



# The Hard Roaders Outlook

Message from David Howard:

Spring/Summer 2016

## Interesting Facts

- Kansas inventors include Almon Stowger of El Dorado who invented the dial telephone in 1889; William Purvis and Charles Wilson of Goodland who invented the helicopter in 1909; and Omar Knedlik of Coffeyville who invented the first frozen carbonated drink machine in 1961.
- Iowa is the only state whose east and west borders are 100% formed by water. Missouri and Mississippi rivers.
- Arkansas since the 1830s the area now known as Hot Springs National Park has bathed notables as diverse as Franklin D. Roosevelt, Babe Ruth, and Al Capone. The park is entirely surrounded by the city of Hot Springs, the boyhood home of President Bill Clinton.
- In 1889, Aunt Jemima pancake flour, invented at St. Joseph, Missouri, was the first self-rising flour for pancakes and the first ready-mix food ever to be introduced commercially.
- Boise City, Oklahoma was the only city in the United States to be bombed during World War II. On Monday night, July 5, 1943, at approximately 12:30 a.m., a B-17 Bomber based at Dalhart Army Air Base (50 miles to the south of Boise City) dropped six practice bombs on the sleeping town.
- Colorado is the only state in history, to turn down the Olympics. In 1976 the Winter Olympics were planned to be held in Denver. 62% of all state Voters choose at almost the last minute not to host the Olympics, because of the cost, pollution and population boom it would have on the State Of Colorado, and the City of Denver.

<http://www.50states.com/facts>

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The old refrain over the years on what we do at Koss Construction Company has often been, “We’re just a paver.” In doing what we do best, we establish numerous plant sites across several states each year, execute traffic control plans, prepare the subgrade and base courses, and pave a million square yards or so of concrete pavement. In addition, we remove hundreds of thousands of tons of asphalt with cold milling machines, recycle some of this milled asphalt into new roadways, and deliver up to a couple hundred thousand tons of hot-mixed asphalt pavement.



Safety barrier near Fayetteville, AR

Of course, our people, men like Bill Marquart, Kelly Moore, Mark Newlin, and so many others, have always known we are more than just a paver. We’ve always done more than just pave, but the quality and efficiency of our paving operations often eclipses the other products we deliver.

In the last couple of years our markets, Kansas in particular, have weakened and we’ve responded by applying all of our skills to remain productive in

the rural highway and airfield pavement markets. In Arkansas this spring, we’re well underway delivering a multitude of pavement rehabilitation and preservation products on a 32-mile stretch of I-49. Included in this project will be almost a million square yards of silane treatment applied to the pavement and bridges to seal and preserve the concrete. In southeast Kansas, we have a 160,000-ton hot-mixed asphalt project to pave, but only after pumping 70,000 cubic yards of grout into abandoned coal mines over which the new road will pass. This grout work is no paving job, but 70,000 cubic yards is enough material to pave a 24’-wide highway nine inches thick for almost 20 miles!

The “just a paver” line was always a means of not having to explain the details of what we do when we are in production. One could try and explain what we do -- three thousand cubic yards of high quality product delivered most days, and then answer the follow-up question of, “How much is that?” Well, it’s about 6,000 tons of product produced by one of our plants and placed into a smooth-riding pavement, which is about 250 loaded semi-trucks. And, of course, for every ton of product leaving one of our plant sites, there’s a ton of raw material being delivered to the site.

Finally, explaining the sawing of a mile of newly placed concrete pavement, the last operation of the day, is a similarly difficult task.



Asphalt paving near Watts, OK

A saw crew cuts about 2.6-miles of joints in a typical mile, and saws each foot in a window of time that requires great skill and knowledge to determine -- not too early, not too late, and with just the right concentration of diamonds in the saw blades for that particular cutting. “We’re just a paver,” is simply the short answer.

With the 2016 season now well underway, anyone who visits one of our jobsites will quickly realize that we truly are much more than just a paver.

Base near W. Memphis, AR



## Paving Awards

The Missouri / Kansas chapter of the ACPA held their annual workshop and Awards lunch during the first week of March. Koss Construction Company won the 2015 Divided Highways (Rural) category for the US-54 project in Pratt County, Kansas (Koss #80). Congratulations to all who contributed to this Award winning project.

Check our website for previous year's award winning projects:

<http://www.kossconstruction.com/completed-projects/awards>



## New Projects!

Our estimating department has been busy over the winter securing us work.

Here are a few projects that we are proud to have been awarded and are looking forward to stamping with our Koss Pride:

### **Koss #97 – Crawford and Washington Counties Arkansas, AHTD**

I-49 between Fayetteville and Fort Smith  
32 miles of diamond grinding and concrete rehabilitation  
10,000 Feet of slipform median barrier wall

### **Koss #99 – Wagoner County Oklahoma, OTA**

Muskogee Turnpike at Tulsa  
9½ miles of concrete pavement replacement  
Old concrete will be recycled into base course  
450,000 Square Yards of new concrete pavement

### **Koss #101 – Cherokee County Kansas, KDOT**

K-7 Highway at Columbus  
11 miles of asphalt pavement on new grade  
170,000 Tons of asphalt  
Underground mine remediation with grout



## Electronic Time Cards



Koss Construction has taken the first steps to implement Viewpoint's Mobile Field Manager as our way to collect basic information. Using mobile tablet computers, our foreman, superintendents and other field staff will be able to enter timecard information directly into our accounting system.

By using this software we look to gain improved timecard accuracy and payroll processing efficiency. While the first roll-out may be just a few users to get the kinks out, we expect full electronic time card implementation during this construction season.

## Health & Wellness—Do not walk away from hundreds of dollars!



**Did you know that by completing this year's wellness requirements you can save either \$240 or \$480 in 2017?**

*Why does Koss Construction Company feel that health and wellness is important?* It is our priority to continue to offer affordable and quality coverage for all our employees, but the increasing cost of providing health insurance coverage has made this task challenging. People in general are using more healthcare services, and we, as a population, tend to lead

unhealthy lifestyles. Both directly affect the cost of healthcare.

*Can a healthy lifestyle really make a difference?*

- Exercising and eating right promote a healthy mental state and reduce stress. (*President's Council on Physical Fitness and Sports*)
- Exercising 30 minutes a day reduces your chance of a heart attack, maintains healthy blood pressure and helps control weight. (*President's Council on Physical Fitness and Sports*)
- Being overweight can take 3 years off your life expectancy. Being obese can take off 6-7 years. (*cnn.com*)
- Smoking can reduce your life expectancy by at least 10 years. (*cnn.com*)

- Eating 5 fruits and/or vegetables a day helps lower your LDL, your "bad" cholesterol level. (*beyourbestyou.com*)

This health and wellness program is an important Koss Construction Company initiative, and we encourage you to participate and share in the benefits of a healthier lifestyle.

For more information about eligibility, and the steps you need to take to save money and stay healthy, please contact Maria Dennison at 785-228-2928 ext.120 or via email at [med@kossconstruction.com](mailto:med@kossconstruction.com).



## Want To Quit Smoking? KanQuit Can Help!



Do you want to live tobacco free? Do you want to save hundreds of dollars on medical premiums? You can! During open enrollment in 2015, Koss Construction

Company sponsored a free Tobacco Cessation Program for any employee who desired to quit tobacco use.

We would like to congratulate the following employees and their spouses for completing the KanQuit Tobacco Cessation Program in the first quarter of 2016.



*Bryan Fox  
Michelle Fox  
Tyson Funk  
Mike Payne  
Lisa Payne  
Barb Rodgers*



In an effort to assist employees in living healthier lives, and as a continued part of our wellness campaign, Koss Construction encourages employees to take full advantage of the free KanQuit program.

If you would like to participate in the KanQuit Program and eliminate future surcharges on your medical premiums, contact Maria Dennison at 785-228-2928 ext.120 or via email at [med@kossconstruction.com](mailto:med@kossconstruction.com) for more information.

## ELD's — Electronic Logging Devices

The Federal Motor Carrier Safety Administration has mandated ELD's for all commercial motor vehicles (GVWR 10,001 pounds or greater) by December 2017. An ELD is an Electronic Logging Device capable of recording a driver's driving hours and duty status automatically. Koss has chosen J.J. Keller's Encompass Mobile App to help ensure that we are in compliance with the new hours of service guidelines and ELD device mandates. These devices will also help the company improve our

CSA scores, log auditing and safety costs. We handpicked eight of our finest drivers to be trained and had these devices installed in their trucks on March 30th at the Pauline Shop, paving the way to fully integrating our fleet into the ELD future.

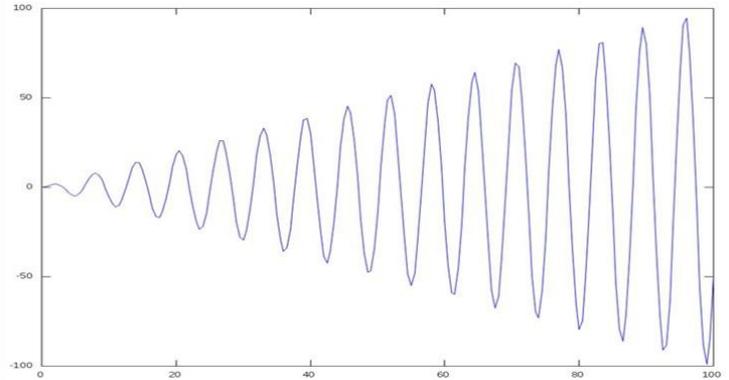
For more information go to <https://www.JJKellerencompass.com> to learn more about our ELD devices.



Landon Durlington from J.J. Keller provides an overview of the ELD's and their operation to Koss drivers

# Consistency of Construction

Consistency is a vital part of Koss Construction's ability to produce quality concrete and asphalt pavements. Consistent product placement and manufacturing reduce costs. When a process is consistent, planning focus can be concentrated into other areas that need improvement. A quality subgrade with a uniform surface will make achieving low yield loss, placing base materials decidedly easier. This is true all the way up the line to the finished concrete and even edge wedge materials. The inverse is also correct, small deviations encountered early in the pavement process have the ability to get magnified with each successive process. The consistency issue is not confined to the roadway, and it is just as important at the concrete, asphalt, and base plants. When we can provide our road crews with material that is consistent, we set ourselves up for success. This chart illustrates a process that starts with small deviations and eventually loses control, all while the average of tests would show no problems. Everyone involved in paving can contribute to the successful delivery of a quality product. While there are other factors involved, ultimately, consistency will increase our quality.



## Nebraska - Off to a Great Start

On Monday, April 18<sup>th</sup> the Sidney West Project on I-80 was placed head to head on the east bound lanes. Koss milling crews have been patiently waiting to get their mills in the ground and start chewing up the old asphalt.



Milling Westbound Outside Shoulder

The millings will be used as a base for the new 12" concrete pavement Koss will start paving later this spring. Nebraska Department of Roads requires the millings to pass a gradation of 2" minus. Together with their years of experience and expertise running the mills, Charlie Milne and Steve Hart (Heavy), have gotten the Nebraska projects off to a great start.



Resizing Millings in Drive Lanes



Resizing Millings in Drive Lanes

Last fall, Koss was awarded another I-80 project 15 miles east of the current Sidney West Project. Both projects have a total of 50.2 lane miles of reconstruction and 12 bridges to reconstruct or repair over the next two construction seasons. Koss had success during the 2015 season paving 178,000 square yards of the east bound lanes on the Sidney West Project. Brad Pohlmeier and his crews will be busy paving 400,000 square yards of concrete pavement this season in Western Nebraska.

***KEEP UP THE GOOD WORK!***

## Welcome to the Koss Family!



**Wayne D. Rhamy** joined the company in March as a Grading Superintendent. Formerly with the Nebraska Department of Roads, Wayne brings to Koss Construction a wealth of knowledge and expertise that will prove to be an asset in his currently assigned projects in Cheyenne and Deuel Counties, NE. We would like to welcome Wayne, his wife Angela, and their son Austin to the Koss family.



**Karmen Karns** joined the company in March as a Quality Control Technician. Experienced in dealing with contractor specifications and owner inspectors in the oil industry, Karmen brings that knowledge to Koss where he will be the liaison between KDOT and Koss Construction. We would like to welcome Karmen, his wife Camilla, and their children Korbin, Coralynn, Reed and Ruby to the Koss family.

**Robert "Bob" Lowery** joined the company in April as a Paving Foreman. With many years of construction knowledge and paving expertise, Bob is assigned to the Gray County, Kansas project where he is responsible for ensuring that Koss products are delivered with the highest of quality. We would like to welcome Bob and his wife Elvina to the Koss family.



**Randy E. Johnson** joined the company in April as a Plant Foreman. Randy brings to Koss a vast amount of experience with asphalt and concrete paving. Randy is assigned to the Adair County, Oklahoma project where he is responsible for production, maintenance and upkeep of the Asphalt Plant. We would like to welcome Randy and his wife Brenda to the Koss family.



**Mike Hyde** rejoined the company in March as a Grading Superintendent. With past experience in project management and oversight of grading projects, Mike recently took over the base crew in Greenwood County, Kansas and will be moving to the Cheyenne County, NE project at the end of April. We would like to welcome Mike back to the Koss family.



**Maria E. Dennison** joined the company in March as the HR & Accounting Specialist. As a current adjunct professor and former book publisher, Maria brings to Koss a diverse set of skills and experiences. Maria will be working in the corporate office where she is responsible for benefit administration and IFTA documentation for quarterly reporting. We would like to welcome Maria and her husband Harry, and their two daughters, Darria and Elizabeth to the Koss family.

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# verizon<sup>✓</sup>

## Koss Employees Can Now Sign Up for a Verizon Discount

Good news! Koss employees can now receive a 15% discount on monthly service fees and 25% off eligible accessories. If you have an existing Koss email address, sign-up today and take advantage of these exclusive savings and promotions at [www.verizonwireless.com/getdiscount](http://www.verizonwireless.com/getdiscount). Employees who do not have a Koss email address can get the discount added to their account at local corporate stores by having proof of employment such as a paycheck stub.

**Get started saving today!**



Carl Guess, Robert Kennedy & Tyson Funk



Alfred Adams, Juan Ibarra & David Vestal



## The Stars Tell The Story



Every spring Koss publishes the Honor Roll for the year which showcases the longevity of employees working for the Company. For years, the employees who had reached five (5) years or more would be awarded a red star for each five years signifying the number of years they had been employed by Koss. Employees who had 15 years would have three stars down the sleeve of their Koss work shirt/uniform, 20 years would have four stars and so on. This tradition became a badge of honor to be proudly worn by the Koss Hard Roaders.

As we all know, times change and with the advent of regulatory and policy changes, construction employees working within the “right-of-way” on highway construction projects are required to wear high visibility clothing. The former “uniform” that so proudly displayed the stars down their sleeve were being covered up by high visibility vests or jackets. So, no longer was it immediately apparent, when you arrived at a Koss jobsite, to see which employees were “seasoned” Hard Roaders. This saddened employees who thought that a tradition was going away.

After going to the “drawing board” and brainstorming ways to bring the stars back to prominence, it was determined that the hard hats were the place. When you meet someone, you immediately see their hard hat and the number of stars, as well as their name printed on their hat. Now you can tell approximately how long someone has been a Hard Roder.

Trivia of the stars for this year: There are 219 stars being displayed on hard hats for 92 employees. This represents in excess of 1,095 years of service to Koss Construction. That’s pretty impressive. The old motto “The Stars on the sleeve tell the story” should probably be changed to “The Stars on the hat tell the story.”



Ansel Tate, Lynn Maxey & Kelly Moore

# Koss Construction Company

FOUNDER, GEORGE W. KOSS—1879-1955

## 2016 Honor Roll

### 30-YEAR ASSOCIATES



Mark A. Newlin ..... 34	G. Allen Payne ..... 31	Thomas L. Rodgers Jr..... 30
Kelly D. Moore..... 33	Alfred D. Adams ..... 31	

### 25-YEAR ASSOCIATES



Trent E. Doyle..... 29	Vernon R. Reed ..... 28
David M. Howard ..... 28	Lydia Blixt..... 25

### 20-YEAR ASSOCIATES



Thomas A. Breyfogle..... 24	Clinton R. Myers ..... 22	Lynn D. Maxey..... 21
Randy W. Brown ..... 24	Mario R. Barrera ..... 21	Donald D. Hill ..... 20
Juan M. Ibarra ..... 23	Mark A. Haines ..... 21	

### 15-YEAR ASSOCIATES



William S. Marquart ..... 19	Ray D. Lalicker..... 17	Salvador DeCasas ..... 15
Daniel L. Vestal ..... 18	Wilbur D. Turner..... 17	Rebecca A. Harmon..... 15
Dwayne H. Yearns ..... 18	Arnulfo Garcia ..... 16	Dale E. Heronime ..... 15
Jackie D. Bartley ..... 17	Robert L. Kennedy..... 16	Arturo Marin ..... 15
Maurice R. Dunseth ..... 17	David K. Kenworthy ..... 16	David C. Vestal ..... 15
Jennifer J. Fleming ..... 17	Jose I. Salinas ..... 16	
Ronnie W. Hiser ..... 17	Manuel D. Aguilar ..... 15	

### 10-YEAR ASSOCIATES



Ray F. Courter..... 14	Jose I. Garcia ..... 13	Sergio Lechuga Ruiz..... 12
Bradley J. Pohlmeier ..... 14	Francisco Gonzalez-Chavira ..... 13	Victor D. Zarate..... 12
George M. Roberts ..... 14	Garry D. Kennedy..... 13	Greta R. Barton..... 11
Ronald L. Wilson..... 14	Virginia F. Kurzen..... 13	Tim R. Loomis ..... 11
Benjamin Carrillo..... 13	Jeffery S. Bray ..... 12	Mike L. Payne ..... 11
Sergio E. Cervantes..... 13	Ruben Escamilla ..... 12	Steven R. Tackett..... 11
Tyson E. Funk ..... 13	John S. Hart ..... 12	

### 5-YEAR ASSOCIATES



Carl L. Guess..... 9	Bryan C. Fox..... 7	Wesley W. Vestal ..... 7
Joseph H. Erie..... 8	Sheila A. Gochenour..... 7	Reynold B. Wickliffe..... 7
Angel G. Guevara ..... 8	John I. Harding..... 7	Manuel Aguilar-Hernandez ..... 6
Nicole A. Money Penny ..... 8	Ricardo Ortiz ..... 7	Clifford W. Ash..... 6
Venancio Palacios..... 8	Saul Ivan Perez..... 7	Angela V. Ethridge..... 6
Juan M. Romero ..... 8	Clyde J. Ritter ..... 7	Russell E. Staley ..... 6
Camilo Rutiaga-Nunez ..... 8	Angel C. Romero ..... 7	Kevin Barton Jr..... 5
Dale R. Smith..... 8	Bruce A. Russell..... 7	Frederick Batchman ..... 5
Michael L. Welch..... 8	James E. Smelser II..... 7	Jeffrey Claborn ..... 5
Raymond Kirk Burton..... 7	German J. Sorto ..... 7	Jaime Garza-Luna..... 5
Rafael O. Escalante..... 7	Vertsel A. Tate ..... 7	

The number denotes completed years of service; does not include the 2016 season.

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Hard Roaders  
Since 1912



On February 5<sup>th</sup> in honor of the Super Bowl, employees working at the Pauline Shop joined the Corporate office for a Chili Bowl cook-off competition. Seven different varieties of chili were prepared and shared by Becky Harmon, Allen Payne, Tom Rodgers, Jenn Werth, Virginia Kurzen, Maria Dennison and Scott Waisner (husband of Jeanne). Our team of distinguished chili judges, David Howard, Angela Ethridge and Manuel Aguilar, had the difficult decision of choosing the winner from among the delicious entries. The overall winner crowned was Scott Waisner (husband of Jeanne) who prepared a sweet potato, chicken and beef chili. The People's Choice award went to Tom Rodgers who did not disappoint with a wonderful spicy chili.