



ANDERSON CONCRETE

# ANDERSON CONCRETE NEWSLETTER

VOLUME 5; 1ST EDITION

WINTER 2019

## Special Points of Interest:

Holiday Employee  
Appreciation Dinner:  
Service & Safety Awards

## Inside This Issue:

A Word from the President	2
Quality Control Promotions	3
Holiday Dinner & Awards Banquet	4-7
Arrival of New Trucks	8
EAP & Safety Training	9
Project Pics: ALD Precast	10
Winter Sales Report	11
Payroll Upgrade & Basketball Team	12



## Welcome Back Retirees!

Anderson Concrete is very proud of its current employees and those who have retired from the company. Every year, we welcome back those retirees to celebrate and honor years of service and safety at the Holiday Employee Appreciation Dinner.

We held the Holiday banquet on December 17, 2018 in the Plant Maintenance Building, where we ate delicious food catered by Mike Colombini, Ron Chessire, and Rick Compton, assisted by many current employees.

All employees and retirees received an Anderson Concrete logoed duffle bag, a Maglite flashlight and a gift card.

In total, twenty-three loyal retirees came back, representing a combined total of 672 years of service and experience!

Shown in the picture above, front row (l-r) with years of service: Bob Nixten (30), Butch Moore (30), Sandy Duff (23), William Rees (37), Dane Jahn (30), Dave Anderson (41), Dick Anderson (50), Art Watts (16, casual), Walt McCain

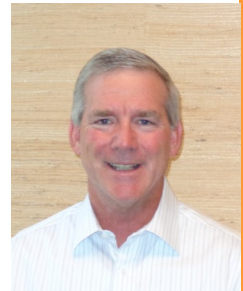
(14, casual), William Chenault (20).

Back row (l-r): Charles Rice (30), Art Pitts (34), Bob King (25), Bruce Higginbotham (42), Greg Clayborn (36), Randy Goodson (13), Larry Coughlin (40), Darrell Cook (35), Garey Henderson (9), John Mynes (44), Kerry Cline (14), Joe Ennemoser (25), Gary Pinkerton (34).

Thank you for all that you have done, and continue to do, for Anderson Concrete. We will see you all again this December!

## A Word from the President, Doug Anderson

We are looking forward to a very busy construction year in Central Ohio, and Anderson Concrete is preparing to do its part. We feel we will surpass our yards produced in 2018, with a goal of increasing production by 5% or more. Meeting this goal will be a challenge, but here is why I believe we are well prepared to make this happen:



We will have nine new Mack trucks that will be delivered before the start of the busy season. Our fleet has been significantly upgraded over the past few years, and our team in the garage has been working hard to get the fleet ready for the year ahead.

We will have Plant 6 for the entire year. This plant was not available at the start of 2018, but with all the fantastic improvements our team made during the relocation, Plant 6 will contribute to production significantly in 2019.

We have a strong backlog of work that includes four parking garage projects (University City Center, Macy's, Easton and the Ohio Center), the completion of I-71 South and two big downtown projects (The Alexander and 30 West First).

We will also have an opportunity to add to our backlog because Columbus has a strong economy that continues to grow. Projects on the horizon that we hope to be a part of include the new Crew Stadium, the Port Columbus parking garage, the I-70/71 split downtown and the expansion of the downtown Hilton Hotel at the Convention Center.

As we work toward this production goal for 2019, we have to remember that safety is our number one priority. Keeping the public, our customers, our teammates and ourselves safe is the top priority for each yard of concrete delivered. If we stay safe and exceed our customers' expectations in all aspects of the service we provide, then 2019 will be a great year!

- Doug

From the 1982 Archives: Anderson Concrete pouring concrete at Capital City South and the Ohio Theatre in downtown Columbus.



## Quality Control Promotions

by: Rod Jenkins

At the beginning of the year, Shawn Anderson accepted a promotion as the new Assistant Shop Superintendent. Shawn spent the past three years working as a Field Representative and was a valuable part of our quality control (QC) department. Good luck to Shawn as he begins training for his new position with Stan Ward in the garage—with his work ethic and positive attitude, there is no doubt that he will be successful.



*Shawn Anderson*

However, Shawn's departure from the QC department left us with five field representatives. Due to our backlog of highly technical work and work that will occur after normal business hours, getting back up to six field reps was a priority. From this point, we decided that, with many talented employees expressing interest in the position, we would be promoting from within the company. We spent the next two weeks interviewing fifteen employees from many departments. The hardest part of the process was narrowing a group of very talented and valuable employees down to a group of finalists, and then selecting our next field representative. The toughness of this process speaks to the amount of talent in our company, and thank you to all who expressed interest.

After a process that lasted nearly a month, we carefully selected Charles Stuber as our newest field rep. Charles was a valuable batch person and brings with him considerable experience in the ready-mix concrete business. Since his promotion, Charles has been busy training with Brian Williams, a seasoned and valuable member of the QC department, going to Ohio Concrete's Technician School and studying for the American Concrete Institute (ACI) Field Testing Technician Grade 1 certification test. Congratulations to Charles and good luck; we believe he will excel in his new position!



*Charles Stuber*

Field representatives provide technical support at our plants and for our customers. Essential responsibilities of this position include: concrete mix testing and adjustments, jobsite logistics, project management, documentation, conflict resolution and a commitment to the Company's mission, vision and values. Developing a detailed understanding of our operation, and learning mix design adjustments and slump are great ways to become more qualified for a QC field representative position.

Batch personnel are involved in both of these areas on an everyday basis; therefore, many of them have been promoted into the QC department. Volunteering to assist in the QC department is another great way to gain experience. For example, currently Zane Bailey from the driver department has been working at night on Rapid Repair deliveries with Brad Graham; and Cody Hughes from the driver department has been working in the lab this winter, assisting on mix design development with John Fairchild. Both Brad and John are excellent sources of knowledge and experience in the QC department and we appreciate their help training others.



# 2018 Employee Appreciation & Awards Banquet

## SERVICE AWARDS: 5 YEARS



Dave Parlier, Linda Childers, EJ Johnson, Dewey Friend, Shawn Anderson, Pat Spryn, Tony Neely, David Whetherholt, Jordan Davis. Not pictured: Ethan Waters, Ken Thompson, Rob Kennedy, Shannon Holsinger, Greg Conley, Matt Tanner, Mindy Hesson. Presenting managers: Gary Conley, Rod Jenkins, Stan Ward, Rick Compton.

## SERVICE AWARDS: 15-40 YEARS

Doug Anderson (40), Steve Deskins (30), Tim Bush (30), Chuck Starner (15), Charlie Andersen (15), Jessica Anderson (15), Dexter Goodwin (15), Rick Compton (40), Martin Miller (20), Craig Ramey (25). Not pictured: Tim Benge (15), Steve Grove (20), Leon Blount (20), Gary Morbitzer (35). Presenting manager: Stan Ward



## YEARS OF SAFETY AWARDS



Dave Parlier (5), Shawn Anderson (5), Dewitt Friend (5), EJ Johnson (5), Chuck Starner (15). Not pictured: Ken Thompson (5). Presenting managers: Rick Compton, Brandon Double, Mark Belus

## PERFECT ATTENDANCE: 1-5 YEARS

1 year: Linda Childers, Altonnie Rodgers, Juanita Langbein, Stephen Phillips. 2 years: Steve Baugh, Brandon Clark, JT Colley, Paul Cook, Jack Fritz, Kari Snyder, Scott Tanner, Dale Watson. 3 years: Patty Anderson, Joe Buzzelli, Bill Millers, Hayden Painter, Shane Robberts, Bruce Sauer. 4 years: Martin Miller. 5 years: Shawn Anderson, EJ Johnson, Sam Jones, David Parlier.



Not pictured: Matt Tanner (5), Heath Clark (4), Brett Henne (4), Chris Johnson (3), Doug Lukach (3), Pat Spryn (3), Rob White (2), Josh Wolfe (2), Ryan DeVanna (1), Jason Keel (1), Garrett Wert (1), David Whetherholt (1), Shawn Bentz (1).

## PERFECT ATTENDANCE: 6-10+ YEARS



6 years: Charlie Andersen.  
7 years: Charlie Benson, Mark McMannis II.  
10+ years: Tom Carmen, Steve Deskins, Anita Richter, Dave Dickinson, Darren Barker, John Fairchild, Bill Doughman, Chuck Starner, Craig Ramey, Mark Miller.  
Not pictured: Brian Williams (10+), Steve Grove (10+), Jim Ruggles (10+), Mark Belus (9), Leon Blount (9), John Estes (9), Joe Holt (8), Brad Graham (6).

## 2018 NEW HIRES

Richard Thomas, Doug Myers, Zane Bailey, Joe Maddox (rehire), Rick Hurt, Eric McIntyre. Not pictured: Andy McDaniel, Shane Sparks, Clark Holsinger (rehire), Jason Waters, Andy Pittel, Shawn Bentz, Frank Johnson, Tim Noble, Charles Stuber (rehire).





# Anderson Concrete thanks everyone for a great 2018!





# Onto 2019, Anderson Concrete's 98th year in business!







Truck #506 headed to Welsh Equipment / Contech Mixers in Minnesota for trade-in.



## New Macks

by: Mike Anderson

In 1987, Mack Trucks introduced a new model of vocational truck. They called it the “RD” model and manufactured it until 2001. During that time, Anderson Concrete purchased fifty-nine of these chassis. RDs were used as concrete mixer chassis across the country because they were a good balance between on and off road performance.

We have held onto trucks #506 & #507 for the past few years. They were the last of the 2001 RDs that we utilized solely for deliveries next door to ALD Precast by Art Watts and Walt McCain (retirees who have returned as “casual” drivers). Last fall, we traded in #506 (pictured left) & #507 for new equipment, so all of our Macks are now Granite models. The “Granite” was unveiled in 2002 and featured a more curved hood design for improved visibility and a more driver friendly cab.

For 2019, we have ordered nine new Mack Granites as this year’s new equipment. Five of them will have Contech mixers and four of them will have McNeilus mixers. Both mixer manufacturers are located in Minnesota and are currently buried in snow (pictured left and below), but we should take delivery of them around the first of April. Then we can install radios, apply decals and put them in service as soon as May first.





## Employee Assistance Program

by: Brandon Double

Did you know that Anderson Concrete has a FREE Employee Assistance Program (EAP)? We introduced the program in January of 2017 and it has been very beneficial to employees who have used it. When employees think of an Employee Assistance Program, it has a negative connotation, but it shouldn't. The program has a wide variety of helpful resources available to help employees and their family members. This benefit is open to all current Anderson Concrete employees and their dependants.

The variety of services available include: Diet and Nutrition, Budgeting, Depression/Anxiety, Financial Planning, Marital Issues, Alcohol Abuse, Stress, Parent-Child Relations, Drug Abuse, Divorce Adjustment and Legal Issues. The program also assists with estate and retirement planning, tax questions and credit card/loan problems.

The name of the EAP is "ComPsych GuidanceResources Worldwide Employee Assistance Program." Please note that the program is strictly **voluntary, confidential, and private**. We all have very busy lives that demand our attention. Between work and family, it is sometimes difficult to find the time to take care of ourselves. Please know that help is available to you when you need it and are ready to make that call!

Call ComPsych GuidanceResources at:  
1-855-387-9727 TDD: 800-697-0353  
Online access at: [www.guidanceresources.com](http://www.guidanceresources.com)  
Your Company Web ID: ONEAMERICA3



## Continuing Safety Education

by: Brandon Double

Over the past year, Anderson Concrete has been working diligently on increasing its Safety Program to ensure we are following all the rules and regulations of the Occupational Safety and Health Administration (OSHA). In January, Anderson Concrete hosted a variety of Safety Trainings for the Plant Employees, Chipping Crew, Sandblast Crew and Paint Crew. We reviewed a variety of topics including: Confined Space, LockOut TagOut, Welding and Cutting Safety, Silica Safety and Respiratory Safety. We also invited the Director of Safety

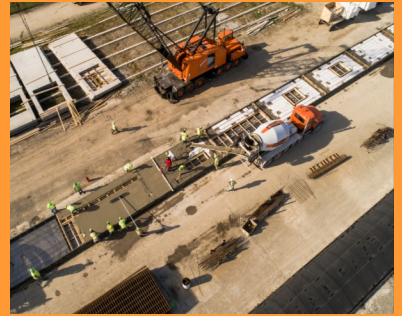


Education at the Builders Exchange of Central Ohio, Shane Van Bibber, to teach a four hour First Aid, CPR and AED Training. We will continue training employees throughout the year, so be on the lookout for more information.



## Spotlight ALD Precast

Images by: BLT Productions, Inc.





## Winter Sales Report

by: Art Marchi

As we start our 98<sup>th</sup> year in business as a concrete producer, we are very encouraged with the expectations of the coming year. We will have a busy first quarter delivering concrete and bidding on some major projects despite Mother Nature trying to turn Central Ohio into a Tasty Freeze. I cannot remember if Anderson Concrete has ever been shutout from delivering concrete due to weather, but I am sure that we have never been shut out *three* times in one month due to cold temperatures like we were this January!

After many schedules delays, we finally got started on the University City Center Project and the Macy's Garage with Lithko Contracting, which will run throughout 2019. Right next to the Macy's Garage, we will be delivering concrete to F.A. Wilhelm Construction on the Easton Midtown Garage, another project that will run throughout 2019.

We have two projects downtown with Dugan & Meyers: The Alexander and 30 West First, which are concrete structures. We also will be supplying concrete to Igel & Co. for the foundation package at the Ohio Center Garage.

Out on the west side, we have a warehouse with Thompson Concrete on Walcutt Road (ALD Precast produced these wall panels with Anderson Concrete), and we have the microsilica floor slabs to do at the salt barn on Roberts Road with Thomas & Marker.

Additionally, there will be no slow down in our highway work. Shelly & Sands, Complete General Construction, Kokosing Construction, The Ruhlin Company and others have plenty of work to keep us busy in 2019. On the OSU Campus, Igel and Ruhlin have been awarded the next phase of Cannon Drive.

The CONRAC Garage at John Glenn International Airport is finally getting underway. Dugan & Meyers will be constructing the garage, Igel has all the site concrete and Jess Howard has the electrical work. All totaled, there is 50,000 yards of concrete in the entire project. We hope to land that project, but we won't know anything until March.

We have numerous major projects to bid in 2019 that will break ground this year:

- Next phase of the I-70/71 split
- Downtown: Crew Stadium (Arena District), Hilton Hotel & Parks Edge Condo North
- Campus: OSU Medical Towers, OSU Art District and WOSU Building
- Covermymeds office building
- Lane Avenue/North Star: Arlington Gateway Project and Lane Avenue Mixed-Use
- Point @ Polaris Garage
- OSU Medical Facility in New Albany

2019 will be another busy year with early morning pours and split shifts. Production and delivery of concrete will always have its challenges, but if we all work together, we will be successful.



## Payroll Upgrade: Ceridian Dayforce

Over the past year, the Human Resources and IT departments have been working diligently on integrating a new payroll system: Ceridian Dayforce. Our previous system was no longer being supported due to its age. First, we want to thank everyone for their patience during this transition. As we become more transparent with payroll, employees now have the ability to view their paystubs on the Dayforce Mobile App (download at the Apple App Store or Google Play Store). Employees can also log in to the website at [www.dayforcehcm.com](http://www.dayforcehcm.com) to view a more detailed account of their paychecks. The login credentials for the mobile app and the website are identical. In the future, we will add even more functionality to the Dayforce system. One of the first items we will introduce is the ability to upload W2 tax forms so employees can view them from the system. Please note that we will still continue printing W2s as well. With this new system, we have transitioned to a corporate-wide direct deposit requirement with no waiting period. Once a change is made, there will no longer be a two week delay until the new direct deposit starts. If you would like to make changes to your direct deposit, please visit the Human Resources Department (be sure to bring a voided check or a direct deposit form from your bank or financial institution). This is a change for all of us, so please do not hesitate to ask for assistance from the Human Resources or IT Departments.

## Anderson Concrete Hoops

by: Shawn Anderson

Wednesday night is basketball night for Anderson Concrete. The company had an intramural basketball team in the past, and it was brought back with a lot of interest in 2017. Anderson Concrete participates in the intramural winter league at Berliner Sports Complex starting in early January. We play against other local intramural teams and game start times vary from 6-9 PM. The 2019 team players include: Shawn Anderson, Zane Bailey, Ryan DeVanna, Steve Grove, Jeremy Loy, John McCarley, Eric McIntyre, Tony Neely, Anthony Newell, Hayden Painter, Altonnie Rodgers, Terrance Washington and Garrett Wert. This year's eight game season is well underway, but look for a sign-up sheet in December for next year's team!

