

MESSAGE FROM THE PRESIDENT

During his career with Koss Construction, Richard Koss wrote several essays and letters to the men and women at work in this company, including his son, Christopher 'Kip' Koss. He wrote about what was happening inside of the company, and even when he travelled abroad he shared his experiences and thoughts with the employees of Koss Construction. A couple of letters written while on a trip to the Middle East even shared his thoughts on global politics with all of us (although I wasn't even born at that time). He knew then what many of us know now, there is no finer collection of people than those who build, in particular those who choose to build with this company. I did not know Richard Koss, I did know his son, Kip. The legacy of his work makes clear that Richard Koss valued a dialogue with the men and women at work in this company, he sought to have these conversations, he reached out; Kip had the same style, it was a reassuring style. Richard's brother George C. Koss was the company president through this era, the 1950s and 60's, and he by all accounts ran the company exceptionally well; Richard was vice president and a partner to his brother.



In 1959, Richard Koss wrote, "the temptation is to purchase equipment and to neglect the personnel problem as it is the toughest to solve." Later he wrote, "People are who fire up the outfit in the morning and button it up at night. The success or failure of the individual enterprise will largely depend on them." In our company lore, we tell ourselves the story that Richard added a "softer" side to the efficient, well-oiled machine that is Koss Construction Company. He connected with our people via this newsletter, which he started in various formats and with various titles until settling on the Hard Roaders' Outlook in 1948. I suspect we have done ourselves a disservice by referring to Richard's priorities and passions as the "soft" side of what we do. I do agree with Richard Koss, the "soft" side of the business is the toughest.

All of us have been blessed with the opportunity to work with some great people in this company. If I listen to what

Richard Koss has shared with us, our priority must be to connect with each other. There is no soft side to this. I began my career with two highly effective members of our staff. Dave Beck was a Superintendent. Dave made his work fun, thus letting those of us who worked for him know we too could have fun with what we did. He told the owners we worked with his people were the best when it came to building the projects under his supervision, and he worked hard to better these people and make each project a success. At the same time, with every new project Dave would find the best fishing holes, the places you could gather pecans and hunt mushrooms, and with every success on his projects, he would point to his people and say, "They have done this; they're the skilled ones." C. R. "Dick" Dunn was a long-time Field Office Manager with the company, he even worked with Dave Beck. His style was almost the opposite of Dave's, he would bust everyone's chops on what he saw as important to our mutual success. And unlike Dave Beck, Dick did not start the conversation with a smile! To the Saw Foreman, "are you beating the saw blade budget?" To the Truck Foreman, "are we wasting money with the latest re-



treads, or are they holding up?" To the Project Managers, "Are we getting paid for our work?" To the Paving Foreman, "What are the smoothness results from yesterday?" They were both hugely effective in their very different styles: Dick intimidated you, Dave put his arm around you; but they both connected with our people which made you want to have the answers for Dick and have Dave's back.

There is no question Dave Beck and Dick Dunn took their
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Message from the President *(cont. from page 1)*

very different styles and effectively connected with our people to make this a great place to make a living, feel a part of a productive and respected team, and even to have a little fun. I worked with both, as many of you did, through good times and bad, saw their strengths and weaknesses, and I always thought they did their best for me and everyone else around me. That is Koss Construction. I believe Richard Koss did the same thing, whether he was in the Des Moines office or overseas, whether he was talking to his son or a man he'd never met

at work in the company, and he was explicit about what was most important at Koss Construction. That is our challenge, it is my challenge; we're exceptional at the hard things we do, this we all know, but it is the questions we don't ask, the recognition we fail to verbalize, and it is even the fishing ponds we leave untapped that need our attention now. I may not see most of you at a fishing pond, but I will see you on our projects this summer, and we'll have plenty to talk about.

Motor Assistance Patrol

With all our high volume traffic work on Interstate 40 in Arkansas, Koss is contractually required to provide a vehicle to facilitate stranded motorists and get them on their way or assist them to a repair facility as soon as possible to provide a clear and safe travelway for traffic. These employees that operate the Motor Assist Patrol vehicles work 7 days a week, 24 hours a day for the duration of these projects.



Dealing with the traveling public at a time when their vehicle is disabled can be very stressful for the individual and our employee. Needless to say our Koss representative must keep their cool dealing with the individuals during this time and always keep safety first and foremost.

So when in January we received an email regarding one of our Motor Assist Patrol employees; it was very reassuring that

the Koss supervisors had done an excellent job when selecting this employee to work as the Motor Assistance Patrol driver. Part of the email message is as follows: "We were on a busy freeway in the cold and dark. We had been there for about 20 minutes trying to figure what to do when a truck with flashing lights pulled up behind us. It was the Koss Construction vehicle assistance truck. The young man got out, changed our tire and shortly sent us on our way. Thank you for having him out there to help stranded motorists. He was our angel. We could not have made it without him."

This is a reassurance that Koss does have the best people in the business. You ask who was the employee that assisted these stranded motorists? Vertsel "Ansel" Tate.

Thanks for representing the men and women at Koss Construction, Ansel.

Engineering Update

The full use of the many technologies available to us has allowed for some changes recently to the Engineering Department at Koss. The Project Managers are now part of the Engineering team. With this change comes the opportunity for them to take on new responsibilities in the job costing and contract administration areas combined with the scheduling and subcontractor interaction on a project. Their new position will be a combination of time spent in the field and also in the corporate office. We know that Tom Breyfogle, Shane Griggs, and Chris Berroth have the skills, and are up to the challenge in front of them. With the change of the Project Manager's responsibilities, Bryan Fox will be taking on the role of mentor and manager for the Project Managers. Bryan's background with our job costing software and contract management, as well as his eagerness to share these skills, makes him a perfect fit to fill this role. Next time you see one of these guys, ask them that question you wondered about but never asked, or just say "Hi, how's your day going?"

2014 Paving Awards

**American Concrete Pavement Association
National Award (Gold)**

DIVIDED HIGHWAYS (RURAL)
I-70, Sherman County, Kansas

OVERLAYS
Highway 75, Brown and Nemaha Counties, Kansas

**American Concrete Pavement Association
National Award (Silver)**

STATE ROADS
K-18, Riley County, Kansas

National Asphalt Paving Association, NAPA

SHELDON G. HAYES AWARD
Finalist

Compass – A Great Benefit to You and Your Family

Compass Professional Health Services is a concierge service provided at **no cost** to Koss employees who are enrolled in the company medical insurance plan. The coverage includes all household members even if your spouse and/or dependents are not included in your company medical insurance coverage.

Compass was established in 2005 with a mission to help lower healthcare costs while maintaining or improving quality. Compass brings unparalleled expertise in price transparency, patient advocacy and health management. A wide variety of services are available including finding a doctor, obtaining a referral or second opinion where they can also make the appointment for you, pricing your prescriptions, comparison shopping for medical procedures and tests, reviewing confusing medical bills for accuracy and most importantly – saving you money.

Below is an example showing average costs and high end price ranges for common procedures:

| Healthcare Service | Average Cost | Can Be As High As |
|------------------------------|--------------|-------------------|
| Diagnostic Procedures | | |
| Mammogram | \$159 | \$243 |
| Colonoscopy | \$2,147 | \$4,661 |
| Edoscopy | \$2,117 | \$4,245 |
| Surgical Procedures | | |
| Arthroscopic Knee Surgery | \$4,675 | \$11,825 |
| Labor and Delivery | \$8,720 | \$13,908 |
| Disc Surgery | \$7,137 | \$28,545 |



Avoid places that will overcharge you. Compass can help us save money by finding the best quality care at the best price – which makes your life easier and healthier.

A dedicated Compass Health Pro has been assigned to service Koss employees and their household. Erik Severson can be reached at Erik.Severson@compassphs.com or 800-513-1667 extension 501.

Here's another way to save even more money. INCENTIVES up to \$1,000 are available this year. Employees who have company medical plan coverage and enroll in the Compass program will receive an incentive of \$250 as a direct reduction of their cost of medical plan coverage. An additional cash incentive of \$250 is available for completing a physical with biometrics (blood pressure, cholesterol, etc.) and submitting the results. If your spouse is covered on the company medical plan, the same incentives are available for a combined total of \$1,000!

It's easy to enroll. Call Erik at 800-513-1667 ext 501 and he can assist with enrollment. Once you are enrolled, reach out to Erik to start saving and using the service to let him take care of the administration and research for any medical needs, questions and bill review. It's that simple.

A Simple Alternative to Traditional Care

Imagine this...you wake up one morning with sudden cold-like symptoms, cough and congestion. You are working away from home and don't have a doctor in the area or you can't get in to see your doctor as soon as you like or you don't want to miss time away from work sitting in a waiting room full of sick people waiting to see the doctor. What could you do?

Teladoc is a new benefit provided to employees who are enrolled in the company medical insurance plan. Like Compass, the coverage includes all household members even if your spouse and/or dependents are not included in your company medical insurance coverage. Teladoc provides a simple alternative to traditional care for resolving non-emergency medical issues.

Teladoc's U.S. board-certified doctors can resolve many of your medical issues, 24/7/365 via phone or online video consulting whenever you happen to be – at home, at work or on vacation. The average call back time is 16 minutes. Compare that with taking time away from work to sit in a waiting room often filled with sick patients. It's health care on your terms - simple.

90% of Teladoc members resolved their medical issue with Teladoc. Teladoc doctors can diagnose, recommend treatment and prescribe medication when necessary. By providing a solution for proactive treatment of the early signs of illness, this avoids the illness from escalating and possibly requiring urgent or emergency care.



Becky Harmon, Loss Prevention & Compliance Officer, recently utilized the service and shared her experience. "I had a doctor's appointment several days away and was not feeling well. I tried to change the appointment to get in sooner, but my doctor was booked solid and I was told to keep my regular appointment." Becky contacted Teladoc and received a call back in 10 minutes. She said, "The doctor was polite and asked about my symptoms." A diagnosis was determined and a prescription was sent to her pharmacy. Becky said, "It's very easy."

Jamie Lalicker, Dixie Division Field Administrator, has also used the service and said, "It's great. It's much better than going to a doctor's office or calling and not being able to get in. I describe my symptoms to the doctor and they call in a prescription, if needed, at whatever pharmacy I choose. It's that simple to use."

Koss understands the value of this program especially to our employees working away from home and longer hours during the construction season. Koss is providing the service at no cost to employees or their household members where the employee is enrolled in the company medical plan. This means **your out of pocket cost to use Teladoc is \$0** vs. a \$35 office copay for the traditional office visit. Just another reason to use the Teladoc program.

Give it a try the next time you or a household member aren't feeling well. Call 1-800-Teladoc (835-2362) or www.teladoc.com.

Personnel News

Christopher R. Berroth has been promoted to Project Manager. Chris began with Koss in the summer of 2011 as a Field Engineer Intern. He was hired as a Quality Control Technician in 2012 and was then promoted to Field Engineer in 2013. Chris is a graduate of Pittsburg State's Construction Management program and is currently managing the Cheyenne County, Nebraska project. Chris and his wife are expecting their first baby soon, but Chris exudes only quiet confidence about what lays ahead!

Ray F. Courter has been a Plant Foreman for Koss since 2001. With talented supervisors around him, Ray has accepted to take on additional responsibilities with his promotion to Maintenance Foreman. Brad Pohlmeier's evaluation of Ray Courter pointed to a man with exceptional skills at supporting the team he works with.

Bryan C. Fox has been promoted to Contracts Manager. Bryan joined Koss in 2009 as a Construction Engineer after several years in the industry in Colorado and Iowa. We recruited Bryan and are quite pleased that all of his experience to date is well-suited to further developing our project management team.

Tyson E. Funk has been promoted to Quality Control Manager. Tyson started with Koss in 2003 after graduating from Pittsburg State's Construction Management program. He has been a consistent contributor to the estimating, project management, and quality control efforts of the company. In its recommendation for promotion, it was noted Tyson has the respect of our construction management and the owners we work with.

Robert L. Kennedy has been promoted to Construction Operations Manager. Robert began his career with Koss in 2000 as a Quality Control Technician after a ten year career with the Kansas Department of Transportation. Robert has a proven track record of success and has advanced through our management ranks. A common refrain from the owners we work with and our staff this Spring has been, "we want to see Robert succeed."

Michael L. Welch has been promoted to Grade Foreman. Mike was a Winch Truck Driver before his promotion. Mom, Greta Barton, Field Administrator for the Sunflower Division, must be proud; the management of the company is!

In Memory



DWAYNE STEWART, 80, of Wamego, Kansas passed away on October 31, 2014. Dwayne worked for Koss Construction for 47 years and was always proud of the people he worked with; and he did it with a work ethic and smile that is legendary in the company. Dwayne retired as Paving Superintendent in 2004. He would be proud of the men and women at work today in the company who still point to their experiences with him as a part of who they are today. Dwayne was in every sense a true "HARD ROADER".



LEWIS W. "COTTON" WILSON, 79, of Rogersville, Missouri, passed away on February 17, 2015. Cotton worked for Koss Construction for nineteen years and was a Loader Operator when he retired in November, 1997. Cotton's sons also work for Koss; Ronnie Wilson is an Autograde Operator and Jimmy Wilson is a Fleet Greaser, both for the Dixie Division.

Easier Access to Material Safety Data Sheets

Koss is now utilizing MSDS Online for all of the chemicals that are used within the company. Rather than having bulky binders of safety data sheets (SDS), employees will be able to access any of the SDS sheets online in the Field Offices or the Pauline Construction Office. The latest version of the SDS will be available from the database and a copy can be printed. It will also be possible to get a copy of the SDS in Spanish, since many companies are providing their SDS sheets in other languages.

Hazard Communication or HazCom is an important element to any safety program and is a major component to Koss' safety program. In 2012 OSHA adopted the United Nations' Globally Harmonized System of Classification and Labeling of Chemicals that had already been adopted by several countries in Europe and the rest of the world. OSHA came out with changes to the Hazard Communication Standard or HazCom Standard and now requires chemical manufacturers, distributors, or importers to provide Safety Data Sheets (SDS Sheets) to communicate the hazards of hazardous chemical products. As of June 1, 2015, the HazCom Standard will require a uniform format for all producers which standardized the format of the SDS sheet, as well as new requirements for labeling containers. This consistency will reduce confusion and increase understanding of the hazards. The new requirements will also

address any problems due to literacy or language challenges through the use of pictograms.

Employers are required to maintain copies of all safety data sheets (SDS), formerly called MSDS sheets for any chemical that is used. They are further required to periodically check for revisions and to update their SDS sheets and these SDS sheets must be kept in a reasonable location so that any employee can have access to them. By moving to the MSDS Online process, this will streamline the Koss process and eliminate the burden of physically requesting or checking online for individual websites for each SDS.

Printing labels for chemicals will also be easier to print out for labeling or relabeling containers so that the labels are easily readable. This will reduce the potential for labels to become too light or dirty to read leaving the contents of a container in question. By improving the condition of labels, employees will be safer and not have to second guess the contents.

MSDS Online will be a good addition to the Koss safety program to keep employees better informed on the chemicals that they are using, as well as making sure some of the chemical solutions in smaller containers are well marked. For questions regarding this new feature, ask your Field Office Administrator or contact Becky Harmon, Loss Prevention & Compliance Officer.



Hazard Communication Standard Pictogram

As of June 1, 2015, the Hazard Communication Standard (HCS) will require pictograms on labels to alert users of the chemical hazards to which they may be exposed. Each pictogram consists of a symbol on a white background framed within a red border and represents a distinct hazard(s). The pictogram on the label is determined by the chemical hazard classification.










For more information:



U.S. Department of Labor

www.osha.gov (800) 321-OSHA (6742)

HCS Pictograms and Hazards

| | | |
|---|---|---|
| <p>Health Hazard</p>  <ul style="list-style-type: none"> • Carcinogen • Mutagenicity • Reproductive Toxicity • Respiratory Sensitizer • Target Organ Toxicity • Aspiration Toxicity | <p>Flame</p>  <ul style="list-style-type: none"> • Flammables • Pyrophorics • Self-Heating • Emits Flammable Gas • Self-Reactives • Organic Peroxides | <p>Exclamation Mark</p>  <ul style="list-style-type: none"> • Irritant (skin and eye) • Skin Sensitizer • Acute Toxicity (harmful) • Narcotic Effects • Respiratory Tract Irritant • Hazardous to Ozone Layer (Non-Mandatory) |
| <p>Gas Cylinder</p>  <ul style="list-style-type: none"> • Gases Under Pressure | <p>Corrosion</p>  <ul style="list-style-type: none"> • Skin Corrosion/ Burns • Eye Damage • Corrosive to Metals | <p>Exploding Bomb</p>  <ul style="list-style-type: none"> • Explosives • Self-Reactives • Organic Peroxides |
| <p>Flame Over Circle</p>  <ul style="list-style-type: none"> • Oxidizers | <p>Environment (Non-Mandatory)</p>  <ul style="list-style-type: none"> • Aquatic Toxicity | <p>Skull and Crossbones</p>  <ul style="list-style-type: none"> • Acute Toxicity (fatal or toxic) |

Koss Construction Company

FOUNDER, GEORGE W. KOSS—1879-1955

2015 Honor Roll



30-YEAR ASSOCIATES

Mark A. Newlin33
Alfred D. Adams30

G. Allen Payne30

Kelly D. Moore 32

25-YEAR ASSOCIATES

Thomas L. Rodgers Jr29
Vernon R. Reed27

David M. Howard27

Trent E. Doyle 28

20-YEAR ASSOCIATES

Lydia Blixt24
Jose Q. Jaquez24
Thomas A. Breyfogle23

Randy W. Brown23
Juan M. Ibarra22
Clinton R. Myers21

Mario R. Barrera20
Mark A. Haines20
Lynn D. Maxey20

15-YEAR ASSOCIATES

Randy A. Caruthers19
Alvaro Deleon19
Donald D. Hill19
William S. Marquart18
Daniel L. Vestal17
Dwayne H. Yearns17

Jackie D. Bartley16
Maurice R. Dunseth16
Jennifer J. Fleming16
Ronnie W. Hiser16
Ray D. Lalicker16
Wilbur D. Turner19

Arnulfo Garcia15
Robert L. Kennedy15
Pamela S. Koerth15
David K. Kenworthy15
Jose I. Salinas15
Sandra L. Wilson15

10-YEAR ASSOCIATES

Manuel D. Aguilar14
Salvador DeCasas14
Dale E. Heronime14
Jamie D. Lalicker14
Arturo Marin14
David C. Vestal14
Rebecca A. Harmon14
Ray F. Courter13
Bradley J. Pohlmeier13
George M. Roberts13

Ronald L. Wilson13
Benjamin Carrillo12
Sergio E. Cervantes12
Tyson E. Funk12
Jose I. Garcia12
Francisco Gonzalez-Chavira12
Garry D. Kennedy12
Virginia F. Kurzen12
Tyronn D. Rothchild12
Matthew C. Boyer11

Jeffery S. Bray11
Ruben Escamilla11
John S. Hart11
Sergio Lechuga Ruiz11
Alan E. Peimann11
Victor D. Zarate11
Greta R. Barton10
Tim R. Loomis10
Mike L. Payne10
Steven R. Tackett10

5-YEAR ASSOCIATES

Ivan Garcia9
Stephanie S. Anderson8
Armando V. Garcia8
Carl L. Guess8
Janine M. Mohan8
Joseph H. Erie7
Angel G. Guevara7
Leopoldo Martinez7
Nicole A. Moneypenny7
Venancio Palacios7
Juan M. Romero7
Camilo Rutiaga-Nunez7
Dale R. Smith7
Michael L. Welch7

Lynette K. Burdett6
Raymond Kirk Burton6
Rafael O. Escalante6
Bryan C. Fox6
Juan JR Garcia6
Victor R. Garcia6
Sheila A. Gochenour6
John I. Harding6
Benito B. Moreno6
Frank J. Newkirk6
Ricardo Ortiz6
Saul Ivan Perez6
Clyde J. Ritter6
Angel C. Romero6

Bruce A. Russell6
James E. Smelser II6
German J. Sorto6
Vertsel A. Tate6
Wesley W. Vestal6
Reynold B. Wickliffe6
Manuel Aguilar-Hernandez5
Clifford W. Ash5
Samuel R. Bartley, Jr5
Angela V. Ethridge5
Jose E. Guzman5
Oscar Martinez5
Russell E. Staley5

“THE STARS ON THE SLEEVE TELL THE STORY”

The number denotes completed years of service; does not include the 2015 season.

Please visit our website at <http://www.kossconstruction.com>