

**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

# Decisions, Decisions, Decisions!

**"Carlos' Corner" by Carlos G. Rodríguez, Senior Project Manager**

Every moment of every day of our lives is affected by a decision. What should I wear today? Do I eat breakfast? If I do, what do I eat? What route should I take to work?

Every single aspect of our lives is full of decisions. Heck, none of us would even be here if Dad hadn't made the decision to ask Mom out for a date at some point in life!

Those simple examples may not sound too life changing or critical; however, things can be completely different in the work environment.

I thought about this during a recent site visit. I had flown in for a big concrete pour. We had everything ready to start pouring concrete at midnight on Friday.

As always, we had a pre-pour planning meeting to discuss concrete volumes for the pour, quality

control, safety, delivery dates from the ready mix company, etc. Earlier in the week I had checked the weather forecast, and everything seemed to be okay. We were ready for the pour.

I flew in on Wednesday; and, as soon as I landed, I got a call from our supplier. "Hey, Carlos, have you checked the forecast today?" Yep, Murphy's law. Out of a 15-day window, the only day with a chance of rain was Friday night/Saturday morning—exactly when we had planned to pour.

As we've conveyed many times, we can plan all we want and be ready all we want; but the one thing we can't control is the weather.

So it's decision time. Do we continue as planned, or do we postpone the pour?

Experts have suggested that, in order to make a good decision, you



need to take the following seven steps.

## **Step 1: Identify the Decision**

Recognize the problem and decide to address it.

In this case, there is a big possibility of rain during our pour. What do we do?

## **Step 2: Gather Information**

Obtain as much information as possible to make a decision based on facts and data. This requires making a value judgment—determining what information is

*(continued on Page 5)*

*"... we can plan all we want ...  
but the one thing we can't control  
is the weather."*

## Own It

By Ken I. DuBois, President



When my boys were in their early development years, they heard me say “own it” on more than one occasion. There were several occasions when this phrase was used—fighting with each other, not listening to their mother, possibly the chance encounter of misbehaving at school. In short, any situation where their choices led to a potentially negative outcome.

Why did I tell them to own it? I wanted them to learn that the outcome would likely be better for them if they owned up to it. There would still be consequences for their actions, but potentially not as memorable. Now that my boys are 18 and 20, hopefully they understand the outcomes of their choices are determined by their actions.

As I recollect on the “own it” process I attempted to teach my boys and now my daughters, I hope I was not teaching that perfection was the only acceptable outcome. Which leads me to another thought.

### In Pursuit of Perfection

Are we all striving for perfection in our lives? I would presume most of us would prefer near perfection over average in almost every aspect of our lives. When we go to a restaurant, do we want average food with average service or perfectly prepared food with perfect

service? The same could be said about a sporting event we go to, a concert, a pastor’s sermon, or a grade school choir concert. (Well, maybe not that last one.)

Let’s take a slightly deeper dive into this topic by looking at our work life. Yes, we all want to strive to do the best we can do. As a construction superintendent leading a crew, do you expect your foremen to *perfectly* lead their crews and know *exactly* what is needed for *every* single potential outcome of the day? And then do you expect *exactly* what is expected to be completed by that day’s end?

If this is your expectation, clearly you already know you will be let down on a daily basis. That foreman has only two possible outcomes at the end of the day—met expectations or did not meet expectations.

However, if this expectation can be communicated as striving to obtain a goal, the foreman has a host of outcomes at day’s end—exceeded the goal, met the goal, slightly missed the goal, or missed the goal.

What do you want the foremen to do the next day? If they have a chance of meeting or exceeding an accessible goal, they will likely come back the next day fueled by another goal rather than feeling defeated by not achieving perfection.

What does this look like when it comes to meeting our performance goals from a customer’s perspective? Using a scale of 1 to 5 with 5 being the best, we certainly want to achieve 5’s in every area.

One of the ways we track our project performance is by sending our customers project review surveys. I recently reviewed these surveys for the past several years; and, while we have received high marks on each and every project, not a single survey had all 5’s on the 12 questions asked.

We have full control over the outcome in some of those areas, such as overall attitude and cooperation; however, some areas we have less control or influence over.

Do we “own” these shortcomings, communicate effectively as to what the shortcoming was, and strive to improve? Or do we make excuses, blame others, or—worse yet—accept mediocracy? If we choose to own it, the final result will be better for all parties involved.

One final thought. As we near the Christmas season, I am challenging myself to not only strive for perfection this year, but to also offer grace along the way to my loved ones and all those around me. Christmas is the celebration of the birth of Jesus; and He alone showed us what a life of perfection looks like and, for the full benefit of others (you, me, and everyone), demonstrated what showing grace is. ■



# Tyson Foods' Poultry Feed Mill in Storm Lake, Iowa, in Full Production

**Feed Mill and Grain Storage; Tyson Foods; Storm Lake, Iowa**  
**Kenny Gubbels, Project Executive; Dan Reel, Project Manager**  
**Dave Brodersen and Dave Johansen, Project Superintendents; Jim Nelson, Project Design Leader**

Younglove was pleased to have been selected by Tyson Foods for the design and construction of their new poultry feed mill complex in Storm Lake, Iowa. Our crew mobilized in the spring of 2020, and Tyson took possession of its new facility and was in full production by February of 2022.

Younglove's services included conceptual design, structural engineering, general construction, construction management, slipform concrete construction, equipment



supply and installation, tilt-up construction, and start-up and commissioning.

We wish to thank Tyson Foods for allowing us to be a part of this outstanding project, and we look forward to teaming up with them again in the future!





# Younglove Once Again Recognized with ABC of Iowa Excellence in Construction Award

**Poultry Feed Mill; Koch Foods; Attalla, Alabama**

**Loren Field, Project Executive; Joey Posivio, Project Manager; Jose Torres, Project Superintendent  
Dan Kuehl, Project Design Leader**

Younglove was pleased to have once again received an Associated Builders and Contractors (ABC) of Iowa Excellence in Construction Award for the General Construction/Industrial category for 2022.



We submitted our work on the grain storage and poultry feed mill

project we designed and built for Koch Foods in Attalla, Alabama.



Judging criteria for the award included:

- Complexity of the project
- Attractiveness
- Unusual challenges
- Innovation

- Safety
- Budget compliance

*Our thanks go out to everyone who worked on this project, as we can definitely take pride in this end product!*



Joey Posivio  
Project Manager



Dan Kuehl  
Design Leader



Jose Torres  
Project Superintendent



Fernando Cisneros  
Assistant Superintendent



*Left to right: Executive Vice President Loren Field, Project Manager Joey Posivio, and Design Leader Dan Kuehl at ABC award presentation*



ABC is a non-profit construction trade association that fosters the principles of freedom of choice through the merit construction philosophy.

## CARLOS' CORNER (CONTINUED)

*(continued from Page 1)*

relevant to the decision and how to obtain that information. Actively seek out anyone who needs to be involved.

Is it certain it's going to rain? What happens if we start and it begins to rain in the middle of the pour? Can we protect the pour?

### **Step 3: Identify Alternatives**

Identify various solutions available—real, obtainable solutions.

In this case, can we postpone for a few hours? Can we go earlier? When can the ready mix company deliver concrete? Are the pumps and finishing crew available if we move the pour to a different date?

### **Step 4: Weigh the Evidence**

Evaluate the evidence for the solution that is most feasible, acceptable, and desirable. Weigh the pros and cons, and then select the option with the highest chance of success. Sometimes ask for a second opinion.

If we keep the date and it rains, are we creating a bigger problem? If we postpone it, how would it affect our schedule?

### **Step 5: Choose Among Alternatives**

When it's time to make the decision, be sure you understand the risk involved with your chosen route.

Even if we postpone it, can we be certain it won't rain again? What's Plan B if it happens again?

### **Step 6: Take Action**

Create an implementation plan. This involves determining what resources are needed and if all parties involved agree with the decision.

Is the owner informed and okay with the change? And how about the Project Superintendent, crew, ready mix supplier, and pump company?

### **Step 7: Review Your Decision**

A step often forgotten in the decision-making process is evaluating your decision for effectiveness. Ask yourself, "What did I do well, and what can be improved upon next time?"

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# Work Under Way for Diamond Pet Foods

**Pet Food Facility; Diamond Pet Foods; Rushville, Indiana**

**Jared Myers, Project Executive; Joey Posivio and Dan Reel, Project Managers**

**Steve Johanson and Jose Torres, Project Superintendents**

**Pat Ebner, Jesse Walsh, Joe Newman, Brian Hickson, and David Jensen, Design Team**



**D**iamond Pet Foods has partnered with Younglove Construction to design and build their new greenfield manufacturing and distribution facility that will be located in Rushville, Indiana.

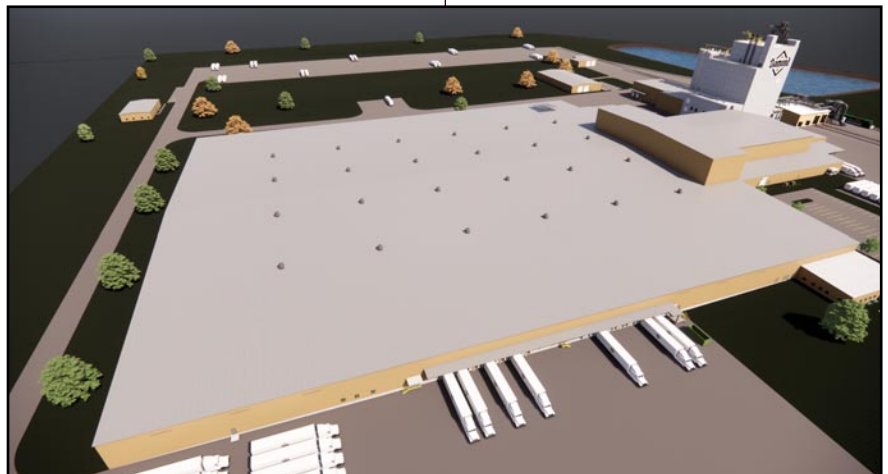
This project will consist of:

- Rail and truck ingredient receiving
- Concrete ingredient storage silos and mill tower
- Over 700,000 square feet of production and warehouse space with state-of-the-art machinery and equipment
- Various ancillary structures



Crews broke ground on the project in August of 2022 with an anticipated completion scheduled for the latter half of 2024.

*Younglove is excited for this opportunity to work with Diamond Pet Foods.*



# Ardent Mills Up and Running in Florida

**Flour Mill and Grain Storage; Ardent Mills; Gibsonton, Florida**  
**Jared Myers, Project Executive; Karl Pittmann, Project Manager**  
**Jarret Bierman, Steve Johanson, and Tim Lynch, Project Superintendents**  
**Pat Ebner, Brian Hickson, and Dan Kuehl, Design Team**

Ardent Mills awarded this massive project to Younglove in the summer of 2019. Younglove assisted with the design, management, and construction of the grain storage silos, grain mix silos, flour mill, and midds silos. The facility was commissioned in early 2022.

The flour mill is capable of bulk flour truck loadout, bagging, and bulk midds truck loadout. The mill tower scope included the cleaning house, process floors, finish product storage, truck loadout, and ancillary buildings.

The grain storage facility consists of separate rail receiving with



dual pits, a truck receiving building, ship receiving system from the berth, cleaning house, grain mixing silos, and transfer bridge. This work included the construction of the two 6-packs of 56-foot-diameter

silos and the 12-pack of 22-foot-diameter silos, as well as the installation of the material handling equipment.

The midds silo structure consists of two 35-foot-diameter silos with a truck loadout bay beneath the silos and a transfer bridge from the flour mill. Younglove also installed the material handling equipment.

*We appreciate the confidence Ardent Mills has shown in us and extend our thanks to them for making us a part of their team!*





# My Journey Through Involvement

By Daniel G. Reel, Project Manager

The benefits of extra-curricular activities were instilled within me starting at a very young age. Already at the age of four, my parents had me signed up for youth sports; and I continued to participate in sports throughout my college years and, in fact, still do. I also began holding some form of a part-time job when I turned 12—whether it was running a paper route, washing dishes, or working as a laborer.

I believe my involvement in sports and part-time work directly contributed to shaping me into the person I am today—both personally and professionally. I am thankful to have had the opportunity to be involved in these various activities, and I developed lifelong relationships and passions through them.

Now that I'm a parent, I'm trying to instill these same values and skills into my children. They are currently active in hockey (where I assist in coaching), golf, and dance; and I am already seeing the benefits of their involvement. Not only am I seeing improved social and listening skills, but I am also seeing them develop a greater level of self-confidence.

Reflecting on my own experience, I realize the life skills cultivated and enhanced through my participation in organized sports are the same valuable life skills I use today.

For example, being a member of a sports team fostered teamwork,



communication skills, and networking abilities. Through continued participation and dedication, these skills were further refined, creating leadership opportunities (such as serving as team captain). As I was given additional responsibility, I was able to further develop other skills—all the way from learning to take initiative to bridging communication between authority positions and peers. These are skills I now apply on nearly a daily basis in my professional career.

*"I believe my involvement in sports and part-time work directly contributed to shaping me into the person I am today . . . ."*

As another example, I participated in three sports and maintained a part-time job while in high school. I would have daily practice Monday through Friday and typically games on weekends. Sunday was usually a

day off from sports; so I would spend that day working at a local cider mill making cider, donuts, and candy apples.

Having such an active schedule taught me time-management skills. I had to learn to prioritize and manage time and activities while maintaining balance. This is a skill I continue to use in my professional and home life as well.

While I am a strong believer in the benefits of extracurricular activities, I also feel it is important that involvement not be forced. In order to receive the full benefits, I believe one must be willing to participate. Which brings me to another point.

There are times when motivation or interest is lacking—and this can sometimes be the case professionally as well. It was through those early experiences that I learned commitment and the importance of seeing things through. That has helped me to overcome those moments of lacking motivation!

Whether it be sports, employment, arts, community service, or educational clubs, there are numerous benefits and life skills to be gained through involvement. Various studies have shown that there is a direct correlation between extracurricular activity involvement and student success.

So whether you're young, old, or somewhere in the middle, today would be a good day to start getting involved! ■



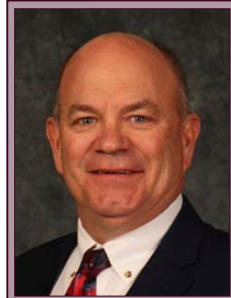
# 10 Employees Recognized for Years of Service with Younglove

Younglove is thankful to be able to recognize these 10 individuals for their many years of service, and we appreciate their hard work and commitment to getting the job done. In honor of this special occasion, each was presented with a gift of his or her choosing.



*WickedEdge Precision  
Knife Sharpener*

Steve Johanson  
Project Superintendent  
45 Years



*Dell Inspiron 16 Plus  
Laptop*

Loren Field  
Executive Vice President  
40 Years



*American Mission Bed Frame*

Peggy Hamel  
Administrative Assistant  
35 Years



*DeWALT Electric  
Air Compressor*

Kenny Gubbels  
Vice President  
15 Years



*Arrow Storage Shed*

Jose Torres  
Project Superintendent  
15 Years



*Lincoln Electric MIG  
Wire Welder with Gun*

Eustacio Hernandez  
Carpenter  
10 Years



*Samsung 55" SmartTV*

Francisco Plata  
Millwright  
10 Years



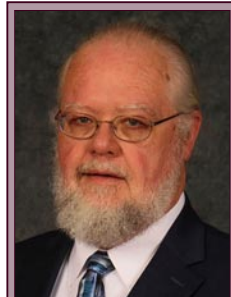
*Bosch Laser Level*

Mariano Rivera  
Foreman  
10 Years



*Apple iPhone 11 Pro*

Jesus Vega Calzada  
Foreman  
10 Years



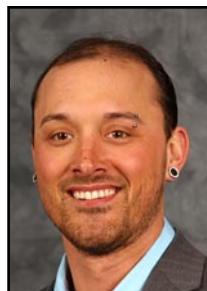
*Legacy Standing Propane  
Patio Heater*

Jim Nelson  
Design Technician  
5 Years

Younglove Structural Engineer **Jesse Walsh** is now officially licensed as a Professional Engineer. Jesse joined us in 2021. *Congratulations, Jesse!*



Younglove is pleased to announce that **Jarret Bierman** has made the move from his former position as Project Superintendent to Director of Field Operations.

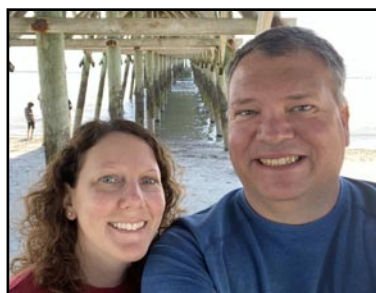


In his new position, Jarret will be endeavoring to create uniformity

and consistency among our jobsites, working on such items as general policies, slipform standards, jobsite staffing, jobsite set-up and organization, construction equipment utilization, and jobsite inventory.

Jarret's knowledge base from his 21+ years of experience with Younglove leaves him well equipped for this new role.

*Congratulations, Jarret!*



Two of our employees celebrated 25th wedding anniversaries this summer! **Jared and Carol Myers** (above) celebrated on July 19. Jared, one of our Vice Presidents, has been with the company for over 23 years and is currently working on the Rushville, Indiana, project.

**Carlos and Lillyan Rodríguez** (below) celebrated on August 23. Carlos is our Senior Project Manager and began working with us almost immediately after they were married. He's currently working on a project in Louisiana.

*Congratulations, all!*



*Each of us is an*  
**INNKEEPER**  
*who decides if*  
*there is room for*  
**JESUS!**  
*- Neal A. Maxwell*

Wishing you a Christmas filled with  
 all the abundant blessings of Christ!

## Recognize Anyone Here?



Left to right: Former Foreman Harry Probert, current Superintendent Dave Johansen, former Superintendent Jim Freerks, former Superintendent Fred Massman, and former Senior Vice President Bill Bradbury

Former Younglove Superintendent **Jim Freerks** celebrated his 80th birthday in early April, and a few Younglove alumni joined in the celebration.

It's nice to see Younglove friendships continue on beyond the "work" environment!  
Hope you enjoyed your birthday, Jim!



**Joey and Taije Posivio** became the proud parents of Declan Lewis Posivio on February 17, 2022. This little guy was also welcomed home by big brother Jagger.

Joey is a Project Manager with Younglove and is currently working on the Rushville, Indiana, job.

Congratulations, Joey and Taije!

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

## YOUNGLOVE NEWS

## Fun Facts About Younglove

- Has been around since 1896 (that's nearly 127 years!)
- Has designed and built nearly 1,000 major bulk material and food plant facilities across the United States
- Has also done work in Canada and Puerto Rico
- As a member of the Klinger Companies



group, is among the 300 largest construction companies in the United States

- Has key employees with an average of over 21 years with the company
- Has a 59% repeat customer rating
- Was even known to have built swimming pools in its early years!



## YOUNGLOVE

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

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**Younglove...Since 1896**





## YOUNGLOVE

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### CARLOS' CORNER (CONT.)

(continued from Page 5)

So while this decision to postpone our pour wasn't as complicated as others during the duration and construction of a project, these seven steps were used to achieve what we believed to be the best solution to the problem.

One additional "step" that we need to be mindful of is to leave emotions out of it. Try to look at the problem and solution with a clear head. Step back, follow the steps, and make what you think is your best decision! ■

### SAFETY UPDATE

## Safety Cheers!

*By Randy J. Hooey, Director of Safety*

At the time of this writing, Younglove has completed the past **390 days** without an employee injury.



The company would like to give a big safety cheer and thanks to all employees for this accomplishment. Achieving zero injury

beyond the past year and counting demonstrates the *Ultimate Team Safety Effort!!*



**Go, Team Younglove!**