



# Anderson Concrete Newsletter

Volume 10, Issue 1

Spring 2024

## Inside this issue:

A Word from the President	2
New Truck Update	3
New Employees	4
Safety, Recruitment & Training	5
Culture & Values Meeting Photos	6
Diversity, Equity & Inclusion: Stronger Together	7
Mental Health Resources	8
Culture & Values Survey Results	9
Employee Events	10
Service & Safety Awards 2023	11
Education & Professional Development	12
Awards	13
Sales Report	14
Portable Plant Construction	15
Community Involvement	16

## Safety Culture at Anderson Concrete

*Cory Dimmerling, CHST, Safety Director*

In the past year, we have made great strides improving safety within the company. The well-being of our employees and the community has always been our #1 priority. However, this past year we have prioritized safety culture by listening to feedback from employees, hiring additional staff, modifying training and safety procedures, creating a volunteer safety committee, and implementing new safety policies for boots, hard hats, gloves, eye protection, and his-vis clothing.



As a result, we have seen marked improvements in ensuring a safer working environment for everyone. In fact, from our 2024 survey, 43% of employees said they have seen significant improvements and 31% minor improvements in safety within the last year.

The advancements we've made this year are a testament to our collective dedication, but they are just the beginning. We are committed to exploring new avenues, adopting innovative technologies, and enhancing our safety protocols to ensure that all employees return home safe everyday. We thank each and every one of you for your commitment to safety. Together, we are not just securing a workplace; we are safeguarding the well-being of our extended work family. As we move into the new year, let us carry this momentum forward, for we are not just building a company; we are building a culture of safety that will stand the test of time. Thank you, and here's to a safe and successful year ahead!

## A Word from the President

This year, we have been focusing on the core values of the company, as well as making sure that every employee feels like a valued member of the team. As everyone knows, safety is our #1 priority, and our other values are integrity, excellence, gratitude and community. Recently, we added TEAMWORK to the list. Personally, I see teamwork displayed at Anderson Concrete daily, in every department. In fact, I believe that our people and the way we work together is one of our keys to success. We also developed statements that describe the behaviors associated with each value, which will help everyone understand what is expected of them. For example, teamwork means that we support each other, share our knowledge, rely on one another, and collaborate in order to be efficient and accomplish our goals.

In February 2024, we hosted our second annual companywide meeting where we discussed culture, values, diversity and mental health (see pages 6-8). We also issued our second employee survey where we asked for input on how well we live by our values, employee social events, community involvement, diversity in our workplace, and mental health resources (see page 9). We received 54 completed surveys and the results were extremely helpful, especially the open-ended responses. One of the most meaningful highlights was that our employees are very likely to recommend Anderson Concrete as a place to work (ranking 8.9 on a scale of 1-10), which is great to see! The one favor I ask of everyone is that you actually do recommend Anderson Concrete and ask your friends and family to join our team!

We are projecting a record-breaking year of production in 2024. If everything goes according to schedule, we will produce the most concrete in a single year since the turn of the century (1998-2001). In order to accomplish this, we need to tap into our collective strengths, show up every day and work together as a team. Since a lot of our coworkers are new to Anderson Concrete or new to their positions, please remember to be patient, understanding, and assist those who need help.

In closing, we want to make sure that everyone here at Anderson Concrete feels like a valued member of the team. Every person's voice is important, and everyone's effort is vital to making this company succeed. We want to make sure that everybody understands our values and that their personal values align with ours. As long that happens, we can all move in the same direction to tackle our goals together.

As always, thank you for your hard work and dedication to the team,

*Jessica Anderson*

President, Anderson Concrete

## New Trucks at Anderson

*Shawn Anderson, Shop Superintendent*

Anderson Concrete has eight new trucks ordered for this year. Six of them will be very familiar; Western Star 47X's with Con-Tech mixer units. They carry the same engine/transmission package as recent previous models and will have the basic rear pendant remote on the mixer.

The other two trucks will be quite different on the mixer unit side, keeping the Western Star 47X chassis and pairing it with a Beck Industrial mixer. This is the first time we have purchased Beck mixers, but not the first time Anderson has gone outside of the recent purchases of recent traditional Con-Tech/McNeilus mixer packages. In the past we have used Jaeger, Rex, Challenge, Kimble and Continental mixers.

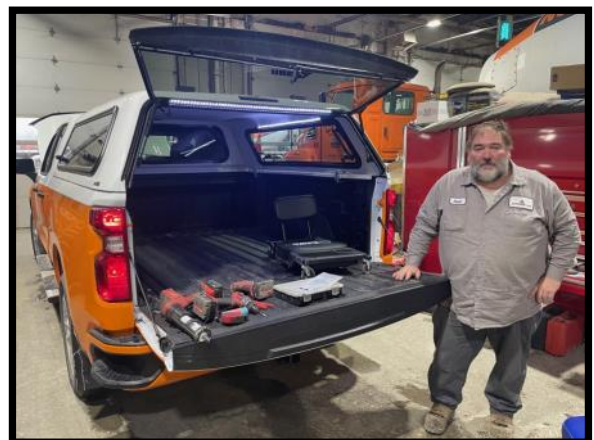


Beck Industrial is a family-owned business and is headquartered in San Antonio, TX. Frank and Tom Beck are first generation brothers who oversee daily operations. "There's no way we can be successful if we don't own the market here. Our customers have shaped and inspired every single improvement and innovation," Beck said.

**beck industrial**  
concrete mixers

"I'm glad to be a part of the testing sequence to further improve their (Beck's) business. It will be interesting to see how far the relationship goes," said Scott Tanner (photo below) Senior Mechanic, who has worked at Anderson since 2016. Tanner has implemented his own ideas to some of the trucks in our fleet already by making minor adjustments that improve the quality of the mixer in major ways.

"I've always worked in the industry, but I love what I do, so sometimes it doesn't feel like work" says Tanner who had 33 years of experience in the auto industry before coming to work at Anderson Concrete. Tanner consistently has a positive outlook on how to overcome tough challenges, implements the fix and elevates the potential of the shop.





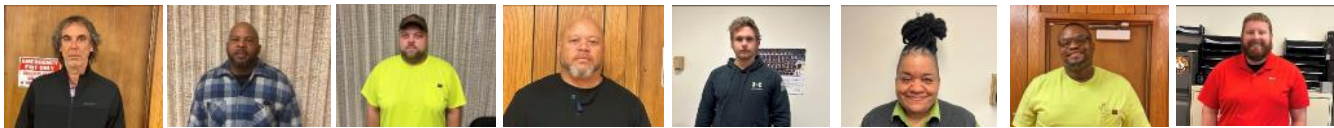
## Welcome New Hires! (July 1, 2023 - March 30, 2024)



Ryan Akers, Driver  
Charles Alexander, Driver  
Juan Alva, Driver  
Emmanuel Behn, Driver  
Heath Bennett, Driver  
Brian Bowers, Plant  
Kunta Brown, Driver  
Jacob Castle, Plant



Austin Caudill, Driver  
Jimmie Caudill, Driver  
Jayden Clark, Driver  
JT Colley, Driver  
John Dixon, Driver  
William Doughman, Garage  
Cameron Foreman, Plant  
Alex Furman, Driver



Ronald Gilmer, Driver  
Darrien Gouch, Driver  
Ryan Gray, Driver  
Edward Hargrave, Driver  
Hans Harris, Plant  
Kat Harris, HR  
Marvin Harris, Driver  
Neal Hegarty, Dispatch



Joshua Hoskins, Plant  
Nijel Joseph, Driver  
Adam Lapish, Driver  
Timothy Lawrence, Driver  
David Linscott, Driver  
John Mitchell, Recruiter  
Alexander Moore, Driver  
Manuel Moore-Jenkins, Plant



Stephaun Moss, Driver  
Jordan Nathan, Driver  
Nicolas Owens, Driver  
Mark Perine, Driver  
Jordan Sanders, Driver  
Thomas Sartin, Garage  
Colby Scurlock, Driver  
Charlie Settles, Driver



Gary Shaver, Driver  
Majarak Simpson-Ruggles, Plant  
Nathan Straight, Driver  
David Sullivan, Plant  
Rodney Tabler, Driver  
Matthew Tanner, QC  
Jaylon Taylor, QC Intern  
Thornton Taylor, Plant



Johnathan Thiele, Driver  
Tom Tilton, Garage  
David Tong, Driver  
Weston Tufts, Plant  
Phillip Walton, Driver  
Abdiwali Warsame, Driver  
Cori Washington, Plant  
Terrell Wright, Driver



Ashley Young, Asst. Controller

Thank you to all of our new employees, we appreciate your hard work and dedication to the team! Welcome to Anderson Concrete!

## Elevating Safety

We're excited to announce that **Mike Porter** will be stepping into the newly created role of Safety Coordinator for Anderson Concrete. With his extensive experience and dedication to safety, Mike will work closely with our Safety Director, Cory Dimmerling, serving as the first responder and primary point of contact for all day-to-day safety-related items.



Mike has over 14 years of experience at Anderson Concrete in various roles and has served as the On-Site Safety Coordinator at Project Cardinal since April 2023, so he brings valuable field experience to his new position. We're also proud to share that Mike has recently achieved certification as a Construction Health and Safety Technician (CHST) through the Board of Certified Safety Professionals. This certification reflects his commitment to maintaining the highest standards of safety in our operations.

## A New Focus on Recruitment and Training

Anderson Concrete is pleased to highlight three team members who are driving improvements to our recruitment, onboarding/orientation, and training practices.

**Mike Combs** became our Driver Training Coordinator in November 2023. Mike joined Anderson Concrete as a Mixer Driver in March 2020, has served as a Mixer Driver Trainer, and is now leading the training program for our ready-mix drivers at our newly established training center. Under Mike's leadership, we have already seen improvements through consistent training and the establishment of standards and criteria for graduation so that we are always putting well trained drivers onto the road.



**John Mitchell** joined the team as our Recruiter in September 2023. Having served as Plant & Quality Control Manager at ALD Precast, John brings a unique skill set with management and construction experience that makes him the right person to spearhead our recruitment and retention efforts. John is personable and has the skills necessary to conduct interviews that will make candidates want to be on our team. John works closely with Mark McMannis, Driver Supervisor, to identify candidates whose values align with the company's values to ensure that everyone has a positive experience at Anderson Concrete.



**Tammy Thornton** was promoted to the role of Human Resources and Payroll Coordinator. Since joining Anderson Concrete in June 2022 as an Administrative Assistant, Tammy has demonstrated high integrity, exceptional organizational skills and a keen attention to detail. Tammy is instrumental to improving the onboarding process for new hires, establishing trusted relationships with the team, and ensuring overall excellence in HR and payroll-related matters.





## Culture & Values Company Meeting - February 8, 2024

In February, employees from both Anderson Concrete and Buckeye Ready-Mix came together at the 2nd annual all-company meeting to share important topics relevant to the company's strategic plan and vision. This event featured Tommie Lewis, President & CEO of Make It Plain Consulting. Tommie is a dynamic speaker who shared how diversity, equity and inclusion lays the foundation for excellence.

In addition, Dr. Ameena Kemavor, Vice President of Advocacy & Engagement at ADAMH (Alcohol, Drug & Mental Health Board of Franklin County), shared the challenging mental health issues facing the employees within the construction industry. She also shared resources available to all employees, as well as ways to seek help during times of crisis.



## Embracing Diversity, Equity, & Inclusion: Stronger Together

*Brandon M. Double, SHRM-SCP, Director of Human Resources*

It's clear that something vital is taking place in the concrete of our company: Diversity, Equity, and Inclusion (DEI). As we gather our thoughts and experiences from our recent Culture and Values meeting, it's evident that DEI isn't just company jargon—it's about making our workplace stronger, more united, and more resilient.

Diversity isn't just about different backgrounds; it's about the unique skills, experiences, and perspectives we each bring to the job. Whether we're on the job site or in the plant, our diverse team is our greatest asset, helping us tackle challenges from all angles.

Equity ensures that everyone has a fair shot at success, regardless of where they come from or what they look like. It's about giving every hardworking individual a chance to shine, to grow, and to thrive in their role. When we stand for equity, we stand for fairness and justice on the job.

Inclusion means every one of us has a seat at the table, and our voices matter. It's about creating a workplace where everyone feels respected, valued, and accepted for who they are. Whether you've been with us for years or just joined the team, your contributions are what make us stronger.

As we move forward, let's keep DEI at the forefront of our minds. Let's celebrate the diversity that makes us unique, champion equity in all our actions, and ensure that every member of our team feels included and valued. Because when we embrace DEI, we're not just building concrete; we're building a stronger, more united workforce that can tackle any challenge that comes our way.

In conclusion, DEI isn't just a company initiative—it's a commitment to each other, to our company, and to our shared future. By embracing diversity, equity, and inclusion, we're not just improving our workplace; we're creating a better, more connected community for us all.



Tommie Lewis speaking to Anderson Concrete in February.

### Pave the Way to a Positive Culture

**Take responsibility** to build a positive workplace for everyone.

**Build genuine relationships** with people who have different experiences than yours.

**Strengthen your knowledge** about the value and benefits of diversity, equity, and inclusion at Anderson / Buckeye Ready-Mix.

**Model the mindset and behavior** of safety, integrity, excellence, gratitude, and community.

**Be courageous** and speak up against workplace discrimination, harassment, inequity and intolerance.

## Anderson Shaping A New Priority: Mental Health

*Brandon M. Double, SHRM-SCP, Director of Human Resources*

As we reflect on our recent Culture and Values Meeting, one theme resonates louder than ever: the prioritization of mental health in the ready-mix and construction industries. At Anderson Concrete, we are seizing this moment to redefine our approach, recognizing that the well-being of our workforce is not just a priority—it's a fundamental to our success.

The construction industry is renowned for its grit, determination, and resilience. Yet, behind the scenes, the toll on mental health can be significant. Long hours, high-pressure deadlines, and physically demanding work can take a toll on our mental well-being, leading to burnout, stress, and even more severe consequences.

That's why, as leaders in the ready-mix industry, we are committed to reshaping the narrative around mental health. It's time to break the silence, destigmatize conversations, and create a culture where mental health is not just acknowledged but actively supported.

We are implementing a series of initiatives to prioritize mental health in the workplace. This includes providing access to mental health resources, offering employee assistance programs, and fostering a culture of open dialogue and support. We recognize that mental health is not one-size-fits-all, which is why we are committed to accommodating the diverse needs of our workforce.

We understand that promoting mental health extends beyond the workplace. We are dedicated to providing resources and support to help our employees and their families. At Anderson Concrete, we are proud to champion mental health, knowing that by supporting the well-being of our workforce, we pave the way for a brighter, more resilient future in the ready-mix industry. Look for a flyer in your employee mailbox later this month with additional free resources you can contact for more information.



[adamhfranklin.org](http://adamhfranklin.org) | [@adamhfranklin](https://twitter.com/adamhfranklin)

### About ADAMH

The Alcohol, Drug and Mental Health Board of Franklin County (ADAMH) provides a pathway to health and healing for individuals and families in Franklin County seeking resources for addiction and mental health. ADAMH funds accessible and affordable prevention, crisis, treatment, housing, family and recovery services through a network of more than 30 nonprofit agencies located in neighborhoods throughout the county. Services are available regardless of insurance status or ability to pay.

### Find Help

Scan the QR code or head to [ADAMHFranklin.org/providers](http://ADAMHFranklin.org/providers) for the most up-to-date contact information and additional details about services provided by each agency. You can search and filter results based on your needs to help find the care that's right for you.



### In Crisis Now? Call 988

Are you or someone you love currently struggling of in crisis? Call or text 988 suicide and crisis lifeline. You can also chat online at [988lifeline.org/chat](https://988lifeline.org/chat). The lifeline provides 24/7, free and confidential support for people experiencing suicidal thoughts and/or a mental health or substance use crisis.



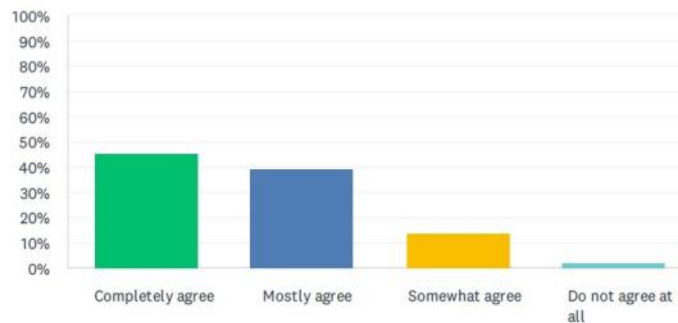
## Culture & Values Survey Results

In January, Anderson Concrete conducted a 15 question survey with 54 employees participating (28% response rate). The questions addressed safety improvements since last year, Anderson's core values and how employees demonstrate or observe them, DEI and any observations about DEI at work, knowledge of mental health resources provided by Anderson, employee social events, company philanthropic efforts, and if employees would recommend working at Anderson to others, also known as net promoter score.

See a summary of some of the graphs and written comments to various questions below.

Q3 Anderson Concrete's core values are safety, integrity, excellence, gratitude, community and teamwork. Do you feel we live by these values at Anderson Concrete?

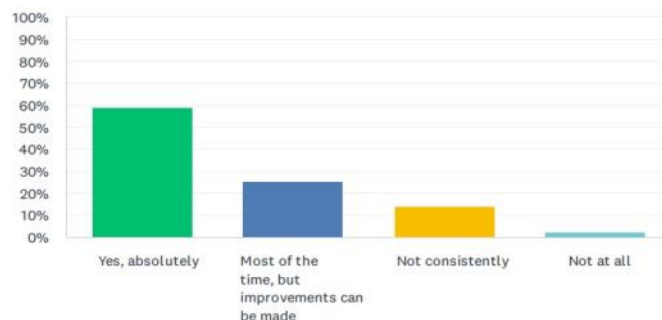
Answered: 51 Skipped: 3



- “To me integrity is what you do when no one is looking, could be better in some areas. Always try to show gratitude towards our employees, they need that, and I think we do a pretty good job at that.”
- “This workforce seems to be willing to help each other out. Every rookie question gets answered and help offered when asked.”
- “Even though I'm new, I see safety and teamwork every single day.”
- “Since I started I have been treated fair and supervisors and employees have been very helpful.”
- “I appreciate the fact that it's a mixture of races here of all background & everyone is treated with kindness. I also appreciate that it's not just a job, it's actually a family where everyone is bringing something to the table & respect is #1.”

Q5 Do you feel valued as an employee of Anderson Concrete?

Answered: 51 Skipped: 3



## Employee Events

Anderson Concrete hosted several events in the past year to bring employees and their families together for camaraderie, as well as recognition of well-deserved honors and awards. We hosted a family Summer outing to Kings Island, the annual Fall Steak Fry at the Shelter House, and a re-imagined Holiday Breakfast at The Berwick for the Safety & Service Awards.





# Safety & Service Awards



Retirees



Safety Years of Service Awards



40 Years of Service



35 Years of Service



30 Years of Service



25 Years of Service



20 Years of Service



10 Years of Service



5 Years of Service



Perfect Attendance 6-10 Years



Perfect Attendance 1-5 Years



New Hires



## Education & Professional Development



A successful training session was conducted at the Anderson Concrete office focusing on maintaining a **drug-free work environment**. The session was expertly led by Cory Dimmerling, our Safety Director, alongside John Mitchell, Recruiter. Commitment to safety and well-being continues to be our top priority.



Anderson Concrete prioritizes safety above all else. Pictured here is our **OSHA 30 training** sessions conducted by HLM Safety & Environmental Services. Together, we're upholding our commitment to a secure and compliant work environment.



In April, Anderson hosted Wayne Lanum, Retirement Consultant from Lincoln Financial Group. We discussed various financial health topics including **401k education**, retirement readiness, and the importance of saving for the future.



Thank you to the employees who attended the **Volunteer Safety Leadership Committee Kickoff Meeting** in September. This forum provided an avenue for open dialogue, feedback, and collaboration as we work to improve our safety procedures together. We are committed to enhancing our safety protocols to ensure that every employee returns home safe everyday.

A banner for the Ohio Concrete Contractors Seminar held on March 21, 2024. The banner includes the Ohio Concrete logo and a 'WELCOME' message to building trades students from Fort Hayes Career Center & Knox County Career Center. It also lists three speakers: Mike Schneider (Baker Concrete Construction), Colby Clippinger (Knox County Career Center), and Jim Chaney (True North Concrete, LLC), each with a small portrait photo.

**OHIO CONCRETE CONTRACTORS SEMINAR**  
MARCH 21, 2024

**WELCOME** building trades students from Fort Hayes Career Center & Knox County Career Center!

**SPEAKERS:**  
Mike Schneider, Baker Concrete Construction  
Colby Clippinger, Knox County Career Center  
Jim Chaney, True North Concrete, LLC

Ohio Concrete hosted a Contractors Seminar and invited students from Fort Hayes and Knox County Career Centers. Anderson was one of the sponsors of the event and many employees attended as well. Some of our customers spoke on the panel and they explained how to make a **great career in the concrete industry**.

## Awards & Recognition



In November, Anderson Concrete was honored with the Safety Award by The Builders Exchange of Central Ohio. This recognition is a testament of our commitment to maintaining the highest safety standards in our industry.



Anderson Concrete was one of only 21 producers nationwide to receive the NRMCA Producer Excellence in Quality Awards! Pictured is Rod Jenkins and Doug Anderson attending the NRMCA Concrete Works Conference awards ceremony in Nashville, TN, on Sept. 30.



In 2021, we partnered with the company Nonfiction to design and publish our 100th Anniversary commemorative history book. Along with being featured on their website, the book also won the “CSCA Creative Best 2022 - Award of Excellence!”



Anderson received a membership award from Ohio Concrete, as we are one of the 5 longest tenured members. Since Ohio Concrete’s establishment in 1938, ACC has been a member. Doug Anderson and Jessica Anderson are pictured with Tom Rozsits (President & Executive Director of Ohio Concrete).



# Sales Report

*Chad Higginbotham and Ryan Trapp, Co-Sales Managers*

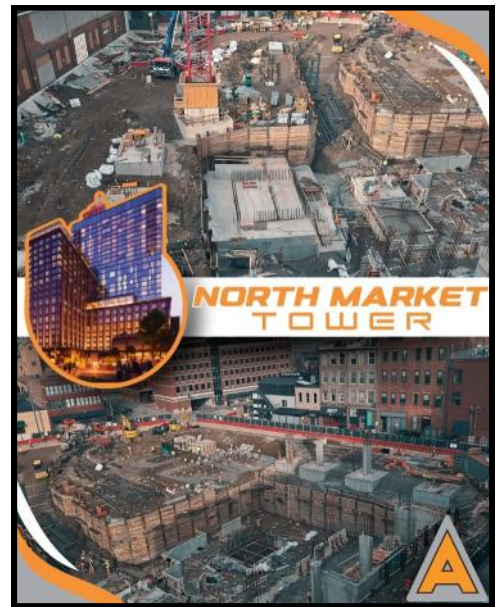
It was fun to see the infrastructure of Columbus change as we worked on projects in 2023 like the 70/71 Downtown split and the ODOT 161 East expansion project. We provided a lot of concrete to 100 North High, River Park and Vine Street downtown, Kingsdale in Upper Arlington, and continued projects like the Wexner Medical and Biomed Building at Ohio State. We started working on the North Market Tower and the Children’s Hospital Garage, which will continue throughout 2024. On the northeast side, we poured a considerable amount of concrete at Project Cardinal from our two portable onsite plants, but that was nothing compared to what is coming in 2024 and beyond!

### Work ongoing or starting in 2024:

- Project Cardinal
- North Market Tower
- Children’s Hospital Garage and Greenhouse Gravity
- Solar Farm behind Jackson Pike Jail
- 100 N. High and Kingsdale
- River Park and Vine St. Apartments
- Grant Medical Office Building
- OSU Biomed Building and Mckinley Ave Dewatering
- 70/71 Split with Kokosing and Malcolm Drilling
- State Route 161 with Kokosing
- 70 & Brice Rd. with Shelly & Sands
- 71 in Franklin/Madison County with Shelly & Sands

### Large Pipeline Projects:

- Nationwide Children’s Hospital Inpatient Tower & Garage
- Project Magellan/Cyprus Phase 3 on S High St.





## Project Cardinal - Portable Plant Construction

*Rod Jenkins, Vice President of Production*

When Anderson Concrete was awarded contracts with Bechtel Construction and Lithko Contracting to service Project Cardinal, the company accepted a challenge unlike any other. There was a sense early on that every department in the company welcomed the challenges Project Cardinal would bring – its why we're the best in the business!

To begin, our plant department gathered in an empty lot, less than half the size normally allocated for a single concrete plant. We were challenged to find a way to construct two high volume central mix concrete plants on less than five acres. In addition to this, we needed to allow for quality control, safety, trucking, and garage operations. The location for Plant #4 was selected and construction began at an earnest pace. Plant #4 was a new Aztec portable plant, capable of high levels of production for extended periods of time. This plant was trucked to the site and assembled in less than a month, an almost unimaginable feat. Our retired engineer, Bill Feltz, took a break from retirement and was essential in getting the plant operational. Our plant department worked long hours, under new and challenging conditions, to complete the setup of this plant.

Next, we installed the largest Nitrogen cooling system in North America that will be used to cool thousands of yards mass concrete. Then, we turned our attention to Plant #9. There didn't seem to be room for another large central mix plant, but we constructed it in the only location that would allow for high production of both plants at the same time, while also safely allowing for the flow of materials. Plant #9 was fully operational only a few weeks after construction started. It is the first Erie Strayer plant Anderson Concrete has ever operated and it had an impressive performance debut this past year.

Then, the garage department moved into a new trailer next to the safety and quality control operations. This was another example of a strategic move by our team to allow for more efficient operations. Another first for the company with the garage department operating on a jobsite. What started as an empty lot in mid-2023 ended the year as a high production two plant operation, supported by every department in the company.

The pursuit of Project Cardinal and supporting the future growth of Central Ohio was done to remain the market leader in Columbus for a long time to come. At times, the tasks we've undertaken on this project seem daunting, but when we look back at everything our team has accomplished so far, we have and will meet every challenge that is thrown our way. Our departments have come together and accomplished an amazing feat in the past year.

Good work team!



400 Frank Road  
Columbus, Ohio 43207  
Phone: 614 - 443 - 0123  
www.andersonconcrete.com

Editor: Kara Pickler  
If you have any comments or questions about the content of the newsletter, please email:  
kpickler@andersonconcrete.com

Follow our social media channels:



## Community Involvement

Since its founding, Anderson Concrete has made a commitment to its employees, customers, and the citizens of Central Ohio that we believe in giving back to our community. We strive to demonstrate our values of gratitude and community in a variety of ways - through giving back to local non-profit organizations, supporting employee volunteer efforts, and participating in community events. Thank you for believing in this mission of supporting others and caring for our community.



### Ronald McDonald House

Anderson Concrete is honored to contribute to our community by donating concrete to the Ronald McDonald House expansion. It's our way of supporting their heartfelt effort to accommodate more families with children at Nationwide Children's Hospital.



### Columbus Crew Victory Parade!

Anderson Concrete was thrilled to take part in the Columbus Crew 2023 MLS Cup Champion Victory Parade, showcasing our Crew decaled mixer alongside the parade route. We love a hometown victory, and we are especially proud to have supplied concrete for the construction of the new stadium and parking garage in downtown Columbus, as well as the iconic Historic Crew Stadium.



## Save the Date! American Red Cross Blood Drive at Anderson Concrete June 6, 2024

On June 6, 2024, we are hosting the 3rd annual American Red Cross Blood Drive in honor and memory of Richard "Dick" Anderson, who passed away in 2022. Dick was beloved family member who retired in 2003 after 50 years of service to Anderson Concrete, and was a longtime American Red Cross blood donor. We learned from the Red Cross that Dick donated 320 units of blood throughout his lifetime, equaling 40 gallons and saving 960 lives. In honor of his dedication, we hope everyone will join us by donating blood in June.  
<https://www.redcrossblood.org/give.html/find-drive>

