

TransTopix

Summer 2015



President's Corner

Safety is integral to our culture

Leadership in safety is a cultural belief that resonates with all of our other cultural beliefs. Just look at the box on this page and you will understand the interaction between safety and each of our cultural beliefs.

In this issue of *TransTopix* we see comments from Transsystems people, our customers and law enforcement about the value they place on the Transsystems focus on safety.



Scott but safety always will be at the top of the list.

One of our goals is to be fully staffed. Our safe culture plays a big role in retaining and recruiting new employees.

When we offer a safe place to work, more of our people return to us. Please see the remarks about safety by Jean Sulzbach and Greg Jenson in other parts of this edition.

I want to share with you a number of short stories about real, safety-related events. These stories reinforce our



Red River Valley drivers Terrie Anderson and Ray Deleon put Transsystems safety training to use when rescuing the driver of an overturned concrete mixer truck.

cultural belief in the importance of being leaders in safety. We take action and respectfully address unsafe acts and conditions.

I invite you to share your own stories about safety for future issues of *TransTopix*.

Safety is paramount at Transsystems. Every day, we have reports to prove it. But it's not every day that the company's safety training saves a life. That is what happened in June in the Red River Valley.

While on a CDL training course check ride, trainer Ray Deleon and student Terrie Anderson came upon an overturned concrete mixer truck. They stopped, secured the scene and called 9-1-1, all

See SAFETY, next page

Cultural Beliefs

Leader of Safety: I take action and respectfully address unsafe acts and conditions.

My Voice Will be Heard: I seek information, listen to others and share my ideas.

Own It: I choose to stay above the line and always ask, "What else can I do?"

Innovate: I explore and share my ideas.

Unleash Potential: I am eager to learn. I am eager to teach. I am eager to grow.

Safety

Continued from Page 2
according to established safety protocol. Then they saved the driver's life.

The driver's seat belt was choking him. Ray and Terrie cut him free and safely moved him out of the truck before clearing his airway so he could breathe.

The heroic actions of Ray and Terrie show a high commitment to Transystems values and commitment to leadership and safety.

Loading zone rules

"During the last sugar beet campaign, a first-year employee proved that safety training pays off," Minnesota Division Manager Mike Rood said.

The new loader operator attended the safety orientation and took it to heart.

"He understood our loading zone concept and how it works," Mike said. "If anyone comes into your zone without approval, you put the bucket down, shut the loader off and stop."

That is what the new employee did when a pickup truck drove inside the cones marking his zone.

The visitor was not wearing proper PPE and had not announced his arrival. He could have been a curious passerby. The operator stopped the operation and let

the person know that he was in a loading zone and personal protective gear is required in this area.

It turned out to be a representative from Southern Minnesota Beet Sugar Cooperative, our customer. The representative appreciated the operator's adherence to company safety procedures.

"I'm proud of what the operator did. I heard back from Southern Minn officials that they appreciated how the incident was handled," Mike said. "Our customer said that we are setting the gold standard for safety. This was a boots-on-the-ground safety story showing how it's done at Transystems."

It's not the only safety tale Mike had to share. During one campaign, a school crossing guard showed up at Mike's office to compliment Transystems on the way drivers behaved in the school zone. Another time, a Renville law enforcement official tracked Mike down to say thanks to Transystems' drivers who never failed to stop for a full three seconds at a stop sign.

"I don't have to worry about those green trucks," the official told Mike.

No price tag on safety

In the Rocky Mountain Division, safety always comes

first, even when it costs us money.

Driver Ron Toscano is proof of that philosophy.

"Ron, a fairly new driver, had just loaded his trailer at the coal mine when he noticed that the parking brake on the mine's loader was not holding," Division Manager Steve Torix said. "He put the loader out of service, as safety rules mandate.

"It affected us," Steve said. "We didn't have another loader to load the coal. Ron did the right thing in shutting the operation down until the loader was fixed."

No losses

In the Idaho Division, the numbers tell the story.

"We wrapped up the Hailey Airport job with no losses from beginning to end," Division Manager Kevin Iversen said. "I'm proud of Aaron Woolman, who supervised the project."

I am inspired by these real safety-related stories. On many of my visits with employees I hear how important building a safe culture is to employees and their families. Transystems cares enough to build a safe culture.

I would like us to continue sharing these stories of everyone being involved in being a leader in safety.

Thanks,

*Scott Lind,
President and COO*

Numbers support our safety claims

At Transystems I do not have to look far to see leaders in safety. Indeed, I see lots of them every day. These people lead by example. They work safely and quietly. They are the core of the safety culture at Transystems and their



Rich

make Transystems a safe place to work.

While most people are leaders of safety by working safely and setting good examples, Transystems encourages employees to speak up and to be active in a number of

efforts are noticed and appreciated.

We should do a better job of expressing appreciation for the many people who

We do not just claim to be safe. The numbers support our safety record:

National work. comp. factor: .85 (below 1 is good)

WY work. comp. factor: .72

ND work. comp. factor: .70

FMCSA crash indicator: 14th percentile (very low)

safety-related programs. Everyone completes the safety audit. Some choose to participate in safety committees. Transystems always is open to input on safety. People who actually perform the work are in the best position to assess safety risks and to suggest better gear or practices.

Safety at Transystems is not a slogan – it is a process.

Some may wonder why we have SOPs (standard operating procedures) for tasks as simple as entering and leaving a tractor or loader cab and stopping at intersections. We know that when everyone follows the same, safe procedures all of us are safer.

Transystems' safety department plays an active role in developing and training on safe operating procedures. The safety orientation is an important part of training.

Going forward, the safety orientation emphasizes obtaining from every Transystems employee a personal commitment to working safely. We will train on a few specific procedures but we will spend more time talking with employees about the importance of the personal commitment to safety.

Rich Carl,

Vice President of Safety

Dave and Ryan leading the safety charge

To be a leader in safety as a company, Transystems must support those who lead our employees in safety.

Dave Elsing and Ryan Fiala, Division Safety Managers for the Red River Valley and Idaho Divisions, lead that safety charge.

Living the culture

After 12 years as an over-the-road trucker and eight as a



Dave

heavy equipment for the company and then stepped up to become a substitute supervisor and supervisor for con-

struction. Six years ago, he accepted the post of Division Safety Manager. local driver in Southern Minnesota, Dave joined Transystems' RRV Division in 2006 as a driver.

He moved into hauling

“From the beginning, I liked the way Transystems lived by its safety culture,” Dave said. “I agreed with it and I adopted it. Once it’s in your blood, it never goes away.”

Dave is making sure that safety bug gets into the blood of every RRV employee.

See OUR CULTURE, next page

Our culture

Continued from Page 4

It's working. Dave told the story of arriving on an accident scene in a construction zone on Interstate 29 in North Dakota. Transystems vehicles were traveling through the construction zone. When Dave asked the North Dakota patrol officer if he would like Transystems trucks to find an alternate route, the trooper said no.

"He said, 'I want your trucks to keep running. I trust your drivers and they are helping us control traffic by maintaining a safe speed.'"

"It was amazing," Dave said. "The patrol felt safer with us on the road when they were working the accident.

"Our people always slow down to 30 mph and put on their flashers at any accident scene or danger zone," he added.

Those learned behaviors start early in Transystems. The RRV is in the middle of its second CDL class this season, with hopes of one more class before the sugar beet campaign begins.

Those classes are one area where the seeds of the safety culture are planted.

"Most of the people who come to the class have little or no experience in trucking. While the standard 15-day driver training schools teach the basics, our trainers go be-

yond that," Dave said. "We do it to a higher level, providing new drivers with more real world experience."

Fifty percent of the class time is spent behind the wheel of a truck with one-on-one trainers riding shotgun.

"They learn the skills and techniques to become professional drivers," Dave said.

The remainder of the class time is spent learning the regulations and other skills that are necessary.

"We teach all the techniques to be a good driver. The training then continues as the new drivers move on to actual work projects," Dave said.

To hone further new and existing drivers' skills, the division plans to bring in a simulator to teach how to drive in winter conditions.

"The simulator feels like you are really driving a truck," Dave explained. "A driver can see what it feels like in icy conditions. With the simulator, a driver can make a mistake and nobody gets hurt. Sometimes we learn best from our mistakes. It's far better to jack-knife on the simulator than on the road."

Dave attributes much of success of the company's safety program to his team of driver trainers.

"The trainers do an outstanding job. They have grown and help explain our culture of safety to new drivers. The trainers are excited to go out and train people and

share our culture of safety." During his years as Division Safety Manager, Dave has seen significant improvement in the acceptance and embracing of that safety culture.

"Now employees ask to do additional safety audits each month. That's great."

Employees are the experts when it comes to our processes and procedures, Dave added. Years ago, people would report unsafe conditions. Now they feel more engaged. Not only do they report unsafe conditions, and propose remedies, they also correct unsafe conditions.

"Safety is important, but safety has to work with operations. The two have to work hand-in-hand," Dave said. That is where we depend on our professional people.

A good example was on the Murdo, SD construction project.

Our technicians and drivers helped develop a whisker set up to ensure that the tractor and trailer were correctly aligned when unloading. They even made a video for drivers using the new Volvo tractors. Another part of being a leader in safety is including safety for all, not just Transystems employees.

An example Dave mentioned was one of work on summer construction where aggregate is hauled 24-7.

"Our drivers asked for ways

See OUR CULTURE, next page

Our culture

Continued from Page 5
to make the customer's employees more visible in the dark."

They also worked together to ensure that the hand signals used between employees and customers were consistent and clear. "We worked with our customer to make it safer for all of us."

These examples demonstrate that Transsystems people are leaders in safety.

Staying safe in Idaho

When Ryan stepped into the Division Safety Manager job in Idaho six years ago, he brought with him a background in business and sales. That background helps him keep an open mind when it comes to new ideas.

"We are always learning. It's challenging," he said. "You will never know everything there is to know about safety. But we are constantly reviewing how we do things and listening to our people. There's a lot of research that goes into our safety programs to help us evaluate and find new ways to do things."

Constantly keeping an eye on the safety ball has paid off with positive feedback from satisfied customers.

The Idaho Division is working a summer project on the Mountain Home Air Force Base under the supervision of the Army Corps of Engineers.

"An Army Corps member



Ryan stands out because of the emphasis we put on safety and doing the job properly. They are very, very impressed with Transsystems and how we do our work. Operations and safety are part of the job. They value the steps we take to ensure our employees do the job well and safely."

The Idaho Division constantly is looking for ways to improve safety. This year, the division continues tests on loader steps to enhance the safety of employees entering and exiting loaders.

"We are testing to get a true picture of how the prototype stairs work," Ryan said.

Ryan also pointed out the increasing success of the electronic safety audit process.

"The electronic audits were challenging when we started, but we are moving forward with a more polished product," he said. "Our follow through is better than it used to be on the audits. Now our employees know we are looking at the audits and doing something to correct defects."

That has paid off. Loss rates have dropped and safety ratings have improved. "Our frequency of loss is better by eight percent this year over

told us that out of all the jobs they've done with contractors and companies, Trans-

systems

last," Ryan noted.

He attributes some of that success to focusing on why we do our processes and to a management team that consistently hires competent people. Improved training, including a turning course that all drivers take, helps too.

You can hear the payoff as the drivers communicate by radio during summer construction, Ryan said.

"They are looking out for each other, quickly pointing out hazards on the road," he said. "They are also quick to say, 'That's not how we do it at Transsystems,' if they spot a safety problem. When the supervisors aren't at hand, drivers and loader operators step up and correct unsafe behavior or offer coaching."

You need look no further than the success of the company's summer work to see how that pays off.

Aaron Woolman supervised the Hailey Airport job in Idaho. The job went loss-free from beginning to end.

The Idaho Division sent new managers out to help on construction in North Dakota. Jeff Thomas and Dave Wedel were green managers on their first summer project and they did a great job."

"It is a tribute to quality people and quality training. It is teamwork in action when employees are willing to step up, complete a job and do it right ... and do it safely." Ryan said. "It takes a lot of effort from lots of people."

All the way from seed to sugar bowl

“Sugar is the standard by which all other sweeteners are measured.”

The next time you stir a spoonful of sugar into your coffee, stop and think about how the sugar got there. Most likely, it started as a tiny sugar beet seed.

“The beet sugar industry is a very complex operation all the way from seed development to the sugar bowl,” said Darvin Hauptli, Packaging and Warehouse Manager for Southern Minnesota Beet Sugar Cooperative in Renville,

MN.

Editor’s note:

This is the final article in the series that follows the production of refined sugar from the seed to the sugar bowl.

“This process goes from the seed selection made by the farmer for the best sugar producing beets to Transystems safely delivering the beets to SMBSC. The ultimate goal is delivering the best and safest product to the con-

sumer, using the safest, most efficient and environmentally sustainable factory operation as possible,” Darvin said.

“It is important to realize that this crystalized sugar is just like the sugar you buy at the grocery store and put on cereal,” Darvin noted. “A lot



Southern Minnesota Beet Sugar Cooperative stores refined beet sugar in 11 storage silos.

of people, even some in our growing area, don’t understand that



Darvin

sugar comes from beets.” Technology and science play a huge part in getting sugar from a beet.

After the beets are delivered to the factory flume, they are washed, sliced and swept along in a steamy bath to a diffuser where raw juice is produced. That juice is purified, clarified and filtered before being softened. Next it faces the high heat of the evaporators where the thin juice is concentrated into thick juice

which is enriched with raw sugar in a scalding melter and filtered. The juice is further concentrated in large vacuum pans. Small sugar crystals are injected into the pans and the sugar crystals start to grow. A high-speed centrifuge harvests the crystals which are dried, cooled and sent to storage.

Once sugar is crystalized, it is sent to the factory’s sugar storage silos.

“In the case of SMBSC, we have 11 different storage silos,” Darvin said.

Sugar is pulled from the silos to the sugar warehouse where it can be packaged or loaded in bulk into rail cars or bulk trucks.

See SUGAR, next page

Sugar

Continued from Page 7

Safe and sanitary

“Food safety and sanitation are the most important things we do in the factory,” Darwin said. “We want our customers to be comfortable and assured that we make the safest, best sugar on the market.”

SMBSC takes many steps to ensure that. From the time the sugar is crystalized, dried and cooled in the factory, to the time it is put in a container, the sugar is in a completely closed system. Access into any of the sugar handling areas is controlled and limited to authorized, trained personnel.

The sugar handling and loading systems are designed to ensure that the product is safe.

The systems include a series of screens for sifting. There are magnets in the system to collect metal that may be in the system and electronic metal detectors at the point of loading. All of the data generated during the sugar handling process, as well as a sugar samples taken during the loading and packaging process, is analyzed in a shipping laboratory prior to shipping, Darwin explained.

All staff members who work in the warehouse and shipping department are highly trained to recognize



Refined beet sugar, and plenty of it, is produced by Southern Minnesota Beet Sugar Cooperative in Renville, MN.

potential issues and take appropriate actions immediately.

Out the door

The Renville facility produces about 800 million pounds of granulated sugar each year. The factory also makes a small amount of liquid sugar.

Once the sugar is made, it's time to move it to the country's sugar bowls.

SMBSC ships sugar in 50-pound bags, 2000-pound bags, bulk liquid sugar trucks, bulk pneumatic trucks, and in rail cars.

Eighty percent of SMBSC sugar is shipped in bulk form. Half of it goes by bulk trucks which hold an average of 52,000 pounds. The rest of the bulk sugar moves by rail. A rail car of sugar holds a product weight of 220,000 pounds, Darwin explained.

“As you can see by those

weights, we load about four trucks for each railroad car. SMBSC is capable of loading and shipping about 3 million pounds of sugar each day.”

Sugar that is made by SMBSC is for large food manufacturing companies throughout the Midwest, and, in some cases, on the east coast. SMBSC also operates a beet sugar factory in Brawley, CA, which serves the southwest and west coast. Sugar from beets grown in Minnesota is used by cereal manufacturers, candy companies, baking companies and other food producing companies.

“These are contracted sales with companies that, in most cases, have been doing business with SMBSC for many years,” Darwin said.

“Consumers can always be assured that the purest, healthiest, best tasting sugar is in its natural state which is white crystalized beet sugar. As in all things, enjoy in moderation. Sugar is the standard by which all other sweeteners are measured. Why, then, would anyone choose another sweetener?”

Darvin Hauptli is the Packaging and Warehouse Manager for Southern Minnesota Beet Sugar Cooperative in Renville, MN. He has served as an instructor at the Beet Sugar Development Foundation for granulation, storage and food safety.

It's not just a job, it's a career choice

At Transystems, what starts as a job often becomes a long-term career. With the company's ever expanding schedule of summer work, drivers and loader operators are able to work year-round, not just during the beet campaigns.

Case in point: The Red River Valley's Greg "Chaser" Jenson.

"Chaser been with us for 32 years, since we first started hauling beets in the Valley," Vice President and General Manager Troy Carl said. "He really is the kind of person who will help you out when needed. Even on short notice, he'll jump in to get a job done. He has done lots of training for us and is an excellent teacher."

While Chaser holds a spot as one of the company's most senior employees, he enthusiastically embraces anything new that comes his way.

"He's always the first to jump at a new challenge or opportunity," Troy said. "He's the kind of guy who loves new things, be it running a low-boy or loader or mobilizing equipment from one location to another. He loves traveling everywhere Transystems works and is always the first to volunteer when we have a trip on the schedule.

"He's just a great guy and a great employee," Troy said.



Greg "Chaser" Jenson is one of Transystems longest term employees. He came to work in the Red River Valley in 1983. He is pictured with his 1,000th low-boy load, which he completed this summer.

'A fleet of Jeans'

Jean Sulzbach has been driving for Transystems in Wyoming since 1994.

"If we had a fleet of Jeans, we'd have it easy," Rocky Mountain Division Manager Steve Torix said. "It's like watching a fine watch run. She never stops."

Last campaign, Jean ran 4,000 more miles than any other driver in Worland, Steve said. "Her fuel mileage is always good. She works on the beet campaign then slides right into whatever summer project we need her on."

Entering her 20th sugar beet campaign, Jean recalled how it all started.

"I was looking for a job, something to do in the winter," she said. "Now it's year-round work, a good career."



Jean Sulzbach joined Transystems in Wyoming. The upcoming sugar beet campaign will be her 20th.

She has seen plenty of turnover in her two decades working in Worland. "All the original ones I started with are long gone," Jean said. "I'm definitely the oldest one left. I'm very old on paper, but that doesn't mean a thing to me."

See CAREERS, next page

Careers

Continued from Page 9

The company's commitment to safety is one reason Jean has stuck around.

"When it comes to safety, Transystems does it well," she said. "I've gotta say I've worked for many supervisors and I don't have a bad thing to say about a single one of them. I don't know how they do what they do, with so many people to be hired and trained. And they keep the equipment real safe.

"I can't imagine going to work for another outfit," Jean concluded. Steve will be glad to know that.

'Top notch'

"A top notch, good hand," is how Vice President and General Manager of the Idaho Division Kevin Iversen describes David Moore, lead technician in the Paul shop. In his 11th year with Transystems, David did not realize he'd stick around so long. .

"I thought my employment would be temporary, but here I am years later," he said. He came to Transystems after serving with the Air Force.

"The best part of the job is the crew I get to work with," he said. "Everyone really works well together and we always manage to get any goal completed."

Maintaining communications is his top priority.

"The toughest part of the



David Moore is the head technician in the Paul shop. When he came to work for Transystems more than a decade ago he thought his employment would be only temporary.

job is getting and maintaining good communications so we all know what the priority is for any given day," he said.

"Things tend to change a lot. David and his wife Sarah live in Heyburn and have four children, Jacob, Dawson, Gabe and Samantha.

'Cornerstone of the night shift'

Loader operator and driver Mitchell Hawk has been on the job for Transystems since the company ran its first load of beets at Southern Minnesota Beet Sugar Cooperative in 2006.

"Mitchell is a cornerstone of the night shift, always stepping up to the plate when needed," Minnesota Division Manager Mike Rood said. "One time, he was half way to St. Cloud on his day off



Mitchell Hawk has been part of the Southern Minnesota Transystems team since the company hauled its first load of beets for SMBSC.

when I called and asked him to help out after a driver called in sick. He turned around and did it."

He not only is a reliable employee during the sugar

See CAREERS, next page

Careers

Continued from Page 10

beet campaign, he also jumps right into the summer construction season.

“This summer he started out working as a driver on the Pennington project in South Dakota,” Mike said. “He did not bat an eye when we asked him to switch to running a loader.”

That worked out well for Mitchell, too. He said running a loader is a little more challenging than driving a truck.

His career at Transystems was not his first job. He was a web pressman working for a newspaper in Bremer-ton, WA, before returning to his roots in the Midwest.

“I didn’t think being a loader operator for Transystems was going to be my long-term career, but that’s how it turned out,” Mitchell said. “The work suits me. I like the company’s emphasis on safety. Mike Rood is a good guy to work for. It’s a secure job if you show up and do it right.”

Mitchell does just that.

“He’s a quiet leader who steps in where needed with no uproar,” Mike said. “He comes to work to do his job and do it well. He has increased our work force, recruiting his sister, Darcy Hawk, and nephew, Aaron Dickinson, to come drive for us.”

His career with Transystems has not been without challenges. Bad weather and frozen sugar beets are tough on people and equipment.

“Some days, it’s like picking a brick wall to load beets,” he said.

There are many things he enjoys about the job. It is close to his home in Sacred Heart, where he and his wife raised their four children.

“The paychecks are good and I do a little bit of everything,” Mitchell said.

Refer a friend, earn a bonus

Transystems referral bonus program has been in place for more than a decade but really has taken off in the past three years, according to Ann Powers, Vice President of Finance.

“In the past three years, 181 referral bonuses were paid,” Ann said. A total of \$90,500 went to Transystems employees who recommended family and friends for job openings with the company

A dozen employees received two bonuses for successful referrals.

It is a program that has proven mutually beneficial. The referring employee gets the cash and Transystems gets a new employee who has been “pre-approved” by a current employee.

How does it work? Current employees who refer a successful job candidate to the company earn a \$500 bonus for each successful hire.

Any Transystems line or administrative employee is eligible to earn a referral bonus.

It’s simple. Refer an applicant for a Level 2-4 driver or loader operator position. After the applicant has been on the job for 30 days, the referring employee gets the bonus.

While the referral program has been around for years, it was significantly altered in 2012, changing the length of time a referred employee must work to trigger the bonus. The length of time employed dropped from 90 to only 30 days.

The referral bonus program is available in all Transystems divisions. Any Transystems line employee – laborers, clerks, drivers, technicians, operators, welders – can earn this bonus. Some employees receive thousands just by referring friends. Employees can refer all year long.

The program is successful for several reasons. Drivers refer people they want to share the road with. The company’s best hires are drivers who have been referred to us. People are more likely to stay at a company where their friends work.

Division Reports

Fryburg job kept us busy this summer

The Rocky Mountain Division started working on a big haul out of Fryburg, MT, in mid-July.

Thirty units are working around the clock to stockpile gravel near Wibaux for a paving project being done by a new customer, Nelcon. The job is expected to run to mid-September.

That's just in time for our drivers and trucks to make it home to Sidney and Worland for the beginning of the sugar beet campaigns.

The harvest forecast is outstanding for Worland. Our customer is looking at the best crop ever. Estimates hover around a 30-ton per acre average. But we're not counting our beets before they're harvested. You never know when a hailstorm can come through and change things.

The crop south of Sidney is really good, while growers



Steve
breaker.

We put Sidney's fleet of 15 brand new Freightliner Cascadias to work in Fryburg. Everyone who has driven them is excited about the new equipment. It'll roll right into the beet harvest when Fryburg is finished.

Since our beet campaigns start later than the other divisions, we'll travel where needed to wrap up any construction projects that can use our help.

With Sidney now officially part of the Rocky Mountain Division, we've been spending a lot of time there visiting with our customers, MDU

north of Sidney are struggling a bit. According to the factory, it will be a good year in Sidney, but not a record-

and Sidney Sugars.

Sidney Project Manager John Hoadley and Supervisor Scott Wilson have been working hard to make sure everything runs smoothly there. They put strong emphasis on the MDU ash haul and it really paid off. The haul was complete in record time, wrapping up the end of June. We showed our customer that we can get the job done quickly when necessary.

John, Scott and clerk Christy Dingfelder are to be commended for their recruitment efforts for our summer work. We needed 30 drivers for the Fryburg job, and they had more than 45 qualified candidates ready to roll.

We look forward to saluting our outstanding employees at picnics in both Sidney and Worland in September.

*Steve Torix, Manager
Rocky Mountain Division*

Renville nurtures management team

While the sugar beets were growing back home in Minnesota, we were growing some managers

out in South Dakota. Pennington County milling Project Manager Jeff Thomas



Mike

and Supervisors Zeke Nott and Dave Wedel had no experience managing construction when they

stepped up to the plate on the job near Wasta, SD. The novice management team was sorely tested by Mother Nature. In early May, we started working in a blizzard, which later created flooding twice in the gravel pit area. Wind, hail

See WEATHER, Next page

Division Reports

Weather was challenging in South Dakota

Continued from Page 12 and a bit of tornado activity joined in over the course of the summer. The managers handled it all beautifully, shutting down when needed to protect our team. They did a great job handling the elements and supporting the 35 employees working the job.

Managers were not the only thing growing in South Dakota. With a 50-50 split of employees from Idaho and Minnesota, the summer also nurtured a sense of camaraderie among drivers, technicians and managers from Transystems' widespread divisions. We put forth a joint effort. While we came from different divisions, we worked together as one company to get the job done.

Technician Lucas Slagter can be credited with keeping the wheels turning on the Pennington job. We were thin on technicians, but Lucas took ownership of the project and kept the equipment running. After working a full day shift, he never hesitated to come in if needed for night repairs. We are all thankful for his help.

The customer and the employees were happy with the Pennington job. Morale was so good that some employees wished the job would last longer.

The Kane hot oil haul out of Marshall, MN and Fargo, ND



Weather complicated summer work. In South Dakota, the Transystems team started work in a snow storm which later created flooding. David Wedel photos

started out slowly, with rain and cool weather dampening the need for hot oil to pave. Scott Pederson was the go-to guy for Kane. He is doing a great job, logging plenty of miles, overseeing the hauls.

Between Kane and the Pennington jobs, our trucks were busy. We had to speed up our summer maintenance program in order to get the tractors onto construction work promptly. Nearly the whole fleet of 35 was rolling. We had 19 trucks running in South Dakota and another half dozen on the Kane hauls. While the Pennington equipment headed home in early July, more units were pressed into service for Kane, topping out at 12 for Marshall and eight for Fargo. Those tractors will work right up to the beginning of the beet campaign. And what a campaign it's

going to be when it starts in mid-August.

In my 22 years with Transystems, this is one of the best crops I've seen coming up. We increased from 118,000 to 125,000 acres and the crop looks amazing. If it continues to come together, this could be a bin-buster.

Our technicians did a good job getting ahead and ensuring a successful summer construction campaign. As construction wraps up, we will again count on them to have us ready to roll for beets. In order to fill the drivers' seats, we're planning a training program for new students. We'll teach them to drive and help them pass their CDLs. Then they will be committed to work for us for at least a year. It's a win-win program.

***Mike Rood, Manager
Minnesota Division***

Division Reports

Busy summer, busy fall in Idaho

At the peak of summer, things are looking great in Idaho. A perfect spring to start a record beet crop was followed by plenty of heat and enough water to grow the crop.



Kevin

Our hot spell came a little early in late June but the water is holding out and only a few beets in western Idaho

and eastern Oregon will be short of water. We knew that was coming so it's no surprise.

When we start rolling on harvest Sept. 10, we will have plenty to keep us busy.

Busy was the key word for the division. The Mountain Home Air Force Base job for Knife River was switched to a night job by the customer. That worked out well for us since the daytime temperatures were in the 100° range.

We wrapped up the Hailey Airport job with no losses from beginning to end. I'm proud of Aaron Woolman, who supervised the project. There was a lot of traffic in and out of the airport and we had a really short haul there,



A perfect spring followed by a warm summer is setting Idaho up for a great sugar beet crop. Harvest is scheduled to begin around Sept. 10.

only six miles. All those elements made it challenging and Aaron handled it beautifully.

We sent employees and equipment to North and South Dakota to help out. Jeff Thomas and Dave Wedel sharpened their management skills on the Pennington County milling project in South Dakota.

My hat is off to our entire maintenance staff for a job well done. We got lots of feedback about the good

shape our trucks were in when we sent them out to work construction. The summer maintenance work is on time and on budget. I couldn't ask for more. Some of our equipment will be out until the beet campaign begins.

We'll welcome the equipment and employees back with a bunch of picnics and barbecues in August.

***Kevin Iversen,
Vice President and General
Manager Idaho Division***

Division Reports

High spirits, hard work this summer

Transystems' "what else can I do to help" attitude is thriving in western North Dakota. Everyone is kicking in and helping out on our summer construction projects, and we're having fun getting to know drivers from all across the company. Even with delays caused by weather, our employees' spirits are high.

We wrapped up the first half of the Watford City stockpile job right on schedule and rolled into the second part of the job in mid-July.



Mike

Our Dickinson job was very successful under Robin Novak's watch. We wrapped it up in late June. Forty-four drivers then moved on to the South Park aggregate haul, running 24-hours-a day, five days a week. It's wonderful work for our employees. Lots of rain challenged us on the McKenzie job, but we got it wrapped up in early July and moved onto work near Alexander, ND.

The entire Transystems team has worked well this summer, but Josh Kayl and his crew deserve extra credit



CDL classes were part of the summer program in the Red River Valley. Trainers did a great job teaching novice drivers how to operate trucks safely.

for getting South Park up and running. Robin Novak and Tracy Magnus faced many obstacles in managing the Dickinson job. They innovated on site to ease the hang up on the unloading end of that job, keeping our trucks flowing.

We will barely finish construction before the sugar beet campaign begins in the Red River Valley. Beets start rolling Aug. 20. It looks like it's going to be a good crop.

We are ready for it. The summer maintenance program is running like clockwork and we are keeping to our timeline better than ever. We amped up our recruiting efforts right after the Fourth of July with an advertising campaign and expect to be fully staffed for the campaign.

Sean Scott and his driver trainers did an outstanding

job this summer, running three CDL classes which will provide us with a couple dozen new drivers. As they complete the summer courses, the new drivers head out to the construction projects to hone their skills. They will be well-prepared for the beet campaign with good training and actual road experience under their belts. The trainers did a great job teaching them how to operate a truck safely and efficiently.

We celebrated all of our employees at picnics at every project during late June and July. Thanks to a great crew, we had a safe, productive summer and look forward to the beginning of the sugar beet campaign.

***Troy Carl,
Vice President and
General Manager
Red River Valley Division***

Inspections ensure safety

Many small steps add up to Transystems being a “Leader in Safety.”

Vice President of Equipment Adolfo Siqueiros keeps an eye on those steps 24-7.

“A few weeks ago, I read a very interesting article about a survey that asked fleet managers throughout the

“If we reduce out cost-per-mile by just one cent, it equals almost \$350,000 in total savings each year. What a difference a penny can make.”

United States one question: What is the main objective of a fleet manager?”

“As you can imagine, there were many valid responses to that question,” Adolfo said. “However, one response stood out above all the rest. ‘The main objective of a fleet manager is to save lives.’”

“One big way we ensure that Transystems remains a leader in safety is by performing special safety inspections at least every 10,000 miles,” Adolfo said.



Adolfo

Transystems maintenance teams perform inspections on every tractor and trailer, checking vital equip-

ment components such as tire pressure and condition, brake system, vehicle coupling devices, lights, etc.

“All of these components promote safe vehicle operation,” Adolfo said.

That focus on maintenance is an integral part of how Transystems operates, whether it’s looking into ways to reduce cost-per-mile or improving our safety score.

“If we reduce our cost-per-mile by just one cent, it equals almost \$350,000 in total savings each year,” he said. “What a difference a penny can make.”

Adolfo and his maintenance team always consider better ways to create a safer work environment in our shops, out at summer projects and in our vehicles.

Remaining a leader in safety is an ongoing process.

“We are in the process of

reviewing our technician job assessment with an emphasis on proper lifting techniques,” Adolfo noted. “And we will be enhancing our safety communication process including daily 3-minute safety moments and more frequent shop safety audits.”

With five months of Transystems employment under his belt, Adolfo is seeing the company from every angle and every project.

Adolfo has traveled nearly every week since he came to the company, visiting projects from each division.

“My on-going training happens just as much at the many projects I visit, as sitting at my desk at the GFSC,” Adolfo said. “I’m really enjoying the start of my journey at Transystems and look forward to a bright future. I love what I do and I look forward to the new challenges and opportunities that each new day brings.

“I have met a lot of great, dedicated people within the Transystems umbrella. I’ve enjoyed everyone’s support and eagerness to consider new ideas on how to make Transystems operation run more effectively,” he said.

Money-saving idea pays off

Red River Valley Administrative Coordinator Barb Zavala came up with an idea that will save the company thousands of dollars. For more than a year, she worked on a way to decrease the unused Sirius radio service in the Red River Valley.

This spring, with the help of the Service Center's Viki Gallagher, that hard work paid off.

The costly problem was the charge for Sirius radio service in trucks parked during the off-season.



Viki

“Barb identified units which would be idle during the summer months and temporarily cancelled the service on those units,” Ann Powers, Vice President of Finance, said. “More importantly, she identified units still on the company’s Sirius plan which had been sold.”

In the coming year, the idea will pay off to the tune of some \$12,000. But Barb did not stop there. She also developed a plan for monitoring units going forward to keep costs as low as possible. Viki provided information



Barb

about the amounts of the monthly charges for the Sirius service.

That money-saving idea may earn Barb and Viki each a \$100 reward.

The possible \$100 reward is part of the cost saving challenge program that started in the Service Center in 2008 and has grown to include Idaho and the Red River Valley Divisions on a small scale.

“At the end of each challenge year, everyone reports on how they did with their cost saving idea,” Ann explained. “A person’s name is entered into the hat for each cost savings idea they had. We then draw two names and each winner gets \$100.”

In the seven years that the program has been in place it has proven itself.

“I can comfortably say that

we have saved several hundred thousand dollars over the years,” Ann said. “What starts out as a \$200 idea quickly escalates into other savings. This program is now part of our culture. Employees are coming up with ideas throughout the year – not just during the challenge.”

Who better to identify savings than the people right at the source? Over the years, savings have been identified in areas such as office supplies, postage, energy usage, communications and travel to name a few.

“We’ve had ideas such as reducing the cost of paper by always printing double-sided copies or printing reports to a PDF file rather than to a hard-copy,” Ann said. “There have been many ideas for streamlining processes to save time spent.”

The challenge’s criteria are simple. Find a savings in direct costs, such as reducing purchased services or supplies. Or find a way to reduce the amount of time employees spend on unnecessary tasks, freeing the employees for more productive tasks.

Every employee of the GFSC has participated in this program, Ann said. When they participate, the entire company benefits.

Administrative Report

Administration part of safety team

The administrative staff regularly compiles safety data for projects and divisions.

Every Tuesday each project clerk assembles and emails the project's safety dashboard.

Managers use the safety dashboard to address potential risk areas for the project and to assess the project's overall safety performance.

The new AssetWorks Ranger system in Transystems trucks provides a much better way to monitor drivers' hours-of-service.

Project clerks will work closely with the project managers to monitor each driver's hours-of-service.

drivers at the project, the progress of drivers in Transystems Safe Driver Continuous Improvement Program,



Kari

employees' status for on-line learning assignments, safety alerts and anticipated weather conditions.

Have you been asked to do a safety audit lately? If so, you should thank your project clerk. The clerk scheduled your audit and gave you a paper audit form or a tablet computer to do an electronic safety audit.

The project clerk also keeps up-to-date the Safety Board at the project. The clerks update the safety audit defect report, corrective actions, and post any new safety reminders or alerts

Speaking of corrective actions and identifying risk, Sheri Evenson at the Moorhead Project and Katie Galland at the Crookston Project are not shy when it comes to reminding other employees about the personal protective equipment.

Taylor Waite at the Idaho Division office takes it upon herself to shovel the sidewalks. She is out shoveling as soon as the first flake falls

making sure the walkways are safe for the office staff and any visitors.

Sandy Richard at the Worland project is an enthusiastic team player when it comes to identifying risks and promoting corrective actions that benefit all Worland Project employees.

Toni Blood takes true ownership with regard to Renville's safety committee. Toni schedules the meetings and records all the notes from the safety committee meetings, making sure that none of the vital action steps and discussions is forgotten.

What else is in the pipeline?

The new AssetWorks Ranger system in Transystems trucks provides a much better way to monitor drivers' hours-of-service.

Project clerks will work closely with the project managers to monitor each driver's hours-of-service.

The administrative staff supports Transystems' safety culture many different ways, and we continue to do more every year.

***Kari Franks,
Senior Administration
Manager***

Safety programs attract employees

Some people kick back and relax during the summer. Transsystems Retention and Recruiting Manager Josh Rector is not among them.

“We started the summer going hard, looking for the right people to staff our construction projects. Now we’re gearing up for the sugar beet campaign,” Josh said. “We are ready to face the challenges of staffing for the campaign. I’m focused on



Josh

executing our plans to make sure we attract the right employees, those who understand the culture of Transsys-

tems,” he added.

To get that job done, Josh has been traveling. Since joining the company less than five months ago, he has spent time in the Bakken area including stops in Williston, Watford City, Dickinson and Glendive. He checked out recruiting opportunities in Grand Forks and Fargo and managed to squeeze in a little fun at the Hillsboro company picnic. Next, he’s off to Idaho to finalize fall recruiting plans.

Every stop along the way



Parades and picnics are all part of the summer recruitment and retention program. The East Grand Forks crew rallied for Transsystems entry in the Aneta, ND, parade. Project Manager Rick Larson’s girlfriend Misty Molstad, left and EGF driver Bruce Voelker lent a hand preparing the entry.

has been a learning opportunity for Josh.

“Spending time talking to those who work and live near the congested, unsafe roads and in the culture of the oil-field has given me a new perspective on how much prospective employees want to work for a safe company,” Josh said. That’s an advantage for Transsystems. The opportunity to work for a local company that emphasizes safety is attractive to prospective employees.

“The company’s investment in safety makes recruiting a breeze,” Josh said.

Traveling is not all Josh has been up to. He also has been improving existing programs and dreaming up new ones to

recruit and retain quality employees.

The modern job search for many is much more of a consumer process. Prospective employees do much more online research before choosing to apply.

“Think of how you buy on Amazon.com. You compare prices, features and read reviews,” Josh said. “It’s my aim to highlight Transsystems’ strengths for candidates searching online. We need to tell our story and communicate our core values.

“We are making changes to our application

website(www.transystems-llc.com) to make it more

See JOIN OUR TEAM, next page

Great innovation: Gate limiters

For years, Transystems' team of innovators struggled to build a gate limiter to make operating a belly dump on construction projects safer and more efficient. When inspiration struck, it took only hours to build a working prototype in the manufacturing project's Twin Falls shop.

A gate limiter is used by a driver in the cab to set the gate opening distance on the belly dump trailers. The driver in the cab is unable to see how wide the gates open.

"We wanted to develop a safer, lighter, and easier sys-

tem," Manufacturing Project Manager Derek Torix explained. "Before the innovation, we used chains that went from gate to gate and through keyways to adjust opening distance. This raised safety concerns. The driver had to crawl under and adjust it which is also time consuming."

Another concern was that occasionally the keyway limiters would rip off with the force of the rams which could cause a loss and also affect maintenance costs.

Then there were the pesky chains. "They seem to hide some place and every year we

would try rounding up chains and end up buying more and more," Derek said.

Gate limiters are primarily used for construction jobs. The system helps make customers happy with consistent rates of discharge of material. Moreover, the equipment unloading is less likely to become stuck in excess material.

"For example, when we windrow material the customer may want long skinny windrows or short wide windrows," Derek said. "The limiter is used to keep the

See TWIN FALLS, next page

Join our team

Continued from Page 19
accessible on mobile devices. We also are making changes to the application process with the overall goal of allowing our hiring managers and supervisors to spend more time talking to quality leads."

Transystems videos will be hitting Facebook soon.

"You may even see our ads preceding your next YouTube video," Josh said. "I'm particularly excited and pleased that Mike Rood approved the introduction of YouTube in southwest Minnesota. We

will have a presence on the nation's No. 2 job search site, Glassdoor.com, and onMinnesotajobnetwork.com."

It's not all new school. Old school recruiting techniques still have advantages. "Some of the best resources we have had lately are local job service representatives," Josh said. "Making those connections and making sure they are informed of Transystems opportunities have gone a long way."

It's not just a job that Transystems has to offer. It's a career choice.

"As we add more summer construction positions, we are a year around company. We

are a very good full-time career option for families," Josh said.

"But the battle might be in the mindset of everyone on the front line of the hiring process to talk in terms of 'Career' instead of 'Job' or 'Project.'"

Retention efforts have not fallen by the wayside while recruiting is going on.

"Retention has been incredible," Josh said. "We have been reviewing all activities with project managers and supervisors and they have been doing an excellent job touching base with employees and conducting off-season activities."

Twin Falls keeps on innovating

Continued from Page 20
windrows consistent as well as keeping the windrows from being too wide causing the trucks to get stuck.”

An idea is born

“We were talking about creating a sturdy, heavy duty design that was easy for a driver to adjust, safer to use, and reliable,” Derek said.

While Mark Wilkinson was plumbing a trailer he started mulling the problem over and inspiration struck. Why not use a bucket level sensor from a loader?

“After years of trying to figure this out I can’t believe we have never thought of it before,” Derek said.

Derek, Mark and Joe Clark put their heads together and fine tuned the idea.

They figured out how it would need to be wired and then stole a sensor off of a loader to test the theory.

“Boom! Everything worked perfectly,” Derek said.

They welded a bracket to the hopper next to the gate and mounted the sensor there. Triggering the sensor was the next problem.

“Joe came up with an idea that involved a plate with two wing nuts that are easy to take off so the plate can be moved up and down to adjust for different opening widths,” Derek said. “Now it is a fully automated system. It is



Mark Wilkinson, left, and Joe Clark were the masterminds behind manufacturing’s latest innovation: the gate limiter.

Derek Torix photo

lighter, safer, and should have less maintenance and operational expense.”

The team wasted no time testing the prototype.

“We had to test it right away, we were all too impatient to wait,” Derek said. “After the test went flawlessly, we immediately made three more sets, installed them on trailers we were building and put them to work.”

The Paul, ID project is hauling several different materials for Kloefer Construction which put the new gate limiters immediately to the test.

“The nice thing is that they are hauling to the Kloefer yard in Twin Falls, which is close by so we can be right

there if there are any issues,” Derek said. “But so far none has come up.”

With the gate limiter innovation tested and ready to roll, the limiters most likely will be added when units go out on construction work next year. Installation takes only an hour on existing units.

“We will install the brackets and wiring harness as we build these trailers and make it a standard feature,” Derek said. “We are also going to make extra pieces made so that we can have them on hand to send to other projects that may want them.”

“In 15 years with the company, it’s the most exciting thing I’ve seen,” Rocky Mountain Division Manager Steve Torix commented.

Good news

Summer fun, babies and a bride

Transystems family grew by two this summer.

At right, Twin Falls clerk Jessica White and Hunt Olsen welcomed their first child June 19. Anna Leah Olsen weighed 8 pounds, 3 ounces and was 22 inches long.

At far right, Errol and Stacy Rice welcomed baby number four on July 13. Patrick Coulee Rice joins siblings Isis, Valon and Daniel. Patrick weighed 10 pounds 5 ounces and was 22 inches long.

Wedding bells

Retention and Recruiting Manager Josh Rector married Gabbye Hopkins July 11. The couple's dog Maddie served



as ring bearer. Josh's brother, Joe, stood as best man and his brother-in-law, Hoppy, read the couples their vows.

Following the small, private ceremony, the couple hosted a big bash for 150 friends and family members.

The hit of the day was the "candy bar" for the kids who attended.



Happy Birthday

August

1. Bradley Loge, Gary Melin, Roger Nelson.
2. William Lohrke, Robert Neisen, Jeffrey Peterson, Chris Ward.
3. Jina Davis, David Sullenger.
4. Chadlee Bly, Brentley Jordan, Donald Runkle.
5. Jacob Betts.
6. Louis Berard, Pamela Nistler.
7. David Eischens, Jack Goodhue, Eric Hall, Bruce Jacobson.
8. Joseph Bruggeman, Mallory Sharp, Richard Wosick.
9. Alberto Arroyo Magos, Eric Berntson, James Claypool II.
10. James Alderks, Randy Alderman, Mary Castro, Dan Rice, Jonathan Schmeck.
11. Joel Garrison, Charles Reep, Craig Tinlin, Allen Washington.
12. Anthony Atseff, Dalice Hill, Bojan Senger, Jimmy Stone.
13. Shane Lewis, Myron McCrady, Alfred Nelsen.
14. Cory Gierszewski, Scott Lind, Kirk Metzger, Kevin Miska, Luke Ottem, Matthew Strohmeyer.
15. Arlon Eells, Doroteo Escalera, Neil Hoff, Larry Olson, Vance Thoreson, Marco Tovar Salazar.
17. Christy Dingfelder, Jeffrey Gainey, Ruben Perez, Kenneth Seim., Ryan Soberaski, Jeremiah Wishard.
18. Toni Blood, Jose Chairez, Sheri Evenson, Joshua Rector.
19. Jordyn Jones, Steven Linde, Marco Antonio Mayo Sanchez, Jerry Schroeder.
20. Bernardo Chaparro, Earl Feucht, Hector Manuel Lopez, Dan Miller, Phillip Murphy, Thomas Rocha, Vern Spoonhunter, Richard Vander Stelt.
21. Martin De La Riva, Robert Free-

- man, Kevin Jaenisch, Gregory Lavine, Brad Poppen.
22. Michael Amos, Gregory Blasius, Michael Dunlap, Tyler Niemann, Ryan Sorensen.
23. Bruce Baumgardt, Gilbert Trevino.
24. Steven Bendele, David Hesse, Dana Thomas, Robert Ward.
25. Johnny Atkins, Hugh Brown, Dan Murphy.
26. Julian Andrade, Timothy Dixon, Gayleen Flick, Danny Smith, Dillon Workman.
27. Archie Big Medicine, Joshua Horgen, Benjamin Jirout, Colton Kupitz, Donald McEntarfer.
28. Thomas Inocencio, Garry Leih, Timothy Pagel, Shawn Reed.
29. Thomas Crosby, Gerhard Dupreez.
30. Roy Clever, Dennis Devine, Delbert Gomez, James Justesen,

- Richard Lewis, Polly Mejia, Doyle Narry.
31. Thomas Bascom, Paul Desautel, Scott Shultz.

September

1. Michael Barber, Charles Bengler, Lui Cazares Yeveerino, Ruben Guillen, Richard Sorensen.
2. Charles Bagley, Corey Blake, Jamie Ness.
3. Benjamin Mills.
4. Geoffrey Applegate, Robert Dunn, Kevin Kasprovicz.
5. Jerome Bretz.
6. Larry Haney Jr., Jeremy Schmierer, Larry Seal.
7. Shane Borg, Brandon Heddan, Joseph Schreffler.
8. Samuel Armas, Daniel Dolence, Harlan Flinn, James Taylor, Shawn Wickersham.
9. Stephen Coleman, Vincent Giambro, Ramon Gonzalez Escarcega, Shayne Hyde, Terry Knopp, Oral Nikle.
10. Brian Dyer, Timmy Fazekas, Israel Guzman, Wade Kovarik, Terry Porter, Randy Wareberg.
11. Sergio Alvarado Sanchez, Nathan Purrington.
12. Esteban Castaneda, Carlos Centeno-Vega, Steven Dailey.
13. Jerry Frame, Katie Galland, Humberto Jaime, Jay Johnson, Jerry Nelson.
14. Julio Alvaro Avalos, Michael Bangle, Lael Huff, Sterren Myklejord, Michael Schwindt, Stephen Williams.
15. Cruz Bales, Michael Fehlman.
16. Gerardo Canales, Thomas Garcia, Guy Hovde, Brent Lisonbee, Warren Miller, Stephen Muir, Todd Nelson.

Good news



Well hello summer!

Left, eight-year-old Tyler Dowell paddled gleefully into summer. The son of Personnel Coordinator Stacy Radovich, Tyler spent a week at Camp Korey in Carnation, WA.

The camp was created so that children living with serious medical issues are able to have the summer camp experience. Children who attend are from 7 to 16 years old. The week is packed with activities including horseback riding, fishing, archery, swimming, camp fires and a talent show. Each week, the camp host children with different medical issues. Tyler attends the session for Solid Organ Transplant recipients. There is a volunteer medical team that attends the camp to ensure each child's daily medical needs are met.

Right, Tanner and Triston Hunt rode away raffle winners at the Hillsboro picnic. Their father is Hillsboro driver Chuck Hunt.

Happy Birthday

September

17. Donald Corle, Brian Neilson, James Schwan, Ikromzhon-Shamshidinov.
18. Sarah Nason, Noella Pegram, Vince Towne.
19. Jery Gillaspy, Andrew Greer, Lucas Randow, Alfredo Rojas Soto, Raul Silva, Stanley Taylor, Todd Van Dorn, John Welker Sr.
20. Jama Abdi, Robert Bales, Kelly Clausen, Robert Denruiter, Julian Espinoza, Robert Harris, Randal Mergenthal, Dale Nelson, Darwin Somsen, Colby Stringfield.
21. FarukHyseni, Rocky McBride, Jason Waterworth.
22. Chance Koelln, Eva Moreno, Gerald Wagner, Nathan Wilson.
23. Joseph Foldoe, Elliott Gamblin, Javier Guzman Perez, Adan Lopez, Raul Rodriguez Guzman.

24. David Huddleston, Kristopher Johnson, Aaron Litz, Adam Nadeau, Kirby Philpott, Gordon Taylor.
25. John Burt, Skyler Crump, Steven Hankins, Gregory Landa, Kenneth McKean, Joseph Swiontek, Gilbert Trevino Jr., John Welker, Jr.
26. Bob Brown, Kenneth Burgemeister, Brian Nolan.
27. Andrew Anderson, John Fearneyhough, Oran Hansen, Cesar Munoz Figueroa, Timothy Pethtel, Lyle Sperry.
28. George Belanus, Bert Rosemeier.
29. Lyle Ausk, Steven Boatman, Steven Floyd, James Hofstader, Byron Holcomb, Matthew Holmes.
30. Robert Jordahl.

October

1. Clint Burd, Claude Evans, Tyson

- Feller, Mark Jenstrud, Charles Packham, Ronald Utley.
2. Stanley Bruggeman, Kelly Pankratz, Robert Seamons.
3. John Scarlett.
4. Jennifer Bourn, Jason Weeks.
5. Zane Cecil, Robert Salas, Eric Siegfried, Christian Tate.
6. Maurice Blair, Daniel Brennan, Ray DeLeon, Korky McWilliams, Gene Sampel, Yvonne Sanders, Lance Sharkey, Thomas Ziebach.
7. Mark Albert, Kristine Carl, William Emmett, Glenn Holweger, Cody Lancaster, Clyde Opdahl.
8. Jeremy Crowhorn, Marvin Novak, Jeff Sylskar, David Wedel.
9. Steve Torix.
10. Rodney Lund.
11. Ohran Hasanovic, Ernest Shelvin, Gregory Sloan.
12. Gary Bergman, Tim Fiscus, Mil-

- ton Jones, Martin Tolman, Coral Torix, Ryan Wagner, W Wilcox, Mary Zeller.
14. Bradley Arterburn, Jeffrey Feltman, Steven Hager, Jami Hollon.
15. Kenneth Gaylord, Bruce Voelker, James Woolley.
16. Frank Nerud, Allen Piper, Samantha Simkins, James Thara.
17. Martin Aspiazu, Spencer Halverson, Scott Pancheri, Daryl Savage, Julie Small, Michael Thompson.
18. Kyle Jones, Marshal Monk, Cesar Torales Diaz.
19. Dennis Aldrich, Beth Juarez, Travis Perkins.
20. Guadalupe Chavez, Steven Collins, Richard Hartung, Rodney Latta, Joshua Monty, Jean Nguessian, Daniel Schwerin, Mthokozisi Zikahl.
21. Adam Byrne..

22. Joseph Kreidelcamp.
23. Keith Bower, Marisa Bustamante, Benito Molina, Michael Tammaro, Brian Walters.
24. Todd Aasen, Andres Diaz Flores, Mark Hulst, Dennis Rekow, Cory Somsen.
25. Kenneth Cook Jr., Robert Enriquez, Jerry Hoffarth.
26. Jed Garner, Rodney Harris, Ann Powers.
27. Richard Dyer, Myron Harbaugh, Robert Wisecaver.
28. Ernie Conan, Tammy Laroque, Michael Page, Errol Rice, Ronald Smith, Steven Stathis.
29. John Essig, John Hoadley, Mario Reyes, Mark Schmidt.
30. Eric Escobedo, Dan Inceri, Daniel Santana Argueta, Travis Timmerman.
31. Thomas Austad, Gayle Bonnema, Mark Wilkinson.

Parting shot



A shiny, new 53-foot aluminum trailer is being showcased in Idaho this summer before heading to work in Renville. Jason Strunk photo