

# UNDER CONSTRUCTION



RASMUSSEN  
GROUP

Vol. 44 . May 2024



## INSIDE THE ISSUE:

## LETTER FROM THE CHAIRMAN



We all want to be the best. I see that on the basketball court as I watched the Final Four duke (no pun intended) it out. I know our group strives to be the best at what we do. Which plant has the highest production? Which truck delivered the most loads? What type of record production took place? I love to see how competition fuels our individual companies as well as our individual selves (provided we don't make it mean spirited).

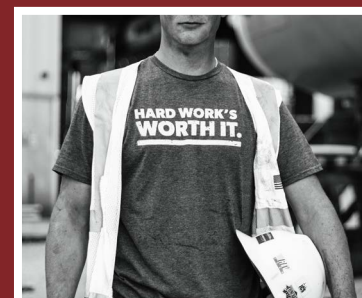
Our strategic plan has set forth corporate values, and the value that I personally hold up as the most important is "Go Home Safe." To do this,

each and every Rasmussen Group company must be "Top of Class," best of the best, #1, champions, etc., in all aspects of safety. It isn't just one thing. It's a cumulation of all things. Everything we do is tied to safety. From getting proper sleep and nutrition, to critical training, to habit forming Personal Protective Equipment behaviors – they all matter. I am thrilled to see more and more discussion on safety culture and the use of resources put in place to ensure a safe working environment. Keep up the good work! Safety is the right thing all around. Workers comp, damaged equipment and high insurance rates are three financial reasons why safety should be top of mind in everything we do. You will be more profitable without the headaches associated with unsafe behaviors. But those are negligible compared to the human cost. Anyone who has been at an accident scene knows this sad reality firsthand.

Be open to learning and please do your best to incorporate these safety behaviors into your daily work life. As I back into my parking spot each day, it is a reminder that I need to be thinking constantly of the new ways to live safely in this world. If I can keep myself safe and, more importantly, the people who rely upon me to be safe, then this is the area in which I want to be: "Top of Class." I look forward to celebrating all of the "Top of Class" safety improvements throughout the company. It is truly a great thing to celebrate.

**KURT RASMUSSEN**

- ▶ CEO & COO CORNER
- ▶ COMPANY VALUES
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- ▶ HUMAN RESOURCES
- ▶ COMMUNICATIONS
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# CEO CORNER



Soft skills – what are they, why do I care and if they are “soft,” how important are they, really? Are soft skills the opposite of hard skills? Hard skills are the technical training/education you need to do your job safely and properly – driving, calculating, measuring, calibrating, executing, etc. Soft skills are the skills you need to do your job effectively

and efficiently, and dare I say, professionally. So what are the soft skills? Teamwork, Problem Solving, Adaptability, Communication, Critical Thinking, Time Management and Emotional Intelligence. As a company, we must teach, train and demand excelling at the hard skills. We must provide a quality product safely. But, in today's competitive environment, and as a company that has values of - Do The Right Thing, Be a Team Player, Go the Extra Mile, Think Innovation and Go Home Safe, we must have soft skills as well.

How do you evaluate which soft skills you need to improve? How do you learn or improve your soft skills? How do you train your direct reports on soft skills? Between self-evaluation and asking people you trust to help you identify areas that you can improve (also known as performance reviews), you can improve your soft skills. Our Human Resources department is here to help. They have the resources available to assist in soft skills development. Also, our new trainer, Teresa Jensen, will have easy-to-access videos coming your way soon.

The resources out there are endless. It is up to all of us to increase our development and growth so that we live and work according to our values.

## LYNETTE RASMUSSEN

# COO CORNER

I wanted to take a moment to update everyone on our progress over the past fall and winter. During this time, we engaged with a consultant to undertake a strategic planning initiative.

The objectives of this strategic planning process were to:

- Develop a common and compelling vision that aligns with our organization's momentum and opportunities.
- Formulate a strategic direction that leverages our strengths and core competencies.
- Design a plan that is actionable, realistic, and accountable to our targeted goals.
- Develop an effective communication plan and process to convey the Strategic Plan and ongoing results to key constituents.

The team members involved in this process were: Lynette Rasmussen, Kurt Rasmussen, Jeff Rasmussen, Troy Kunz, Landon Streit, Jeff Wangsness, Courtney Maxwell, Dave Poling, Chris Rogers, Wade Carroll, Karl Rasmussen, Sam Rasmussen, and myself.

During this process, we identified key strategies and assigned team leaders to develop action plans to guide us in the future.

Currently, the key strategies and their respective team leaders are as follows:

- Create a Team Member Focused Culture – led by Courtney Maxwell
- Profitably Grow the Business – led by Troy Kunz
- Enhance Operational Excellence – led by Landon Streit
- Develop a Next Generation Succession Plan – led by Jeff Rasmussen & Lynette Rasmussen

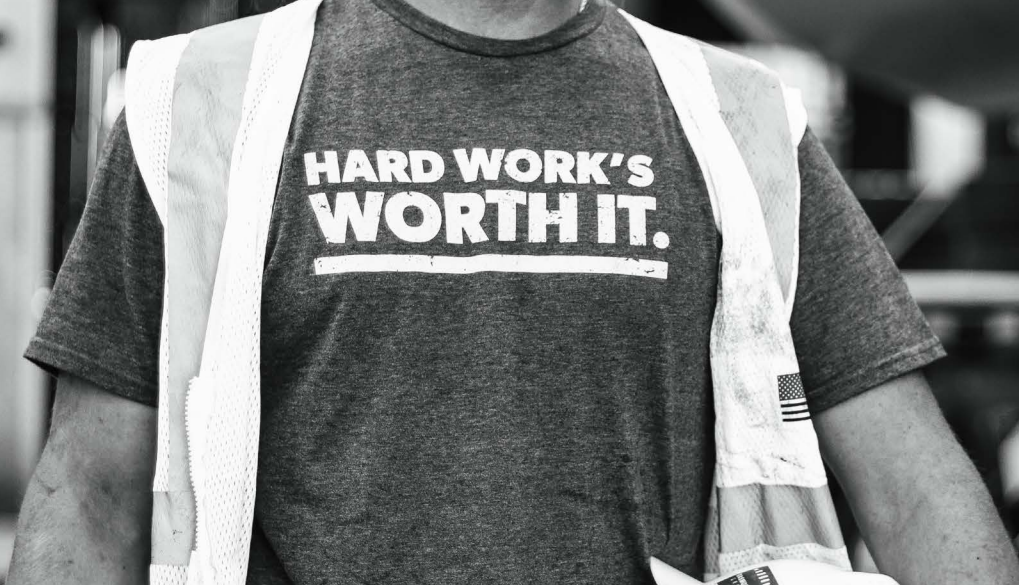


Each key strategy leader has assembled a team of members from across our companies to further develop their respective strategies. We believe that by focusing on these key areas and leveraging our strengths, we will continue on the path to success.

## TIM JANSSEN



HARD WORK'S WORTH IT.



## MISSION

*Hard Work's Worth It.*

## VISION

*Building our communities by focusing on our team members, customers, and opportunities.*

### OUR TEAM (WHO WE ARE)

- Building a team that inspires, rewards, and equips each team member to reach their full potential
- Integrating a culture of safety, quality, and production for our team members, customers, and the public

### OUR CUSTOMERS (WHO WE SERVE)

- Utilizing a customer-centric focus supported by quality products, service, and delivery that exceed our customers' expectations

### OUR OPPORTUNITIES (WHERE WE GROW)

- Aligning growth opportunities with our core competencies by leveraging our brand, reputation, expertise, and experience
- Positively impacting the communities we serve through our involvement and financial support

## VALUES

**DO THE RIGHT THING**

**BE A TEAM PLAYER**

**GO THE EXTRA MILE**

**THINK INNOVATION**

**GO HOME SAFE**



**RASMUSSEN  
GROUP**

# ACQUISITION

In February, we announced the acquisition of two Johnson Holding Co. subsidiaries, Ideal Ready Mix and L&W Quarries. This was a natural fit for both parties as we share the same values and customer-centric approach to business. This also aligns with Rasmussen Group's core competencies and expands our service areas. We will continue to pursue growth in our company, and adding both Ideal Ready Mix and L&W Quarries increased our family of companies to 11 in total. The synergies among our companies have allowed us to grow, innovate and generate a positive impact within the communities we serve.

A little bit about these two companies that have been welcomed into the Rasmussen Group family:

## IDEAL READY MIX

Ideal Ready Mix Company, Inc. is a family-owned business founded in Ottumwa, IA in 1947 by H. Leon Yates. Initially starting with one plant and a few trucks, the company expanded under the leadership of Leon's son, Gary L. Yates. By 1972, Ideal had multiple plants in the Ottumwa area. After H. Leon Yates' passing in 1976, Gary took over until the company was sold to Johnny Johnson in 1984. This acquisition led to further expansion into southeast Iowa, northeast Missouri and west central Illinois.

Under the Johnson family's stewardship, Ideal continued to grow, maintaining its status as a family-owned enterprise. The corporate offices were moved to West Burlington, IA, and successive generations of the Johnson family have assumed management roles. Ideal operates as a cohesive team across its various locations, emphasizing service and commitment to its customers.

As the premier provider of ready mixed concrete since its inception, Ideal Ready Mix has evolved to offer a comprehensive range of services, including Ideal Masonry Products and Ideal Sand divisions. With nearly 40 concrete ready-mix plants and a versatile fleet of mixer trucks, Ideal serves projects of all sizes across southeast Iowa, northeast Missouri and west central Illinois. Additionally, Ideal provides sand, gravel, concrete tools, sealants, treatments, rerod and coloring to meet diverse construction and landscaping needs. At Ideal Ready Mix, service remains the primary focus, supported by a professional staff dedicated to facilitating projects with efficiency and expertise.

## TOM ALEXANDER





## L&W QUARRIES

Established in 1950, L&W Quarries has solidified its position as a leading producer in the quarrying industry, offering a wide range of construction materials such as roadstone, clean stone, asphalt stone, lime and riprap, including concrete stone supplied to Ideal Ready Mix. With operational bases strategically located in Kahoka, MO; Yarmouth, IA; and Walnut City, IA, the company efficiently caters to diverse construction needs across multiple locations. With more than seven decades of experience, L&W Quarries remains a trusted provider of quality construction materials, prioritizing reliability and excellence in its offerings.

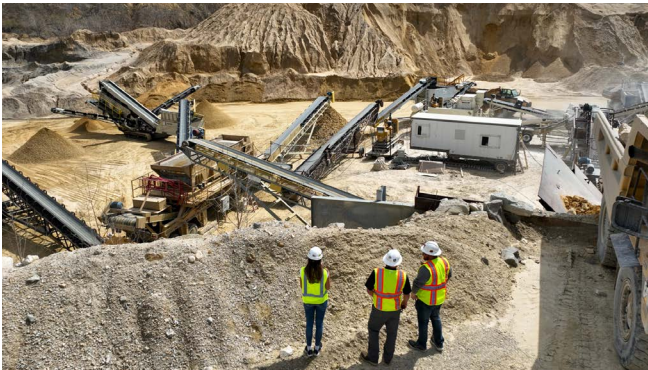
Originally known as L&W Construction Co., the company has deep roots as a family-owned business. Despite changes in ownership and management during its early years as a limestone products producer, all original business assets were acquired by Johnson Holding Company of West Burlington, IA, in March 1990 under the leadership of its president, John R Johnson. This acquisition marked the transformation of the company into L&W Quarries, Inc. The Johnson Holding Company, a family-owned and managed business, has been integral to the company's evolution, although John R Johnson passed away in 2011.

Operating as a wholly owned family business, L&W Quarries, Inc. has expanded its operations over the years. The company attributes its success to a collective team effort across its locations in southern Iowa and northern Missouri. While the company's activities span several active quarry sites, its strength lies in a cohesive management team and dedicated employees who work together to achieve success.

These two acquisitions led Ideal Ready Mix and L&W Quarries to join the Rasmussen Group's family of companies. This transition marks a new chapter with these two companies, further enhancing their capabilities and resources within the construction industry. As part of the Rasmussen Group, they can continue their legacy of excellence, reinforcing their commitment to service and innovation while expanding their reach and impact in the communities they serve.

We welcome all the employees of Ideal Ready Mix and L&W Quarries and look forward to continued success.

## BRAD HELMERSON





# ARGEETransport



Hello from Argee Transport. We hope all of you had a warm, safe winter. We are looking forward to the warmer temperatures that spring will bring. We have enjoyed a busy fall and winter, minus a few days of subzero temps and snow days. Since our last newsletter, we have delivered steel girders to Peoria, IL; Des Moines, IA; Muskogee, OK and Port Allen, LA. We also helped our newest family member, L&W Quarries, move one of their crushing plants. We welcome them and Ideal Ready Mix to the team. We're pleased to report that we have had a safe and productive year thus far. Keep up the good work, Argee folks!

**BRAD KOHLWES**



# CIRCLE V SPECIALIZED

Circle V Specialized has been busy the last few months! We bid farewell to the Sand Springs location and relocated our office, shop and storage yard to a new facility in Claremore, OK. This was a very challenging event given the amount of equipment and tools to move in a short time frame. In the end, we got it all cleared out and moved to the new location, and are still unpacking, organizing and setting up our shop and office. A big THANK YOU to all crew members for their hard work and overtime hours to make sure this task was completed under the deadline.

Away from the yard, we have been transporting the energy processing equipment as normal. We have been staying busy in the west Texas areas of Midland, TX and Mentone, TX, delivering equipment to gas processing facilities that are currently under construction. We recently moved a large vessel (110' long, 13'9" wide, 13'9" tall, weighing 278,000 pounds) on our platform hydraulic Goldhofer trailer. We have had an influx of coolers to transport down to Midland, TX, so the crew has been busy running from Tulsa to Midland, and during those breaks, we have been able to supplement with some transport work to Pennsylvania, northern Illinois and Larose, LA. All in all, we are staying very busy with the typical oil and gas customers, with several projects and deliveries on the forefront as we get into the summer months and more daylight drive time available.

Safety remains our top priority and we're proud to report that our safety metrics continue to exceed industry standards. So far so good in 2024! We will continue to prioritize safety in all aspects of our work, ensuring that everyone returns home or arrives at their destination at the end of each day. More vehicles sharing the road means more danger, more caution... and more everything for our team during transport! Drivers, pilots, mechanics, office staff – all have been operating safely and we aim to maintain an accident and injury-free workspace while we continue to execute oversize, difficult and heavy hauls on our equipment.

We are constantly innovating to streamline our operations and enhance efficiency. We are working on some inputs for our drivers to utilize technology for routing more efficiently and reducing bottlenecks in paperwork. Stay tuned for updates on the latest technological advancements and how they will impact our day-to-day workflows.

Lastly, in this edition of our update, we want to shine a spotlight on Renee Hopkins. Renee has consistently demonstrated dedication, professionalism and a strong work ethic. Her positive attitude and willingness to go above and beyond makes her an invaluable asset to our team. Let's give her a big "THANK YOU" of appreciation for her outstanding contributions to our team.

## JEFF RASMUSSEN



# CONCRETE SUPPLY - IOWA

## THE IMPORTANCE OF EXCELLENT CUSTOMER SERVICE IN THE READY CONCRETE INDUSTRY

At Concrete Supply, we understand the paramount importance of excellent customer service in the ready mix concrete industry. We take pride in our commitment to providing the highest level of service to each and every one of our customers, whether big or small. In this newsletter, we would like to emphasize why customer service is crucial in our industry and how it contributes to the growth and success of our company.

### BUILDING STRONG RELATIONSHIPS

Building strong relationships with our customers is the cornerstone of our business. Our dedication to excellent customer service enables us to effectively establish and maintain these relationships. By consistently delivering exceptional service, we ensure that our customers not only choose us for their concrete needs but also remain loyal to our company over the long term.

### ENHANCING CUSTOMER SATISFACTION

We understand that satisfied customers are the key to our success. That's why we go above and beyond to meet and exceed the expectations of our customers. From the moment they contact us to the completion of their project, our team is committed to providing them with the highest level of service and support. We believe that every interaction with our customers is an opportunity to make a positive impression and build trust. We must ANTICIPATE our customer's needs!

### IMPROVING COMMUNICATION

Effective communication is essential in the ready mix concrete industry. We make it a priority to listen to our customers' needs and concerns carefully. By maintaining open and transparent communication throughout the entire process, we ensure that our customers are always informed and involved. Whether they have questions about our products or need assistance with their order, our team is here to help.

### PROVIDING EXPERT ADVICE

With years of experience in the ready mix concrete industry, we have the knowledge and expertise to assist our customers with any project, big or small. Our team of professionals is dedicated to providing expert advice and guidance to help find the right solutions for their specific needs. We take the time to understand their requirements and offer personalized recommendations to ensure the success of their project.

### RESOLVING ISSUES PROMPTLY

In this industry, issues and challenges can arise unexpectedly. However, it's how we respond to these challenges that sets us apart. At Concrete Supply, we are committed to resolving any issues or concerns promptly and effectively. Our goal is to minimize downtime and ensure that the project stays on track.

### FOSTERING CONTINUOUS IMPROVEMENT

We believe that there is always room for improvement, and we are continuously looking for ways to enhance our customer service. We regularly seek feedback from our customers to identify areas where we can improve and better serve their needs. By fostering a culture of continuous improvement, we can adapt to the changing needs of our customers and stay ahead of the competition.

In conclusion, excellent customer service is vital in the ready mix concrete industry. We understand the importance of providing our customers with the highest level of service and support. By building strong relationships, enhancing customer satisfaction, improving communication, providing expert advice, resolving issues promptly and fostering continuous improvement, we can ensure the growth and success of our company.

As our customers grow, SO DO WE!

### KEITH KUENNEN





# CONCRETE SUPPLY - OMAHA

As we start out the new year, we'd like to thank all our dedicated employees for their hard work. Your dedication is noticed and appreciated. We couldn't do this without all of you and we are thankful for our team and all the hard work that makes it worth it!

This year at our employee appreciation party, we celebrated years of service and production awards. I would like Congratulate Kayla Christensen, Matt Bertelsen, Chris Newman, Gino Dawson and William Moore on five years of service.

Our three top producing drivers were:

#1 – Elisha Allerton – 1,234 Loads; 11,051 Cubic Yards Delivered

#2 – Gerson Lopez – 1,201 Loads; 10,698 Cubic Yards Delivered

#3 – Jade Schiller – 1,178 Loads; 10,685 Cubic Yards Delivered

Concrete Supply wrapped up 2023 by surpassing all our budget numbers, including yardage. We produced a total of 588,636.5 cubic yards of concrete last year and along the way, we hit many milestones, including surpassing the most yards produced in a day and per month. And our Gretna plant is still the top producing plant in the company!

Keeping our employees safe has always been a huge focus and we were long overdue for a Safety Manager in the Omaha area. We'd like to give a shout out to our newly hired Safety Manager, Bryce Hopp. Welcome aboard, Bryce! We look forward to working with you and are extremely excited to take our safety program to the next level.

As we look forward to 2024, we are excited to be purchasing 12 new trucks with collision mitigation and lane assist – another tool to help our drivers Go Home Safe. We will continue to look for new technology and innovations that will help us achieve our safety goals.

With the addition of the new trucks and our newest plant operating for more than a year now, we are set up for a great 2024 season. Again, many thanks to our hard-working employees.

## CHRIS ROGERS



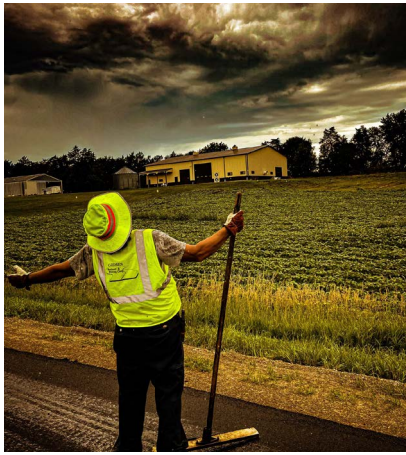


# GRIMES ASPHALT & PAVING

The 2024 asphalt paving season has begun. Signs are pointing to a very busy season, as our project managers are in a bidding frenzy. Throughout the winter months, our team focused on training and development. Team members attended iDOT and AGC-sponsored programs, learning about work zone safety and the changes we will encounter this year. For some final inspiration, I am sharing some notable photos our team members took last year.

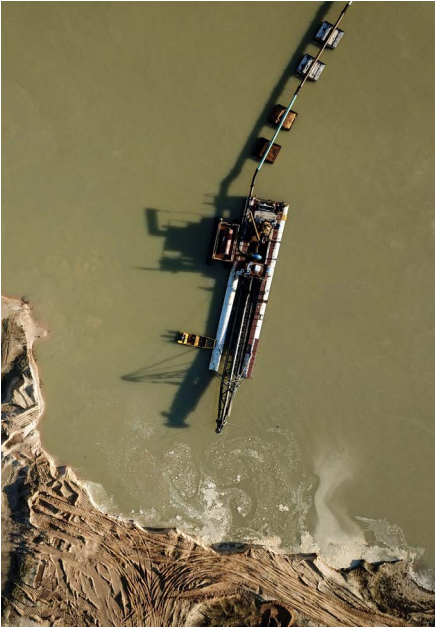
Let's remember to keep safety our top priority and look out for each other.

## MATT YONKER





# HALLETT MATERIALS



Hallett Materials set new records and reached many new heights in the past year as we continue to be a leader in the Houston market. The hard work and dedication of the Hallett team has allowed us to switch gears toward a direction of growth and expansion as we search for new mining locations. We believe our flexibility to move fast with our team will help us capitalize on new opportunities in untapped markets.

With sights set on the future, Hallett Materials continues to optimize and streamline processes at both Porter and Hempstead. One example of this is the new dredge at Hempstead and its ability to allow us to increase production and service the rapidly growing west side of Houston. Porter continues to be a staple in the middle of Houston and we continue to adjust and find ways to increase production of the fine sand, taking what was once a waste product and turning it into a signature material for Hallett.

2023 was a great year for Hallett and we look forward to the advancements and opportunities that 2024 will offer.

## JACOB MCCURRY

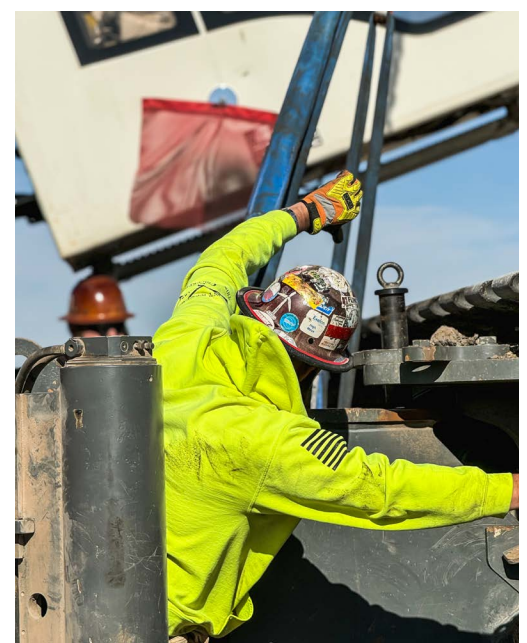
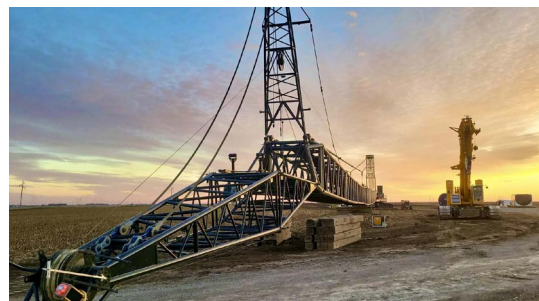




# JENSEN CRANE SERVICES

In March, we wrapped up our largest new construction project to date. This project consisted of erecting 13 Vestas towers, the tallest towers that we have worked on to date. The height of these towers were 346 feet tall to the center of the hub. The heaviest lift was 178,000 pounds and was lifted to the top with our newest crane, the LR 1600. The project used two crawler cranes, three rubber tire cranes, five forklifts and six light plants to work in the dark. The project was a joint effort with Renew Energy, who climbed and bolted the towers together while Jensen Crane operated the equipment.

## RON SIMS





# JMT TRUCKING



## HAPPY 30TH ANNIVERSARY, JMT TRUCKING!

JMT was incorporated in January 1994, and here we are 30 years later, 85 trucks strong and kicking butt. As I sit down to write this spring newsletter, I'd like to start by saying "thank you" to not only the past and present JMT Trucking team members, but to all the Rasmussen Group employees who have supported all the things necessary to do what we do every day. From accounting to safety to credit management, a company does not survive 30 years in the business by accident. Thank you to all who have made it possible.

As I mentioned in my year-end letter, Randy Cooper had joined the Rasmussen Group as the Director of Safety. One of my goals for 2024 is to improve our safety and driver training. Randy is assembling his team quite nicely to help facilitate those goals. With that, I'd like to give a shout out to John Ross. John hung up his driving shoes to join the safety team as our Driver Performance Specialist. This was a new position at the time, and John did an unbelievable job creating the foundation for this all-important position. John announced his retirement effective the end of April. We sure hate to see John leave us, but are thrilled for him to have the time to travel back and forth from Ames to South Dakota to be with family. I would also like to announce and congratulate Larry Smith on being hired as John's replacement. Like John, Larry is leaving our driver ranks for a new challenge. Again, we sure hate to lose Larry and leave us as a driver, but are excited for him as he takes on a new challenge. We all know Larry will do a great job. He is always willing to do what it takes to get the job done.

One of the other items mentioned in the fall newsletter was that we were searching for a new dispatch system. I'm happy to announce that with the work of several people, we have started the implementation of the Dump Truck Dispatch System. The dispatch team, led by Dave Poling, has been working on the roll out since the first of the year. It might seem like an easy task, but there is so much more to it than one might think. Our goal was to roll it out April 1st; however, we have had to make several tweaks to the system and will fully implement it when we feel the time is right. That brings up another individual that I'd like to recognize. Congratulations to Dave Poling on accepting a new role within the Rasmussen Group. Dave will be the Director of Systems Management. We all hate to see Dave leave his role as Dispatch Manager, but are excited for Dave in his new role. As part of his new role, he will still have his hands on the dispatch of both JMT Trucking and Concrete Supply, so we're not saying goodbye... just "until next time!"

2024 looks to be a good year. We have a fair amount of DOT work north and south of Des Moines on I-35, and most of the paving on the East Mixmaster project. Microsoft continues with existing work along with bidding additional buildings, while residential construction seems to have a little more buzz going and we are getting our new equipment in a timelier manner, which will reduce disruptions during the busy season. I look forward to filling all the seats and having a busy, safe year, I hope the whole JMT Team is as well.

**JEFF WANGSNESS**



# TRANSCO READY MIX

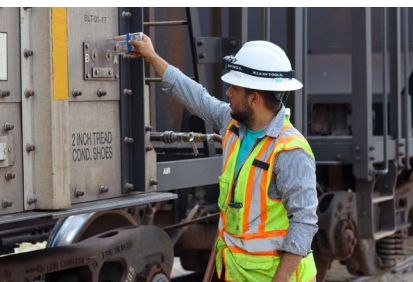


The ready-mix market in Houston is witnessing a notable turnaround, buoyed by factors such as increasing infrastructure projects and renewed construction activities. TransCo Ready Mix's strategic realignment strongly positions it to capitalize on this upswing. TransCo is not only poised to meet the growing demands of the market, but also to exceed expectations in terms of quality and service.

TransCo Ready Mix has recently navigated significant changes to adapt to the evolving Houston landscape. Amidst the challenges, TransCo strategically closed and sold its Humble location while looking for a strategic location to move the existing plant and optimize our footprint. This move underscores TransCo's commitment to efficiency and consolidating its resources to better serve its customer base. By also streamlining operations and leveraging the advantages of its Conroe facility with the addition of the Baytown Plant, TransCo has enhanced its capacity to supply our customers considerably in northwest Houston.

Year one has seen many changes, and our customer base has grown substantially. This is a true testament to the hard-working team at TransCo. We believe 2024 will bring many great opportunities for TransCo and lead into an even better 2025.

## MATT FONTENOT & WADE CARROLL





First, I would like to introduce myself. I am Randy Cooper, and by the time you are reading this newsletter, I will have been with the Rasmussen Group for about six months. Prior to joining the company, I worked for CRH Americas Materials as the Midwest Region Safety Director. I have been working in the construction industry for more than 30 years and am dedicated to managing risk and safety programs, advising leaders on safe work practices, and pushing for compliance with federal and state regulations. I know we had a lot of changes in the Safety and Training Department over the last several months and I would like to share some of those changes below.



Since January 1st, some of these changes included:

- We added Bryce Hopp as a new Safety Manager role for Omaha and western Iowa. This new role will support the region to help reduce Sajid's area of responsibility.
- We will continue to employ two full-time Driver Development Specialists with coaching and training of driver behaviors. Larry Smith will be replacing John Ross after his well-earned retirement in May, and Jim Faust will continue in his current role. Moving forward, Larry and Jim will also be running our new hire driver orientation in the Des Moines metro area to help onboard our new drivers.
- With the recent acquisition of Ideal Ready Mix and L&W Quarries, we have brought on Dustin Guihan, a full-time safety professional with nearly nine years' experience with both companies.
- We have updated roles and areas of responsibility for Safety Managers across the Rasmussen Group:
  1. Steve Hein: Jensen Crane, Argee, Circle V, RGI Materials, TransCo.
  2. Sajid Ordagic: JMT, Central Iowa Ready Mix, Grimes Asphalt
  3. Bryce Hopp: Omaha and Western Iowa Ready Mix
  4. Dustin Guihan: Ideal Ready Mix and L&W Quarries
- In March, we added Teresa Jensen as our new Training and Development Manager for the Rasmussen Group. This position will focus on developing and facilitating all levels of training for OSHA, MSHA, DOT and other field operations safety. This role is new to the group so please reach out to Teresa or your local Safety Manager for any training you need to perform your work safely
- We are adding Smith System in-house driver training to help deliver classroom and on-road commentary drive instruction. We hope this training will provide all drivers with another tool in their toolbox for defensive driving skills. We started this training in April and will continue to train throughout 2024. The Smith System five keys for defensive driving are:
  1. Aim High in Steering
  2. Get the Big Picture
  3. Keep your Eyes Moving
  4. Leave Yourself an Out
  5. Make Sure They See You

The goal of the Safety and Training Department is to integrate a culture of safety, quality and production for our team members, customers and the public. If you see me, please stop me and let's chat about how the Safety and Training Department can help you and your team!

**RANDY COOPER**

# HUMAN RESOURCES

As we begin another year of success and achievements, the Human Resources Department is excited to bring you the latest updates, important announcements and expressions of appreciation.

Over the past year, the HR team has worked to implement new policies, processes and procedures to better support our employees. This spring, we officially began the rollout of our new Employee Handbook! This comprehensive guide was designed to provide our team members with valuable information about our company policies, procedures and expectations, ensuring a smooth and positive experience. Each team member will be provided with a physical copy of the handbook. The handbook will also be available in a digital format, making it convenient to access whenever and wherever it may be needed.

We also began the launch of EZ Texting, the latest platform aimed at enhancing communication within our organization. With our commitment to streamline communication, this platform will help us instantly share important messages with our team all at once, at one time.

This past fall, we revamped our Core Values, Mission and Vision statements. With much excitement, we began communicating these updates during the most recent company start up meetings. These elements are who we are, where we're heading and the principles that guide us. Our core values are the foundation upon which our company culture is built. They reflect the beliefs and principles that guide our decisions, actions and interactions, and represent the standards we uphold as we work toward our common goals. Our Mission statement outlines our purpose, motivating and inspiring each member to contribute their best toward a shared vision. Our vision is a glimpse into the future we are collectively working to create. It paints a picture of the success we aim to achieve and the positive change we aspire to bring about. You can find our new Core Values, Mission and Vision statements within the Employee Handbook. We encourage all team members to embrace these new values, mission and vision as your own and to incorporate them into your work.

As part of our commitment to fostering a positive work environment, we want to remind you of the various resources available to support your well-being. Your health and happiness are important to us, and we believe that a healthy, happy team contributes to our collective success. Our Employee Assistance Program (EAP) is a confidential counseling service designed to help you navigate personal and professional challenges. Whether you're dealing with stress, work-related issues or personal concerns, the EAP is here for you. Reach out to Employee & Family Resources at 800-327-4692 for more information or to schedule a session. We also offer an employee wellness program called Work Well. This program is designed to encourage employees and their families to engage in wellness activities and make healthy lifestyle changes. Visit [www.rasmussenworkwell.com](http://www.rasmussenworkwell.com) to find out more.

From a wellness perspective, according to the data provided by our wellness vendors from this past year's biometric screenings, more than 70% of those who completed the health screening are in the high-risk category for blood pressure. Unfortunately, this number over the last couple of years has been consistent. If you are not aware of what high blood pressure is (or hypertension), it is a symptomless "silent killer" that quietly damages blood vessels and leads to serious health problems. While there is no direct cure, using medications prescribed and making lifestyle changes can enhance your quality of life and greatly reduce your risk for heart disease, stroke, kidney disease and more.

It is important to know your numbers, get your blood pressure checked and get your annual physicals scheduled with a doctor. The Rasmussen Group offers health screenings throughout the year, so this would be an easy way to access health metrics. If you are diagnosed with high blood pressure, be sure to monitor your blood pressure regularly. Maintaining awareness of your numbers can alert you to any changes and help you detect patterns. The Rasmussen Work Well Program offers excellent resources and tools to help monitor your wellness success.

Well-being isn't always about mental or physical health; your financial health is just as important. We offer many resources and tools to help you become more financially prepared now and into retirement. You can find these resources and tools through our EAP, our wellness program Work Well, and Principal Financial Group. The Rasmussen Group's 401k Plan is a great starting point to start saving for retirement. If you want to make any changes to your 401k contributions, or enroll if you aren't already, you will want to contact Principal Financial Group directly. You can go online at [www.principal.com](http://www.principal.com) or call 800-547-7754. Here you will also find additional financial resources such as RetireView. This is a free resource to keep you on track for retirement! RetireView can help provide participants with the personalization and control to be more in tune with their individual retirement goals. If you need assistance with any resources that we offer, you can always contact a member of the HR team for support.

Lastly, we encourage you to utilize the Paylocity platform. Paylocity is our HR Self Service Portal. This platform is designed to offer a one-stop-shop type of experience. Here you can view and enroll in benefits, update your personal information such as address and emergency contacts, view important announcements and company communication, and recognize and be recognized by your teammates for a job well done. This platform also allows employees to easily communicate with others throughout the company and contact the HR team to assist with your employment needs.

Please continue to be safe and my team and I look forward to getting out to job sites this summer and continuing to support all of you!

**COURTNEY MAXWELL**



# COMMUNICATIONS



## Jeffrey Goss 1966-2024

It is with deep sadness that we inform you of the passing of Jeffrey Goss. Jeffrey passed away on March 4, 2024.

Jeffrey worked for Central Iowa Ready Mix (Concrete Supply) since 2016 as Quality Control Manager. Jeffrey was very proud of his work and the strides the industry took to make concrete testing a professional and uniform process. He also recently served as the President for the American Concrete Institute – Iowa Chapter.

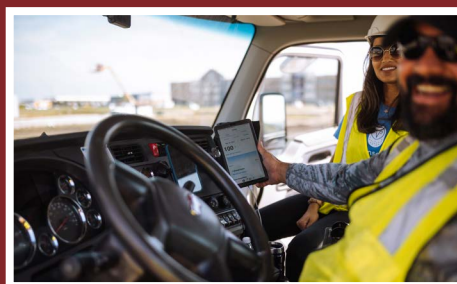
When asked what he loves most about what he did, Jeffrey replied with, "Ready mix is a love hate relationship. The variability in concrete is seen on a daily basis. The thing I love the most is the challenge that those variables present and at the same time the variables are the thing I hate about concrete. That being said, if it was easy, anyone could do it!"

He was an integral part of our team, and his dedication and expertise have left a lasting mark on our company. In remembrance of Jeffrey, we have named the QC Lab the "Jeffrey Goss Material Lab." You will also see on the wall his quote: "Concrete - if it were easy, anyone could do it," which speaks to his philosophy about concrete. Thank you, Jeffrey.



## Samsara Connected Operations Award

In June, Rasmussen Group was honored with the Samsara Connected Operations Award for Safest Operator. We take immense pride in our team and feel truly honored to be acknowledged by leaders in our industry. A special shoutout goes to all the drivers across the companies within Rasmussen Group. Your unwavering commitment to safety and tireless efforts are truly remarkable! Another congratulations to our very own Safety Manager, Sajid Ordajic, for earning the Samsara World Mover Award. Sajid's commitment to prioritizing safety above all else, and his ability to motivate his team by building real relationships founded on shared experiences, are truly commendable. For those acquainted with Sajid, his dedication to these principles is evident. Let's carry this momentum into the 2024 season as we continue to uphold our exceptional standards. We couldn't be prouder!



## On With Life

Rasmussen Group, JMT Trucking, and Concrete Supply helped On With Life move forward with their custom-built John Deere combine/tractor access devices for their therapy grounds. Because of our generosity, they can ensure that individuals impacted by brain injuries and other neurological conditions have the equipment and environment necessary to maximize their rehabilitation potential.



## Build My Future

Thrilled to have been a part of Build My Future 2024! Such a rewarding day showcasing the diverse career paths in construction, manufacturing, and more across Iowa. Build My Future is a hands-on career event held across the State of Iowa, highlighting opportunities in construction, manufacturing, law enforcement, armed services, healthcare, culinary, and more. Here's to empowering the next generation of skilled trades!



**RASMUSSEN**  
GROUP







# COMPANY NEWS

## RASMUSSEN GROUP

Semso Efendic passed his citizenship exam and was sworn in as a United States citizen!



## RASMUSSEN GROUP

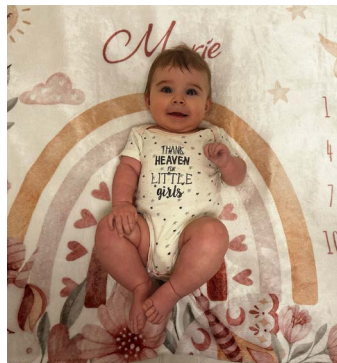
Joan Hoover welcomed her great granddaughter on 2/27/23.



Brogan Belle Nelson

## HALLETT MATERIALS

Taylor Arceneaux and Daniel Henrion welcomed their daughter on 8/8/23.



Marie Kay Henrion

## RASMUSSEN GROUP

Sarah Keesey and husband Ronnie welcomed their second grandchild on 9/5/23.



Khaleo Lee Merrifield

## RASMUSSEN GROUP

Shane Smith and wife Sarah welcomed their first child on 12/7/23.



Soren Timothy Smith

## JMT TRUCKING

Tomas Garduano and his wife Nicole welcomed their daughter on 1/1/24.



Olivia Grace Garduno

## ARGEE TRANSPORT

Eric Frisch and wife Haley welcomed their daughter on 2/2/24.



Addison Frisch

## RASMUSSEN GROUP

Beverly Morrissey welcomed her grandson on 9/7/24.



Cameron Marcus Morrissey

# OUR PEOPLE ARE FAMILY AND FUTURE.



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