



WINTER 2025

# PAULSEN PRIDE

## Gratitude & Holiday Cheer from Paulsen Inc.

The whole Paulsen family would like to wish everyone a Merry Christmas and a Happy Holiday Season. We couldn't be more proud of you and thankful for all that you do.

You all make our work so gratifying and it is a privilege to be a part of the Paulsen Inc. team. We look forward to every year with you.

God Bless and enjoy the holidays with your friends and family.

*Larry Paulsen*



Photo: L to R: Jake, Paige and Reece Paulsen; Jed, Becca, Noah, and Pressley Paulsen; Cal and Beau Smith; Drew Paulsen; Lauren and Shirley Smith; and Colt Paulsen.

I wanted to take a moment to let you know how truly thankful I am for your support during my cancer journey. Your prayers, love, and encouragement meant more than words could ever express. Each act of kindness and every message of encouragement reminded me that I was surrounded by people who truly cared.

I thank the Lord for all the prayers because I always said that was my best medicine and it truly was. God kept me healthy and gave me the Joy that I needed.

I am doing extremely well, and I plan on not missing the next trip. Larry and I enjoyed all the stories and pictures, but we sure did miss all of you last Christmas.

Have a Blessed and Joyful Christmas. Thank you from my heart!

*Tammy*



# Ready Mix

Brian Engel



Hello Everyone,

I hope this Paulsen Pride finds everyone Happy, Healthy, and even a little chunky after the holidays!! After we all get to enjoy some great family time it is time to move on with training and maintenance to get ready for the 2026 construction season. We have a couple of nice jobs to get started with this spring and more to bid yet. Our main focus for now will be on the new McCook facility. The design is pretty well wrapped up, and the foundation is about to start. We are working on the plant to increase aggregate and cement storage. Matt, Ben, and CJ will be working away on that and a few other maintenance items at the other plants as well this winter.

The first week in December we were able to head up to Minnesota and bring our 3 new mixer trucks back. They have been branded and will be ready for use at the start of the season.

Thank you LP for continuing to upgrade our fleet. We also upgraded our plant loader in Gothenburg this year, so all good stuff for the Ready Mix Department.

As I look back at our 2025 year, I have many thoughts running through my head. It has been a year like I have never experienced in my 30 years of employment here. We experienced everything from severe accidents to minor incidents. No matter which one of these we want to discuss it comes back to training and decisions we make. We all must use our training to make the best decisions every day. We all must pay attention to job hazards and do our best to anticipate other potential hazards. Let us start 2026 off right and learn our lessons from 2025.

*Please have a Happy and Safe Holiday Season!!*



\* DEPARTMENT NOTES \*

# Gravel

Kelly McCoy

It is hard to believe another construction season is coming to a close. The great weather we are having in December should make the winter months seem a little shorter. Cozad, Gothenburg, North Platte, Ogallala, Gates and Indianola are still pumping. Odessa, Elm Creek, Lexington are currently not pumping, working on maintenance. It's that time of year.

Drivers are hauling into the ready-mix plants, local customers, FedEx in North Platte, and the new gas station being built in Kearney. Maintenance crew is working on repairs in the warehouse and helping at the pits, trying to keep everything running until we get frozen out.

The new dredge and plant site in Lexington is taking more time than I thought with all the change orders I have done. Hopefully this winter we can get everything buttoned up and

will be able to run first thing in the spring. We already have work to get started next year, and we are bidding on more all the time. Please turn in your winter fix-it list.

Thanks to all of you, we had another great year in 2025. See all of you at training.

*Have a Merry Christmas and a Safe Happy New Year!*

**Remember: Safety is part of everyone's JOB.**

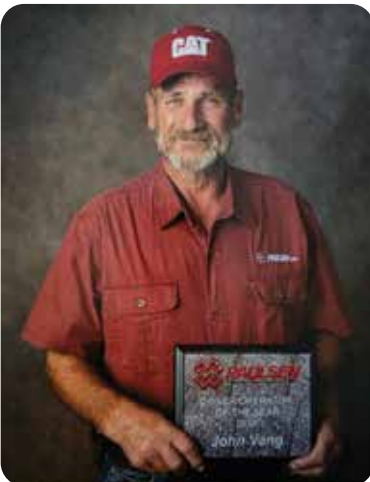


\* DEPARTMENT NOTES \*

# Asphalt

Brett Wolf

The asphalt crew is currently working on the Anselmo Northwest project. The goal is to work until 12/11/25 to finish the project this year. Plant repairs will take place at the Broken Bow plant site and the Wellfleet plant site. Road equipment will be repaired at the Lexington shop and the warehouse in Cozad.



John Vang

Paulsen, Inc. is saddened by the death of John Vang earlier this year. John was a great friend and dedicated employee of the Asphalt Division.

When John was hired as Plant Foreman on 8/29/2014, everyone knew John would be a terrific addition to the Paulsen, Inc team. John always knew how to fix the plant and keep it operating during asphalt production. John's sense of humor & knowledge will be missed by the people who were blessed to know him.

*Thank you*

*I would like to thank everyone who came to John Vang's services. I really appreciated it. Thanks for the flowers, plants and cards, and all the support everyone showed. He will be missed! - Delores Delimont*

## Asphalt Projects Completed in 2025:

- Calamus Reservoir State Rec Area, 9,500 tons
- I-80, Sidney – Sunol, 80,500 tons
- N-2, In Broken Bow, 19,500 tons
- US-83, Wellfleet South, 69,000 tons
- US-183, Sargent North, 8,500 tons
- N-2, Merna – Broken Bow, NH-2-3(127), 40,000 tons
- N-2, Anselmo Northwest, NH-2-3(128), 46,000 tons

## Asphalt Projects Scheduled for 2026:

(Additional NDOT lettings in the next few months)

- Custer County, Gates & Sargent Road
- Cozad Viaduct, STP-21-2(116)
- US-30 & US-283 Lexington, STP-30-3(119)
- N-2, Broken Bow – Berwyn, NH-2-3(129)



# Building

Winter has already knocked on the door a couple of times, and as per usual, we are scrambling to get jobs done or enclosed before the ground freezes.

Shane Schutte and crew have finished up the Cozad Sports Complex, and have been busy doing some smaller jobs around the Cozad area. They are currently working on a fertilizer containment structure at Nutrien Ag in Cozad. The new structure will allow for an additional 330,000 gallons of fertilizer storage.

Tim Hemmingson and crew continue to make progress at the Ogallala West Bound Rest Area. We hope that most of the exterior work will be completed before winter sets in, while interior finishes continue through the winter. Weather permitting this project is slated for a January/February finish.

Dan Schwarz and crew have been working on a residential project in rural Cozad. They have the ICF (insulated concrete forms) walls poured and are now working on the concrete for the porch areas. Framing of the roof will follow.

That crew also made time to complete the foundations and floor slab for a 10,125 SF addition at the Westmark Church in the rural Loomis area. This addition will be a great asset for a rapidly growing congregation.

Ross Collins/Scott McVay and company have finished up the new guest lodge at Wildhorse Golf Course northwest of Gothenburg, and their focus now is an extensive addition to the existing clubhouse. They beat the weather with the concrete basement walls and slabs, which has them sitting at a pretty good spot with winter on the horizon. Exterior framing and interior renovations will continue through the winter with finishes to follow. A spring completion is anticipated with it being fully operational for the beginning of 'golf season.'

Roy Chamberlain and Jose Compa's crews have been busy at the McCook YMCA, constructing a new 85,000 SF parking lot for McCook Community Schools. The project has moved along quickly with near ideal weather in October and November. Most of the concrete work will be completed prior to Christmas with finish grading and seeding slated for spring. This crew has also done some small agricultural concrete jobs to help fill that need.



*Nutrien Ag in Cozad*



*Residential Project with ICF Walls*



*Westmark Church Project in the Loomis Area*



McCook YMCA



Wildhorse Golf Course Northwest of Gothenburg

*I would also like to take the time to thank all our current employees for their hard work this construction year and wish them a happy holiday season.*



## Jed Paulsen

Another construction season has come and gone. You all worked extremely hard this year getting projects done safely and efficiently. We had a lot of projects, and some were challenging, but everyone worked together and had another great year!

Justin, Don, Steve, Colby, and crew completed Columbus in its entirety. They completed some preliminary work on our Dawson County white topping project and helped get a few more pours done on the Lexington viaduct. They finished the year out on a canal lining project for Central.

Darrell, Mikey, and crew finished both Valentine projects and moved over to Ogallala. They completed both blocks of that project and helped out at the rest area as well.

Cesar, Logan and crew have the 9th Street project and Francis Street project in North Platte wrapped up for the winter. Both projects need some minor work in the spring to finish out.

Gary and Kevin did an awesome job getting to all the projects and helping each crew pave out their projects.

This was a tough year with every project having its own challenges. Mike and I are very thankful for you and all the hard work you put in. Thank you for making Paulsen Inc. the best construction company! God Bless you and your families.



*Have a Merry Christmas and a Happy New Year!*



# Safety

CARLOS AVALOS

As winter settles in and another construction season comes to an end, it's natural to reflect on the road we've traveled this year. 2025 has tested us in ways we didn't always expect. There were moments that reminded us how quickly things can change and how important it is to stay grounded in safety, consistency, and care.

While there have been challenges, there have also been valuable lessons that we carry into the new year with sharper focus and renewed purpose. We may not be able to change what's behind us, but together, we can shape what's ahead. With each person's commitment, cooperation, and conscientious decision-making, we have every opportunity to improve our safety performance and exceed our goals in 2026.

As winter sets in and we head into a new year, it's worth grounding ourselves in the habits that matter most: take a few extra moments before starting any task. Review the steps, assess the risks, and always make the safe choice. That one decision might be the reason you or a coworker gets to go home safely. Let's stay mindful, slow down when needed, and make sure no job gets rushed at the expense of safety.

If you encounter a hazard, experience an incident, or have a safety concern, don't hesitate to report it to your supervisor or the safety team. And remember that incident reports must be submitted within 24 hours. If you're unsure about anything, reach out to Scott, Jacob, or me.

As we move into 2026, it's worth taking a moment to reflect on the safety challenges we've faced over the past season and the progress we've made in working through them. Every incident, every near miss, and every safety conversation has carried with it an opportunity to learn and grow. And while 2025 may have tested us, it also reminded us of what we're capable of when we work together. The new year is here, and with it, a renewed opportunity to grow, improve, and recommit to the safety of ourselves and our team.

From all of us on the safety team, thank you for your resilience, hard work, and commitment this past year. Wishing you and your families a warm, safe, and joyful holiday season.

**Merry Christmas and Happy New Year!****¡Feliz Navidad y Próspero Año Nuevo!****Let's make 2026 our safest year yet.**



## 2026 Winter Meeting Schedule

All meetings and testing will be held at the Training Center located in the Cozad 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.

Friday	Nov. 21	Paving: OSHA
Tuesday	Dec. 09	Driver Training (CDL): 8:00am-12:00pm (1 <sup>st</sup> session ½ drivers) Driver Training (CDL): 1:00pm-5:00pm (2 <sup>nd</sup> session ½ drivers)
Thursday	Jan. 22	Building: OSHA
Friday	Jan. 23	Shop: OSHA
Tuesday	Jan. 27	Asphalt: OSHA
Thursday	Jan. 29	Redi-Mix: OSHA
Tuesday	Feb. 03	Equipment/Forklift (8:00am-10:30am)
Wednesday	Feb. 04	Gravel: MSHA
Friday	Feb. 06	Supervisor Meeting
Monday	Feb. 09	First Aid/CPR (8:00 a.m.) *
Tuesday	Feb. 10	First Aid/CPR (8:00 a.m.) *
Wednesday	Feb. 11	First Aid/CPR (8:00 a.m.) *
Thursday	Feb. 12	First Aid/CPR (8:00 a.m.) *
Friday	Feb. 13	First Aid/CPR (8:00 a.m.) *
Tuesday	Mar. 24	Hearing & Pulmonary Testing: 1:00 p.m. – 4:30 p.m.
Wednesday	Mar. 25	Hearing & Pulmonary Testing: 8:00 a.m. – 12:00 p.m.

*\*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.*

**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.

**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](http://www.paulseninc.com) for any potential scheduling changes.

# Starting the New Year Strong: Winter Safety for Our Team

Hopefully, all of you had a wonderful holiday season!

Maybe it's time to start thinking about those New Year's resolutions!

Winter preparation for all of our workers is essential to ensure safety, productivity, and overall well-being during harsh weather conditions. Cold temperatures, snow, and icy surfaces increase the risk of accidents and health hazards, making proper planning a priority.

## Proper Clothing and Gear

Layered clothing helps trap body heat and allows workers to adjust as temperatures fluctuate. Waterproof jackets, insulated gloves, thermal socks, and safety-rated boots with slip-resistant soles are crucial. Hard hats with liners and face protection should also be used to guard against wind and frostbite.

## Equipment and Jobsite Readiness

Walkways and work areas must be cleared of ice and snow, with salt or sand applied to reduce slip hazards.

## Health and Safety Measures

Workers should take frequent breaks in heated shelters to prevent hypothermia and frostbite. Hydration and proper nutrition are vital, as the body burns more energy in cold weather. Supervisors should educate teams on the signs of cold-related illnesses and have emergency procedures in place.



By implementing these winter preparation measures, construction teams can maintain safety, reduce downtime, and continue operations efficiently throughout the colder months.

If we all work together, we can overcome our past challenges and look forward to a safe and successful 2026.

**Scott Holbrook**  
**Loss Control Manager**  
308-325-1344  
[sholbrook@paulseninc.com](mailto:sholbrook@paulseninc.com)



# Paulsen People

## January Birthdays

KYCE FOLLMER	1
ERIC L. STANDAGE	1
OSMI D PEREZ	4
STEVEN B. PRICE	4
ANDY PFLASTER	6
JAKE I PAULSEN	7
JOSE CAMPA RIVAS	8
RANDY JACOB WILSON	9
DOUG L. BANZHAF	13
JOHN TERWILLIGER	13
JOSE A. RAZO	19
MICHAEL L. SEAMAN	23
ROSS A COLLINS	25
ROLANDO CORTEZ	26
CRAIG LUSH	27
KEVIN HARVEY	29
SAMUEL R. MCPowell	29
SHAWN P BOXWELL	31
MATTHEW DURYEA	31
RICK W. ESSLINGER	31
ARIANA RIVAS	31

## February Birthdays

DONALD DARLING	1
GILBERTO AGUADO LOPEZ	4
JESSICA HENRICHS	7
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
BRAYAN DE LA TORRE	19
MITCHELL D HELMUTH	20
JONATHAN LOPEZ MARRERO	21
TIM PFLASTER	23
HECTOR ROJAS PEDRAZA	23
LISANDRO VELAZQUEZ FAJARDO	24
KOLTON HEINS	25
SCOTT A. HOLBROOK	25
UBALDO ANAYA	28
ERNESTO SANCHEZ DOMINGUEZ	28
MICHAEL STEFFENSMEIER	28
JOHN M SUTHERLAND	28

## March Birthdays

JAMES L. HARVEY	1
ERIK G. KELSO	3
BRIAN L. WEBER	5
ALEX W. MEJIA OLANO	8
MARK D. SCHLICHENMAYER	8
IDALBERTO BATISTA LOPEZ	9
CARLOS I SANCHEZ MONTIEL	10
JOSE R FUENTES	12
JAIME BELTRAN SALAS	14
ADAM M. LONG	14
ELVIN E. SLACK	14
JOSHUA D SLATER	14
JUAN A. PEREZ LOPEZ	16
BEAU R. FOLLMER	17
ROLANDO BARRON	18
TIMOTHY A HEMMINGSEN	18
GILBERTO HERRERA JR	19
MARCOS M. HERNANDEZ RAMIREZ	19
DAVID S. HOWELL	19
DANIEL B. NILES	19
MACKINZIE WALKER	20
JUSTIN PRYCE	20
RANDY M. HART	23
TROY A. BRANHAM	24
GARY E SCHULTZ	28
BENJIMAN KAPPES	29
ALEJANDRO ROJAS GUTIERREZ	31

## Employee Milestones

### 30 Years

**DONALD DARLING**

### 10 Years

**JOSHUA D SLATER  
SHAWN P BOXWELL**

### 5 Years

**DALE BLACKMAN  
HECTOR ROJAS PEDRAZA  
RICHARD PAUL ONTIVEROS  
ADRIAN TAPIA MERCADO**





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[www.paulseninc.com](http://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](mailto:jgerman@paulseninc.com)

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

