

TransTopix

Winter 2016



President's Corner

Your commitment is appreciated

The theme of this edition of *TransTopix* is appreciation.

I want to express my appreciation for the commitment of the people of Transsystems to the cultural beliefs that support the company's guiding values.

Many of us are leaders in safety. Leaders take the time and, sometimes, the risk of drawing our fellow employ-

ees' attention to unsafe conditions and acts. I appreciate that caring commitment to keeping all of us



Scott
safer.

In that vein, I appreciate people who speak up. Sometimes speaking up includes constructive criticism. Sometimes speaking up means sharing an idea for an improvement. I am grateful for both.

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.

Many people at Transsystems ask: "What else can I do?" More often people do not pose the question but simply jump in to go beyond the call and help others. That team spirit makes our work safer, easier and more pleasant.

Over my many years with Transsystems, I have appreciated the embrace of innovation.

People at Transsystems are not afraid of new technology and new procedures.

Perhaps my deepest appreciation is for the eagerness of Transsystems people to learn, to teach others and to grow.

In many instances the best way to contribute is keeping a "What else can I do?" attitude. I believe this attitude is especially important at this time of year when mud, snow, ice and cold put us to the test. I cannot change the conditions but I can prepare to be safe, check my attitude and plan on helping my fellow teammates to be successful.

I thank all of you for your contributions to making Transsystems a good place to work.

*Scott Lind,
President and COO*

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ON THE COVER: American Falls All Star Ken Burgemeister does not let a little snow stop him from delivering the beets. Jason Strunk photo.

Transsystems All Stars shine

Transystems customers count on the company to move sugar beets and other cargo year-round. In turn, the company depends on its team of talented employees.

Working around the clock, more than 900 drivers, backed by dozens of skilled operators, technicians, administrative personnel, and other workers, travel more than 33 million miles each year hauling more than 22 million tons of sugar beets and other materials.

That team's dedication to safety and getting the job done does not go unnoticed. In this fourth annual salute to outstanding employees, two All Stars were selected by Project Managers from each site. One All Star was chosen at the Service Center.

With appreciation, here are Transsystems 2016 All Stars.

American Falls

Driver and trainer **Ed Reynolds** is an American Falls All Star.

He has been with Transsystems for six beet campaigns and five construction seasons.

“Ed helps train other employees, sets good examples, sticks to safety and is always



Above: American Falls All Star Ed Reynolds is in his sixth sugar beet campaign. Left: Ken Burgemeister sets a great example for his co-workers.

looking out for others,” Acting Project Manager Jason Strunk said.

He is on the safety committee and consistently surpasses the company's standards for safety.

In his free time, he is a talented carpenter and enjoys making small furniture.

“He loves his dogs and enjoys working at Transsystems,” Jason said. “He plans on continuing with us for the

long haul.”

Veteran driver and trainer **Ken Burgemeister** is American Falls' other All Star.

With six beet seasons under his belt, Ken is adept at training other drivers. He also runs the pull tractor when needed.

“Ken sets a great example and always shows up with a good attitude,” Jason said.

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All Stars are loyal and ready to work

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“He looks out for other employees.”

American Falls clerk Cindy Kuttler admires Ken’s beautiful handwriting. It makes her job so easy, she said.

During the summer, Ken farms. He and his wife have been married for 46 years and have two sons.

Ken received great news at Christmas. His first grandchild is on the way.

Boise

Eric Prynn has been a linehaul driver for the Boise project since 2012. He has not had a loss during his time with Transystems and is always willing to pitch in however and whenever he is needed, Boise Project Manager Kirk Ellingford said.

“Eric also has driven for the summer jobs and worked for us on the pilot potato project and the Pacific Recycle pilot protect,” Kirk said. “He also stepped in to help us move units to Renville.”

Loyalty is Eric’s strong suit.

“We have been slow a few times and Eric has worked other jobs, but he always comes back when I call him,” Kirk said. “Like the rest of our crew, Eric is very



Above: Boise driver Eric Prynn is ready to work on a moment’s notice. Left: All Star Gene Brown is a versatile driver, ready to step in when needed.

loyal to the company. He works well with the other drivers and is ready on the spur of the moment to go to work.”

Eric and his wife are proud grandparents and enjoy spending time with their granddaughter and family. Eric has owned several Jeeps and likes to work on them and do a little four-wheeling

in his free time. He works in his shop whenever time allows.

Boise All Star **Gene Brown** is always ready to go on short notice.

“On this project, that is a good thing since one day we are ahead with no loads to haul and the next day we are

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All Stars have a great work ethic

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five drivers short,” Kirk said. “Gene has been a very versatile driver, willing to help out on whatever project is needed.”

With Transystems since 2011, Gene is an excellent employee to work with and has a great work ethic.

“He has always been ready to drive, no matter what the day or time. He has been involved on two of our pilot projects, the potato project and moving man camps to North Dakota,” Kirk said. He drives for our summer projects, too.

Gene is very involved in the safety committee and overall safety for the Boise Project. He enjoys spending time with his grandchildren and family and likes to ride motor bikes.

When he is not driving, Gene is a contractor and has built many homes along with remodel projects. Gene has done several remodeling projects for the Boise and Nampa projects.

Crookston

Crookston All Star **Warren Tvedt** is a driver during most of the campaign but steps in as a loader operator during tear down.

“Warren is an All Star be-

cause he is a true team player,” Project Manager Robin Novak said. “He was scheduled as a day-shift driver, but when the night yard driver was unable to report at the start of the campaign, Warren volunteered to fill in. He committed to work the rest of the year on nights.”

As a yard driver, Warren is responsible for controlling yard traffic. He watches out for the other drivers and hops in the skid steer to clean up spilled beets off the unloader. He also will make sure we get some spot weights if the supervisors are busy.

“When we have mechanical issues with trucks at night, Warren often can be found in the shop fixing minor things in between his loads so we can keep all the trucks rolling,” Robin said. “He runs the yard like he would if he owned the trucks.”

During the summer, Warren likes to spend time with his family at their camper near Naytawauash, MN, on Twin Lakes.

Warren’s son Gary helps out as an operator during teardown operations.

“We are very appreciative of Warren’s efforts,” Robin added.



Todd

Todd Ison is an All Star because of his work ethic and the selflessness he has shown this year. Todd started with Transystems in 2013. After beets last year, Todd came on summer construction on the Dickinson stockpile job.

While on that project, he mentioned that he had a brother with a CDL who needed a good job. Todd volunteered to show his brother the ropes and help him develop. What a great way to help the Crookston Project to meet our Key Result: to be fully staffed.

Todd has helped as a trainer and worked extra shifts almost every week as needed when other drivers were away. He consistently gets his all loads and has been doing so while main-

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All Stars are always willing to learn

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taining all our safety standards.

With Todd's help, his brother, Tim Kachmarzinski, has become a valued addition to our team. Todd and Tim even volunteered to help out the Renville project for about 10 days when Renville was short on drivers.

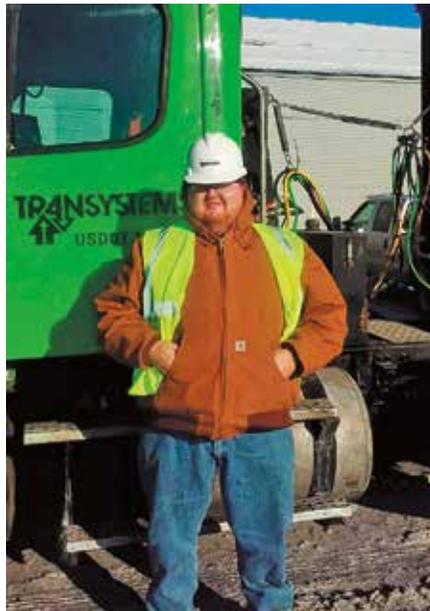
Todd lives in Crookston during the beet campaign, but his "home" is on the Minnesota Iron Range near to town of Babbitt, MN. Last summer, Todd purchased a Moto Guzzi motorcycle. His first trip with his new bike was a big one. He rode from home all the way to Key West, FL, and back.

Thank you, Todd, for an All Star performance.

Drayton

With less than two years on the job, linehaul driver and substitute supervisor **Matthew McCracken** is already All Star material at Drayton.

"Matt started in October 2014 as a level 1 driver and has now completed his level 2 development," Project Manager Billy Holum said. "He helps out as a substitute supervisor from time to



Drayton's All Star employees are Matthew McCracken, above, and Raymond Kasproicz, right.

time." Matt is a member of the safety committee and is one of the project's trainers.

"Matt looks out for all his fellow employees on and off the road," Billy said. "His great attitude and willingness to do what it takes makes him an All Star."

Before coming to Transsystems, Matt worked for a few food distributors. He caught on quickly to truck driving.

"He is a very safety conscious driver and is willing to learn," Billy added. "We appreciate his help on construction this past summer."

Raymond Kasproicz, a yard loader operator at Dray-



ton, is another All Star.

Since signing on with the company in 2008, Ray has done many jobs other than just operating the loader.

"Ray has helped out with scheduling trucks and has done some technician work," Billy said. "Ray is on the safety committee."

In his time off, Ray raises cattle and grain on his farm near Stephen, MN.

"Ray's dedication and compassion for his night drivers make him a Drayton All Star," Billy concluded.

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All Stars will tackle all challenges

East Grand Forks

Jessica Baumgartner is an East Grand Forks All Star.



Jessica

An administrative clerk, Jessica started with Transystems in June of 2015.

“There is no chal-

lenge too big for her to tackle,” Project Manager Rick Larson said. “She is outgoing and greets everyone with a smile.”

Her co-workers enjoy having her as part of the EGF team. She learns new tasks quickly and excels at any work that comes her way.

When asked what she likes about Transystems, she replied: “The safety culture, family atmosphere and friendly reception from co-workers.”

Jess is part of the EGF safety committee. She said she enjoys participating and having the ability to voice opinion on safety.

Jess loves camping with her children in the summer. She also enjoys crafting and music.

“Thank you, Jess, for your hard work,” Rick said. “We

are happy to have you here with our Transystems family.”

One word describes **Charlie Passa**: Dependable.



Charlie

An East Grand Forks team member since 1998, Charlie is a real asset to the company. He drives

truck, is a substitute manager and even runs a loader in a pinch.

“When asked to help out, Charlie does it with a smile on his face,” Rick said.

When asked what brings him back to Transystems year after year he summed it up with two words: “The people.”

He enjoys doing check rides with new and seasoned drivers. Charlie is a big help in EGF.

When he’s not working, he is quite a culinary whiz kid.

“He is well known for his pickles and banana cake,” Rick said. “He finds time in his busy schedule to can a lot of pickles and make banana cake for the crew.”

During the summer, Charlie manages transport of carnival rides throughout North Dakota and a few southern

states. He enjoys making sure the rides get to their destination so children can have fun.

Charlie has decided to retire at the end of this campaign. He and his wife will be moving back to Arizona, where they once lived.

“Thank you, Charlie, for your 18 campaigns here in East Grand Forks,” Rick said. “You will be missed, especially the banana cake and pickles.”

Hillsboro

This is Hillsboro All Star **Dale Anderson**’s first season with Transystems.

“Shortly after he started we asked him if he would be a trainer because of



Dale

his attention to detail,” Project Manager Tim Plumley said. “He sets a great example for other employees with his upbeat attitude and his willingness to go the extra mile to make sure his trainees get the correct training.”

A race car enthusiast, you will find Dale at the local

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All Stars are cheerful workers

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drag strip during the summer. He has always had a love for building cars and going fast in a controlled area, Tim said.

Hillsboro's other All Star



Aaron

is **Aaron McCann**. He came onboard on a driver referral from one of our employees four years ago, Tim

said.

“He started driving for us and quickly earned a reputation as an excellent worker. He will work as many extra days as we can give him, doing it with the ‘Aaron smile,’” Tim said. “Aaron always has a way of making the best of things. Even if it’s 20 degrees below zero and we are having problems with trucks, Aaron is always right there with a smile on his face.”

During the last couple of years, he has been running a loader in the Hillsboro yard. He helps out as substitute supervisor.

He signs up for the company’s summer construction projects in North Dakota.



Jordan Kisler is a valuable part of the manufacturing team.

Manufacturing

Manufacturing Design Coordinator **Jordan Kisler** is one of the project’s 2016 All Star.

Jordan started as an intern in 2011, converting drawings from an old program to a new one.

“That meant redrawing all the parts and pieces,” Derek said. “That job didn’t last long because we were assigned a new group of trailers to build. Without much experience, Jordan tackled the extendable trailers for the Boise Project and moved from converting already designed drawings to building his own creations from scratch.”

Jordan’s most recent trailer drawing is the new potato trailer. He also is wrapping up the first version of the four-axle Idaho pup.

“Jordan is the quiet guy

who nobody sees or hears much from, but he is busy in his office drawing parts for trailer rebuilds,” Derek said.

He also deals with some of the vendors that process parts for the project.

“He has become a great asset to the manufacturing project,” Derek said. “Jordan comes to work every day with a positive attitude and never complains, just stays on task and works extra hours when necessary. I have to nudge him out the door to take vacation days and have some fun,” Derek added.

Joe Clark wears many hats as a technician in the manufacturing project. He is a capable plumber and shop tool repairman and turns his



Joe

hand to welding when necessary.

Joe started with Transystems as a laborer in 2012. His

first tasks included helping deck trailers and tackle plumbing issues, Project Manager Derek Torix said.

When things slowed down in the shop, Joe did not. He went out and ran a loader for

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All Stars are leaders in safety

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the Twin Falls project and then returned to the shop when the campaign ended.

“Joe has been a huge help and learned a lot over the years,” Derek said. “He has picked up on most of the different jobs in the shop. He will do any job out there and do it the best he can. He keeps welders running as well as extension cords fixed. He maintains all the tools and will work with anyone. He tries both to teach and learn on each job he does.”

His willingness to travel was noted. “He will go wherever whenever he is needed,” Derek said.

Joe’s wife Jayme works as a welder in manufacturing.

“I was able to send them on a paid vacation to Worland to weld cutting edges on loaders,” Derek joked. “At least we called it a vacation.”

Moorhead

All Star **David Christopherson** started with Transystems as technician in 2013. Last summer, he took on the role of lead technician in Moorhead and has done an outstanding job.

“With Dave’s leadership, he and his team work hard to



David Christopherson, left, and Johnny Ray Atkins are All Stars at the Moorhead project.

keep the trucks running and get services done on time,” Project Manager Jason Holm said. “Dave understands how important preventive maintenance is and puts in time and effort to make sure our fleet is up to company standards.

In addition to working in the shop, Dave has been an active member of the safety committee for two years.

“He brings a lot of good ideas to the table and applies them to his daily tasks,” Jason said. “One of the ideas Dave implemented was having the techs call out on the radio before backing out of the shop to help reduce losses.”

During the summer, Dave likes to fish and camp with his wife and spend time with his father at deer camp.

Johnny Ray Atkins has held a number of positions at the Moorhead Project since starting in September of 2000. His jobs have included

substitute supervisors, driver, trainer and equipment operator.

“He is always willing to help in any way possible,” Jason said.

Training is vital to new drivers. Johnny Ray is the go-to guy for that. He has trained many new employees at in Moorhead.

“The information gathered, knowledge learned, and safety of the new employees are all parts of a trainer’s goal at Transystems,” Jason said. “Johnny Ray’s dedication to the job makes him a true leader in safety. He has an outstanding attitude towards working with his fellow employees and the management team at Transystems.”

Johnny Ray welcomed a granddaughter recently.

“You could see his excitement as the baby’s due date drew near,” Jason said.

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All Stars embody our cultural beliefs

Nampa

At the Nampa project, **Robert Petty** personifies the cultural belief “Own It.”

“There is no job too big or too small for Robert to embrace and follow through to completion,” Nampa Project Manager Jim Woodward said.



Robert

Robert has been with Transystems for five years and has worked in all aspects of the Nampa Project in-

cluding linehaul driver, equipment transport driver, trainer, loader operator, yard coordinator and scheduler.

“Robert excels at scheduling and is the master at filling empty seats with drivers,” Jim said. “His firm but courteous manner is appreciated and well respected by those of us who are fortunate to work with him. His willingness to do whatever it takes makes him an integral part of our project.”

Robert is an HO model train enthusiast and spends his extra time sharing his love of trains with anyone interested. He enjoys spending time with wife Veronica and his children and grandchildren.



Al Aragon is a Nampa All Star because of his positive attitude and great work ethic.

Nampa’s other All Star, **Al Aragon**, joined Transystems in September 2013 as a level two driver. He quickly established himself as a person of character and a real asset to the company.

Al has advanced to a level four driver, displaying his many talents as a trainer, scheduler, and fill-in supervisor. During the summer seasons, he has worked for Transystems in North Dakota and on the Mountain Home Project in 2015 where he filled in as a supervisor during vacations.

“Al always displays a positive attitude and is well respected by all of us who have the privilege of working with him,” Jim reported. “Thank you, Al, for serving our country in the USMC and being a veteran of Oper-

ation Desert Storm. Al’s actions embody our cultural belief ‘Unleash Potential.’”

Al enjoys hunting, fishing, camping, and spending time with his wife Rachel and daughters, Izabella and Vespera.

Paul

Ron Brackett is a Paul Project All Star.

“Ron, is a generous person with a big, kind heart. He is always willing to help



Ron

any driver,” Project Manager Coral Torix said. “Ron, a youthful 70 years old, al-

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All Stars take the job seriously

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ways has a smile on his face.”

Since joining the Paul project in 2013, he has become a spark on the team. Before becoming a driver, Ron was an orchestra teacher in Twin Falls, handling more than 100 students at a time.

“Maybe that is why he excels at helping our new drivers,” Coral added.

“When new drivers don’t know where a pile is, Ron steps in. Rather than telling them how to get there, Ron waits for the driver so he can actually show him before the driver gets lost,” Coral said. “Ron always accommodates the loader operators and supervisors if they need help, even it is past his shift.

“Ron is well known and respected and we enjoy having him on our team,” Coral added.

Kaysha Messick joined Transystems as a clerk for the Paul Project in July 2014. A fast learner, she proved to be very skillful at multitasking and soon became the



Kaysha



Head technician Randy Wareberg is a leader at the Renville Project.

clerk trainer for other projects in Idaho. She is very thorough and takes her job seriously.

“Kaysha is extremely valuable to me as a Project Manager,” Coral said. “She is a part of the foundation that keeps the Paul Project together and definitely has become a close member of Paul Project family. She comes to work with a smile on her face and ends the day asking, ‘Is there anything else I can do for you?’”

Kaysha lives in Rupert, ID. Between them, Kaysha and her husband have six children: Cody, 23, Austin, 18, Braden, 14, Madison 11, Rylee 11, and Jordyn 9.

“When Kaysha isn’t at work, her passion is hunting, fishing and gardening with

her husband and kids. Many days throughout beet season she brings in home cooked meals that consist of either something she shot or something she grew and canned from her garden,” Coral said. “She is definitely an All Star.”

Renville

Randy Wareberg is a Renville team leader. A technician in the shop since 2009, Randy leads by example. He now is lead technician.

“Randy excels in several areas,” Division Manager Mike Rood said. “But two of Transystems cultural beliefs come to mind: Own It and Innovation.”

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All Stars pay attention to the details

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Randy continually asks, “What else can I do?” He does not pass the buck.

Many, many days Randy can be found staying after hours, matching his schedule to the workload.

He also is a leader in innovation, constantly looking for new ideas and ways to make our equipment more efficient, more reliable, and safer.

“With Randy’s leadership and the team he has helped build in the shop, Renville has reaped the benefits of a first class maintenance team,” Mike said.



Steve Duis, a Renville All Star, is always willing to learn and to teach.

Steve Duis started with Transystems in 2010.

“He is a real asset,” Division Manager Mike Rood said. “His willingness to help is incredible, exempli-

fying our cultural belief of Unleash Potential.”

Always eager to learn, eager to teach, and eager to grow, Steve led the charge with Renville’s driver training class this year. He also took on the role of substitute supervisor.

“Steve helped out with all aspects of training, and in recent years helped as a member of our safety committee,” Mike said. “His attention to detail is top notch, whether it is inspecting a truck on a pre- or post-trip inspection, or teaching a student or perspective employee how to properly inspect our equipment.

“Hats off to Steve for all his help with our team,” Mike concluded.

Service Center

In October 2005, Viki Gallagher joined Transystems as the Great Falls Service Center receptionist. Less than two years later, Viki accepted the role of Accounts Payable Specialist.

“It’s a move for which Transystems is grateful,” Ann Powers, Vice President of Finance, said. “Viki skillfully and accurately processes more than 25,000 invoices for Transystems vendors each year. Organization and a pleasant personality are two characteristics



Viki

vital to her role. Viki excels at both.”

Viki’s dedication and hard work have resulted in the accounts

payable system being in the best shape ever, that keeps our vendors happy.

“It’s not unusual see Viki at the office early or on weekends making sure that her work is timely. Regardless of her own work schedule, however, she is always there to help others.

Viki lives and breathes safety. She served on the safety committee at the GFSC. Many of her safety suggestions have been incorporated into the daily routines at the Service Center.

Viki was instrumental in starting a fitness challenge at the GFSC. In response to her challenge, many employees at the Service Center have a routine of taking a 15-minute walk twice a day.

Viki and her husband, John, live on a farm near Power, MT, with their two dogs. Their favorite pastimes are fishing and camping.

“You can count on rain if Viki has scheduled time off to go fishing,” Ann said.

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All Stars are dedicated, dependable

Sidney

“I could not be more proud or appreciative of Sidney’s All Stars,” Project Manager John Hoadley said. “These special people truly stand for what Transystems is all about: dedication, dependability, reliability and owning it.”



The fine work our technicians **Steve Lober** and **Kenny Wunch** do says it all.

“This year alone, the

Steve hard work put in by these two gentlemen has been outstanding,” John said. “Our maintenance repairs have dropped to almost nothing and they have saved hundreds of downtime hours for our drivers and equipment.



Sidney’s drivers and loader operators appreciate them as much as I do. I just cannot stop talking about

Kenny what a great job they are doing.

“No matter the weather or how bad the task may be, they never waver. They just go and the next call I get is



Twin Falls All Star Jessica White keeps the paperwork moving smoothly.

that it’s taken care of. Thank you Steve and Kenny for making the Sidney Project a great place to work,” John said.

Steve came to Sidney from Boise. He is in his second year with the company, is happily married and the proud father of two girls.

Kenny is in his first year and is a local guy. He is married and has a lovely granddaughter.

Twin Falls

In her third season with Transystems, Project Clerk **Jessica White** is a Twin Falls All Star. Her job requires interaction with most of Transystems employees. Her day starts with tracking

hours and finalizing timecards and getting the dashboard out on time.

Jessica thrives on bringing in new employees to Twin Falls. She keeps up with potential employees who contact the company and encourages them to fill out and turn in their applications. She also completes hiring paperwork to keep the project staffed.

Jessica answers the phone and responds to callers’ questions or directs them to the right person for answers.

She makes sure everything is running smoothly, monitoring emails, office supplies, cleaning supplies,

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All Stars thrive at work and at home

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reports, spreadsheets, phone calls and any reporting errors that come up.

“Jessica is never afraid to tackle a new project,” Project Manager Joel Garrison said. “She worked with Ryan Fiala, Division Safety Manager, and Danielle McNew, Information Coordinator for Safety, to get the electronic audit system up and running. She always helps her co-workers when they need pay corrections and is the one to answer questions and reminds drivers about their Aurora e-learning videos and expired paperwork. Jessica is always looking out for others’ safety by reminding everyone about their PPE while being outside the truck or office.”

A pot of Jessica’s delicious chili was a highlight of the project’s Christmas party.

“She ensures that the office is clean and free from any tripping hazards and is always willing to go the extra mile to help out,” Joel said. She comes in early and stays late when necessary to make sure reports and paperwork are completed correctly.

Jessica’s outside activities include being a new mother to her 7-month old daughter Anna Leah. She is successful

at both work and in life. In her free time, she loves to cook and play competitive darts.



Waylon

Jack of all trades **Waylon Greco** is another Twin Falls All Star. In his first year with Transystems, he has flumed, been a substitute supervisor, run a factory loader and currently is a linehaul driver.

“Waylon has taken on the role of being a substitute supervisor when needed at the last minute. He is the first one willing to jump on the flume when someone is sick or has a family issue,” Joel said. “During the month of December, Waylon covered night shifts for managers who were on vacation. He would supervise two nights

and still work his scheduled shifts. He also spent a night as the Twin Falls factory loader operator making sure the trucks ran smoothly into the factory and that the flume did not run out of beads.”

A member of the safety committee, Waylon is always coming up with ways to improve safety at the project.

“He makes sure that the fleet is running well and is always looking out for his co-workers,” Joel said. “Waylon shows up to work on time and ready to go with a smile on his face. When asked he stays longer on shift to either help in the office or with the night supervisor.”

Waylon and his wife have two little girls. He is an active volunteer fire fighter for the city of Filer.

“Not only does he thrive at work but also at home with his family,” Joel concluded.

Worland

Technician **Shade Hale** is a Worland All Star. He came to the project in 2015, fresh out of diesel technician trade school.

“Shade always shows up early for his shift with a smile on his face,” Project

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All Stars are positive, well-rounded

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Manager Jim Swensgard said. “When he leaves work, he’s still smiling. He is a very positive person, and that overflows to his co-workers.”

Shade not only works his assigned shifts, but also goes out in the middle of the night when problems arise to fix mechanical problems. When working, Shade always maintains a safe work environment.

“Shade is ready to go the extra mile to assist other employees anyway necessary,” Jim said. “He is a wonderful employee who instills excellence in others. He has earned the respect of all operators and drivers because of his willingness and abilities to repair their equipment in a timely manner with a smile on his face. He is an excellent trouble shooter and is good at isolating potential problems or existing problems.”

Worland All Star **Keith Bower** started out as a driver, but found his niche as a yard loader operator.

“Keith is an All Star employee for many reasons,” Jim said. “He is one of the best loader operators that we have. He excels in proper loading operation spelled out by Transystems policy. He



Worland All Stars are yard loader operator Keith Bower, top, and technician Shade Hale.

maintains all directives in safety and operational procedures.”

Keith is always willing to pull an extra shift on short notice. He looks out for his coworkers and is willing to lend assistance any time it is requested.

“This was the first year the Worland yard had cooling

tubes in two of its piles. It really gave Keith a chance to show his ability as a loader operator,” Jim said.

“He uncovered the tubes like a surgeon with a scalpel.”

“It’s a manager’s dream to have positive, well-rounded employees like Keith and Shade,” Jim said.

Equipment and safety reports

New director of maintenance signs on

Transystems maintenance team just got stronger. Brian Gresens signed on as the company's Director of Maintenance in late January.

The Minnesota native brings decades of experience to the new position. Brian spent 23 years at UPS, starting as a loader and moving up to fleet coordinator for



Adolfo

service to Transystems.

"My goal is to provide help and direction to the

the Northern Plains District. He ran a safe and reliable fleet in a cost effective manner.

Brian's aim is to provide the same



Brian

Brian said.

He jumped right into the challenge and has already visited many of the projects. Brian will be working with everyone on the team to enhance maintenance practices by implementing company-wide procedures to improve Transystems SMS (safety compliance) score, increase equipment up-time and keep the budget on track.

Throughout the week-long interview process, Brian repeatedly commented on the eagerness and readiness for

maintenance team in order to reduce cost per mile and improve reliability for the operations teams,"

improvements voiced by everyone he met during visits to the divisions. He said he appreciated the message of maintenance enhancements.

"The culture and professionalism of Transystems were the deciding factor in taking the job," Brian said. "I met a lot of great people during the job preview. Everyone I met was open."

Brian and his wife Amy have two children, Isabella, 12, and Christian, 11. The family is looking forward to exploring Montana. An avid camper and walleye fisherman, Brian hopes to try his hand at fly fishing for trout.

Welcome to the Transystems team, Brian.

*Adolfo Siqueiros,
Vice President of Equipment*

Team's commitment to safety is appreciated

In the safety department, we spend a lot of time looking for unsafe conditions and unsafe acts. The pursuit of risks sometimes overshadows the fact that Transystems is a safe place to work.

I appreciate the fact that almost everybody works safely every day. Indeed, some projects go weeks and months without a safety-re-



Rich

achieve that success because our team cares about its members. Success is not the result of efforts by a few he-

lated loss.

More than a thousand of us work together safely. That is quite an accomplishment. We

roles. Safety success is the result of many people working carefully. Every 3-point hold and every step in careful winter walking contributes to our safety.

I cannot give each of you a pat on the back, but please know that I appreciate your commitment to safety.

*Rich Carl,
Vice President of Safety*

Summer work, recruitment on track

With the bulk of the bidding season still to come, Transystems marketing department already has started filling the summer calendar with employment opportunities for drivers and loader operators.



Errol

“We already have work booked for Idaho and Utah,” Vice President of Marketing Errol Rice said. “North Dakota looks like it will have another big year, but the majority of construction contract bid lettings are still to come.”

“There are some big jobs coming up for bid with some good potential,” he added. “We continue to try to expand with our existing customers, but we are always looking for new partners to expand our operations.”

The company is hoping for a repeat of last summer’s banner summer season. More than 350 employees worked on summer construction projects in 2015, earning more than \$3.5 million in wages and benefits.

“Last summer was a great

success due to our drivers,” Errol said. “We were able to get a lot of work done for our customers thanks to drivers showing up early in the summer season and working late.”

With oil prices sagging and the Bakken slowing down, North Dakota was a changing and challenging market for a lot of contractors last year. “We did our best to make it work for our customers,” Errol said. “We are looking forward to another big year and appreciate all the efforts of our drivers, technicians, clerks and managers.”

While the bidding continues for summer work, the company’s recruitment and



Josh

retention manager is busy planning to ensure that there will be drivers behind the wheel during the summer season.

A revamped website soon will be up and running.

“The new look will include a content block on the front page of the driveteam-green.com website where the construction jobs will be listed,” Josh Rector, Retention and Recruiting Manager

said.

“There also will be listings under the Current Opportunities location on the website. We sent a letter to all employees that was a hit last year and we’ll do it again this year,” Josh said. “If you want to know about these jobs, ‘like’ us on Facebook and stay tuned. We will update all social media platforms as we add construction jobs.”

Job opportunities are also posted at each project and on Indeed.com and Craigslist.

Recruiting and retention is a year-round proposition for Josh. His first beet season with the company went well last fall.

Sidney, Worland and the Red River Valley were the standouts, all running fully staffed early in the sugar beet campaigns.

The new driver training program was a huge hit, Josh reported.

“I have identified areas of weakness and recruiting challenges for 2016 and I am eager to focus on them and respond to the marketplace,” Josh said. “The unknown is how the weak oil market affected our recruiting. Perhaps we had more success because we were able to attract employees from the

See RECRUITING, next page

Respect, appreciation go hand-in-hand

Respect is a guiding value at Transystems. We treat each other as we want to be treated. To me, showing appreciation is doing that little extra something to



Kari

make people feel good. At Transystems, there are many examples of appreciation.

Destani Hill at the Idaho division office and Beth Juarez at the Red River Valley division office prepare birthday cards two weeks in advance of the birthday months to ensure Project Managers have time to sign the cards and mail them to arrive on time for employees' birthdays.

Barb Zavala at the Red River Valley division office starts planning the employee appreciation banquets at the beginning of the campaign

or even earlier to make sure the banquets are memorable. If Barb hears of a Transystems employee or family members of employees having a benefit, she makes sure a donation is made. She takes care of flower orders.

Taylor Waite at the Idaho division office orders get well baskets for employees who are ill. She takes extra time every year to call each employee who qualifies to receive a coat to get the correct size and name.

Cindy Kuttler at the American Falls project does everything she can before an employee's first scheduled shift to ensure the employee can log into the Ranger system. If an employee has issues logging into Ranger, Cindy helps with troubleshooting until the employee was successfully logged in.

April Johnson at the Sidney project takes the time to get to know each of the Sid-

ney employees, many of whom are away from home. Her interest and concern for others helps them to get comfortable and feel at home as part of the Sidney team. April also helps employees use the Ranger system and shows them how to verify their daily pay on the timecard computer.

Katie Galland at Crookston project prepares the photo slide shows for the Red River Valley employee appreciation banquets. Katie selects pictures taken throughout the campaign so people can see themselves and their friends on the big screen or reminisce over a memorable event.

Thank you to everyone in administration for your thoughtfulness and showing appreciation for your fellow Transystems employees.

*Kari Franks,
Senior
Administration Manager*

Recruiting

Continued from Page 17

Bakken and Wyoming oil fields.”

There is an initiative to train more drivers this year.

Josh is using many tools to recruit new employees.

“As our target audience

becomes harder to reach using traditional media, we are using more social media tools and channels including Twitter, Pinterest, LinkedIn, YouTube, Google +, and, of course, Facebook,” he said. “We have run ads using Google. Our YouTube video marketing was new. We also did video and group page

posts to engage prospects. We did much more on Indeed.com. and used a sourcing company, Career.com, to engage prospects via text. It was successful. As was the referral bonus program.”

Josh is creating a Talent Network to engage prospects who have been in contact with Transystems before.

Division Report

In the Valley, cold weather is good

El Nino is no match for the Red River Valley crew this year.

Warmer than usual temperatures and later than usual heavy frosts had the crew scrambling to keep the factories supplied with good beets. However, working closely with our customer, American Crystal Sugar Company, we are getting the job done.

One challenge this year has been beet quality. We are working to get the right blend of beets into factories.



Troy

The warm, dry fall had us bouncing around from pile to pile and doing a lot of combination hauls to keep the factories running at maximum capacity. We are doing well and our customer is pleased with our efforts.

While some may dislike the bitter cold of a Red River Valley winter, we love it. We rely on sub-zero temperatures to freeze the ventilated beet piles. Fortunately, the cold arrived in the nick of time and Crystal got the beet



Cold beet piles are good beet piles in the Hillsboro Project.
Tim Plumley photo

piles frozen down and tarped in mid-January.

It helped a lot that we were fully staffed from the beginning of the campaign. Retention and Recruitment Manager Josh Rector really helped us out, keeping the focus on our key result of being fully staffed.

Along with plenty of drivers, we were blessed with plenty of beets to haul. The crop was very good, around 11.2 million tons. We started moving beets Aug. 17 and hope to wrap up the campaign around May 10.

Much of the success of

this campaign goes to our maintenance staff and Project Managers.

Wiring problems in our fleet of 2013 and 2014 Freightliners challenged Ben Purrington's crews to keep the trucks up and running. When 20 percent of the fleet is down, it is up the Project Managers and Supervisors to keep drivers working and the rest of the trucks running well. Tractors out of service create a scheduling nightmare that requires a lot of juggling. Technicians, drivers and managers joined

See RRV, next page

Division Report

Minnesota crew stepped up to test

No two beet campaigns are alike. Each brings its own set of challenges. This year in

Renville, we had record tonnage, decent weather and good roads. But we also grappled with crop quality, storage and equipment issues.

Our knowledge of agronomy was put to the test as we struggled to get the right mix of beets consistently into the factory. We jumped around from pile to pile to keep the blend of beets feeding the factory just right.

We learned a lot this campaign.

The Renville crew had plenty of time to learn, as this campaign is probably the longest we have ever had. We started hauling beets Aug. 10 and hope to wrap up by May 10.

Long campaigns are good. Employees get the hours.



Mike

The company gets the revenue. Nobody gets laid off during a long campaign. The off-season for year-round employees is minimized when we are able to go straight from hauling beets to working construction.

While staffing was slow at first, by mid-December we had all the drivers necessary to keep the trucks rolling. We rely on employees who return to us later in the beet campaign, after summer employment in construction and agriculture. They showed up when we needed them.

The maintenance staff and supervisors put forth outstanding effort to keep our equipment running and our drivers on the road. Longer hours and collective genius

came into play when a significant part of our fleet was in for repairs.

The operations people had to think outside the box when it came to scheduling drivers, and the technicians really stepped up to get the trucks back into service.

At the end of the day, the goal is to get the beets delivered safely, complying with Transystems values. We did that and our customer is happy with us. No doubt, we had to be creative to do it, but we got it done.

This campaign did not match any of the other in the 22 years I have been in the business. It has been gratifying to see how the Renville crew steps up to new challenges, thinking and being creative to solve problems.

Thank you for your hard work.

*Mike Rood, Manager
Minnesota Division*

RRV

Continued from Page 19

forces and are doing an outstanding job working as a team throughout the division to handle the problem.

I would especially like to thank Ben and the technicians for their efforts. The Red River Valley team is doing an awesome job.

Congratulations to Tracy Magnus who was named

Red River Valley administration manager in December.

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

Division Report

Idaho tackled icy roads, cold temps

The weather threw a few extra challenges at the Idaho Division this campaign. More snow than usual and lower temperatures than normal created icy road conditions for the beet haul. None the less, the crew has done a real good job of staying safe through the storms we faced.

While the area's booming economy is good news for Idaho, it made the driver market tougher for us. We had a more difficult time hiring this campaign. We dealt with the issue by using some leased trucks.

We have been dealing with equipment issues throughout the campaign, but the technicians are working hard to keep everything up and running.

Everyone has been doing a great job since we started hauling beets Sept. 10, and I am sure they will keep it up until the campaign wraps up at the end of March.

Two Paul employees went above and beyond the call of duty and received a Focused Recognition Award for their work on the new Ranger system.

The Focused Recognition, submitted by Jodie Hunt,



Kevin

read: "Lead Technician Dana Thomas and scheduler Veronica Jasso have been great to work with on the Ranger issues this year. They have definitely helped with driver morale because of their 'what else can I do' attitude.

"Veronica sends pictures to assist with troubleshooting scenarios and has been in constant communication with the drivers to ensure everyone understands the issue with the Ranger. Veronica also created the Ranger feedback form to allow drivers to make comments on the issues they had with the Ranger during their shift. Veronica has made a huge difference with drivers logging into the Ranger.

Dana embraced the numerous emails and wiring issues regarding the Rangers. Dana calls or emails Jodie to let her know when a power unit was in the shop and reports what he found. His constant communication with Dan Brennan and Jodie facilitated a quick turn around on



Every so often, a beet of unusual size makes it to the factory flume. Paul flumer Lyle Sperry caught this monster beet. Jason Strunk photo

.Ranger issues. It also makes it easier to identify quickly potential issues with the next Ranger. His "own it" attitude has kept the trucks hauling beets.

Thanks to the whole crew for a job well done.

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

Innovation

Innovation: Getting Ranger on board

“Good reporting means information that is not subjective,” Dan

Brennan, Vice President of Information Technology, said. “The information must be available when things are happening. If a driver had a poor idle time a few days ago, he or she probably will not recall what was happen-



Dan

Transystems new Rangers provide timely information.

“A Ranger is a fully-fledged computer in the cab of every one of our trucks that allows us to capture

ing then. If a driver has a poor idle time today, the driver will remember what was happening.

Trans-

many data points,” Dan said.

The Ranger keeps track of every load the company moves. That produces pay records for the driver of each unit.

“The Ranger keeps track of our efficiency. We know how long we expected the trip to take and actual time,” Dan said.

The Ranger tracks other efficiency metrics such as fuel economy and idle time.

See RANGER, next page

Division Report

Team efforts pay in Sidney, Worland

The Rocky Mountain Division started the beet campaign fully staffed and ready to face the challenges that come with any campaign.

Thanks to plenty of team effort, Worland wrapped up beets Jan. 19.

Jim Swensgard was new as the Project Manager in Worland and did a great job with the help of a seasoned crew. Also new for us in Worland were ventilated beet piles. It has been 20 years or so since the beets were ventilated in Worland. All in all, it was a learning experience that turned out well.



Steve

The entire Worland group deserves a pat on the back. From loader operators to drivers, everyone pitched in. I am proud of them.

The Sidney crew is still hard at work. They started out strong, getting the long distance beet hauls done in record time. We are on the short distance hauls now and have plenty of beets left to

When the project wrapped up, drivers and loader operators headed to other projects to lend a hand.

move. The weather has been good, with only a few days way below zero, unlike past years when it stayed 30-below for weeks on end.

Mud hasn't been an issue this year either. We should run until the third week in February.

I'm very proud of the work done by Sidney Project Manager John Hoadley and Supervisor Scott Wilson. It has been a real treat. Often, Sidney needs help from other projects. Not this year. They are sending help out instead of asking for it.

*Steve Torix,
Rocky Mountain Division*

Innovation

Ranger is intuitive, tough, easy to use

Continued from Page 22

The Ranger tracks safety metrics, too. It has an accelerometer that measures g-force.

“Traditionally, a trainer may ride with someone and say, ‘I think you are braking too hard coming to an intersection.’ But that’s not measurable data,” Dan said.

“The idea here is to have measurable data that help us manage risk. With the Ranger, we can define a deceleration of 7 miles per hour per second as a hard brake.”

The Ranger also provides hard-cornering measurements. The Ranger can measure this and alert supervisors of risk.

In compliance

The Ranger monitors hours of service. The Ranger has fully compliant driver log automation. The Ranger provides data including odometer readings and location to help with fuel tax reporting. This feature also allows technicians to see mileages in real time to schedule PM activities, Dan said.

Why Ranger?

Transsystems selected



“The Ranger is very user-friendly,” RRV driver Thomas Bartley said.

Ranger for several reasons, Dan said. He listed them:

1. The Ranger is intuitive. We wanted a device that was easy to use with little training required. According to the feedback we have re-

ceived, we got just that with Ranger.

2. Ranger runs in conditions up to -40°F.
3. We can tailor Ranger to fit our needs.
4. Ranger’s maker is a good cultural fit for Transsystems.

A better tool

The Ranger is not Transsystems first on-board monitoring system. It replaces another system that has been in use by the company for several years.

“The prior system was difficult for employees to use,” Dan said. The Rangers have touch screens with big buttons and clear labels.

The Ranger is easier to install and maintain. Installation time went from a day to

See RANGER, next page

Innovation

Ingenuity got the potatoes rolling

When J.R. Simplot Company came looking for help to move potatoes from cellar storage to a processing facility, Derek Torix and his manufacturing crew stepped up to create a trailer to get the job done.

“The new trailer is still a belly dump,” Derek said. “These are similar to the 53-foot beet trailers used in Renville, but we made a cou-

ple significant changes.”

Dimensional differences and material size differences had to be taken into account. Because potatoes are loaded differently from beets, the manufacturing team was able to use lighter material. Beets are dumped into a trailer by a loader bucket, dropping several tons at a time. Potatoes are loaded off a conveyor belt, making it a slow, steady load.

Regulations require a fourth axle for the trailers.

“We shortened the hopper a little to make room and moved all the axles closer together,” Derek said. “The Renville trailers had 120 inches of axles, with three-axles 60 inches apart. The spud trailers are 46 inches apart with four axles spread over 138 inches.”

“Another big difference is that the rear of the trailer has to be able to lift up and down (open and close) like a big

See TRAILER, next page

Ranger

Continued from Page 23

an hour or two.

“Employees really like the device and the process,” Dan said. “While early bugs were frustrating, I am pleased to say things are working very well now.”

It took a team

Getting the Rangers up and running was a challenge.

“The Renville team was very helpful and led us in the startup of the Ranger,” Dan said. “They did a fantastic job shaping the training and preparation required with a project like this.

Planning ahead

“We will do even more with Ranger,” Dan said.

“We are sending a few customers information to help improve their efficiency or eliminate manual processes.

“We can see engine fault codes with the Ranger. We may use this system to monitor

conditions that may render a vehicle out of service.

“We have an option to automate Driver Vehicle Inspection Reports. We plan to produce individual employee dashboards. This would be ideal for a loader operator who does not make it back to the office each day.”

Two real rock stars in this are Jodie Hunt, Idaho Division Administration Manager, and Tracy Magnus, Red River Valley Division Administration Manager.

They spent a huge amount of time in the field helping people and providing timely feedback from their teams. Without them, we would not be achieving our goals now.

Trailer modified to take on new task

Continued from Page 24

tailgate,” he said. “That’s because potatoes are loaded from the rear of the trailer rather than over the side.”

Manufacturing’s Jordan Kisler drew the initial plans.

“We had to make several changes to accommodate the fourth axle and also have the gates match the dimensions of Simplot’s unloading site,” Derek explained. Jordan, Dirk Torix, Kevin Iversen and Derek met with Bill Moad and his crew from Simplot. They tossed out ideas and made a few changes to the preliminary design.

The prototype was created and put to the test in December 2015 with more tests expected upon completion of the second trailer early this spring.

“After running a couple of loads, we found a few areas that we are currently changing on the second trailer,” Derek said. “We are hoping to complete the second trailer in February.”

The second trailer has a wider rear end so that the conveyor will fit in more easily and move from side to side while loading.

Safety was a major consideration in the design tweaks.



When a potato company needed spuds moved from storage to the processing facility, the Manufacturing Project team took on the challenge.

“The idea is that the driver, who self-loads, will be able to see from the rear of the trailer standing on the ground,” Derek said. “The first trailer is just a bit wider than the conveyor so the driver has to stand on a ladder to see to the load.”

It took an industrious crew to get the first trailer out the door. Mark Wilkinson plumbed the unit. Joe Clark helped with the plumbing and designed the tailgate mechanism. He and Jayme Bohman installed the tarp system. Jayme, Codey Carrick, Jordyn Jones, Colby Doyea and Andrew Munsee were the welders who built

the trailer, fitting the parts and pieces and welding it together.

Terry Sieving also help on the project, bouncing back and forth from maintaining other equipment during the build.

“All of the crew did an outstanding job on this project,” Derek commented.

The innovating is not over.

“There are some ideas, such as the tailgate and tarp systems that we may someday incorporate into beet and construction trailers,” Derek said. “Once we get trailer No. 2 out there, we will see how everything works,”

Good news

Transsystems gives back to community

Appreciation is the theme of the winter issue of TransTopix. In it, we show Transsystems appreciation of an All Star workforce.

Sometimes the shoe is on the other foot and Transsystems is the one being appreciated. Such was the case when Special Olympian Kara Moretz showed up at the Service Center with a handwritten thank you note addressed to the company.

Kara wrote to thank Transsystems for its continued support of Special Olympics. It is a cause near and dear to Kara's heart.

The 22-year-old has been involved with Special Olympics since she was in elementary school in Pennsylvania. When her family relocated to Montana two years ago, she quickly joined the Hornets, the Great Falls Special Olympic team, and just as quickly became an all-star performer for the team, racking up many medals.

Kara competes in basketball during the winter then moves on to the track and field events in the spring. Last spring, she took first place in shot put at the state games in Missoula. During



Left: Kara Moretz visited with Transsystems President and COO Scott Lind when she dropped by the Service Center to say thank you. Right: Kara took first place in the shot put event during the Special Olympics in Missoula in May. Missoulian photo by Michale Gallacher

the three-day event, Kara also took medals in the 50-meter dash and bocce ball.

While the bus rides are fun and the competition is energizing, what Kara likes most about Special Olympics is the friendship she finds among fellow competitors and coaches. She mentioned volunteer coaches Pam, Lani, Mickey, Linda and Riley. She enjoys weekly practices with the Hornets, the largest Special Olympic team in Montana with more than 100 members.

When not focused on athletics, Kara enjoys acting and singing. She is currently in rehearsal for a local production of "The Little Mer-

maid." Over the Christmas holiday she took part in the Christmas recital at Miss Linda's School of Dance."

Why Special Olympics?

Contributing to worthy causes, such as Special Olympics, is part of Transsystems plan. Each division has a budget for philanthropy. The size of each budget is based on the size of the division.

Transsystems does not support political or religious organizations.

The company's philanthropy focuses on people who are disadvantaged or disabled and who, at least

See GIVING BACK, next page

Giving back

Continued from Page 26

temporarily, need help to address their disadvantage.

Special Olympics is an example of supporting people who have special needs.

When Special Olympic events are held in Great Falls, Service Center employees rally round. They help set up events and show up to cheer on the athletes.

The Service Center's Barb Albro, Accounting Manager, isn't one to wait for the volunteer opportunity to come

to town.

She jumps on her bike to ride in fundraisers for Special Olympics and Cruise 4 Kids, a local organization that raises money to purchase bicycles for third grade students in Great Falls.

February

1. Tim Cantrell, Victor Centeno, Jeremy Knudson, Glenn Phelps, Benjamin Schoenecker, Steven Tank, John Weimer.
2. Branden Carl, Douglas Forsythe, Darin Ralphs, Steven Stelzer.
3. Donald Cline, Brianne Mecham, Jason Strunk, Keegan Winson.
4. Dennis Anderson, Jay Bolinske, Roberto Carhuas, Ruben Castanon.
5. Dale Anderson, Larry Ball, Troy Tjaden, Kevin Woltjer.
6. Charles Frew, James Fritz, Albert Ostolasa.
7. Merlin Coleman, Keith Klawitter, Layce Whitworth.
8. Peter Ferreira, Wayne Suda, Scott Troska.
9. Ralph Novak, Jason Ray, Dave Taylor, Russell Valiant.
10. Sasha Henslee, Charles Matthews, Michael Sirek, Bruce Watts, Paul Yerbich.
11. Benedict Dvorak, Andrew Teal.
12. Timothy Kachmarzinski, Richard Slyt.
13. Russell Davison, Jack Gochour, Donald Trogdon.
14. Abdullahi Abdi, Dawn Bergquist, Joseph Sanborn.
15. Adam Cwikla, Frederick Fowler, Laurel Jensen, Richard Lohman, Jacob McHargue, Hal Terrell Jr.
16. David Austin, Christian Bisschoff, Sophia Bortz, Richard Fassett.
17. David Christopherson, Derek Hakeneis, Kenneth Leathers, Andrew Yost.
18. Milton Delgado, Edward Ewanek, Billy Hunsaker, Scott Lothert, Patrick Pasley, Shane Revels.
19. Douglas Reinert, Dustin Wilson.
20. Joseph Crego Sr., Kenneth McCauley.
21. Thomas Bell, Jeffrey Johnson, George Lohmann Jr., Lucas McHargue, Thomas Walsh.
22. Jessica Baumgartner, Joseph Leddige, Thomas

- McKinzey.
23. Aaron Fernau, Roman Hordashevskyy, Abuzar Salim, Arnold Walsler.
24. Kathryn Durrant, Allen French, Jeffrey Strait.
25. Julian Dahl, Billy Johnson, Curtis Lenoir, Chad Rolland, Brandon Schreiner, Daniel Stusynski, Chad Thompson.
26. Jordan Holm, Brian Kitt, Christopher Knoff, James Miller, Ezekiel Nott, William Thompson, Justin Wilson.
27. Wayne Christensen, Frank Marsh, Evan McEntire, Brion Nelson, Jaymes Swenson, Rory Yekel.
28. Jose Romo, Gale Wright.
29. Rod Hillier, Calvin Jackson, Steven Vansell.

March

1. Jeffrey Baker, Isaac Dancy III, Jeffrey Dillman, Roger Riely, Jason Sluggett, Jason Sorrick.
2. Kellie Barker, Cason Baumgartner, Sherri Clark, Michael Clifton, Donald Hansen, Ronald Lindely, Gustavo Rodriguez-Quinon.
3. John Brandel, Jeffrey Fields, Rama Hiseni, Jerome Larson, Mark Neumeister.
4. Luke Balstad, Scott Smith, Kevin Thompson, Dennis Weigt, Nicholas Wittman.
5. William Brockway, Tamme Dathe, Jared Davis, Alan Fehring, John Fuller, Glenn Luchenburg, Nicholas Moreau, Cesar Santos, Richard Wiseman.
6. Gary Brown, Michael Darrah, Milton David, Joshua Eide, Antonio Guadarrama, Kevin Higdem, Jordan Kisler, Robert Raymond, Phillip Sander-son, Joshua Sokolic.
7. Brian Kimpling, Carson Munk, Arthur Poppe III, Jake Thompson.
8. Christopher Babb, Wendell Berg, Steven Long, Kyle Roudenbush, Charles

- Voshell.
9. Steven Altepeter, Ronald Brackett Sr., Karl Foote, William Robins.
10. Mark Buethner, William Burling, Alexander Franklin, Dale Johnston, Bryan Roush, Kurt Winkler.
11. Steven Ash, Jordan Burke, Tom Goeddel, Lucas Mannies, Derrick Villen.
12. Charlene Berry, Becky Purkett, Gloria Soto.
13. Jay Amundson, Abdi-noor Igal, Terrence Nicholls, Kyle Wilson.
14. Eduardo Ceniceros, Roger Dodge, Scott Haag, Larry Spurlin, Craig Wiley.
15. Aaron McCann, Mohamed Mohamed Nur, Tyler Pierson, Jennifer Riley.
16. Rodney Bodley, Randy Estes, Jeremy Franks, Mark Hillman, Tammy Larson, Stormlynn Manley, Il-land Mariner, Anthony Negen, Anthony Smith, Ronald Thornton.
17. Keith Bergstresser Jr., Tyler Wetherelt.
18. James Hove, Richard Pottenger.
19. Brian Dufault, Daniel Hendrickson, Stanton Lien, Michale Mesheski, Eric Nephew.
20. Troy Crane, Hubert Fultz, Jerry Strickland, Antonio Velasco, Aleksandar Zovko.
21. Kenneth Byers, Gary Crowder, Jr., Thomas Daniel, Fidelis Fitterer, Toe Hinnah, Victor Scholand.
22. Loren Bittner, Mark Dabb, Arlen Hurst.
23. Jimmy Barbre, Todd Breeze, Christopher Canfield, Bruce Feldman, Darcy Hawk, Robin Wilson.
24. Mark Andreasen, Justin David, William Helgoe, Michale O'Keefe, Leslie Wolverton.
25. Kevin Casey, Joseph Dilworth, Michael Henning, David Marynik, Humberto Ramirez, Jennifer Strohman, Sean Willman.
27. Nestor Bustos, Starr

- Coleman, Richard Crowe, Randall Price, Chad Schiess, Nathan Wrigley.
28. Patricia Beeler, Joseph Eklund, Joseph Hanson, Michell Harder, Devin Hart, Michael Hollon, Zachary Jones, Otis Noel.
29. Peggy Brown, Codey Carrick, Jimmy Ford, Carl Glenn, Edward Johnson, Eustacio Mendoza, Douglas Runs Through.
30. Gregory Bakker, Ryan Belen, Steven Burton, Don Christensen, Raymond Higgs, Aron Mullis, Derek Torix, Dirk Torix, Robert Whitaker.
31. Rodrigo Arteaga, Carl Van Voorhees, Robert Watkins, Dee Yeaman.

April

1. Mohamed Ahmed, Kenneth Brooks, Jay Duffy, David Lines, Sheri Roberts, Benjamin Walters.
2. Andrew Brouse, Irvan Butler, Steven Duis, Curtis Hensley, Deeann Kroshus.
3. Paul Barnes, Christopher Parsons, Brian Shields.
4. William Batch, Vincenzo Galati, Viki Gallagher, Jesus Gomez, Gerald Grumbles, Matthew Hjort, Shanele Larson, Abdifatah Sahal, Louis Stoneburner, Jeremiah Terra, Dawayne Volk, William Willson.
5. Bryce Frates, Marshall Henrie, Brady Schroeder, Bruce Wheatley.
6. Dylan Branden, Kenneth Koch, Abedbaah Koranteng, George Myhre, Saul Vega Cortes.
7. Brett Boomgaard, Trayce Countryman, Dennis Dammann, Hans Krahenbuhl, Joseph Lohrey, Jim Woodward.
8. Clifford Fillmore, Jurgen Grodhaus, Wayne Zimmer.
9. Rase Basta, Jeremy Groat, Joseph Marvin, Juan Ramirez, Roger Rutherford, Jeffrey Wolbeck.
10. Kevin Anderson, Craig Berg, Robert Comeaux, Terry Erickson, Paul Hen-

- ningsen, Brook Larmouth, Michael Luibrand, Daniel Peer.
12. Robert Brewster, William Luepke, Dedrea Munson.
13. Jason Dybedahl, Anthony Lazare, Kevin Mueller, Pamela Pratt, April Sharp, Steve Worner.
14. Corey Dalzell, James Johnson, Jay Johnson, Farron Rice.
15. Rodrigo Flores Ruiz, Howard Jensen, Jacob Larson, Ronald Lusk, Barbara Moses.
16. Casey Jensen, Jeremy Love.
17. James Burgmeyer, Lloyd Hagemeyer, Scott Mincer, Dallin Munk, Kent Stokke, Michael Thompson, Joshua Tousignant.
18. Destani Hill, Ashley Jerry, Charles Robinson.
19. Patricia Culbertson, Cain Gomez, Todd Jorgensen, Mark Pearson, April Van Voorhees.
20. Wanda Belanus, Joshua Brunson, Shade Hale, Wayne Lusk, Anthony Vannatta.
21. Hussain Al Harbyah, Clinton Berg, Cody Christensen, Edward Foust, Everett Mounce, Michael Wilcoxon.
22. Sandra Boren, Richard Rice.
24. Harry Bullis, Misato Cedenno, Shotzy Friedley, Lee Hall, Curtis Jones, Christopher Sommercorn, Jason Storey.
25. Steven Schill, Fernando Soares, Mark Stevens.
26. Howard Calhoun, Skip Fowler, Pedro Gonzales, Michael Packham, Ronald Ruona, Steven St. James.
27. Christopher Bettis, Warren Johnson, Zachary Love, Jaisiel Garcia.
28. Dean Becker, James Coleman, Colleen Danielson, Devin Gunderson, Travis Tomberlin, Merrill Valentine, Ryan Walker.
29. Casey Dahl, Joette Willis.
30. Jason Baumgartner, Scott Degraffenreid, Mary Ann Feist, April Johnson, Phillip Losinski, Cory Manolovits.

Happy Birthday!

Good news



Left, Hillsboro Project Manager Tim Plumley and his wife Jessica got an early Christmas gift. Harper Mae Plumley was born Dec. 21. She weighed 7 pounds 14 ounces and was 21 inches long. Her proud big brother is 8-year-old Aiden.

Middle, RRV administrative staff got together before Christmas for a painting class. Back row, left to right, Karissa Widme, Sheila Hoffland, Barb Zavala, Beth Juarez. Front row, Katie Galland and Jess Baumgartner.

Right, if the hat fits, wear it. Idaho Division Manager Kevin Iversen's 6-year-old grandson Tag Wetherelt puts on Kevin's hard hat every chance he gets.