

**THE YOUNGLOVE**  
**CONVEYOR**

FOR EMPLOYEES AND FRIENDS OF YOUNGLOVE CONSTRUCTION, L.L.C.  
▶ Leaders in the design and construction of bulk materials handling facilities

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*Builders of value... Builders of trust... Since 1896*

# Younglove Employee Longevity

*“Myers’ Moments” by Jared L. Myers, Senior Project Manager*

Some 17 years ago, a chance meeting took place between Bill Bradbury (Senior Vice President with Younglove) and me. At that time, Bill was serving on an Advisory Board with Kansas State while I was a student there. That chance meeting led into a summer internship opportunity for me during the summer of 1998.

I remember being introduced to Younglove’s office staff during that summer and thinking, “Wow! These guys have been working here a long time!” I was amazed at the years of service many of our team had and thought, “This must be a good place to work, and Younglove must take care of its people.” This was the primary factor that stuck with me that eventually led to my

full-time employment with Younglove Construction.

Fast forward 16 years to today. Over the past couple of years, Younglove has had several retirements of key personnel:

- Mike Gunsch, President, retired after 45 years.
- Mike Bangert, Superintendent, retired after 42 years.
- Jeff Poss, Vice President, retired after 25 years.
- Dave Toel, Project Manager, retired after 39 years.

Even with the retirement of these long-term, valued employees and the addition of several new employees coming on board, Younglove can still boast at having members of our design and construction management group with

an *average* of 18 years of longevity, and members of our construction field supervisors group with an *average* of 31 years of longevity.

So why is Younglove’s employee longevity/experience important or of benefit to our customers?



An experienced three-person team is assigned to a project, consisting of a Project Manager, Project Superintendent, and Design Leader. This team is responsible for the project from start to finish.

With the longevity of our team, we understand how to anticipate problems and minimize an owner’s risk. Thus, when Younglove takes care of its people, it’s actually taking care of its customers.

In closing, I’m proud to work for a company where the employees are valued and can celebrate many years of service. It’s a win-win for everyone involved!

*“When Younglove takes care of its people, it’s actually taking care of its customers.”*

## VALUING OTHERS

By Ken I. DuBois, President



I've had some time to reflect on Younglove's history over the last few months. I find it interesting to look at the time lines of businesses that have 50 or more years of operation. Their history time lines often list the dates when leadership roles changed. Why is it that the leaders' names are predominant in the archives? I suppose listing every name is not really feasible; however, while good leadership is absolutely a necessity, the input of every single person is what makes a business, church, school, or any team successful.

My mind tends to go to sports (specifically baseball) to put team-minded things into perspective. For those who watched the recent World Series—in which the Kansas City Royals defeated the New York Mets in five thrilling games—the importance of every team member to the Royals' ultimate success was clearly evident.

First off, the Most Valuable Player of the World Series was Royals Catcher Salvador Perez. Typically the MVP is a player that has dominated the series either by pitching or hitting. Perez had a total of two RBI's (runs batted in) in the series.

More specifically was what transpired in the final game. The Royals forced extra innings by tying the game in the 9<sup>th</sup> inning. In the 12<sup>th</sup> inning, a seldom-used Royal named Christian Colon

came to the plate with a runner in scoring position. Colon had a grand total of two hits in the previous two *months*, which is a long time in major league baseball! Furthermore, Colon had not had even a single at bat in the entire playoffs, and his last at bat was nearly a month before this final game. For those who did not see this game or remember Colon's at bat, he lined a single to left field to drive in the winning World Series run for the Royals.

I suppose another leadership fact to be taught from this could be about "being prepared for your moment" or something similar. I am certain the Royals coaches often preached to the reserves on how important their roles were for the team.

Several years ago I was praising one of our superintendents for the quality and amount of work that had been completed in a short time frame. Without hesitation, he told me, "Without the quality of crew that I have, this would not be possible." Every time I have gone through wage and bonus reviews, this same superintendent quickly reminds me of this fact. He has provided mentoring to many of our current superintendents, foremen, countless craftsmen, project managers, and me. The strength of his leadership is founded upon his ability to place value on those around him.

One of my top priorities as the President of Younglove will be to build on this superintendent's comments—which, in my paraphrase, is valuing others. This mind-set, and hopefully actions that follow, will help all of our team, which ultimately will allow us to best serve our customers.



**Joe Newman and Melissa Collins**

were united in marriage on June 13. With the wedding location being in Ida Grove, Iowa, it truly was a "fairy-tale" type of wedding!

Joe is a Design Technician in our Sioux City office and just celebrated his 20 years with Younglove earlier this year.

*Congratulations, Joe and Melissa!*



**Brian and Stephanie Hickson** welcomed home little Tatum Noelle Hickson on June 2. She's growing fast!

Brian has been a Design Technician in our Sioux City office for the past 17 years.

*Congratulations, Brian and Stephanie!*

*Do you have some employee news you'd like included in our next issue? If so, please e-mail it to [phamel@younglovelc.com](mailto:phamel@younglovelc.com).*

# Slipform Milestones Complete in West Memphis, Arkansas

**Barge Terminal; Louis Dreyfus Commodities; West Memphis, Arkansas**  
**Ken DuBois, Project Executive; Jon Branning and Kenny Gubbels, Project Managers**  
**Terry Reinert, Project Superintendent; Joe Newman, Project Design Leader**

Since our last newsletter article, a tremendous amount of Mississippi River water has passed this truck-to-barge facility, which is starting to come together quite nicely. The weather and water levels of the Mississippi River have continued to be a challenge, and they probably will be for the duration of the project.

One of the unique challenges of building this type of facility on the Mississippi River is that there are certain structural elements that require the water levels to be high (levels even approaching flood stage) and levels that are so low that navigation up and down the river is difficult at times.

As you can imagine, trying to time our construction around Mother Nature's schedule has been nearly impossible; however, we have managed to keep moving forward on most aspects of this project—and even recently completed the construction of our slipform structures.

On September 9, the Wednesday following Labor Day, Younglove began slipping the silos. We were fortunate in that the weather cooperated during this time and the operation ran smoothly, allowing us to get this structure built according to the design and time frame provided.

Shortly after completing the silo slipform, the crew moved over to complete the slipform for the 4-bay



truck receiving building structure. Once again, we were blessed with decent-enough weather and a smooth operation due to our highly competent field crew.

Following the back-to-back slipforms, the crews secured the roof beams in place, dismantled the slipform structures, and are preparing to pour the roofs at each structure. Additionally, Terry's crews have finished the tunnel equipment installation, the stair tower erection, and pouring the grain dryer foundation and receiving building floor slabs. In the meantime, the silo cone hoppers were delivered and are ready to be hung soon after the roofs are poured.

Concurrently, there are several other subcontractors on site

installing the utilities and steel tank foundation, erecting the steel grain bin, and driving steel pipe piles to support the half-mile-long conveyor bridge from the levee out to the barge loadout tower. Coming up here in late fall and winter, there will be subcontractors on site to erect the grain dryer and install inbound and outbound scales.

We look forward to getting the remaining support structures in place so we can start installing equipment and controls to get this project complete before next year's harvest.

*We'd like to thank Terry and everyone on this project for everything they've done to make this all come together. Good job, everyone!*

# Another First-Class Facility Nearing Completion

**Rebuilt Animal Feed Manufacturing Plant; International Nutrition, Inc.; Omaha, Nebraska**  
**Bill Bradbury, Project Executive and Project Manager; Terry Dunnette, Project Superintendent**  
**Tricia Welch, Project Design Leader**

Terry Dunnette and crew are busy in a number of areas in preparation for control system

start-up in early December followed by qualification/flushing of equipment.

At this time, our crews are busy finishing up the bulk carrier receiving system and the bagging systems under the four main mixers. We are also working on the installation of the central dust control system and a central vacuum cleaning system.

Major sub-contractors on the site include the

electrical and plumbing/HVAC. Miscellaneous finish sub-contractors are wrapping up finishes in the laboratory, office area, and plant rest rooms.

Our goal is to receive the facility certificate of occupancy the first week of January, followed immediately by the buildup of raw material inventory for the start of production.

This facility is a very unique facility for manufacturing specialty feed products—with a much simplified material flow as compared to the original facility.

*We are happy to be involved in the design and construction of this first-class facility for International Nutrition.*



Above: Bulk receiving area

Right: Mixer floor, mixer/pneumatic receiver mezzanines



# Coming Down Homestretch at Corning

**Feed Mill; Peco Foods, Inc.; Corning, Arkansas**

**Loren Field, Project Executive; Karl Pittmann, Project Manager; Jim Hornung, Project Superintendent**

**Pat Ebner and Brian Hickson, Project Design Team**

As fall comes to an end, start-up is just beginning in the mill for Jim Hornung and crew. Since the last *Conveyor*, the Younglove team has completed all construction on the grain receiving system and successfully run through start-up; and Peco has received over 1.5 million bushels of grain.

Currently major construction is finishing up in the mill loadout with the placement of a prebuilt loadout office. We are installing the drive chains on the two horizontal coolers in the pellet tower and are finalizing all equipment placement.

Work is continuing on the ancillary buildings, with concrete



work to be done on the warehouse footings and slab and the canopy slab at the load-out. Once these are poured, the metal building contractor will install the warehouse and canopy.

Process piping and electrical are coming along rapidly, and we anticipate the control vendor to be



on site in mid-December to begin the start-up process.

We anticipate the feed mill will be making pellets by January 11.

# Younglove Returns to Decatur, Alabama

**Midds Silo; Ardent Mills, LLC; Decatur, Alabama**

**Ken DuBois, Project Executive; Carlos Rodriguez, Project Manager; Steve Johanson, Project Superintendent**

**Brian Hickson, Project Design Leader**

We are glad to announce that Younglove has been selected to build a new feed bin at the Ardent Mills facility in Decatur, Alabama; and Steve Johanson has been named superintendent for this project. The scope of work includes slipform construction of the 30-foot-diameter

by 82-foot-tall concrete silo, a bridge and catwalk tying in to their existing mill, and material handling equipment.

The project is to start the first week in January, with a spring of 2016 completion date.

This will be our third time in Decatur, Alabama; however, this is



our first time working for the newly formed Ardent Mills. We are excited to once again be working with Dean Hoerning and team on this project.

# Fundamentals, Consistency, and Reflection— Keys to Great Performance

By Jon E. Branning, Project Manager

For those of you who have gotten to know me over the years (either when I previously worked for Younglove as a Design Technician from 1994 through 2001 or in the last couple of years since I've returned as a Project Manager), you've learned that I've spent most of my time and money on my passions—which are fishing and football.

Well, people usually write most effectively about what they know; so I'm going to discuss some things with regard to football and how they relate to our everyday life at work. When referencing football, I'm usually talking about Iowa Hawkeyes because that's the team I follow in the college ranks. But the team I'm referencing here isn't as important as the point I'm trying to make.

As a little background for those of you who don't know, Kirk Ferentz is in his 17<sup>th</sup> year of being the head coach for the Iowa Hawkeyes. He has fashioned his teams to be fundamentally sound—especially on the offensive and defensive lines (in the trenches).

The teams under Coach Ferentz are typically pretty basic in nature. Nothing too flashy. Just come out and execute based on your team's preparation from the prior week's practice. It's a rare occasion to see an Iowa team run a trick play or something exotic. Typically they just line up and try to beat you.

This type of football isn't very popular these days. People like



high-scoring, pass-happy offenses that are flashy and wow the people in the stands. It would be very easy for a coach to move to this type of system, and many have; but Coach Ferentz has stood his ground and maintained a fundamental approach with a balanced attack and focus on ball control.

Coach Ferentz was very successful with this approach until about 2010. Shortly after the Iowa Hawkeyes won the Orange Bowl that year, the Iowa teams that followed didn't live up to their expectations and played mediocre football at best—and their records reflected that. During this time, the Iowa faithful became restless and started calling for the head coach to be fired; and I'll even admit to being part of that crowd.

It would have been easy for the University of Iowa to fire the head coach due to his conservative approach. They could have obliged

the fans with the next best flash-in-the-pan coach to come along, but that wasn't the avenue they took. They asked Coach Ferentz to take stock in the entire football program and do what was asked of him when he was hired.

Shortly after, the head coach and his assistants met for what seemed like weeks. A press conference was called to discuss the program changes that would put Iowa back on track to have a successful football program. I can't tell you verbatim what was said, but it went something like this: "The team is going to get back to focusing on the fundamentals. We're making a small coaching adjustment here, a minor change in practice there, and will really hone in on the player personnel." Needless to say, nothing was said that led you to believe it would lead Iowa to become relevant in the college football landscape.

Fast forward to October 31, 2015. I was in Iowa City watching my beloved Hawkeyes (who are 8-0 as I write this) dismantle the Maryland Terrapins 31-15. I wouldn't say Iowa is sitting at the top of the college football world; but they can see it from where they're standing and are, once again, relevant!

While in Iowa City, I happened to hear another interview with Coach Ferentz. I heard one of the most interesting and refreshing things you might expect from someone who makes millions and wouldn't have to care about what

anyone thought about him. He was asked why he's been more responsive and less cantankerous this year in his reaction when criticized by the fans and media. He commented that he went back and watched some of his interviews in the past and reflected on how he was being perceived. He didn't like the fact that he was coming across as some fat-cat coach that was living on his laurels of the past. So he has taken the initiative to change how he reacts to criticism. (Believe me, this is harder than it sounds!)

So what does all this have to do with anything? I'd like to think our everyday performance at work is similar (or should be) to what has become the identity of Iowa football—fundamentals, consistency, and even reflection.

At Younglove, having and maintaining good fundamentals is one of the primary values that will always be upheld. Knowing and doing things the right way are expected when you work here.

The second item is consistency. Being a consistent performer is valued and key to being successful in our organization. Being a good worker every day with a positive attitude in everything you do is by far preferred to being a great worker once in a while and living off your past accomplishments.

Finally, reflection is a value that cannot be

underappreciated. I challenge you to look at yourself critically and move forward with a purpose to improve upon what you see. This is sometimes sobering to your ego, but recognizing and overcoming something which you know you can improve upon can also be a very therapeutic activity.

Now I'm sure some of you are wondering where I think Coach Ferentz and the Iowa Hawkeyes will end this year with their renewed focus. Will they end up as national champions? I can almost assuredly say no, as too many stars would have to align for something like that to happen. Will the Hawks be Big Ten Conference champions? Probably not. If the opportunity presents itself, Iowa would have to upset one of the elites of college football for that to happen (but it's possible). So what will Coach Ferentz and the Iowa Hawkeyes accomplish?

Well, there's a good chance Coach Ferentz could win National Coach of the Year if Iowa keeps up its winning ways, which isn't too bad considering a fair amount of the fan base wanted him fired a year ago. I also believe that, if they stick to the fundamentals that have gotten them to this point, maintain consistency in their efforts, and are reflective about themselves, then they can improve with each and every game, have a great record along with a successful and exciting season, and go to a major bowl game with a good possibility of winning it. Isn't that what it's really all about—putting yourself in a position to win, regardless of what field you may be standing on?

Well, I'm starting to hear one of my other passions calling my name, so I better sign off. Good luck to everyone on the projects you are on, and be safe out there!

Go, Hawks! Go, Younglove!



**Wishing you all the blessings of Christmas!**  
from the Younglove Staff

For a child has been born for us,  
a son given to us; authority rests  
upon his shoulders;  
and he is named

Wonderful Counselor,  
**Mighty God,**  
*Everlasting Father,*  
Prince of Peace.

- Isaiah 9:6 NRSV

# Sinclair Milling Gearing Up Towards Start-Up

**Feed Mill; Sinclair Milling, Inc.; Parkersburg, Iowa**

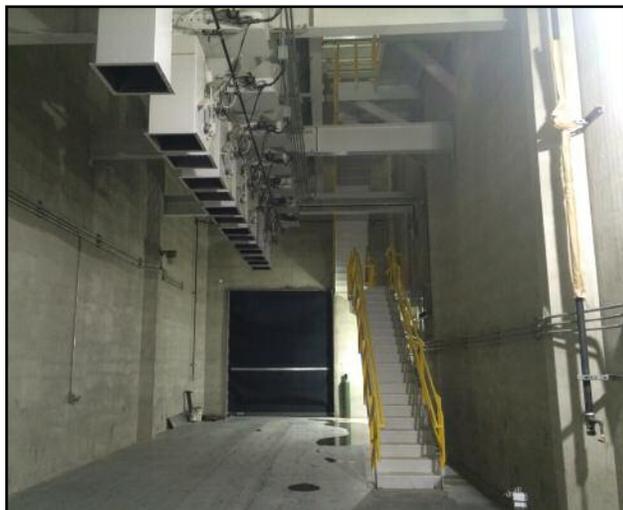
**Ken DuBois, Project Executive; Carlos Rodríguez, Project Manager; Dar Bierman, Project Superintendent**

**Tricia Welch, Project Design Leader**



*Above: Northeast view*

*Below: Loadout bay*



Since our last publication, Dar Bierman and team have installed process equipment in the mill tower and surrounding mill structures. Our team completed all tilt-up work in the warehouse, boiler room, and grinding and receiving building, as well as an extension in the loadout building. Dar has also done a terrific job of coordinating with our subcontractors to achieve this schedule. This included the mechanical process piping, electrical, control systems, painting, doors, masonry, plumbing, HVAC, and others.

The Sinclair mill has a 12,500 cfh receiving system and a 60-ton-per-hour grinding system, including a step-in grinding system. The facility will also have the capability to roll corn with an additional

triple roll, 52-inch-long rollermill. The batching system includes an 8-ton mixer, and the mill has two pellet lines with downstream fat coating. Loadout will consist of a fully automated weigh lorry with a 9-compartment pre-stage system.

*Once again, special thanks to Jim Luebbbers, Roger Baker, and team for their trust in Younglove. With a few weeks to go, this has been a great and fun project to be involved in; and we look forward to continuing to build our relationship with the Sinclair Milling team in the future.*

**T**he new feed mill for Sinclair Milling in Parkersburg, Iowa, is nearing completion, with start-up activities planned for mid-December. Start-up will be done in two phases, with Phase 1 being mash feed starting in December and Phase 2 being pelleting starting in January.

# The Comings & Goings at Younglove

**Mohammad Fotouhi, Ph.D. —  
Structural Design Engineer**



Mohammad joined our team as a Structural Engineer on May 26. He graduated from the Civil Engineering Department at Iowa State with his doctorate degree. (We believe he will be the first doctor to work for Younglove!) Mohammad also has a bachelor's in civil engineering and a master's in structural engineering. He has jumped right in to help design our current projects and is focusing on developing software to allow our structural group to continue to be efficient and accurate.

**Chris Nelson —  
Design Leader**

Chris graduated from Northeast Community College in South Sioux City, Nebraska, mid-May and immediately began putting his AutoCAD experience to work for us on May 18. His background includes four years in the Air Force (based in Minot, North Dakota) before selecting his current career path with Younglove.



**Kelly Henrichs —  
Project Engineer**

Kelly, a recent graduate from Iowa State University with a double major in construction and civil engineering, began her employment with Younglove on July 22 as

**Jeff Poss — Vice President**

After more than 25 years with Younglove, Vice President Jeff Poss announced his retirement. Jeff began working for Younglove in 1989 as a Project Manager; and in 1999 he was promoted to Vice President, where he continued to manage projects for Younglove.



Over the last couple of decades, Jeff handled a very diverse mix of projects for a wide variety of customers—including most of Younglove's work for ConAgra's flour division, several vitamin pre-mix plants (including those for BASE, Hoffmann-La Roche, and ZinPro), and several other "normal" Younglove projects in the feed and grain industry.

Jeff was a tremendous problem solver, and his thought process in thinking through all of the details required to design and construct a facility was second to none.

Jeff's hard work, knowledge of the industry, and great rapport with our customers have all been major reasons why Younglove has had successes over the years. And his good humor and personality made working with him most enjoyable!

our on-site Project Engineer for the NEW Cooperative project in Pomeroy, Iowa. Kelly previously held two internships with the Iowa DOT, working in the field on highway and bridge projects.

**Dave Toel — Project Manager**

Project Manager Dave Toel also recently announced his retirement. Dave began working for our sister company, W.A. Klinger, in 1972 and then made the move to Younglove in 1976. So for the vast majority of these 43 years, Dave put his skills to work for Younglove (39 years to be exact). Dave began his time with Younglove in the Design Department and, from 1990 through his retirement, was a Project Manager. Dave managed 33 major projects in 17 different states. We appreciate all of his hard work over the years.



During his time with Younglove, Dave was also very involved in GEAPS (Grain Elevator & Processing Society), including being on the Associate International Board of Directors. His involvement with GEAPS was of great benefit to Younglove.

*We thank both of these gentlemen for their tremendous dedication and hard work, and we wish them all the best in retirement. They will be greatly missed, so we're hoping they stop in from time to time!*

She also worked for a general contractor on an Iowa State campus project while at the same time working on her double major.

*Welcome aboard, everyone!*

# ABC Highlights



Younglove receives 2015 Excellence in Construction Award. Left to right: Sr. VP/Project Manager Bill Bradbury, Project Superintendent Steve Johanson, Exec. VP Loren Field, and ABC of Iowa Board Chairman Jeremy Price

## Excellence in Construction Award

Younglove Construction, L.L.C., received a prestigious construction award from Associated Builders and Contractors (ABC) of Iowa during the association's annual Excellence in Construction Gala held October 15, 2015, in Altoona, Iowa.

Younglove was recognized with a 2015 Award of Excellence in the project category of General Construction - Industrial and Public Works Environmental/Over \$5 Million. This award was presented based on Younglove's work on the clementine



processing and packing facility development in Delano, California, for Wonderful Citrus, LLC (formerly Paramount Citrus). This project was completed under the direction of Senior Vice President/Project Manager Bill Bradbury and Project Superintendent Steve Johanson.

Criteria for the award included complexity of the project, attractiveness, unusual challenges, innovation, safety, and budget compliance.

"This project is an example of the innovation and commitment to outstanding craftsmanship that

embody merit shop construction. The superior workmanship illustrates the high level of quality produced by merit shop contractors," said ABC of Iowa President and CEO Greg Spenner.

*Congratulations to the Delano crew!*

## Younglove Receives High Safety Rating from ABC

In 1989, ABC established the Safety Training and Evaluation Process (STEP) program, which is a merit-based safety recognition program for merit shop contractors. The program provides an opportunity to measure a contractor's safety program's progress, identify areas of improvement, and benchmark their performance with fellow ABC members.

Each STEP contractor is classified as a Bronze, Silver, Gold, Platinum, or Diamond level. Younglove is pleased to have been awarded a Platinum level this year.

*Safety matters!*

## ABC Board of Director

We're pleased to announce that Younglove Executive Vice President **Loren Field** was recently selected to serve a 3-year term on the Board of Directors for the Associated Builders and Contractors of Iowa.

*Congratulations, Loren!*



ABC of Iowa is a statewide association representing approximately 450 merit shop construction and industry-related firms. Founded on the merit shop philosophy, ABC of Iowa and its members develop people; win work; and deliver that work safely, ethically, profitably, and for the betterment of the communities in which ABC of Iowa and its members work. For more information on the organization, visit [www.abciowa.org](http://www.abciowa.org).

# Fries Farms Project Nears Commissioning

*Feed Mill and Grain Storage; Fries Farms, L.L.C.; Surrency, Georgia*

*Loren Field, Project Executive; Jared Myers, Project Manager; Dave Wilberg, Project Superintendent*

*Pat Ebner and John Severe, Project Design Team*

Over the course of the next couple of months, Dave Wilberg and crew will be winding down in Surrency; and we plan to go through the start-up and commissioning phase in January.

We have had a productive summer with a lot of work put into place. Our ancillary buildings (warehouse, boiler room, maintenance shop, and grinder building) have been erected using tilt-up wall panels and cast-in-place roofs. Our additional grain storage silo has been slipformed and prepared for the overhead bridge and conveyor tie-ins. This silo was constructed as a 100-foot-diameter by 120-foot-tall slip-formed concrete structure to hold approximately 850,000 bushels of whole corn.

In the feed mill, we have installed and placed much of the equipment. Our electrical and mechanical



*Left to right: Existing receiving building, 100-foot-diameter silo, existing 6-pack grain storage, feed mill, warehouse, and tank farm*

subcontractors are working to complete their work in preparation of turning motors in January and, ultimately, making feed in February.

*We would like to thank Fries Farms for the trust they have shown in*

*Younglove by having us construct their new facility.*



**Claxton Chicken**™

**Fries Farms, L.L.C.**



**YOUNGLOVE**

*Builders of value...*

*Builders of trust*

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*Younglove...Since 1896*

## YOUNGLOVE MISSION STATEMENT

Our mission is to provide premier construction services, including design, construction, and project management. We build enduring value and trust using a dedicated team approach to continuously improve customer satisfaction, safety, quality, and our work environment.



## YOUNGLOVE

*Builders of value...Builders of trust*

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### PROJECT UPDATE

# Pomeroy Crew Hits Ground Running

**Feed Mill; NEW Cooperative, Inc.; Pomeroy, Iowa**

**Ken DuBois, Project Executive; Karl Pittmann, Project Manager; Dave Johansen, Project Superintendent  
Kelly Henrichs, Project Engineer; Pat Ebner and Tricia Welch, Project Design Team**

Younglove is pleased to announce its latest project for NEW Cooperative, Inc., in Pomeroy, Iowa.

This project will be designed and constructed as an all-concrete facility, including the slipformed mill tower, boiler room, warehouse, ingredient receiving, hammermill/rollermill, and air compressor room.

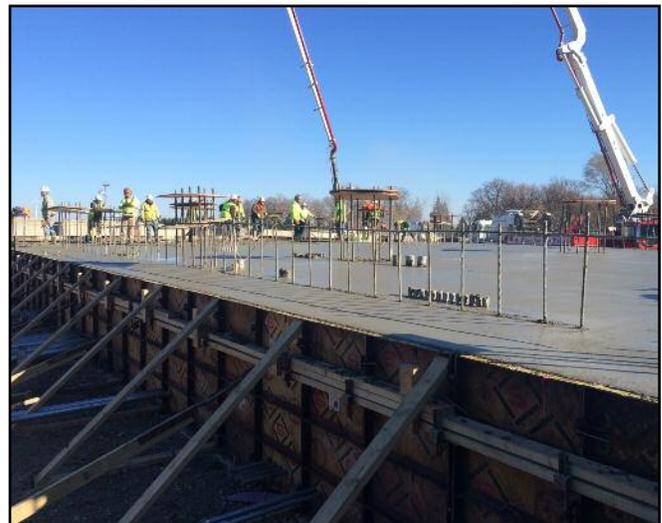
Dave Johansen and crew mobilized to the site in August and hit the ground running.

Since then, they have poured over

1,500 cubic yards of concrete in the tunnel slab, walls, and mill mat slab.

Construction is currently under way setting the jacks, yokes, and overhead grid for the upcoming winter slip.

*We look forward to the work ahead!*



*Poured mill mat slab*