



TransTopix

Spring 2023

El calendario de Verano se llena rápidamente

Dos grandes trabajos de transporte y una variedad de proyectos locales mantendrán a los camiones de Transystems en marcha y a sus empleados ocupados este verano.

“Estamos trabajando en dos grandes obras este verano con algunos trabajos locales” dijo el presidente de Transystems, Errol Rice. “Hemos vuelto a Legacy Highway en Salt Lake un año mas y tendremos unos 15 camiones trabajando allí durante la mayor parte del verano. También estamos realizando un gran trabajo en los alrededores de Watford City (Dakota del Norte). El material vendrá cerca de Sidney (Montana) y recorrerá el proyecto hasta el sur de Watford. Este proyecto también se desarrollaría durante la mayor parte del verano.”

El trabajo local se reparte entre los proyectos de la empresa.

Tendremos trabajo en marcha en todo Idaho con nuestra mezcla típica de socios, y también estaremos en marcha de nuevo en Fargo y Billings”, dijo Errol. “Todavía estamos tratando de encontrar trabajo local para nuestros nuevos

proyectos en Scottsbluff y Fort Morgan, pero deberíamos tener al menos algunas oportunidades para nuestros conductores allí.”

Aunque el calendario se está llenando rápidamente, Errol sigue buscando otro gran trabajo, con suerte en Dakota del Sur. “Es estupendo tener trabajo allí para que nuestros empleados de Renville tengan una oportunidad laboral un poco más cerca de casa” comento.

Otra ventaja de estos trabajos de verano son las empresas con las que colaborara Transystems.

“Trabajamos sobre todo con socios consolidados: Knife River en varios lugares Y Idaho Materials” Explica Errol. “También tenemos trabajo con Central Specialties en Dakota del Norte y Strata en la parte oriental del estado. Siempre nos gustaría añadir un buen socio en nuestra geografía, pero queremos ser selectivos con los proyectos que aceptamos este verano.”

Los dos mayores proyectos de la empresa deberían empezar antes de lo habitual si el tiempo acompaña. Según Errol, es posible que los tra-

bajos de Salt Lake City y Watford City estén en marcha para abril.

“Espero que empecemos a mover algunos trabajos locales en cuanto el tiempo lo permita”, dijo. “Ya movimos algo de roca en Nampa en Febrero.”

Aunque Transystems no proporcionara alojamiento, los empleados de los proyectos remotos recibirán una subvención.

La falta de transportistas fiables para los proyectos de construcción pone a Transystems en buena posición para conseguir aún más trabajo en verano.

“Podemos mantenernos bastante ocupados”, afirma Errol. “Intentamos elegir los mejores trabajos que se adaptan a nuestra empresa y mantener a nuestros conductores tan ocupados como quieran. Queremos poder tener camiones funcionando los 12 meses del año, pero sabemos que los conductores y los gerentes necesitan tiempo para descansar entre los transportes de remolacha y las obras.”

Para los conductores, trabajar en las obras de verano es **Ver VERANO, página 4**

On the cover

James Andert does double-duty as both the loader operator and the truck driver loading lime rock to haul to the factory in Nampa. It's a year-round process. Transystems hauls lime rock from Durkee, OR, in the summer to stockpile for the factory's use during the campaign. Kirk Ellingford photo.



Transystems will be hauling lime rock to Nampa all summer long. Kirk Ellingford photo.

Summer calendar is filling up fast

Two large hauling jobs and an assortment of local projects will keep Transystems' trucks running and employees busy this summer.



Errol

"We are working two big jobs this summer with some local area work mixed in," Transystems President Errol Rice said. "We are back on Legacy Highway in Salt Lake for one more year and should have about 15 trucks running on that for most of the summer. We are also running a big job

around Watford City, N.D. The material will come from near Sidney, Mont., and run the project to south of Watford. This project will also run most of the summer."

Local work is scattered around the company's projects.

"We will have work running throughout Idaho with our typical mix of partners, and we should also be up and running again in Fargo and Billings," Errol said. "We are still trying to find some local work for our new projects in Scottsbluff and Fort Morgan but should have at least a few opportunities for our drivers

there."

Although the calendar is filling up fast, Errol is still looking to add one more big job, hopefully in South Dakota.

"It is great to have some work there to get our Renville employees a shot at work a little bit closer to home," he commented.

Another bonus to the summer schedule is companies with whom Transystems will be teaming.

"We are working with mostly established partners: Knife River in a several locations as well as Idaho Materials," Errol said. "We also have **See SUMMER, Page 4**

Summer offers employment opportunities

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work with Central Specialties in North Dakota and Strata in the eastern part of the state. We would always like to add a good partner in our geography, but we want to be selective about the projects we take on this summer.”

The company’s two largest projects should start earlier than usual if the weather cooperates. There is a chance to be up and running in April for the Salt Lake City and Watford city jobs, Errol said.

“I expect that we will begin moving some local work as soon as weather allows,” he said. “We moved some rock in Nampa in February already.”

While Transystems will not be providing housing, there is sub pay for employees at the remote projects.

A lack of reliable trucking contractors for construction

“We are trying to pick the best jobs that match our company and keep our drivers as busy as they want to be.”

Errol Rice

projects puts Transystems in good stead to garner even more summer work.

“We can keep ourselves pretty busy,” Errol said. “We are trying to pick the best jobs that match our company and keep our drivers as busy as they want to be. We want to be able to have trucks running all 12 months of the year, but we know that drivers and managers need some time to unwind between beet hauls and construction work.”

For drivers, working summer construction is a great way to extend their work sea-

son with Transystems.

“We had some short crops in the Central Division, and this is a good way to generate some more cash ahead of the beet start up in September,” Errol said. “It can also help push an employee over for hitting the vacation benefit threshold, which is typically a two week premium payment for our veteran employees.”

What is good for Transystems’ employees is good for Transystems.

“It is a great benefit to the company to have green trucks running all year long. We can chip away at some of our fixed expenses, and it is helpful to recruit drivers to running projects. We can bring in newly trained drivers and get them experienced on a smaller construction project before starting them up on sugar beets,” Errol concluded.

Saltar titular para traducir

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a forma estupenda de ampliar su temporada laboral con Transystems.

“Tuvimos algunas cosechas cortas en la División Central, y esta es una buena manera de generar algo más de efectivo antes del inicio de la remolacha en Septiembre”, dijo Errol. “También puede ayudar

a empujar a un empleado a superar el umbral de beneficio de vacaciones, que suele ser una prima de dos semanas para nuestros empleados veteranos.”

Lo que es bueno para los empleados de Transystems es bueno para Transystems.

“Es un gran beneficio para la empresa tener los camiones verdes funcionando todo el

año. Podemos reducir algunos de nuestros gastos fijos, y es útil contratar conductores para proyectos en marcha. Podemos traer a conductores recién formados y que adquieran experiencia en un proyecto de construcción más pequeño antes de empezar con la remolacha de azúcar”, concluye Errol.

New VP of Safety joins company

Transystems kicked off the New Year with a new Vice President of Safety when Chris Tacke signed on to oversee the safety and health of the company.

“I help and encourage employees to go home the same way they came to work,” Chris said. “My team and I help employees work in a safe manner and understand that safety is one of the core values at Transystems. I also help ensure our company is in compliance with federal regulations, such as FMCSR and OSHA.”

“Another aspect of my position is to oversee the training simulators that are in each division,” he added.

“Chris has a fantastic OSHA background from his role with the State of Montana,” Transystems President Errol Rice said. “He has a very organized and procedural way of looking at safety. He is able to take the data from our multiple safety systems and present it in a way that helps show people the impact of safety. One of the big projects he is working on is how to better use our camera systems to measure actions and keep our projects safer.”

A Montana native, Chris is well prepared to handle his tasks, bringing a realistic outlook on safety and health.

“I grew up on a farm outside of Fort Benton, Mont.,” he said. “There I learned that



Vice President of Safety Chris Tacke and his wife, Stephanie, have three children, Jackson, William and Rosalie.

safety needs to be part of your everyday life. Our farm was very remote. The nearest medical facility was more than a half hour away, and the nearest hospital was closer to an hour’s drive.”

Plenty of reason to work safely.

Working alongside his father and grandfather, Chris learned from childhood the value of doing a job both safely and efficiently.

“On the farm, there were just the three of us,” he said. “We didn’t have the newest or best machines (our main tractor in the 2010s was a 1980 John Deere 4640), so we had to make do with what we had. A lot of time that meant bending the safety rules a bit while trying to be as safe as possible. I didn’t know it at the time, but this was the start of my safety career.”

“Chris grew up farming and his practical approach on

safety is a great fit for Transystems,” Errol said. “And he actually hauled sugar beets for a grower in North Dakota before even knowing about Transystems.”

Chris earned a bachelor of science degree in Occupational Safety and Health and a minor in biology from Montana Tech. His first job out of college was as the Health and Safety Manager for Grand Teton Lodge Company in Jackson, Wyo., where his wife, Stephanie, worked in the reservation department.

After three years, Montana called the Tackes home. Chris went to work for the State of Montana as a Safety, Health and Industrial Hygiene consultant.

His experience with the Montana Safety and Health Bureau made Chris a perfect fit for Transystems’ safety culture.

His job had him traveling around the state helping employers establish or strengthen their safety and health programs and identify safety and health hazards that their employees would be exposed to. He also ensured that companies were following OSHA rules and regulations to help ensure compliance and reduce the chances of receiving citations or monetary penalties.

“My position with the state allowed me to work directly

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Chris values Transystem's culture of safety

From previous page across the table from OSHA,” he said. “It provided me with valuable insight into how regulatory agencies, specifically OSHA, operate. While I didn’t work directly for OSHA, my program was directly responsible for helping employers comply with OSHA rules and regulations.”

While with the state, Chris was based out of the Great Falls field office, where he primarily worked with grain elevators and local agribusiness. In the latter part of his time there, he earned a master’s degree in Industrial Hygiene and conducted industrial hygiene health surveys, helping ensure that employers were not exposing their employees to hazardous substances. Some examples of things he would sample for were noise, silica, volatile organic compounds, dusts and various fumes.

Chris’s educational and work background have been put to good use in his new post.

“When we were reviewing a potential new project that was just a bit outside of everyone’s expertise, Chris was on the ball about tracking down the appropriate contacts in the industry and making sure we were going to have the best possible start,” Errol said. “It would have been easy to say, ‘No, this doesn’t fit us,’ and leave it there. But Chris did the diligence necessary to get us to the point of making sure

it could work for Transystems and how to make it work.”

Chris brings both understanding of and enthusiasm for safety to his new position, which is not without its challenges.

“I think the most challenging part, not only in this position but in any safety position, is showing people that safety and health is important, not just in their jobs or positions but in their everyday lives,” Chris said. “As a safety team, employees get to see how safety and health directly impact their day and makes each of them a safe person, both on and off the job,” Chris said. “Safety is a core value of mine, and it is rewarding to know that I work for a company that shares that same core value.”

“Safety isn’t the most glamorous thing to talk about nor is it something that everyone agrees with,” he added. “But once you make a connection with employees and show them that safety and health are there to make them a better person and help them continue to do the things they love, they tend to buy in.”

And the new job has its rewards.

“The most rewarding thing for me is getting to work with all the amazing drivers and employees we have at Transystems,” Chris said.

He has had plenty of interaction with employees from day one.

“We didn’t hesitate about throwing Chris into the fire,” Errol said. “Since he has been at Transystems, I think he has been to every division/project multiple times and helped out on all sorts of problems. Rich Carl left a fantastic foundation for the safety department, and I know Chris will be able to help expand and improve it.”

Chris’s core values were instilled early by his hardworking and loving parents, who dedicated their lives to education in Fairfield, Mont.

“Once the school year was done, my entire family would move to Fort Benton to work on my dad’s family farm. This is where I spent every summer from 1987 to 2011. I call it my dad’s insurance policy to keep me out of trouble during the summer,” Chris joked.

Two months before graduating college, Chris married his high school sweetheart, Stephanie, who is now a high school counselor at their alma mater, Fairfield High School.

“We have three amazing children, Jackson (9), William (7) and Rosalie (4), who keep us very busy,” Chris said.

During his downtime (when there is some), Chris volunteers as the Fire Chief for Sun Prairie Volunteer Fire. He is a Pro Board certified firefighter and has been involved in fire service since 2012. He also enjoys fly fishing, rafting, farming and smoking meat on his numerous smokers.

Service Center Spotlight on Beth Schmidt

Beth Schmidt brought plenty of enthusiasm to Transystems when she signed on as Director of Staffing last August.

“I get to focus on the best pieces of Human Resources: the recruitment of great people and the retention efforts to keep them choosing #TeamGreen year after year,” she said.

Calling herself “the new kid on the block,” Beth brings plenty of experience to back up her enthusiasm for the job. Prior to joining Transystems, she was with the Montana Department of Labor & Industry for 7½ years.

“I focused on work-based learning programs and stackable funding streams to assist employers in building their skilled workforce to not only sustain their business(es), but to allow them to grow,” she said.

Beth’s most valuable assets are her stellar communication skills and her ability to build trust and respect with all people with whom she interacts.

She is eager to build a staffing team and robust recruitment and retention program from the ground up.

“This is still a work in progress, but each day we take a few steps forward,” Beth said. “It is motivating to see others in the company get excited



Beth Schmidt and her husband, Mike, have two children, Blaine and Madeline, and one spunky Labradoodle, Willow.

“For the Staffing Team to be successful, we have to work closely with all.”

Beth Schmidt

and engaged with what we are trying to accomplish.”

To achieve her goals, Beth works with everyone in the company.

“For the Staffing Team to be successful, we have to work closely with all,” she said, adding her team includes Kara Joyce, Moises Hernandez and Tessa Kent.

Beth said her greatest challenge is spreading herself evenly throughout the company.

“Consistent communication is a challenge for me,” she said. “I think some projects/divisions get more of my time than others.”

Beth is a self-described military brat who was born in New Mexico and raised around the country.

“We moved around a lot, but I consider Kansas City, Mo., home,” she said.

Married for 28 years to Mike, the couple have two children, Blaine, 23, and Madeline, 17. And let’s not forget the 3-year-old Parti Labradoodle, Willow.

When not building up Transystems’ employee pool, Beth enjoys restoring wood furniture and spending time at the family cabin, making memories to last a lifetime.

Service Center welcomes Justin to IT

A childhood interest in all things computer spurred Justin Meadows into his Information Technology Support Technician career, which brought him to Transystems this year.



Justin

While new to Transystems, Justin is an old hand at IT support having more than six years of experience in the field. He most recently was IT Support for the Montana State Legislature in Helena.

Justin deals with all the computer hardware and software that Transystems employees use, and there is plenty of it.

“This ranges from Android tablets and phones to Windows-based computers,” Justin said. “I am responsible for providing support for any piece of hardware the company owns and operates, if it is company approved and purchased. I help configure any software that is used, such as Microsoft Office and Microsoft 365 and the specialized diagnostic software that the mechanics use to keep our drivers safely on the road.”

A deep knowledge of computer systems (hardware, software and all the technical skills needed to navigate the

digital landscape) are vital to Justin’s job. But he views his job as more than that.

“First and foremost, customer service skills are essential,” Justin said. “At the heart of it all, we are in the business of providing customer support to hundreds of customers, who just happen to be our coworkers. Communication skills are essential as well. If I cannot communicate to a customer how to fix a problem in a clear and concise manner, nothing can get fixed. Not everyone can speak the lingo, so being able to communicate what the issue is in standard terms is a deal breaker for most.”

Keeping up with the constantly changing IT landscape is one of Justin’s challenges.

“Every week there is a new virus or vulnerability that you must be aware of,” he said. “New updates to software that change how a program works or looks constantly challenge even the most seasoned veterans. As I am perusing the information security side of IT, there are new digital threats daily that I must keep up with.”

But the difficult job comes with compensating rewards.

“The most rewarding part of my job is interacting with everyone who works at this amazing company,” he said. “When you create a relationship that lasts years and years,

and then seeing how someone reacts when you can fix a problem, that’s the best and most rewarding part of my career.”

“Most of what I know is self-taught and can be learned without a degree,” he added. “Being passionate about what I do drives me from day to day to learn more and continue to advance my skills. The IT landscape changes monthly, and the ability to be flexible and change is most important.”

A “typical” day for Justin requires organizational skills.

“A typical day starts at 8 a.m., booting up and logging into my computer,” he said. “After that is done, I check my messages, emails and support tickets. Mondays are different as I have to prepare for our weekly IT meeting with the team. This includes updating and presenting the IT metrics for ticket input and output, what problems are lingering and the status of the network storage locations (storage device health and status). Then it’s back to work answering tickets and phone calls,” Justin said.

Throughout the day, he provides in person, over the phone or remote assistance with any issues that arise company wide.

He’s the guy who fixes our computer problems.

Cheyenne Goff steps up to new role

A three-year Transsystems veteran employee, Cheyenne Goff is moving up and moving on to Billings as the Central Division Administration Manager.



Cheyenne

Currently living in Idaho, Cheyenne will be making the move to Montana soon to tackle her new post.

“My job is multifaceted,” Cheyenne explained. “I offer support for all departments. I help with fuel, payroll corrections and discrepancies, time-cards and staffing. There are

many different things I handle from day to day.”

She is well prepared for the task with a great depth of knowledge of Transsystems’ company policies and procedures, which she learned during her years as the Idaho Division Administration Coordinator.

Her excellent time management, decision-making and clerical skills give her a head start on the management job.

“I have had strong training for this position, and feel I am prepared for anything thrown at me,” she said.

She began honing her people skills long before joining Transsystems, working as a

customer service rep for a food company and at a day-care.

“I grew up in a small town in Idaho where everyone knows everyone,” Cheyenne said. She attended Jerome High, working full-time through school.

“My husband Devin and I are currently looking to relocate to Billings for my new position,” she said. “We are bringing along our two dogs, Della and Mojo, and our many hobbies, including camping, dirt bikes, side-by-sides, traveling to state parks and checking out new hot springs.”

Congratulations on your new job, Cheyenne.

Service Center Spotlight on Julien

Julien Stanley joined Transsystems eight months ago and works as an Accounts Payable Clerk, processing



Julien

invoices, communicating with vendors, reconciling statements, filing invoices and checking them for accuracy, and other

accounting tasks.

The Great Falls, Mont., native graduated from Great Falls College MSU with an associate of arts degree with a

concentration in accounting. He currently attends MSU Billings part-time, working online towards a bachelor of science degree in Business Administration, Accounting option.

“Organization, attention to detail and self-motivation are the most important assets for my job,” Julien said.

He appreciates his fellow Transsystems employees and really enjoys the flexibility to take 15-minute walk breaks throughout the day.

Julien’s biggest work challenge is finding a way to stop

duplicate invoices from coming through the invoice email and balancing all the required tasks of the position. His typical workday is filled with processing invoices and filing them while answering phone calls and emails.

“My hobbies include playing a card game called Yu-Gi-Oh! and being an online vendor selling the cards so I can grow my collection of them,” Julien said. “I also enjoy spending time doing outdoor activities. My favorite activities include snowboarding, hiking and fishing.”

3D printer unleashes imaginations

The Manufacturing Project is busy unleashing its imagination thanks to a trio of 3D printers housed in Kraig Kestie's small office next to the sprawling shop.

An early adopter of 3D technology half a decade ago, Kraig's first printer was more of a toy than a tool.



Kraig

My, how things have changed in the past four years.

Transystems' newest engineering grade 3D printer is a fused filament fabrication (FFF)

version. It deposits molten plastic in a specific geometrical design turning out functioning parts with movement. And those parts are strong. Depending upon the type of filament used, the tools produced have a tensile strength to meet or beat aluminum.

Kraig has big plans for the 3D printer, and he is already putting them forward.

"We will use it to create a variety of things," Kraig said. "The most direct thing we use it for is making functional parts. For example, we can print wear pads, jigs, gears, rollers and more. Our imagination is truly our only limit with these printers."

The functioning parts are created using the highest-grade filament. But to create a proto-

type, a modeling filament can be used to save expenses.

"We used that method when developing our new kingpin," Kraig explained. "We printed out the pivot it will work on using modeling filament, so we had an actual physical part, not a drawing. You can get a real sense of the size and functionality of the parts."

The 3D printer technology is constantly evolving and improving.

"The early printers were not much better than a toy," Kraig said. "It was fascinating and fun. It took a couple of years before the machines and filaments caught up with the technology. In the past two years, the tech with filaments has really gone through the roof."

Kraig's 3D printers rarely get a day off at the Manufacturing Project.

"They work every day, offering a very affordable way to test out someone's new idea," he said. "For 50 cents worth of filament, we can create a hands-on version of a possible tool or part. Sometimes they work out. Sometimes they don't. But we don't have the onerous expense of machining one part to test it."

"It is an extremely affordable way to bring a part from someone's imagination into the real world without spending thousands of dollars to have it machined," he added.

Kraig's first use of the 3D technology came about when

he was developing a tooling system.

"I reached a point where it was going to cost a couple thousand dollars to test a part," he said. "It didn't make sense to spend huge money to machine the concept."

Kraig got the idea to print a model of the part he wanted. So, he did.

"It didn't work. It broke," Kraig said with a chuckle.

With the advent of better filament, that doesn't happen now.

"We can print viable, strong tools using the 3D printer," Kraig said. "What started out as an easy way to make a model of a tool has evolved into the way to actually produce the tool or part."

Imagination is the only limit the Manufacturing Project faces to crank out functional parts.

"I would like to 3D print some parts of our trailers to test them in the field," he said. "If the parts work, it is more cost effective to 3D print them than it is to have them created using thermal injection technology."

There is an economy of scale at play with the 3D printers.

"It used to be, if you needed 1 to 10 parts, it was cheaper to 3D print them. If you need thousands of parts, it's more cost effective to inject mold them," Kraig explained. But that is constantly changing with improvements to the 3D technology.

"Now it's more like, if you

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Division Reports

Idaho campaign smooth start to finish

In a word, the Idaho Division's sugar beet campaign was smooth.

Thanks to outstanding staffing and mostly cooperative weather, the team kept ahead of demands during the campaign.

We kept up with the customer's needs, even staying ahead of the haul this year, using no outside trucks. Our customer is happy, and so are we.



Kevin

The crop we moved was good, and the haul was excellent. A significant part of that was moving more than 200,000 tons of sugar beets from Twin Falls to Nampa. Those were bonus miles and hours for our drivers. We only had to shut down for bad roads a few times.

Another spot of good news has been our growing snow-pack. Water is key to everything in Southern Idaho and Eastern Oregon, and last summer we really depleted our reservoirs. We were facing possibly tough times. But it looks like we will be in good shape

for the growing season as our growers head into the fields to plant next month.

Some of our projects have wrapped up already. The entire division will be done by the first week of April. That's just in time for our summer work, which we are already gearing up for. Our first summer project is hauling gravel locally, and that should be underway in early March.

We have a job with IMC in the Boise area hauling asphalt from Boise to Loman, Idaho. We will be running 25 trucks, with the job starting in late June and running into August. We also will be going back to the Legacy job in Utah in mid-April and run until the end of August. We have a few local jobs in southern Idaho this summer, too, and will have six trucks hauling lime rock into the Nampa factory all summer.

Our staffing this year was exceptional. We got a boost from H2B workers, who fit well into our team of locals.

Lots of good things happened in Paul, thanks to Project Manager Drew Maisey. Chad Packham did a great job as second

supervisor and Veronica Jasso played a key role in Drew's smooth transitioning to project manager. She also played a big part in the success of our H2B workers.

Nampa had two new supervisors who should be commended for a job well done. Thanks to Geoffrey Glenn and Curtis Wilcox. Veteran Transystems employees, they were not new to the company but fit well into their new positions and really contributed to Nampa's successful campaign. A new part of the Nampa Project this campaign was hauling lime rock to the factory. The Nampa team pulled it off without a hitch. It is a very good addition to our division's workload.

Looking ahead, we will be building new trailers for next season at the Rupert Manufacturing Project. Fifteen new sets are planned. We will also be getting some new trucks

Thanks, Idaho team members, for a great campaign. It was just that good of a year.

Kevin Iversen, Vice President and General Manager, Idaho Division

3D

From previous page need 50, it's better to 3D print," he said.

Kraig views the 3D printer

in the same way as every other tool in his arsenal.

"Whether it's a water jet, a welder or a 3D printer, all those tools build what our imaginations produce," he

said. "There is no hard line between a shop tool and a tool in the office. They all hold the promise of stretching and unleashing our imaginations."

Division Reports

Central built a team, moved some beets

The Central Division came out of the gate strong in its first year as an expanded division.

Weather played a little havoc with crops in a few areas, but all our customers were satisfied at the end of the campaign. And, based on the end-of-campaign meetings, our employees were satisfied, too. We got a lot of positive feedback.

Almost all of our H2B employees departed in February after helping us out as drivers and technicians. Bringing them onboard was a home-run for us and for them. They were proud to work for Transystems, and many of them look forward to returning next year.

The Nebraska-Colorado (NEBCO) projects are fitting in nicely to Transystems' way of doing business.

NEBCO faced the worst winter in decades and came out of it successfully, although the beet crop was short, resulting in a shorter campaign than usual.

The learning curve and organization were challenging in the two new projects, but we are looking forward to a great summer and beet campaign next fall. All our equipment will be in place, and we will



Rich Carl and H2B worker Victor Dominguez salute a campaign well done in Fort Morgan.

be ready to roll.

I am very, very proud of what they have accomplished as new employees to our company. They all signed on to Team Green enthusiastically. One of the highlights of the NEBCO campaign was the quality of communication between Transystems and our customer, Western Sugar.

Communication and cooperation were simply fantastic. We are happy working with Western, and they are happy with us.

Billings had a stellar campaign this year. We lost some

beet acreage to the Yellowstone River flooding, but the managers did a great job managing the piles and the outside haul.

Some personnel adjustments in Worland resulted in a good year there. I'd like to thank all the Worland employees for stepping up when needed.

Our final sugar beet campaign in Sidney was bitter-sweet. Transystems was, and is, a big part of that community. We've been part of the fabric of Sidney for more than half a century. Thanks to all our employees who helped finish the project up. Sidney's equipment, as well as some of the employees, will be used to bolster the rest of the Central Division.

Project Manager John Hoadley and Supervisor Jason Schrader will be moving on to other projects in the division.

Division-wide, morale is good going into the summer construction season. And what a season it's going to be.

We have a big, two-year project in Watford City that is just getting fired up now. It is familiar territory for us because we have successfully worked there before. Lots of trucks (25 to 30) and lots of drivers will be working through the summer. We are

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Division Reports

RRV faced big crop, big, bad weather

A big crop and a big winter challenged the Red River Valley team this campaign. But the wheels kept turning, and the sugar beets kept moving.



Tracy

Our division faced a staggeringly large crop. It has been the biggest sugar beet haul in our history and put us well over our contract rates with lots and lots of miles. There has been more than one record-breaking haul day in the RRV this season.

The remainder of the Valley had a decent crop. The further south we went, the lower tons per acre. Overall, it will be a bumper crop and a record-breaking one for our customer, with more than 12 million tons of beets processed by campaign's end.

Then there is the weather part of the story. Winter threw some wrenches into our haul for sure.

December was a grim month, with record snowfall, ice storms and poor road conditions basically grinding us to a halt for a couple of weeks.

Those tough times are when

the RRV crew really shines. Our veteran drivers took the novice and H2B drivers under their wings, mentoring them on how to handle the weather challenges. They helped make sure everyone was on the same page and on the road safely.

The H2B workers adapted quickly and did fantastic on tough roads through a tough winter.

Tough conditions aside, we will finish the campaign on time. Right now, we are fighting to do the long hauls before the short ones, which will put us in great position to finish strong in mid- to late May.

We are hopeful for some summer work in the Fargo area, which could start as early as late May. And the summer training schedule is already in the works. We will get the skills development programs up and running in June.

The training program is excellent. Our mentors consistently do an outstanding job. We get good return rates and good quality drivers from the program.

New equipment and new/returning managers gave us a real boost, too.

With a strong background in

transportation operation and management, Mike Nelson is the new Project Manager in Hillsboro. Ben Purrington returned to us as Division Maintenance Manager. We were happy to welcome him back.

Chuck Hunt took over the Moorhead Project and, from the get-go, has made solid changes to improve it. Two veteran Transystems employees stepped up to supervisor spots in Moorhead. Bastian Benson and Jacob Betts have really helped reshape the project.

We will all breathe a sigh of relieve when the old 470 loaders pull their last shifts. They are tired machines and will be replaced this summer with new 500 Komatsu loaders. We are also looking forward to 11 new Kenworth trucks and 10 new Freightliners. New equipment is always appreciated by our employees.

Most of our equipment and the entire Red River Valley team worked hard and well this campaign.

The efforts are much appreciated. Thank you.

*Tracy Magnus,
Vice President and
General Manager,
Red River Valley Division*

Renville kept ahead of weather, haul plan

The weather was the story in Minnesota this campaign. And while it wasn't pretty, the story ended well.

Despite the wicked weather, the Renville team is ahead of the haul plan.



Craig

Renville ranked in the Top 10 for snowfall this winter. Then came the freezing rain to top it off. That proved challenging for our drivers, who grappled with horrible road conditions for the much of the campaign.

We met it head on and tuned up our training programs to sharpen our drivers' skills on ice. We also reduced our speeds around curves to lessen our risks. The drivers took it in stride and did an admirable

job of dealing with what was dealt to them. They adapted well, and I feel good about that.

We should be wrapped up by the end of March. Many of our drivers and techs are looking forward to summer work, hopefully in North Dakota.

Our staffing numbers were good throughout the campaign. Fortunately, a large number of our employees return year after year. Retaining good, trained employees makes everything run more smoothly and cuts the hours spent training new hires. The returning employees know how Transystems runs. I really look forward to great retention numbers next fall, too. It's far simpler to rehire than train new.

And speaking of new, we've got plenty of new tractors either already delivered or

on their way. A dozen 2023 Freightliners are already here, and we expect a total of 32 2023 models and five 2022s. New trailers are also in Renville's future since the 2011 trailers we have been running are getting a little worn out. They worked well all these years and were real stars in summer construction. Last summer, almost all our trailers were hauling aggregate.

I would like to thank the entire Renville team for the extra efforts put forth during a trying winter.

Our technicians, working outside in blizzard conditions, were true heroes as were the other team members who stepped up to move snow and keep us running. I cannot thank them all enough.

*Craig LeLoux,
Renville Project Manager*

Central Division shuffled staff for success

From page 12

excited about the project, and employees are lining up for the work.

Getting Scottsbluff and Fort Morgan up and running took a team. New team members stepped up and veteran Transystems employees shifted to new positions. We shuffled a lot of people around this year.

I am very happy with the management staff's development over the past months. They all rose to the challenges they faced and rallied the troops.



Rich

On a personal level, I am humbled and still

learning lots of lessons. I am working with other division managers to hone my skills and improve myself and the Central Division.

Thanks for all the support and hard work.

*Rich Carl, Vice President
and General Manager,
Central Division*

Maintenance Report

Maintenance Team is meeting its goals

It's been an interesting winter for the men and women who keep Transsystems' equipment operating in top form.

Colder than average winter temperatures take a toll on people, trucks, trailers and loaders.

The company's broad geographic range means weather conditions vary dramatically from one area to the next. In the upper northern projects, a tough December had techs working outside in bitter cold day after



Troy

day. It is not an easy job, and I give them a lot of credit for sticking to it.

With some projects still hauling beets, the Maintenance Team is already focusing on the summer construction season ahead.

In the Idaho Division, we are prepping equipment for the Legacy project. When we switch from hauling beets to hauling aggregate, we have to make sure the seals on all the trailers are good and that nothing leaks out. We also are getting our mobile shop set up so techs can be on that work site near Salt Lake City.

In North Dakota, we will be



The newest additions to Transsystems' fleet, Mack Anthems, were so new at press time they didn't have logos affixed yet.

prepping trailers the same way for the Watford City U.S. 85 job. Much of that equipment will be coming out of the Centrals Division's NEBCO projects.

The switch to our new Tips II program went smoothly. The techs took to the new program with ease and adapted more quickly than to the previous program. We are very focused on inventory management process. Our goal is to have tight control of our parts inventory at every project. We continue to develop checks and balances to measure our performance. Thank you to all the Shop Coordinators at the

projects for focusing on this big task.

Training is the next order of business for the Maintenance Team. We are planning a new training program for our lead techs that will involve soft skills and people management as well as the technical aspects. We are looking to grow and develop our leaders. The Lead Tech position at each project is a very important one. We plan to improve on the training programs we currently have in place.

The tech team will have plenty of new equipment to work with in the coming
See MAINTENANCE, Next page

Who ya gonna call? The Admin Team

When there's something weird on your paycheck stub, who ya gonna call? ADMINISTRATION!



Kari

Now when you hear the Ghostbusters theme song, which probably isn't that often anymore, you'll think of your favorite administrative coworker.

This sugar beet season, the administration department add-

ed new team members who are here to help.

Following are some important facts about our newest administrative employees, who are ready to learn and grow with Transystems. We're fortunate to be able to add these positive, friendly and hard-working people to Transystems.

Alyssa Reitmeier is the new full-time clerk at the Crookston project. Alyssa has three boys, 15-year-old Masen, 11-year-old Jaxsen and Reven, 9. And they all play hockey. The fam-



Alyssa

ily also has a wild and sweet 3-year-old German Shepard named Xena. In her free time, Alyssa likes to watch her boys play hockey and sometimes joins in on playing a little puck with them. When hockey isn't the center of attention, she loves hunting, fishing, bonfires and spending time with family and friends. Alyssa's favorite thing about
See ADMIN, Next page

Maintenance getting equipment ready

From revious page months. The Billings Project is getting six new Mack Antheams. We are taking delivery now and will have the new trucks in shape for summer work.

The 2023 and 2024 Freightliners continue to trickle into the Red River Valley and Renville Projects. We get them prepped as they roll in so they will also be ready for summer work and the next beet campaign.

Both Idaho and the Red River Valley are getting new loaders in June. RRV will receive eight Komatsu WA500-8 and Idaho will get three Volvo L220H. The Valley will also see a couple of new PC490 excavators.

We were happy to welcome

Ben Purrington back to Transystems as RRV Division Maintenance Manager. His knowledge of Transystems and our equipment is a great asset.

Dee Davis, the Idaho Division Maintenance Manager, has really come into his own. It has been a pleasure watching him as he wraps up his second year with us.

With two campaigns under his belt, Dee has really nurtured his team, and they have done good things for the company, including putting best practices in place and following them. He has improved Idaho's maintenance program significantly.

Randy Wareberg, the Central Division Maintenance Manager, had a busy winter

with the start-up of our two new projects in Scottsbluff, Neb., and Fort Morgan, Colo. Randy will be just as busy this summer with a lot of training on our summer agenda.

Maintenance is working with Manufacturing to build cages for six new East Manufacturing trailers for Hillsboro. We dug out the old drawings and are working with Kraig Kestie on the experimental trailers. It has been a lot of fun innovating, and we are eager to see how the trailers turn out.

Thanks to all the Maintenance Team for their hard work this winter. It is truly appreciated. Keep it up!

*Troy Carl,
Vice President
of Maintenance*

Admin Team adds new employees

From previous page

working at Transystems is the easy-going coworkers she's gotten to know who add fun to her workday.

Amy Crumrine plays a dual administrative role in the Idaho Division. She works Sunday and Monday at the Twin Falls Project and then over to Idaho Division as the receptionist Tuesday through Thursday. Amy is from Jerome but recently moved to Twin Falls. Along with working for Transystems, she's attending the College of Southern Idaho working on getting an associate's degree in Accounting/Bookkeeping. Fun fact: She has a twin sister.

Amy



Candace Everett started working weekends at the Sidney Project this past sugar beet haul. She brings a shining personality and a great work ethic. Currently a senior in high school, Candace will be graduating in May. She plans to go to college to become an ultrasound technician. In her free time, Candace enjoys car rides, cooking and painting.

Candace Everett started



Candace

Emily Lowder is the full-time



Emily

clerk, Tuesday through Saturday, at the Twin Falls Project. Married to Ben, her sweetheart of 15 years, they have a blended family of six kids aged 18 to 24. Half a dozen kids keep her and Ben on their toes, but the empty nest is right around the corner. Emily enjoys traveling and has been to more than 25 states and four foreign countries. She quilts and is starting to learn the arts of crochet and cross stitch. She loves a good mystery novel and camping, which includes riding ATVs and panning for gold.

Jaye Sperry is new this season to the Paul Project. Jaye works part-time, Sunday through Tuesday. Jaye is the mother of three handsome boys, Gabe, Ryder and Mari.



Jaye

When she's not at work, Jaye enjoys working out, cooking, baking and traveling.

Kaysha Messick was the Paul full-time clerk last season but has moved to the Idaho Division office to take on the role of Administration Coordinator, which she will fully transition to after the beet haul completes. Kaysha has had quite a journey with Transystems. She started in 2014 as the full-time clerk in

Paul. In 2016, she moved over to Manufacturing. Kaysha took a year off before returning in 2022 to be the full-time clerk at the Paul Project. When she's not working, Kaysha enjoys camping, fishing, hunting and giving back to the community, mostly through the Elks Lodge. Kaysha loves to hang out with family and friends and has a mixed family of six children and five step-grandchildren. "Being a grandma to those grandbabies is the coolest experience ever," she said.



Kaysha

Kelli McDaniel is the part-time weekend clerk for Scottsbluff and Fort Morgan. Kelli is always willing to go the extra mile for whatever is needed. She grew up in western Nebraska and went to high school in Banner County. She attended Western Nebraska Community College, studying to be a nurse and obtaining her CNA. She enjoys spending time with her 12-year-old son, Connor, and all her animals. She has a cat, Bella, and dogs, Leo, Spartacus, Kuda, Sami and Spartan.



Kelli

Penny Mount is the full-time

See ADMIN, Next page

Solid safety program moving forward

From my first interview with Transystems, the company's deeply ingrained safety culture stuck out. It is one of the many things that drew me to my new job as Vice President of Safety.

I look forward to building upon the program established by Rich Carl and the Safety Team. I stepped into a great program and have no plans to reinvent it. Don't look for any

fundamental changes any time soon. Why demolish a good foundation? Let's build on that foundation and grow as a company.

In my previous job as a consultant for the government's Occupational Safety and Health Administration (OSHA), I quickly learned that many companies do not put safety programs in the forefront. It's usually production and profit

leading the company charge, with safety trailing behind.

At Transystems, safety came first when the company was established decades ago, and it will continue to come first as I lead the safety team. That focus on safety is unique among companies.

I did, however, come with ideas to bolster the safety program even more.

See SAFETY, Next page

Admin's new additions suit the team

From previous page

clerk at the Fort Morgan Project. She loves helping others and has an immeasurable passion for any task she undertakes. She's a Colorado native but was on the move a handful of years for her husband's job. They finally settled back in Fort Morgan. She loves her family and her church. Penny has three children and seven grandchildren. In her spare time, Penny loves golfing, fishing, volunteering in the nursery at her church and watching her grandkids' many activities.

Penny



and has an immeasurable passion for any task she undertakes. She's a Colorado native but was on the move a handful of years for her husband's job. They finally



Stephanie

Stephanie has an infectious laugh and a knack for helping others. In her spare time, Stephanie likes interior design, rock hounding, macrame and spending time with both of her kids, Alyssa, 22, and Kaitlyn, 17. She was born and raised in Salt Lake City and is the youngest of three. Stephanie loves animals. She has a cat named Frank Randall Thompson and a bearded dragon named Remila Fay Thompson. She also likes exploring new places and traveling.

Vanessa Hawkins is the new part-time clerk in East Grand Forks. Vanessa has three children who keep her very busy with activities. She works another a full-time job during the week. Vanessa plans to spend her time off this summer racing

at the dirt track, chilling at the lake and watching her daughter race go-karts. Vanessa appreciates how friendly everyone has been to her at Transystems.

Welcome to all our new administrative employees. I want to give a special shout out and thank you to those administrative staff members who cover the weekends. We appreciate you so much. Weekends

can be hard and a bit lonely, but we still need to get payroll and reports done. Thank you for getting the work done and being there to help.

Who ya gonna call? ADMINISTRATION!

Vanessa



*Kari Franks,
Vice President Administration*

Safety starts with great training programs

From previous page

Training and employee development remain the key to instilling safety and having a strong safety culture.

In March, we will hold our first OSHA 10-hour training program for technicians in Idaho. This outreach program is designed to provide workers



Chris

with both basic and advanced training about common safety and health hazards in the workplace. It will teach Transsystems employees the skills necessary to identify, reduce, eliminate and report hazards at work.

The long-term goal for this program is to have every maintenance technician in the company go through the OSHA 10-hour training, which is an established training program that began in 1997. The training is a proven safety booster and will be especially beneficial for our maintenance employees. Once OSHA certified, the techs will retain the training cards for life.

Although the OSHA 10-hour training is a new addition to Transsystems' training process, training at Transsystems is something that has been done for a long time.

Training is one of the fundamental pillars for success when it comes to safety and health.

Transsystems has a very robust

training curriculum that all drivers go through, whether it is a new driver with little driving experience or a seasoned driver.

Training at Transsystems is offered a few different ways and utilizes different delivery methods. To start, Transsystems offers Entry-Level Drivers Training for those people who want to obtain a Class A CDL. ELDT incorporates both theory-based training and behind the wheel (BTW) training. Through the ELDT program, we are able to bring on professional drivers who have been trained by us and know the Transsystems way of doing things. Once they are done with ELDT training, they are then ready to haul for us during the beet season.

Training doesn't stop there. As part of our continued safety processes, each employee has training assigned to them throughout the season. This process is called Professional Employee Development (PED) and is mainly done online. PED is just another way Transsystems trains employees on safety and health hazards throughout the season. PED training is assigned to each employee and each employee can see what training they are assigned on their timecards. We are looking at improving and streamlining the PED process, so be on the lookout next season for some updates.

One of the more innovative

trainings Transsystems conducts is utilizing three Mobile Training Centers (MTCs). These MTCs provide Transsystems with the unique ability to provide simulated behind the wheel training in a safe environment. Transsystems has one MTC for each division, and each MTC is staffed by an experienced trainer. Ray DeLeon is the trainer for the RRV Division and Renville, Mike Moser is the trainer for the Central Division and Jason Strunk is the trainer for the Idaho Division. When speaking to other safety professionals in the industry, it became clear that Transsystems was innovating the way we train employees by using MTCs. A lot of companies in the industry don't have an MTC, so for us to be able to provide this training to our employees is really neat.

Training has always been a fundamental pillar of safety success at Transsystems, and we will continue to improve our training processes and the types of training that we offer.

As I complete my first few months with the company, I would like to thank the entire Safety Team and especially Rich Carl and Ryan Fiala. They united to bring me up to speed, answered tons of questions and continue to provide unfailing support. It is appreciated.

*Chris Tacke,
Vice President of Safety*

Sweet on sugar towns

Delightful Drayton has much to offer

What do catfish, baseball, North Dakota's oldest curling rink and American Crystal Sugar have in common?

Ask one of the small city's 757 residents and they may be able to tell you: Drayton.

Located in Pembina County, Drayton, is the catfish capital of the North, the baseball capital of North Dakota, the site of the oldest curling rink in the state and home to American Crystal Sugar's refinery.

Let's talk catfish first.

The picturesque little city on the banks of the Red River near Drayton Dam hosts throngs of anglers each year as they pursue catfish. The Catfish Capital Challenge catfishing tournament is an annual community celebration.

Not many may know of the city's illustrious sports history.

In 1958, the governor of North Dakota declared Drayton the baseball capital of North Dakota because of the stunning successes of the high school baseball team.

The players won the state high school championship every year from 1958 to 1963 starting with a win of the multi-state regional championship in 1958. During that illustrious five-year run, the team also won two American Legion Class A championships. Dray-



This is the fourth in a series of stories highlighting the towns in which Transystems does business.

ton was the smallest town to win both the state and regional class A titles.

Then there's curling, a sport enthusiastically followed by Drayton residents for decades. One of the oldest sports still played today, it is a winter staple in many countries around the world and in Drayton. What's not to love? It's probably the only sport that uses a broom!

So much for play. Drayton is also a great working community. American Crystal Sugar is the main employer, providing about 150 year-round jobs and 75 seasonal jobs. And there are other economic drivers in the community.

"Along with American Crystal's processing plant, we also have a potato wash plant and a large new grain elevator," 58-year resident and City Mayor Chip Olson pointed out.

Ron and Marlys Boll have also been Drayton residents for 58 years. What they love

best about their community are the friendly people. They also praised other aspects of Drayton: job opportunities, an excellent K-12 school system and many church denominations. "It's a safe place to raise kids," they added.

Those kids and their parents can enjoy a number of community events throughout the year. The town sponsors an Old Fashioned Christmas with Craft Show every year.

In July, there is a city-wide Riverfest, with musical entertainment, a motorcycle run, parade, fireworks and mud volleyball. Fishing tournaments, golf tournaments and curling bonspiels draw crowds of locals and visitors year around.

All those activities can build up an appetite. That's when locals head to Hastings Landing for one of the café's 20-plus varieties of hand-pressed burgers. Choose from a basic cheese burger or a Hawaiian burger topped with pineapple and Havarti or the Cordon Bleu burger piled high with ham, Swiss and mustard.

Grab a quick snack at the C-Store, pizza from Johnny Bravos or a blast of Mexican flavors from Taco Johns. You won't leave Drayton hungry.

With its beautiful parks, tennis court, swimming pool, skating rink and baseball diamond, Drayton has it all.

Good News



Left, Renville night shift driver Jonathon King took the company's concern for health and safety to heart. Over the past two campaigns with Transystems, he has lost 130 pounds. That certainly entitled him to a small celebration. His favorite snack before he started dieting was mozzarella cheese sticks. When he hit the minus-130 spot, he celebrated with a few of his favorites. Good job, Jonathon, and congratulations!



Hillsboro Lead Tech Eric and Ashley Escobedo got married Feb. 10, and celebrated with their children, William, Edith and Mirabel.



Manufacturing Manager Kraig Kestie presents lead welder Tiffini Olsen with a certificate for completing SME course (subject matter expert). While remaining one of the Rupert team's most prominent lead welders, Tiffini can now help improve the shop's efficiency with her new training. Congratulations, Tiffini!



There is plenty of Good News out of Rupert. The team manufactured three babies recently. Left, Clara Rose Lee Garner was born Oct. 30, 2022 to Lead Plumbing Bay Technician Anthony Garner and his wife, Kaylynn. Clara weighed 8 pounds and $\frac{1}{2}$ ounce and was 20.5 inches long. She joins brother Brice, 9, and sister, Olivia, 6. Middle, Gabriel Lynn Mosso, 7 pounds, 13 ounces and 20.5 inches long, was born Dec. 28 to Shop Supervisor Noe Navarrete Mosso and his wife Amanda. Gabriel joins siblings Sierra, 8, Tyler, 8, Sofia, 3 and Alex, 2. Right, Shop Lead Tech Andrew Munsee and his wife, Jenna, welcomed baby Garret Duane Nov. 11. He weighed 8 pounds and $\frac{1}{2}$ ounce and was 20 inches long.

Happy Birthday!

March

1. Rose Fryar, Kimberly Gallup, Jennifer Oliver, Tiffini Olsen, Michael Parachini, Jason Sorrick.
2. Dustin Beliles, Sherri Clark, Donald Hansen, Shawn Heller.
3. Clark Schiller, Dalen White.
4. Jeremy Betzold, Stephen Savage, Kevin Thompson.
5. Richard Anderson, William Brockway, Skyler Paoli, Trevor Strodman, Billy Weixel.
6. Shiela Addams, Isaac Aleman, James Jaenisch, Aaron Losh, Paul Mathewson.
7. Brian Kimpling, Taylor Pelfrey, Mark Weiss.
8. Wendell Berg, Kyle Pierce, Matthew Smith, Ronald Webster.
9. Ronald Brackett, Billy Feragen, Glen Goodsell, Craig Leloux, Becky Whitcomb.
10. Porfirio Arroyo, Chase Hermandson, Elizabeth Lindhartsen, Dane Molde, Bryan Roush.
11. Steven Ash, Dale Meyer.
12. Paul Allen, Daniel Magalsky.
13. Kenneth Bacon, Bruce Hall, Dak Hurley, David Johnson, Daniel Miranda, Brandon Osowski, Nathaniel Rios, Kyle Sarkilahti, Walker Tjaden, Wyatt Tjaden.
14. Brad Betterndorf, Brian Caba, Sterling John, Essence Johnson, Jodi Rasmussen, Nickolas Turner, Joseph Warmus.
15. Julio Hernandez, Po Kee, Courtney Tangen.
16. Randall Estes, Michael Hagen, Jerry Nay, Ricki Stene, Alireza Zabihi Gilvan, Braeden Wayment, Tyler Wetherelt.
18. Brenda Mendoza Juarez, Richard Pottenger, Luis Sanchez-Leal, Steven Welter, Chris Meyer.
19. Vince Brewer, Jacob Carter, Michael Mesheski, Joshua O'Loughlin, David Smith, Bret Whitaker.
20. Marcus Herfindahl, Kolt Krumrey, Ian Miles, Scott Moulton, Iven Phoneman, Aleksander Zovko.
21. Keith Baier, Thomas Daniel, Jacqueline Elizondo, Michael Kjenstad, Brent Kreiling, David Shaver, Habakka Ward.
22. David Arizmendi, Ryan Bartlett, Allen Hunts Arrow, Arlen Hurst, Patricia Korom.
23. James Davey, Bruce Feldman, Darcy Hawk, Victor Jimenez, Lucas Sherburne.
24. Alexis Chope, Rachael Edwards, Chad Henty, Michael O'Keefe, Kasey Paul, Luke Tjaden.
25. Kyle Nelson, John Pamplona, Melonie Reinhart, Justin Stock, Timothy Swalboski, Sean Willman,

- Lester Woolorpai.
26. Allyse Bell.
27. Royce Black, Murray Bullock, Greg Eis, Michael Hidalgo, Mohammed Yaseen.
28. David Aullman, Thomas Bailey, Michael Cleveland, Reva Gardner.
29. Morris Amundson, Kevin Blake, Michael Enloe, Stephen Hanson, Deborah Hunt, Andres Vicencio Varela, Charles Whipple, Karl Wolff.
30. Gregory Bakker, Don Christensen, Donald Cullip, Aron Mullis, The R, Robert Whitaker.
31. Mark Gilbertson, Claude Rowland, Sharon Williamson.

April

1. James Battey, Nathaniel Johnson, Stephen Keene.
2. Chad Linn, Norman Poss, Robert Ransom, David Serini.
3. Jordan Arends, Edgar Espinoza, Alfred Markham, Louanna Woolsey,
4. James Andert, Jacob Bittick, Chris Buck, Viki Gallagher, Hermilo Sandoval, Kevin Tangen.
5. Mark Lyczewski, Wayne McCabe, Joe McClure.
6. Mitchell Adfield, Bryan Arreola, Nathan Burbach, Larry Gillihan, Robert Haydon, Geneva Rogers, Donald Vohland.
7. Lindsay Gessner, Kaylee Kent, Brooke Sargent, Anthony Sayine, Jessica Twiss, Randy Vaughn.
8. Ashli Petek.
9. Jeremy Groat, Chrissy Kowalczyk, Vincent Weixel.
10. Kevin Anderson, Craig Berg, Ronald Kaiser, Emily Lozano, Brian Murphy, Travis Murphy, Daniel Peer.
11. Jose Anduaga Rosales, Mario Bacilio Bravo, Jason Jameson, Charles Sievers.
12. Jeffery Anderson, Dylan Bedard, Beau Kincade, Nick Koester, Jeffrey Lothert, Saleban Salad, Samfestus Wright.
13. Jeremy Cuellar, Dallas Johnson, Roger Klein, Kurt Kues, Kevin Mueller, James Skadsem, Adam Shammel, April Sharp, Blane Wheeler.
14. Noe Echevarria, Ashley Hawk.
15. Brenden Benjamin, Jacob Larson, Arland Leider, Samuel Massie, Alan Miller.
16. Dalton Anderson, Elaine Espitia, William Feucht, Ricky Harmon, Margaret Leuenberg, Robert Moody.
17. Bennett Emerson, Lloyd Hage-meier, Daniel Schumaker, Michael Thompson.
18. Haylea Hassel, Vincente Hernandez, Brent Searle, Yedid Segoviano, Danna Thompson.
19. Justin Graham, David Latham,

- Michael Moran, Lydia Velasquez.
20. Wayne Lusk, Tracy Stewart.
21. Adrian Alvarado Varela, Adam Frame, Gustavo Gomez, John Hillstad.
22. Jeremy Maxcy.
23. Cache Harper, Moises Hernandez, Maria Jackson, Andrew McClung, Brian Toombs.
24. Hamady Dia, Nathan Johnson, Matthew Lorentzen, Alyssa Reitmeier, Douglas Runia, Kyle Sveen.
25. Antoni Deltoro, Darin Masters, Michael Burns.
26. Glenn Cashman, William Diedrich, Larry Drevecky, Lonny Elliott, Allen Fowler, Raymond Robbins, Angel Serrano Sanchez, Mariano Valdez.
27. Curtis Marler, Vinson Young.
28. Jonathan Clelland, Colleen Danielson, Casey Kaelin, Johanna Miller.
29. Robert Andrus, Douglas Bauer, Bill Bradshaw, Michael Espindola, Arnold Fine, Mark Horrocks, Robert Oelrich, John Peterson, Thomas Villa.
30. Christopher Lawrence, David Satrapa.

May

1. Alexander Cartagena, David Nail, Nayjett Sperry.
2. Lindsey Facer, Joseph Garland, Kylie Ramierz, Daniel Williams.
3. Brittany Calder, Quentin Hurtado, Crystal St. Claire, Baldemar Tellez-Oln, Kirk Trooien, Benjamin Wussow.
4. Andrew Harguth, Tessa Kent.
5. Abdirahman Adow, Kevin Kitterman, Nathan Little, John Nilsson, Frank Parker, Gerald Strohmeyer, Muktar Moham.
6. Kenneth Dionne, Kenneth Ohrmund.
7. Alexander Georgeson, Brett Munson, Estanislao Orihuela-L, Jacie Ward, Demoze Woosley.
8. Devon Fuglesten, Emmalee Overby, Eugene Powell, Robert Rogers, Jason Young.
9. Richard Bigelow, Arnold Clayton, Thomas Cuno, Daniel Fields, Vanessa Hawkins, Martin Segoviano, Scott Urquhard.
10. April Cuevas, Bert Damm, Kenneth Truesdell.
11. Curtis Bly, Alford Gunter, Billy Ray, Jeremy Silva, Donnie Wurz.
12. Garrett Ihler, Salvador Lopez, Jacob Swenson.
13. Daniel Davidson, Nicholas Flores.
14. Megan Freeman, Rodney Larson, Kaysha Messick.

Happy Birthday!

May

15. Nash Babkiewich, Jeffrey Bennett, Allen Brown, Michael Kappel, Allan Osmundson.
16. Robert Chandler, Kevin Orton, Elmer White
17. Aron Bjornstad.
18. Richard Aitchison, Dion Carlson, Wesley Dickson, Cabe Galindo, Rolf Niemann, Jacob Rikhus.
19. Heather Comstock, Dustin Gram, Jordan Harris, Humberto Leal, Steven Macy, Ronald McClain, Andrew Munsee, Katherine Owens. Rick Stockdale.
20. Douglas Canfield, Kevin Grygelko, Carl Holman, Ivan Long, Dereck Mooney, Spenser Skalicky.
21. Cody Burling, Johnathan Mimms, Claude Percy, Qays Qays.
22. Jenna Enloe.
23. Scott Bigwood, Eric Bush.
24. Gary Bierschenk.
25. Rachael Hunter, Jason Powers, Richard Talamantes.
26. Keith Crooks, Mitchell Hawk, Osman Houmed, George McDowell.
27. Albert Acevedo, Glenn Glock, Veronica Jasso, Stetson Shockey.
28. Michael Karolewics, Daryl Krajnik, Dwight Mulder, Nora Rosales Fernandez.
29. Ronald Agenbroad, Elton Hill, Shane Olinger, Wilson Saw, Ralph Weigel, Jon Whipple, Byron Williams.
30. Amy Crumrine, Hector Hinojosa, Kolton Krell, Benny Perez.
31. Sean Erhard, David Morris, Christopher Tacke.

June

1. Michael Funk, Mark Hill, Brian Jarrell, Joshua Littleowl, Charles McIntire.
2. Robert Barbur, Randall Bostad, Mackenzie Dick, Josh Loudon, Fred Poland, Joen Wallace.
3. Jose Juarez, Robert Wilmoth,
4. Julio Aguinaga Daniel Gonzalez, Randi Hass, Mark Morton, Brian Rogers, Steven Sneider, Abdishakur Mohamed.
5. Tim Aaseby, Mohamednur Omar, Joel Orton,
6. Payton Beliles, David Elsing, Ricky Gutknecht, Angela Leavitt, Stanley Linker, Joseph Maul, Heath Stillman.
7. Crystal Dickey, Anthony Donaldson, James Hall, Steve Olson.
8. Barb Albro, Maria Rivera, J Remedios Vega-Velasquez, Lon Winmill.
9. Billy Crutchfield, Anthony Garner, Scott Ochoa.

10. Daniel Dailey, John Gimmetad, Abdikadir Halane.
11. Luis Gutierrez, Clint Jerome, Terrance Martin, John Nelson, Corey Norton, Michael Swang.
12. Cortland Bailey, Thomas Collins, James Peters, Curtis Wilcox.
13. Jeffery Barnhill, Robert Keating, Quayde Knaus, Thomas Taylor.
14. Wayne Giampoala, Theogene Haguminshuti, Heather Holgate, Sarah Thorp.
15. Cody Dronen, James Hocum, Berno Merkle Wehmeyer.
16. Mason Clark.
17. Suzanne Batt, Omer Gurey, Christopher Hall, John Kinney, Bryan Klopp, Curtis Lozon.
18. Raymundo Bazaldua Moreno, Wayne Meyer.
19. Gary Hurlbert, Bryan Minske, Penny Mount, Manuel Ortiz, Kristopher Rittel, Kevin Tolbert, Chad Westerlund.
20. Gifford Foster, Shane Jepsen, William Schuneman.
21. Daniel Thomas, Jared Winkelmann.
22. Henry Anderson, Aaron Dickinson, Wayne Kling, Shannon Pickinpaugh, Terrand Tegtmeier.
23. Jessie Barrientez, Kraig Kestie, Tracy Magnus, Teri Payne, Roana Sanches, Daba Dit Sow, Roger Walker.
24. Lynn Banner, Case DeJong, Dallas Lagomarsino, David Mertz.
25. Steve Coss, Iid Jama, Kevin Robbins, Celida Victorio Escalante.
26. Scott Flann, Tyler Hickman, Jose Rascon.
27. Kelly Culver, Duane Ebertowski, Timothy Reitan, Serafin Salinas, John Suchan, Jeff Thomas.
28. Cassandra Burbach, Debra Kendall, Michael Smith, Ryan Walson.
29. Susan Bedke, Michael Boulduc, Melissa Johnston, Daniel Latray, Gale Strandlund.
30. Shannon Beliles, Roberto Cano, Nicholas Lorenson, Gary Parsons, Randy Springsteed, Trent Wingham.

July

1. Miguel Arrendondo Muniz, Ruben Figueroa, Norman Gibbs, Rick Musaw, Ruger Wrigley.
2. Jeffrey, Christensen, Julian Jolley, Kyle Lara, Robert Tomlinson.
3. Jose Alvarez Lemus, Scott Champagn, Jane Masteller, Scott Prow.
4. Curtis Andersen.
5. Charles Rowland, John Vanderploeg.
6. Jerald Anderson, Vincent Hawkins, Matthew Myers, Clinton Wilson.
7. Christopher Aronson, Tony Betan-

cur, Rodrigo Flores-Salinas, Joseph Gallegos, Carrie Heiken, Keith Leske, Michael Martinez, Ray Monroe.
8. Samantha Benevides.
9. Connor Bratsch, Jesse Rutter, Cindy Wang Anderson.
10. Dennis Bernard, John Blees, Manfred Moen, Arturo Pinzon Garza, Andrew Wheeler.
11. Robert Adfield, Teresa Carl, Zane Dunn, Adrian Nunez Ponce.
12. Matthew Halverson, Tyler Halvorson, Stephanie Hubbell, Sergio Palomo.
13. Jeff Baumann, Raymundo Herrera-Torres, Ross Spoonland, Robert Young.
14. Steven Dubeau, Steven Holyoak, Richard Larson, Dwight Schoonover, Gary Winmill.
15. John Davis, Juan Gonzalez, Charles Hunt Ahmed Khaire, Kenneth Kittrell.
16. Colton Hirschi, Logan Hossfeld, Emily Lowder, Ladon Smith.
17. William Deadrick, Travis Estes, Roberto Garcia, Wyatt Halvorson, Kenny Moody, Duane Voit, Tyler Zinne.
18. Teri Desmith, Matthew Hood, Roger Johnson, Samuel Sorensen.
19. Miguel Gonzalez, Kevin Hope.
20. Alvin Geekor, Nicole Kelly, Kenton Koehn, Milton McQuarrie, Brandon Reynolds, Gabriel Valdez, Demeterous Washington.
21. Stanley Harder, Mary Belle Kinkaid, Chris Kulwicki.
22. Hasna Alqattan, Zoe Fahrnow, Anthony Ruiz, James Sawatzky, Matthew Stevens.
23. Kelly Foster, Anthony Hood.
24. Dennis Bekkerus, Kari Franks.
25. Jamie Fetzer, Dale Grindahl, Pajtim Lika, Andrew Lipford, Kurt Mortensen, Rafael Rodriguez, Michael Twiss.
26. Michael Balcer, Larry Nelson, Marcus Newton, Victor Ovalle, Robert Quanrud, Rosemary Waters.
27. Kamal Alshaban, Raymond Fabela, Allan Gabert, Adam Hambleton, Robin McGhee, Irene Shumway, David Sweet.
28. John Crinion, Joseph Keller, Kevin Martinez, Jennifer Mascorro, Duane Rasmussen, Tyler Tebben, Dustin Titus.
29. Joshua Burdt, Joseph Barlow, Gale Grote, Madison Styles, Medardo Vega.
30. Stanley Bell, Johnnie Gaking, Geoffrey Glenn.
31. Bruce Freberg, Trevor Jarshaw, Jacob Maerz.

Parting shots



Left: Every Transystems driver shared in the "trudge to the truck" weather this campaign. Jason Strunk Photo.

Above: And then there were none. Tons of beets were harvested, hauled and processed during the campaign. And then it's over. All cleaned up, this is Amalgamated Sugar's Nampa Factory the day after the sugar beet campaign wrapped up this spring. Kirk Ellingford Photo.