

**THE YOUNGLOVE**  
**CONVEYOR**

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

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

# Chicago Cubs vs. Cleveland Indians

*"The Field Viewpoint" by Loren S. Field, P.E., Executive Vice President*

The biggest sports story in my lifetime occurred when the Chicago Cubs won Game 7 in the 2016 World Series against the Cleveland Indians. This breaks the longest championship drought in the history of any major sports team in the United States—a 108-year gap between championships!

The story of this championship is very interesting, as it begins years earlier in 2002. At the age of 28, a young man named Theo Epstein was hired by the Boston Red Sox as their General Manager. This responsibility for an individual of this age was unheard of in Major League Baseball. However, as history has proven, the management and leadership abilities of Mr. Epstein have led to two very interesting outcomes in his relatively short career in Major League Baseball.

As General Manager of the Red Sox, he initiated trades that dealt quality players away from the Red

Sox but brought acquisitions into the team that turned out to be instrumental in the Red Sox' winning the 2004 World Series, breaking the "Curse of the Bambino" and winning their first World Series championship since 1918—an 86-year championship drought.

Now let's fast forward to the story with the Chicago Cubs. Epstein was hired by the Chicago Cubs as their President of Baseball Operations in October of 2012. Although success was not instantaneous, the Cubs reached the National League Championship Series in 2015 but were beaten by the New York Mets. As we all know by now, the 2016 team won the World Series in seven games, beating the Cleveland Indians. But what was their key to success?

Over the past many decades, the Cubs have had good managers, including Lou Piniella and Dusty Baker—both of whom are considered

to be "winners". The key to the success of the Cubs and the Boston Red Sox was the front-office



management of Theo Epstein and how he built and selected the correct players and put into place the correct manager and coaches to get the players to be the best they could be.

It is vitally important for businesses to put good management into place by having the right people assigned to the right job from company president, operations manager, mid-level managers, crew leaders, and so on down the line. Companies like this are winners, and people want to be part of winners. Winning companies have long-term employees with great aptitude and great attitudes and, from this base, can do great things for their customers! ■

*"It is vitally important for businesses to put good management into place by having the right people assigned to the right job . . ."*

## Busy! Busy!... WITH WHAT?

By Ken I. DuBois, President



“How’s it going?” It’s a simple greeting that, at times, is not even really meant to garner a response. When we do get a response, we commonly hear the phrase “Busy! Busy!” Busy with work, busy with kids, busy with church, busy with housework, or busy with lots of really good and important activities.

So what are you busy with? Is it important in reaching the goals you have set for yourself; your family; your business; or, in our industry, our job site crew’s objectives?

As is the norm in my articles, I often refer to my experiences with coaching youth sports. We are currently in basketball season. This will be my fourth year coaching my son’s team (6th grade) and my first year coaching my daughter’s team (7th grade). My goal is to teach the kids “how to play the game” versus having them portray robots moving from one spot to another in an attempt to get open, get the ball, and then make a basket. My description of how to play the game requires them to learn how to move without the ball (cut to the basket, set a screen, etc.), working as a team of five players. It often appears the kids end up doing a lot of running around in circles, wasting energy, and not getting open very often or, in other

words, being “busy-busy” without getting much accomplished.

Greatly simplified, the game of basketball is to put the ball in the basket more times than your opponent. It is much more fun to put the ball in the basket versus working to keep your opponent from doing so; hence, we practice doing the fun part. So we have our goal—and I try to show the kids the difference between being “busy-busy” running in circles versus other ways to get the ball in the basket.

As you will read later in this issue of the *Conveyor*, Nicole and I were married earlier this year. As our wedding date neared (and some prior to my asking her to be my bride), we had lots of discussions on what our life goals were. One topic we spent considerable time and energy on (and continue to do so) was how to parent and stepparent our crew of 6 children ranging in ages from 5 to 14. (Yes, we have a modern-day “Brady Bunch”).

Of the six, we have one child in each of Grades 5 through 8—the years that appear to me to be the “crazy years” when they want to be involved in each and every extracurricular activity. All in all, this is a very good thing. We would rather have them in orchestra on Monday night, basketball practice on Tuesday, church on Wednesday, basketball game on Thursday, and then additional games on some weekends versus playing video games hours on end (oh, wait...today anything electronic starts with the letter i—iPhone, iPad, etc.) However, these activities do create a lot of “busy-busy”.

Nicole and I are trying to figure out how to prioritize all of this “busy-busy” with our family and marriage goals. When we have this all figured out, we’ll let you know; but don’t hold your breath!

As we near the holiday season, the word “busy” seems to dominate all of our lives. We’re busy purchasing gifts. Busy planning travels to be with friends and family. Potentially busy with year-end business dealings. How we prioritize all of this “busy-busy” will likely determine if we are physically and emotionally spent on December 26 or if we are energized by it all.

Why have I shared any of the above? Well, what are we all busy doing? Does our busyness meet with a goal our boss has set for us or goals we have set for our business, our family, our marriage, our kids, or our faith?

I struggle with this often, as it is not in my DNA to be still. When I am still, it seems like I should be doing something other than being still. Ironically, when I am still, I seem to better focus on what it is that is most important, what gives purpose to our activities here at Younglove, and what is best for my family. I need help from others at times—honestly, most of the time—to encourage me to slow down or take on less.

I encourage all of you to be okay with being still, to take inventory as to what is important in all facets of your life’s journey—from home, to work, and certainly your faith—and then get “busy-busy” with those things that are most important to you!

# Roaring into Winter at Pomeroy

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

**Ken DuBois, Project Executive; Karl Pittmann, Project Manager; Dave Johansen, Project Superintendent  
Tricia Welch, Project Design Leader**

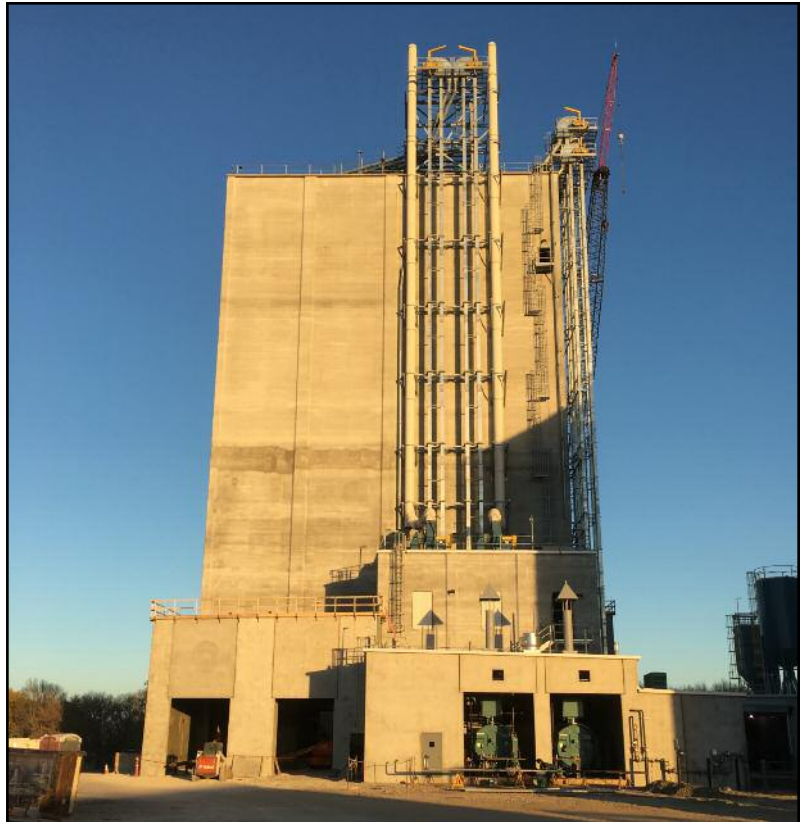
Since our last *Conveyor* issue, Dave Johansen and crew have made great strides at closing in on finishing another great feed mill for NEW Cooperative in Pomeroy, Iowa. The Younglove team installed over 100 tilt panels over the summer, which made up the receiving/grinding building, warehouse, high bay, boiler room, loadout extension, and air compressor room.



All equipment has been installed and is ready to be terminated, and the electricians are working hard at installing the remaining electrical equipment and terminations.

Motor rotations are set to begin in December, with a projected start-up in January 2017.

We look forward to the successful completion of this feed mill for NEW Cooperative.



*Above: Feed mill looking east*



*Left: South loadout bay*



# West Memphis Is Loading Barges!

**Barge Terminal; Louis Dreyfus Company; West Memphis, Arkansas**

**Ken DuBois, Project Executive; Kenny Gubbels, Project Manager; Terry Reinert, Project Superintendent**

**Joe Newman, Project Design Leader**

The West Memphis plant for Louis Dreyfus Company is commissioned and is

receiving, storing, and shipping grain. Since our last project update, the Younglove team has finished

installing all grain handling equipment and devices, constructed the maintenance building and the two-story concrete tilt-up sample building, set Louis Dreyfus Company's main office trailer, and installed three truck scales (complete with CompuWeigh's SmartTruck system).

The half-mile-long bridge/conveyor shipping system to the barge loadout tower is also



*Above:  
Barge surge hopper  
tower and barge  
loadout spout tower*

*Right:  
Complete facility  
aerial*



**LDC.**  
Louis Dreyfus Company

complete. A couple facts on the shipping/barge loadout system:

- The structural steel required to complete the towers, bridges, piers, and equipment was in excess of 3.5 million pounds.
- The 54-inch-wide belt of the main shipping conveyor alone weighed 60,000 pounds, which had to be shipped and installed in two sections. This alone was a project in and of itself!

The barge surge hopper tower and barge loadout spout tower (as shown in the photos to the left) were so heavy and tall that they required near-flood-level river conditions to erect, and they still required multiple dual-marine crane lifts that nearly maxed out on the crane charts.

Timing and preparation was key for completing this part of the project. We are very proud of our Younglove crew and marine sub-contractors, adjusting as needed for river elevations and doing what it took to get the job done.

Commissioning of the plant also went smoothly, thanks to the on-site Louis Dreyfus Company group, Younglove crew, and very confident and prepared electrical and control subcontractors.

*Younglove is very pleased to have delivered another successful project*



*Above and below: Inland receiving and storage*



*to Louis Dreyfus Company on the Mississippi River, and we look forward*

*to keeping the positive working relationship on future projects.*



# It's So Much More than Just a Game

By Carlos G. Rodríguez, Project Manager

I'm writing this article the day after the Chicago Cubs finally won another World Series; and, unless you've been living under a rock, you know this is huge! After 108 years since their last championship, the Cubs were finally able to win again. Do you realize how long ago 1908 was? Theodore Roosevelt was President. New Mexico, Alaska, Arizona, and Hawaii weren't even states yet. The construction of the Titanic had just started, and the world would wait 10 years before the start of World War I!

But you already knew that. You've probably read too many articles on all the years since the Cubs have even reached the World Series, or maybe you've read too many articles about how close the Indians were to winning this series in an incredible Game 7. How for the first time in a very, very long time, baseball was the talk of the nation. How over 40 million people were glued to the TV, looking at a fantastic ending to what, for a long time, seemed like the most improbable World Series of all time. But what fascinated me the most about this World Series was the different angle I started seeing in media articles, interviews with fans of both teams, Facebook posts, internet, etc.



You see, I grew up in Guadalajara, Mexico; and my grandfather was a huge fan of a local soccer team, Atlas FC. Every other week, when the team played at home, he would take us to the stadium. Before the Saturday night games, we would meet at his house, get to the stadium early, walk around the stadium, grab something to eat, maybe buy a new banner or new shirt, and enjoy the

its crazy endings, and the never-ending optimism of “maybe next year” kept us coming back.

As for the 2016 World Series, I didn't have a dog in this race. While I enjoy baseball, I've never had a favorite team. I follow the Twins, I've attended a few games, and I watch their games more than other teams; but, if they lose, they don't create that sadness/anger that the Atlas FC or Steelers do. So this World Series was probably the first one where I wasn't rooting for one team or the other.

Both the Indians and Cubs have long-suffering fans, and the Indians fans have had a more recent heart-break. But 108 years is a very, very, very long time—and suddenly you hear about the guy that wishes his grandma was there with him so she could see the Cubs back in the World Series. You read about the guy that took a radio and food to his dad's grave so he could listen to

the World Series by his side. You see a video of an 84-year-old man crying out of joy and disbelief, “I watched

*“...in a time when there's anger in the country and we see division among family and friends because of political differences, we realize sports are a great common denominator.”*

game. Atlas—like the Cubs (or Indians)—wasn't known for filling up their trophy rooms with hardware. Their last championship was 84 seasons ago; but, despite that, the style of play, their farm system,

them win! I watched them win the big one!” And suddenly you realize, yes, it may just be sports—but wow! Of all the unimportant things in life, rooting for your team is the most important of all!

Who doesn't remember that first game your dad, grandfather, or uncle took you to? Who isn't reminded of the smell of a football stadium, a baseball field, a soccer pitch, the not-too-appropriate words of a rowdy fan over a bad call, or a lucky play by the other team? Or that first time you walked in and saw 20, 30, 60, or 100 thousand fans wearing the same colors you were?

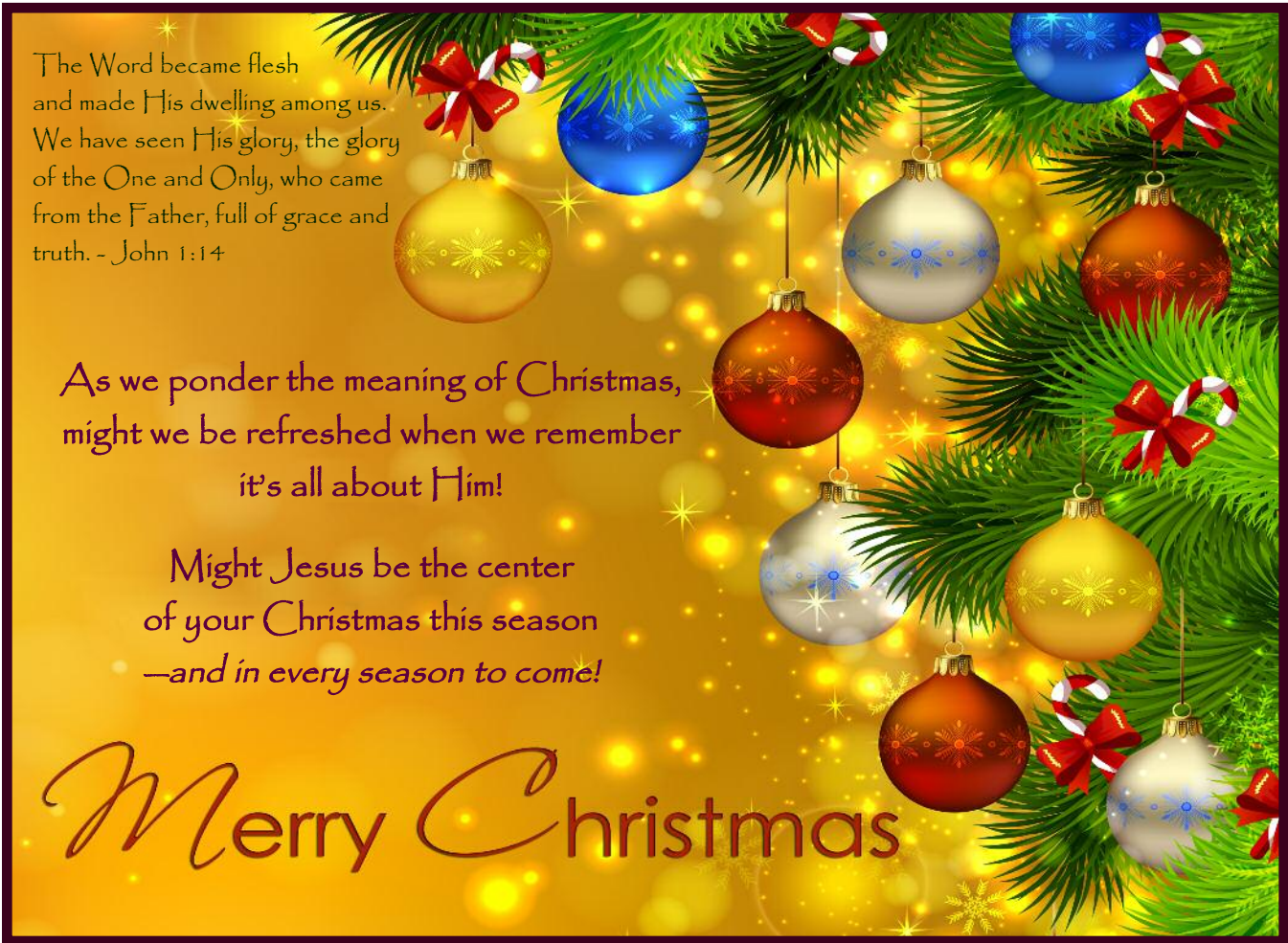
You see, it was the Cubs that won; but, in a time when there's anger in the country and we see division among family and friends because of political differences, we

realize sports are a great common denominator. They bring us closer. They bring us joy (and heartbreak too). They make you hug or high-five a total stranger. They make you feel like you belong to something more important.

So maybe you're a Cleveland Indians fan (68 seasons), a Toronto Maple Leaf fan in hockey (48 seasons), a Detroit Lions fan in football (58 seasons), an LA Clippers fan in basketball (46 seasons), or an Atlas FC fan (84 seasons). What this World Series championship gave every one of us is the confirmation that, yes, maybe next year

will be the year! You may have to wait 108 years for your team to get there; but believe me, if it feels like it looked for those Cubs fans, it'll be worth it!

There's an unforgettable line in the movie *A League of Their Own* where Jimmy Dugan (played by Tom Hanks) says, "Are you crying? ARE YOU CRYING? There's no crying. THERE'S NO CRYING IN BASEBALL!" Well, if you're a Cubs fan, maybe for this time there is crying in baseball—crying tears of joy because, after all these years, this was the year! ■



The Word became flesh  
and made His dwelling among us.  
We have seen His glory, the glory  
of the One and Only, who came  
from the Father, full of grace and  
truth. - John 1:14

As we ponder the meaning of Christmas,  
might we be refreshed when we remember  
it's all about Him!

Might Jesus be the center  
of your Christmas this season  
—and in every season to come!

Merry Christmas



# Progress Well Under Way at Mar-Jac Project in Spruce Pine, Alabama

**Feed Mill; Mar-Jac Poultry AL, LLC; Spruce Pine, Alabama**

**Jared Myers, Project Executive; Joey Posivio, Project Manager; Jim Hornung, Project Superintendent  
Pat Ebner, Mohammad Fotouhi, and Brian Hickson, Project Design Team**

Jim Hornung and crew have worked quickly to make great strides of progress on the job site in Spruce Pine. At the time of the last *Conveyor* article, our crew was just mobilizing to the site while dirt work was in full swing. Since that time, the dirt work has been completed and Younglove is fully immersed in feed mill construction.

Concrete work for the receiving tunnel is complete, with all foundations, walls, and the roof poured. Equipment installation is also nearing completion. All bucket elevators are stacked to grade, the truck receiving scale is set and poured, rail receiving hoppers are welded in place, and all conveyors are installed. All of this has been completed despite a two-week

delay during excavation due to excessive groundwater and running sand. This required the installation of a wellpoint dewatering system before work could move forward.

Outside of the receiving tunnel, foundation work and preparation for the slip have been moving briskly. Piling beneath the mill mat slab and silo mat slab has been installed, the mill mat slab has been poured, and mill slip preparation is on track to be completed before Thanksgiving. The silo mat slab and select ancillary building footings will be installed before the end of the year.

*We thank Mar-Jac for the confidence and trust they have placed in us by allowing us to team up with them on this project!*



*Above: Mill slip preparation*

*Right: Sunrise on the mill mat slab pour*







Younglove is pleased to present **Mr. and Mrs. Ken DuBois!** Ken and Nicole Jensen were united in marriage on July 23, 2016. We're excited for the two of them and wish them a lifetime of wedded bliss! But they'll have their hands full—as they're now a family of **eight!**

Ken's been with Younglove for over 19 years now, taking over the reigns of President back in 2014; and Nicole holds the position of City Attorney for Sioux City.

*Congratulations, Ken and Nicole!*



**Karl and Angela Pittmann** welcomed the addition of Amelia Rose Pittmann on September 9, 2016. Amelia was also welcomed home by big brother, Oliver, who will turn 3 in March.

Karl joined the Younglove team as a Project Manager in 2014 and has most recently been overseeing the Pomeroy, Iowa, project.

*Congratulations, Karl and Angela!*



**Joe and Melissa Newman** announced the arrival of little Joseph Michael Newman on June 21, 2016. He weighed in at just 5 pounds 14 ounces.

Joe has been a Design Technician with Younglove for the past 22 years.

*Congratulations, Joe and Melissa!*

*Do you have some employee news you'd like included in our next issue? If so, please mail it to Peggy Hamel, P.O. Box 8800, Sioux City, Iowa 51102, or e-mail her at [phamel@younglovellc.com](mailto:phamel@younglovellc.com).*



After nearly 40 years with Younglove, Senior Vice President **Bill Bradbury** announced his retirement.

Back in 1977, Younglove didn't have an immediate position to fill; however, because Bill had all the qualities Younglove wanted in its project management team, he was offered a job. It was one of the best decisions made by Younglove.

Bill's initial role as Project Manager and later as part of our management team had a tremendous impact on the company's success. His professional approach, high integrity, and work with repeat clients is a testimony to that fact.

Bill has been a great coworker, mentor, and friend to all of us. And those of us in the office will especially miss his contagious laughter!

*Congratulations, Bill!*

*May you and your bride, Donna, enjoy retirement to the fullest!*

Younglove is pleased to announce the recent promotion of **Jared Myers** to Vice President.

Jared began working for Younglove as a summer intern in 1998 and began full-time upon his graduation from Kansas State in 1999. His enthusiasm for designing and constructing first-class feed mills has made him a leader in our industry.

*Congratulations, Jared!*



# Younglove Makes Plans to Attend Upcoming Trade Shows

Trade show season is just around the corner and will be here before we know it. Younglove is already making all the necessary plans to be there, and we're hoping to see several of you at one or more of these shows.



## **IPPE Expo**

International Production  
& Processing Expo  
January 31-February 2, 2017  
Georgia World Congress Center  
Atlanta, Georgia  
[www.ippexpo.com](http://www.ippexpo.com)

**Younglove Booth No. B6969**

For those of you who may never have attended any of these shows, they provide a great opportunity to take advantage of their educational seminars, to check out all the latest trends and technologies in the industry, and to network with others in the industry.



## **GEAPS Exchange**

Grain Elevator  
& Processing Society  
February 25-28, 2017  
Kansas City Convention Center  
Kansas City, Missouri  
[www.geaps.com](http://www.geaps.com)

**Younglove Booth No. 1541**

For more information on any of these shows, check out the websites listed below.

*See you there!*



## **IAOM Annual Conference**

International Association  
of Operative Millers  
April 12-13, 2017  
New Orleans Ernest N. Morial  
Convention Center  
New Orleans, Louisiana  
[www.iaom.info](http://www.iaom.info)

**Younglove Booth No. 221**

*From start to finish with Younglove!*



**YOUNGLOVE**  
*Builders of value...Builders of trust*

[www.younglovellc.com](http://www.younglovellc.com)



## Younglove Loses Long-Time Employee

It is with heavy hearts that we report the passing of long-time Younglove team member **Jose Neave**.

“Joe” was hired in October 1975 in Pickering, Iowa, by John Stange. He was one of the first employees of Mexican descent to work for Younglove. He was a quick study and, coupled with a strong work ethic, was soon “one of the team”. Particularly strong in the operations during the slipform process, he operated the jacks on hundreds of slips. He was also helpful with new local workers, orienting them to our construction methodologies.

Joe served on 51 projects, ranging from Conrad, Montana, to Seaford, Delaware, to Tolleson, Arizona. Except for two periods of excessively poor work load in 1984 and 2009, Joe worked continuously for Younglove from October 1975 to September 2016—41 years.

*Joe was a good man for Younglove, and he will be missed.*



## Teamwork Spells Success

By Randy J. Hooey, CSP, Director of Safety

**P**roactive safety is a huge part of Younglove’s culture. At the end of the workday, the goal of the

company is to have everyone go home to his family, proud of what he accomplished and injury free.

Proactive safety starts with our leaders as they build an environment that focuses on teamwork. To be successful, everyone is required to be part of the process.

Because of our proactive leadership and everyone’s outstanding safety efforts, we have completed over 800,000 work hours in the past 2 years while achieving a recordable incident rate of 1.0 and a loss day case rate of 0.25. The recordable rate is 70% lower and the loss day case rate 85% lower than the national average.

At Younglove, we are proud of our safety accomplishments—but not satisfied. We understand safety is a continuous process that



requires constant attention. The tools that help build the safety success of our team include training, communication, planning, observation, and accountability.

Once again, thanks to all of our employees for helping to build outstanding safety teams! Remember,

***Teamwork  
is the foundation  
that builds the path  
to safety success!***



**YOUNGLOVE**

*Builders of value...*

*Builders of trust*

*The Younglove Conveyor is published twice a year by*

Younglove Construction, L.L.C.  
2015 East Seventh Street (51101)  
P.O. Box 8800 (51102)

Sioux City, Iowa  
712-277-3906 ■ Fax 712-277-5300  
younglove@younglovellc.com

For more information, please request a corporate brochure at the above address.

*The Younglove Conveyor, Vol. 16, Issue 2*

*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*

Younglove Construction, L.L.C.

P.O. Box 8800

Sioux City, IA 51102

Address Service Requested

PRSRT STD

U.S. Postage

**PAID**

Sioux City, Iowa

Permit No. 138

### PROJECT UPDATE

## Ardent Mills Midds Silo Completed

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

**Ken DuBois, Project Executive; Carlos Rodríguez, Project Manager**

**Steve Johanson, Project Superintendent**

**Brian Hickson, Project Design Leader**

Our latest project for Ardent Mills at their Decatur, Alabama, plant is up and running. The new midds silo provides 51,000 cubic feet of additional capacity and can be unloaded at a rate of 45 tons per hour.



**Ardent Mills™**

The silo roof is connected by a crossover bridge to the existing mill, and wall insulation for this

silo was installed by a ceramic insulation application. Steve Johanson and crew did a terrific job.

*Once again, we would like to thank*

*Ardent Mills for their trust in Younglove, and we're looking forward to our next endeavor with Dean Hoerning and the rest of his group.*

