



Anderson Concrete Newsletter

Volume XI, Issue I

Winter 2025

Inside this issue:

| | |
|-----------------------------------|----|
| A Word from the President | 2 |
| Employee Events | 3 |
| Retirements | 4 |
| Retirements | 5 |
| New Employees | 6 |
| Changing Roles | 7 |
| Human Resources & Dispatch Update | 8 |
| Service & Safety Awards | 9 |
| Sales Report | 10 |
| Plant Update | 11 |
| Community Involvement | 12 |

Prioritizing Well-Being at Anderson Concrete

At Anderson Concrete, our employees are the backbone of our success. As we kick-off 2025, we will be focusing on overall employee well-being. Please save the date for Tuesday, February 18, for our annual all employee meeting with speakers specializing in mental, physical, and financial health.

Mental Well-Being: Support for a Balanced Life

We're dedicated to providing resources to help our team manage stress, stay resilient, and maintain a healthy work-life balance. In 2024, we made mental health resources more readily available, heard from Dr. Ameena Kemavor from the Alcohol, Drug, and Mental Health (ADAMH) Board of Franklin County for mental health understanding, and conducted mental health first aid training. We understand that mental well-being impacts both personal lives and workplace productivity, so we're committed to providing the tools needed to thrive.



Physical Well-Being: Taking Care of Your Body

Being physically healthy isn't just about staying fit—it's about staying strong and energized to meet the demands of your day. Some things we plan to introduce in 2025 include biometric screening and American Heart Association Toolbox talks for education about heart health specific to the construction industry.



Financial Well-Being: Empowering Your Financial Future

Financial security is a critical part of overall well-being. To support you in reaching your financial goals, we're rolling out new tools and resources to guide you in saving and planning for the future. Our team will also have access to enhanced retirement planning resources, financial counseling, and educational workshops on managing personal finances and planning for long-term success.

Looking Ahead

At Anderson Concrete, we're committed to helping our employees succeed in every aspect of their lives. Please take time to fill out the enclosed survey addressing workplace satisfaction and overall well-being. We believe that when you feel supported and valued, it shows in everything you do. Together, let's make 2025 a year of growth and improvement.

A Word from the President: Jessica Anderson

Happy New Year!

As we reflect on a milestone year at Anderson Concrete, we have so much to be proud of. Together, in 2024 we achieved a record year of production—our highest total yardage since 2001. This high volume reflects the growth in the Central Ohio market, the trust our customers place in us, and the dedication of every individual on the team. In this newsletter, we would like to recognize the hard work, dedication and outstanding achievements we accomplished together as a team in 2024, as well as some things to look forward to in 2025.

First and foremost, I want to emphasize our unwavering commitment to safety. Over the past year, we have made improvements to our Safety Department, and I want to thank everyone for their patience and cooperation following several safety personnel changes. As a company, we are proud of those who uphold our safety standards every day and in this newsletter, we recognize and congratulate those who have achieved consecutive years of safety. In addition, Anderson Concrete was honored with a Safety Achievement Award by The Builders Exchange of Central Ohio. This honor reflects our continued commitment to the highest safety standards in the construction industry.



BX Safety Achievement Award 2024

Investing in our team's training and development is also a priority, and I'm excited to share that we've made significant advancements in our training programs, including the addition of a new simulator for driver training. This investment ensures that our new team members are prepared to start their careers as mixer drivers safely.

Another important part of our culture is addressing the overall well-being of our team. Many of you shared your thoughts in our previous survey, and we appreciate your input. This year, we are continuing to develop our mental health awareness program, which is a step towards ensuring we are not only being safe, but also managing the stress and challenges of our daily life. I know the past year brought long hours and high demands, and I'm proud of how each of you rose to the occasion, but want to make sure it has not taken a toll on your health. As we continue this conversation, our next survey focuses on total wellness, including mental, physical and financial health. Your feedback is essential in shaping programs and resources that support you and your families, so please fill out the survey attached to this newsletter.

Growth in production also means growth in our team, and many new hires contributed to our success last year. In this newsletter, we recognize the newest team members as well as those who achieved awards for incremental years of service and perfect attendance. We also honor the retirements of four long-serving team members who have left a lasting legacy at Anderson Concrete. This year, we are celebrating the retirements of Rick Compton, Stan Ward, Jim Ruggles and Mark Miller whose combined years of service equals 141 years of experience and knowledge!

As we close out 2024 and move into 2025, I want to express my deepest gratitude for this team. None of this success would have been possible without the individual efforts of every person, collectively working together. Personally, the highlight of my year has been getting out to the plants more often and getting the chance to interact with the team. I have learned a lot more about our operation and about each of you. The way you show up for each other, for the company, and for our community is what makes Anderson Concrete special.

Social Events for Employees and Families

Anderson Concrete hosted a family summer outing at the Columbus Zoo, Aquarium & Zoombezi Bay with 517 employees and their family members attending. We hope everyone had fun and thank you for sending in your family photos to share! In addition, we had our annual Steak Fry in September and Holiday Breakfast in December to thank everyone for their continued hard work!



Annual Holiday Breakfast



Special thanks to our sponsors Jendco Safety Supply, Con-tech Mixers, Fyda Freightliner, ClearPath Benefit Advisors, Lincoln Financial Group, ATCO and Overmyer Hall Associates for all of the Holiday Breakfast raffle prizes. Our partners see the importance of giving back and we appreciate their dedication to our company.

Retirements

Rick Compton

Rick Compton was hired in 1979 into the Anderson Concrete plant department. In those days, some of our cement was delivered to us by rail and one of the starting positions in the department was unloading the rail cars. Rick worked his way up through the plant department to Lead Batch Person for the Flying Tigers job at Rickenbacker in the mid-1980s and then eventually Utility Person. He was promoted to manager of the plant department in 2006 and soon thereafter added Driver Supervisor to his list of responsibilities. In 2013, he was named Vice President of Operations where he completed his 45 years of service to Anderson Concrete. His knowledge and experience allowed him to be a mentor to many. Congratulations Rick and thank you.



Stanley Ward

After working 44 years at Anderson, Shop Superintendent Stanley Ward retired at the end of 2024. Stanley started out greasing and oiling trucks in the summer of 1980 and has always said, "That's the best job I've ever had". Stanley was laid off and then brought back as a Senior Mechanic under Shop Superintendent Dutch Milam. After that, he worked under Lige Evans. Sometimes, Stanley would spend an entire day on the wrecker repairing broken axles on jobsites. Stanley worked his way up to Assistant Shop Superintendent, and after Dutch retired, he became the Shop Superintendent in 2007.

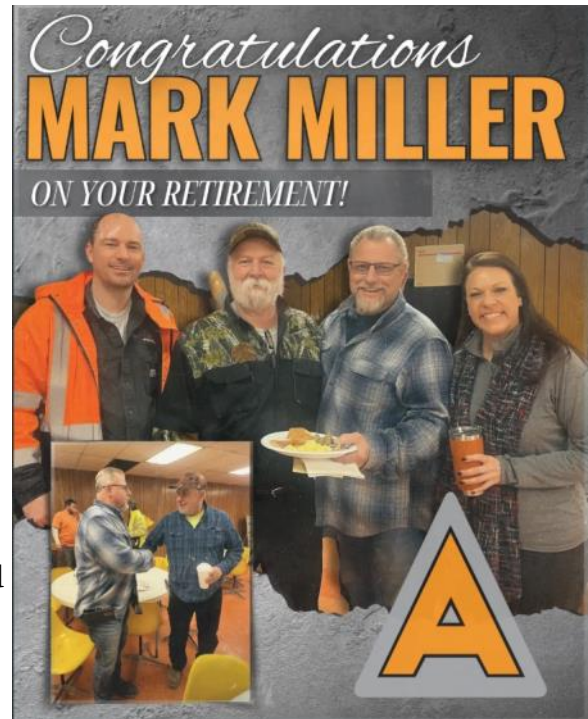
Stanley is one of the few people at Anderson Concrete who knows how to drive and maintain the 1929 Mack Jaeger antique. As Stanley always said, "These orange trucks are mine during the day, I'll give them back to you when I retire". Thanks Stanley, for all that you have done. You have instilled great work ethic in all of us at the shop that we continue to this day; we will keep them running for you.



Retirements

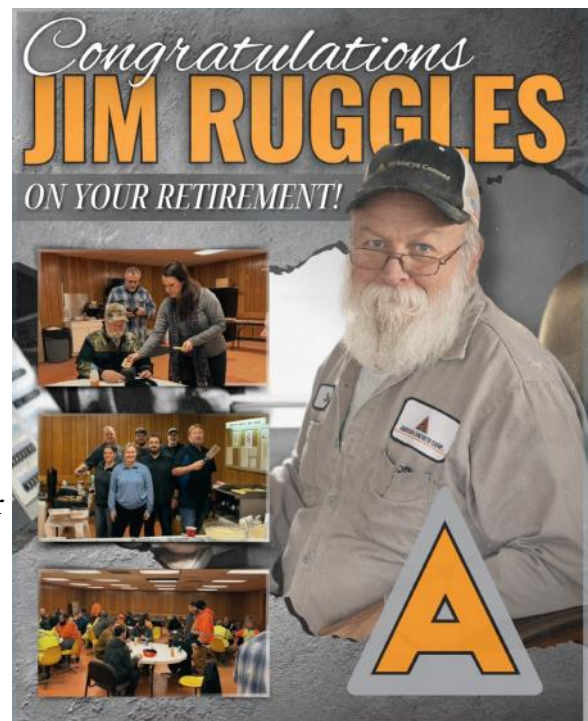
Mark Miller

Mark Miller started with the company in April of 1997. He spend a short period of time driving a mixer, then transferred into the plant department. After working with the maintenance crews, during a period of time when the company was moving several plants, Mark was assigned to Plant 5 on Goodale Avenue. Mark's work at Plant 5 was instrumental in our operation to supply Nationwide Arena, a very challenging project. Soon after, Mark found his home at Plant 6 in the Marble Cliff Quarry. While at Plant 6, Mark worked to become one of the best operators in the history of the company. His yard was organized, communication was always great, and he was helpful to all coworkers and suppliers. Mark was extremely reliable and his presence will be missed.



Jim Ruggles

Jim Ruggles started with the company in April of 1999. Jim initially spent some time in the plant maintenance building, assisting utility crews with building plant components. Most of Jim's 25 year career was spent at Plant 2. Jim spent 2 ½ decades running one of the most challenging concrete plants in the State of Ohio. The amount of technical work the company has serviced out of Plant 2 during Jim's career is almost beyond belief. Running Plant 2 is an extremely challenging and fast paced position, one that not many people could handle. We thank Jim for his professionalism, attention to detail, reliability, and being a great coworker.



Welcome New Hires! (April 1, 2024 - December 31, 2024)



Donald Andreen,
Driver



Edgel Blair,
Driver



Jeffery Bramlage,
Driver



Malinda Carr,
Driver



Trent Denyes,
Quality Control



Steven Durette,
Driver



Daniel Esbenschade,
Plant



Timothy Hanshaw,
Driver



Albert Hauck,
Driver



Kaitlyn Jithoo,
Human Resources



Frank Johnson,
Driver



Ty Johnson,
Garage



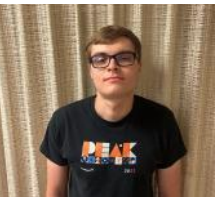
Michael Jones,
Driver



Cameron Kennedy,
Driver



Robert Kennedy,
Driver



Michael Levan,
Dispatch



Sihrahn Major,
Driver



Robert McNair,
Driver



Larissa Miracle,
Accounting



John Neil,
Driver



Chase Nelson,
Quality Control



Dayvon Richardson,
Driver



Howard Rucker,
Driver



Yeison Samboy,
Driver



Ronald Seel,
Plant



Michael Smith,
Garage



Kenneth Stephens,
Driver



Gavin Storts,
Driver



Quasi Thomas,
Driver



Caleb Washington,
Plant



New Hires Group Photo at the 2024 Holiday Breakfast

Changing Roles

Information Technology:

- **Jeff Koppenhoefer** has a new role as I.T. Assistant in the I.T. Department at Anderson Concrete. Jeff was originally hired into the Quality Control Department in July of 2021.



Dispatch:

- **Hans Harris** has begun his new role as Dispatcher into the Dispatch Department at Anderson Concrete. Hans was originally hired into the Plant Department in Sept. 2023.
- **Michael Levan** has begun his new role as Dispatcher in the Dispatch Department at Anderson Concrete. Michael was originally hired as a Driver in July of 2024.



Safety:

- **Adam Lapish** has been promoted to Safety Coordinator. Adam joined Anderson Concrete in July 2023 as a Mixer Driver and has quickly proven himself as a dedicated and reliable team member.
- **Mike Combs** was promoted to Safety Manager in Sept. 2024. Mike has been with Anderson Concrete since March 2020, initially as a Mixer Driver, then as our Training Coordinator. As Safety Manager, Mike leads the Safety Department and takes on key responsibilities such as accident investigation and response, ensuring compliance with DOT, OSHA, and EPA regulations, managing safety-related feedback, and overseeing the evaluation and management of safety equipment and PPE.
- **Gavin Colvin** has been promoted to Safety Coordinator. Gavin has been a valuable member of the Anderson Concrete team since joining us as a Mixer Driver in Sept. 2022, then transitioned to the role of Dispatcher in Oct. 2022. He has consistently demonstrated a strong commitment to safety and team support.



Clockwise from top left: Mike Combs, Gavin Colvin, Brandon Double, Kaitlyn Jithoo, Tammy Thornton.

Human Resources:

Since we've made significant changes to the structure of the HR department, we want to clarify the roles and responsibilities:

- Director of Human Resources, **Brandon Double** is focusing on strategic people focused initiatives across the organization. His responsibilities include leadership development across all departments, labor relations and team engagement, diversity, equity & inclusion, and overall employee health & well-being. Brandon will lead the managers of the Human Resources & Safety Departments.
- Human Resources Manager, **Kaitlyn Jithoo** is leading the HR Department. Kaitlyn's responsibilities include handling HR related investigations, managing health insurance, 401k benefit and workers' compensation plans, enforcing handbook/policy rules, overseeing drug testing, and coordinating year-end awards.
- Human Resources and Payroll Coordinator, **Tammy Thornton** will still be the day-to-day contact for Human Resources related items. Tammy's responsibilities include processing payroll requests (direct deposit, taxes, etc), FMLA and disability paperwork, insurance related requests, and the administration of workers compensation claims.

Designating a Beneficiary for Your 401(k) Plan: Why It's Important

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

At Anderson Concrete, we care about your financial future, and one important step in securing that future is ensuring that you have a beneficiary designated for your 401(k) profit-sharing plan. It's a simple process, but it can make all the difference in the event of an unexpected life change. Having a designated beneficiary ensures that your hard-earned savings go to the people you care about most, without unnecessary delays or complications. Without a beneficiary on file, your funds may not be distributed according to your wishes, or could even end up being tied up in legal matters.

Take a few minutes to log in to your 401(k) account at Lincoln Financial Group <http://www.lfg.com> to update or designate your beneficiary today. It's quick, easy, and will give you peace of mind knowing that your loved ones are taken care of in case of the unexpected. As part of the Anderson Concrete team, you've worked hard to build your financial future—let's make sure your plan is protected the way you want it to be.



Dispatch Update

Steve Grove, Dispatch Manager

Dispatching is often a complex and high-pressure task, requiring quick thinking, attention to detail, and the ability to stay calm under pressure. The hard work and dedication of our Anderson Concrete dispatchers keeps everything running smoothly, ensuring safety and efficiency. Thank you to all of our dispatchers for your valuable contributions and tireless efforts—your work truly makes a difference.



Safety & Service Awards



30 Years of Service



25 Years of Service



10 Years of Service



5 Years of Service



Safety Years of Service - 5 to 25 Years



Perfect Attendance - 6 to 10+ Years



Perfect Attendance - 1 to 5 Years



Retirees of Anderson Concrete

Sales Report

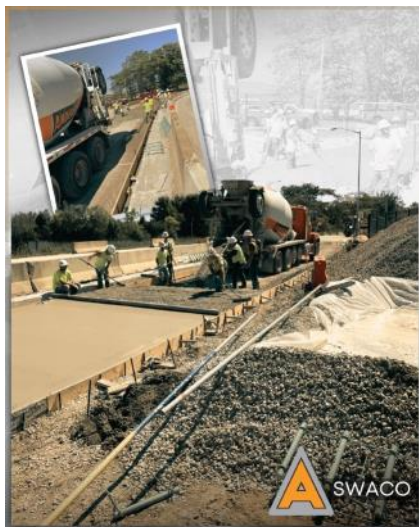
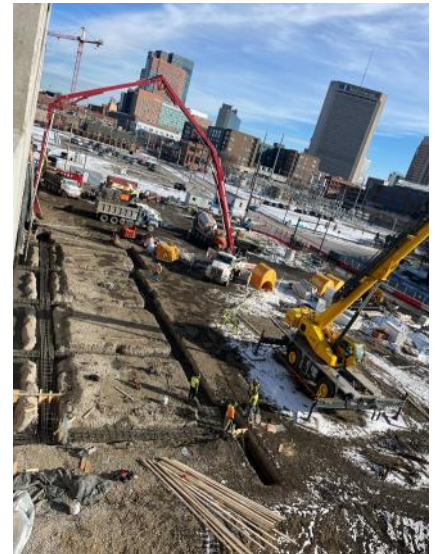
Chad Higginbotham and Ryan Trapp, Co-Sales Managers

As we move through Winter production, below are a few projects we'll be delivering to:

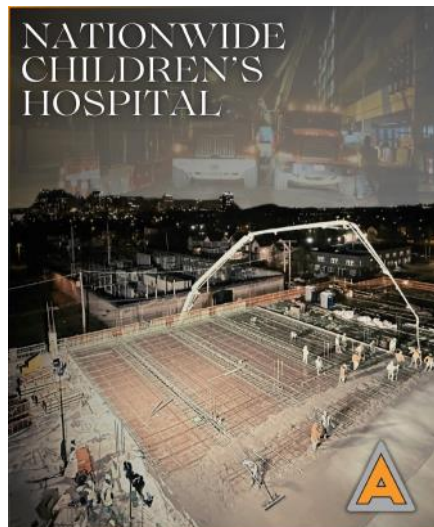
- Kokosing and Keller Construction - ODOT Project - 90,000 CY
- Walsh Construction on 3 jobs – McKinley Ave Dewatering/Children's Hospital Garage and Tower – 50,000 CY
- Complete General Several Various City/State Projects – 10,000 CY
- Igel Construction – Ohio Expo – 10,000 CY
- Beaver Exc. - New Midfield Terminal Bridge and Roadway Package -11,000 CY
- Lithko Contracting - LCK 064 – 30,000 CY
- CK Construction – OSU MALC – 10,000 CY

Projects that we're actively pursuing:

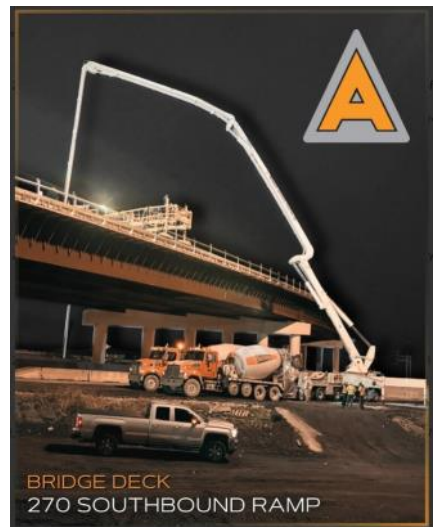
- Ohio Expo Hardscapes – 15,000 CY
- Midfield Terminal – 40,000 CY
- Midfield Terminal Paving – 75,000 CY
- Airport Parking Garage – 65,000 CY
- Riverside Parking Garage – 30,000 CY
- Project Cardinal Water Treatment Plant – 30,000 CY
- Hillwood Warehouses – 20,000 CY



SWACO Landfill: Paving with our partners at Decker Construction Company.



Nationwide Children's Hospital parking garage working with our partners at CK Construction.



Early pour Bridge Deck, 270 southbound ramp to 70 east. Photo from Michael Drake

Plant Update

Katie Jenkins, QC Engineer

A 'new' plant will be placed next to 2-Plant off Haul Road. Even though this will be a new addition for Anderson Concrete, this plant actually has been involved in Anderson Concrete work for a long time. Originally this plant, formerly known as 10-Plant, sat off Post Road by 161 in the early 1970s. At the time, it was between two cornfields, so there was not much industrial construction work present. Interestingly, 10-Plant was crane-fed by buckets; conveyers were not utilized to fill the aggregate bins.

In 1986, the plant was moved to Avery Road near Route 33. It stayed crane-fed until 1988 when conveyers were added to the plant. Buckeye Ready-Mix owned and operated this plant from the early 1990s to 2013. Anderson needed this plant and location in 2013 for the 161 barrier wall job. It was at this time when the plant was renamed to what it is known as today: 3-Plant. That plant was periodically utilized until 2021. While it was located at Avery Road, it completed loads (pun intended) of base paving, curb, and gutter residential work. Given the amount of work it has supplied over the years, this plant has been kept up to date with the maintenance completed by the plant department.

The land where 3-Plant will be erected is near 2-Plant and is where 5-plant stayed until 1997. The previous footings from 5-Plant have been demoed by Law Excavating. The new foundation was prepped and poured by Foor Concrete. The plant will be constructed in winter by Anderson's plant department where the plant will be repurposed into a specialty plant. A 4th aggregate bin will be added during the erection process which will allow for specialty aggregate use.

There are a lot of advantages to adding a dry batch plant to Anderson Concrete's production process. This plant will primarily handle the low slump concrete work. It will be able to handle the majority of this work in the Columbus market. For low slump concrete, running a dry batch plant is more efficient, and is expected to run a couple hundred yards a day. There are some complications when switching between higher and lower slump in a single plant. The biggest challenge being carry over air. The air product for low slump concrete is more potent, and residual product in the drum leads to unwanted increased air entrainment in the following load. This leads to delamination and strength issues. Moving 3-Plant to the Columbus market to handle low slump concrete will be a major improvement in the Anderson Concrete production process.

A big thanks and shout out to the plant department for the work they do to maintain and operate all of the plants every day.



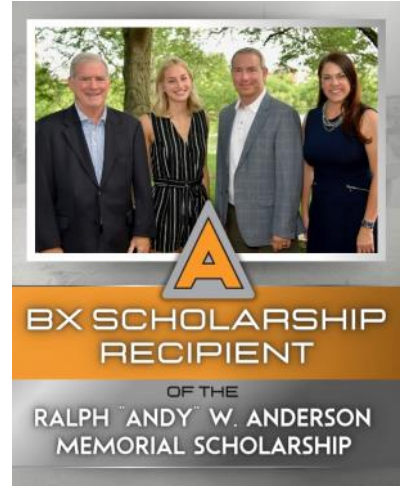
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Community Involvement

BX Scholarship

The Builders Exchange of Central Ohio recently awarded \$175,000 in scholarships to 61 area high school and college students, including the inaugural Ralph “Andy” W. Anderson Memorial Scholarship.

Apply now for a 2025 Scholarship! Tuition assistance available for students pursuing a construction-related degree. **DEADLINE FEB. 21, 2025.** www.bx.org/scholarships.php



Holiday Toy Drive

Thanks to all of the Anderson Concrete employees who donated toys for the Holiday Toy Drive! Anderson Concrete answered the call from the Ohio Contractors Association Columbus Chapter to gather toys to donate to the Columbus Recreation and Parks Department Adopt-a-Center program. Through the program, individuals, families, and youth of all ages are given access to hot meals, warm clothing items, hygiene items, and toys at 28 community centers in the city of Columbus.

Thanks everyone!



Ohio Gold Star Families Memorial Event

Anderson Concrete was honored at the Ohio Gold Star Families Memorial Donor Recognition Event at Veterans Memorial as a Cornerstone Donor. Thank you to Kaitlyn Jithoo, Scott Scheurell and Jerry Kaiser, three of our employee veterans, for attending the event.



Trunk - Or - Treat at Moler Elementary

Anderson Concrete participated in the Trunk-or-Treat at Columbus City Schools Moler Elementary for the second year in a row. The assistant principal and the Staff of Moler Elementary were incredibly grateful for our support. Thanks to Charlie Andersen for staffing the event with treats and hard hats.