEVARD | 25 |
| ROSS A COLLINS | 25 |
| TIMOTHY J HOLZ | 25 |
| ROLANDO CORTEZ | 26 |
| MARIO A VAZQUEZ | 30 |
| SHAWN P BOXWELL | 31 |
| MATTHEW DURYEA | 31 |
| ARIANA RIVAS | 31 |

February Birthdays

| | |
|-----------------------------|----|
| DONALD DARLING | 1 |
| SHANE E LAMBERTUS | 3 |
| GILBERTO AGUADO LOPEZ | 4 |
| LACEY LINDER | 8 |
| GUILLERMO BRAVO | 9 |
| KELLY R. McCOY | 10 |
| JOHNATHEN SONNENFELD | 10 |
| JOSE J VAZQUEZ LEMUS | 10 |
| JOHN PAUL RODRIGUEZ MENDOZA | 11 |
| JARED H. MOON | 13 |
| TRACI L. SEAMAN | 16 |
| ELLEN M. BREWER | 18 |
| MITCHELL D HELMUTH | 20 |
| TIMOTHY N BOHLEN | 22 |
| TIM PFLASTER | 23 |
| HECTOR ROJAS PEDRAZA | 23 |
| WAYNE A ROBINSON | 24 |
| KOLTON HEINS | 25 |
| SCOTT A. HOLBROOK | 25 |
| UBALDO ANAYA | 28 |
| MICHAEL STEFFENSMEIER | 28 |
| JOHN M SUTHERLAND | 28 |



March Birthdays

| | |
|--------------------------|----|
| JAMES L. HARVEY | 1 |
| WILLIAM E. RASMUSSEN | 3 |
| ALAN HEATH | 8 |
| MARK D. SCHLICHENMAYER | 8 |
| CARLOS I SANCHEZ MONTIEL | 10 |
| ERNIE HAMMOND | 11 |
| JAIME BELTRAN SALAS | 14 |
| ELVIN E. SLACK | 14 |
| JOSHUA D SLATER | 14 |
| RICARDO MENDOZA | 15 |
| ROLANDO BARRON | 18 |
| TIMOTHY A HEMMINGSEN | 18 |
| JULIE G. MELLMAN | 18 |
| DANIEL B. NILES | 19 |
| RANDY M. HART | 23 |
| LONNIE L DUTTON | 24 |
| GARY E SCHULTZ | 28 |
| MIKE UNDERWOOD | 28 |
| BENJIMAN KAPPES | 29 |

ANNIVERSARIES

45 Years

Lee W. Nelson

35 Years

Gary L. Smith

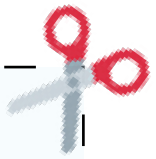
10 Years

Randy M. Hart

Michael Reyna

Kevin A. Wilson





2023 Safety Training Schedule

All meetings will be held in 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 or soiled shoes are not acceptable. Thank you.

| | | |
|-----------|---------|--|
| Friday | Jan. 13 | Shop: OSHA |
| Thursday | Jan. 19 | Redi-Mix: OSHA |
| Tuesday | Jan. 24 | First Aid/CPR (8:00 am) * |
| Wednesday | Jan. 25 | Building: OSHA |
| Tuesday | Jan. 31 | First Aid/CPR (8:00 am) * |
| | Jan. 31 | Equipment/Forklift (2:00 pm) |
| Wednesday | Feb. 01 | Gravel: MSHA |
| Tuesday | Feb. 07 | First Aid/CPR (8:00 am) * |
| | Feb. 07 | Respiratory Training (2:00 pm) |
| Wednesday | Feb. 08 | Paving: OSHA |
| Tuesday | Feb. 14 | First Aid/CPR (8:00 am) * |
| Thursday | Feb. 16 | <u>Supervisor Meeting</u> |
| Tuesday | Feb. 28 | Hearing & Pulmonary Testing in Training Room PM ONLY |
| Wednesday | Mar. 01 | Hearing & Pulmonary Testing in Training Room AM ONLY |
| Thursday | Mar. 02 | Asphalt: OSHA |

Your attendance to these training sessions is required and is not optional. If you have a scheduling conflict 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 this past calendar year you may be required to attend one of the First Aid/CPR classes.*

This is a tentative schedule and is subject to change. Any further updated schedules will be given to the Division Managers and will also be posted next to the Safety Directors door. Check www.paulseninc.com or Paulsen, Inc. on www.facebook.com for updates.



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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

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

WHAT WERE THEY THINKING?

