

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

Focusing on the Positive

“Myers’ Moments” by Jared L. Myers, Vice President

There is an old saying, “Uncertainty is the only certainty.” There is a lot of truth in this statement, and I’m sure you can relate based upon your own experiences.

Going one step further, Benjamin Franklin famously said, “In this world, nothing can be said to be certain except death and taxes.” I think we need to add one more item to Mr. Franklin’s list—difficult people! No matter where you go or what you do, it’s certain you will encounter difficult people.

If we did a survey about difficult people, we could list several terms to describe them—frustrating, dishonest, manipulating, controlling, disrespectful, selfish, needy, unwilling to listen, and on and on. And, oh, the drama!

Difficult people can also take many forms. For example, some difficult people spread rumors. Others find the negative in everything.

There are those who rarely cooperate or who don’t value the input and opinions of others. Difficult people may even go out of their way to create problems to derail the agenda or directive. Whatever the environment, difficult people are frustrating!

In my experience with difficult people, it seems they are the ones who always create stumbling blocks in order to stop progress. As a result, the rest of the team spends an enormous amount of time and energy working around (or through) the difficult people, who seem to be set on one thing only—creating speed bumps.

There is no end to describing how draining and stressful dealing with these people can be; and I am sure all of us have our own war stories about the difficult, dysfunctional, toxic people in our lives. But let’s stop there and focus on the people doing great things and

being productive, respectful, helpful, and attentive to detail with a



vision of the common goal. These are the people who make everyone around them better.

Considering the lengthy list of terms to describe difficult people, perhaps we should do the same on the other side for positive people. These people can be described as selfless, humble, versatile, motivated, open, resilient, energetic, enthusiastic, disciplined, and on and on.

So how can focusing on the positive rather than negative traits be important to team development? Well, for one, everyone likes to be

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“Every individual has the ability to choose to be difficult or positive.”

IT'S WHAT WE DO

By Ken I. DuBois, President



The vast majority of Younglove's projects include at least one slipform, and some of our projects require several (with one of our current projects requiring five separate slipforms!). With the long history Younglove has in designing and constructing slipform structures, you may think we would have mastered each and every "best method" for this type of construction. Certainly we believe we have some pretty-darn-good methods, but we are always looking for ways to improve.

During our annual office and field leadership meeting this past summer, we spent the majority of our time brainstorming means and ways to improve the design, quality, and safety of our slipform process. At the conclusion of this meeting, we decided there was a need to work toward updating and completing a comprehensive Younglove slipforming manual.

Our office staff and field leaders are part of teams covering nearly every facet of a slipform structure. The teams will cover items such as forming methodologies; design standards; descriptions for all staffing positions; and proven techniques for everything from jacking methods to concrete pumping to concrete finishing to placing and utilizing temporary stairs and platforms, just to name a few.

The entire purpose of this endeavor is to create the best

conditions for our crews to construct the highest quality structures with the utmost importance placed on worker safety. Hopefully none of the Younglove team missed that one critical word in the last sentence—*safety!*

Slipforms require long working hours (typically covering seven or more consecutive work days) at elevated heights. Thus, this meets the definition of high-risk construction work; and this is the case for our full-time and temporary workers involved in the work. As leaders, it is our responsibility to create a work space that will be safe for *all* involved.

We don't expect this manual to be an end all to everything having to do with the slipform process. We will continue to update it as new technology or other methods prove to be more valuable.

On another note, the 2018 calendar year has truly been one for the ages for Younglove. Through the month of October, we have worked more field man-hours than any year in the company history (and we still have two months remaining!). We will have completed eight separate slipform structures of all sorts and sizes—flour mills, feed mills, large-diameter grain storage silos, small-diameter process grain silos, and specialty silos. And we have worked in seven different states.

We are grateful to the several past customers who have entrusted us with repeat business—ADM, Koch Foods, Mountaire Farms, NEW Cooperative, and Peco Foods—and to the new relationships we have begun with Costco Wholesale Corporation and the Cooperative Farmers Elevator.

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around the positive. Internally focusing on the individual traits of team members demonstrating positive attributes creates a significant improvement in team performance and outcome. Obviously, more work gets done when people are not fighting amongst themselves or creating obstacles for one another.

When developing or working with individuals on your team, you can choose to focus on an individual's negative traits and let those create resistance or roadblocks to your progress—or you can instead focus on an individual's positive traits. Cultivate these positive traits and foster a positive "big picture outlook" for your team and, ultimately, the negative individual.

Perhaps there is a more important question that lingers here. It is evident that the difference between difficult and positive people is vast. Within that framework, many of the terms listed here really have nothing to do with skill, intelligence, or talent. Rather, it is all a matter of personality.

Every individual has the ability to choose to be difficult or positive. Company leadership has the responsibility to bring out the positive traits of individuals in order to complete the objectives of the team. Promote the positive!

If we stop focusing on the negative, step back, and refocus our outlook to the big picture and then proceed with a humble outlook, we can do great things. After all, this is our purpose and, ultimately, why our employer has chosen us to be its team members.

Younglove Receives ABC of Iowa Excellence in Construction Award

Feed Mill; NEW Cooperative, Inc.; Rowan, Iowa

Ken DuBois, Project Executive; Karl Pittmann, Project Manager; Dave Johansen, Project Superintendent

Younglove was pleased to have recently received the prestigious 2018 Excellence in Construction Award from the Associated Builders and Contractors of Iowa during ABC's annual Excellence in Construction Gala. This award was for the Industrial and Public Works/Environmental (over \$10 million) category.

As a recently completed project in Iowa, Younglove chose to submit its

work on the NEW Cooperative feed manufacturing facility in Rowan for consideration. Award criteria included the complexity of the project, attractiveness, unusual challenges, innovation, safety, and budget compliance.



Greg Spenner, ABC of Iowa President and CEO, stated, "This project is an example of the innovation and commitment to outstanding craftsmanship that embodies merit shop construction. The superior workmanship illustrates the high level of quality produced by merit shop contractors."

This project was headed up under the leadership of Project Manager Karl Pittmann and Project Superintendent Dave Johansen. These two men and the craftworkers that built this project can be very proud of their work and receipt of this fine award.

Congratulations on a job well done!



Project Mgr. Karl Pittmann and Project Supt. Dave Johansen receiving award



Finished view looking east



Finished view looking north



Finished view looking west

Another Large Milestone Checked Off in Scotland County

Feed Mill and Grain Storage; Mountaire Farms Inc.; Scotland County, North Carolina

**Jared Myers, Project Executive; Joey Posivio, Project Manager; Dave Wilberg, Project Superintendent
Randy Petersen, Project Design Leader**

When we checked in on the Scotland County project last spring, the Younglove crew had just successfully completed a large slip to create the framework for the feed mill tower. As we check in again this fall, the news is much the same, as

the crew has successfully completed another large slip!

This second slip created seven different silos of varying heights to be used for grain receiving, drying, storage, and grinding. The layout and size of this slip (250 feet from one side to the other) presented a

number of challenges that Dave Wilberg and crew were able to tackle on their way to completing the slip. A truly excellent job!

Work has also continued on all other areas of the project. In the feed mill tower, we have poured the roof and all



of the concrete floors; and a number of steel mezzanines have been installed. We have finished fitting and welding all 57 current bin bottom hoppers, and our attention is now turning to installation of the batching and pelleting equipment.

Outside of the feed mill tower, footings and floors for the electric rooms, cooler room, boiler room, and warehouse are well under way, with tilt-up wall panel construction also starting to ramp up. Equipment installation in the receiving tunnel is nearly complete with only a few loose ends to wrap up. Installation of electrical conduit is under way; and the placement of



Above: Feed mill tower

Right: Pouring silo mat slab





Aerial view of Day 4 of the slip

switchgear, motor control centers, and other electrical equipment will be ramping up significantly around the end of the year, along with other sub-contracted work.

The next time we check in with the Scotland County project, we plan to be nearing the facility check-out and start-up phase of the project.

This facility represents the third project we've done for Mountaire Farms, and we appreciate the confidence they've placed in us by allowing us to continue partnering with them in their construction needs.



Completed silo slip

1997... Was It Really That Long Ago?

By Carlos G. Rodríguez, Project Manager

Time flies and, as they say, especially when you're having fun. As I think back on 1997, it was a really interesting year in my life. I got married, moved to Sioux City, and started working for Younglove Construction—all within a few days apart!

That was almost 21 years ago to the day, and the funny thing is that it doesn't feel like it's been that long. However, when I start to think of all the changes in the industry, the people I've met, and the technological advances made (the majority of which have made our jobs easier), then I realize 21 years is a pretty good chunk of time.

So while I certainly don't feel like it's been that long, when I really think about it, 21 years starts to feel like ages ago. This is especially true when it comes to technology, where it almost sends us back to the Dark Ages. We had e-mail and voice mail, but the most common way to get a quote was via fax.

If I wanted to plan a trip to one of our job sites, I would call our local travel agent to make my airline reservations and to book the car rental and hotel. I would carry the latest edition of the *Rand McNally Road Atlas*; or, if I was "brave" and up to date in technology, I would print the directions from MapQuest to get to my final destination.

We didn't have cell phones for each of our Project Managers, but each of us did have our own calling card. A year or so later we acquired a "travel" cell phone that each of us could borrow when we traveled.



It was an indestructible Nokia with a battery life so long that you could forget the charger in the office and the phone would still work after a three-day trip.

Windows 95 was the operating system of choice; and PDFs, while existent, weren't as second nature as they are now. Thus, we all had filing cabinets full of hard copies of purchase orders, subcontracts, drawings, etc. Today when I travel, I can access every piece of project information from my laptop, a tablet, or even my phone. My current iPhone has more capacity than my first computer at Younglove!

So besides making travel more convenient, what else has changed in the industry? Of course, technology is a big part of it. GPS is commonly used by surveyors to locate any point or elevation on site. Our project management software, Procore, makes our work easier by allowing us to share drawings and documents and keep track of submittals, photos, and more in an

instantaneous way. PDF documents and 3D drawings help with information sharing and design.

The use of drones for pictures, bar code readers, online purchasing, next-day delivery, FaceTiming, and screen-share meetings are some of today's common practices that were only a dream in 1997.

Safety, while important in 1997, has now become second nature in our culture and is an integral part of the construction process. Tools, cranes, and equipment have become safer and easier to use.

However, not everything has been for the best. There has also been an increase in the bureaucracy in our projects. More documentation is needed before, during, and after the project is completed. Some of this is due to the more complex nature of our projects; but some of this is also due to new regulations, contractor codes, and added liability. And if you're ever on one of our job sites, I'm sure one of our experienced superintendents would be happy to tell you how much extra work they have as compared to 1997!

We've also had a few changes in our company since then, as some of our leaders and friends have retired or moved on to different areas.

But at the end of the day, even with all these changes, one thing hasn't changed at all—and that is our commitment to help you build the best facility your company needs.

So it's been 21 years; but who's counting, right?

Fun Facts from 1997

- Kids born that year can now legally drink.
- *Titanic* was the movie of the year; and people everywhere screamed, "I'm king of the world!" with their arms opened.
- The Spice Girls and Backstreet Boys were top sellers in the music industry.
- Thursday's Must See TV on NBC was really Must See TV with *Seinfeld*, *Friends*, and *ER*.
- DSL was the best option for internet services, and everyone knew what "you've got mail" meant.
- Kodak didn't know what was coming.
- CDs and cassettes were the popular choice when it came to listening to music.
- Going to Blockbuster to rent a movie on VHS was the common thing to do on a Friday night.
- No Google. No Facebook. No Netflix. Forget about iPhones. The iPods weren't invented yet. No selfies.
- The Florida Marlins won the World Series for the first time in their existence, the Packers were the current Super Bowl champions, and Michigan and Nebraska shared the NCAA football championship.
- The Chicago Cubs, Boston Red Sox, and Chicago White Sox were still suffering from years of championship droughts.
- Tom Brady was three years away from being drafted by the Patriots.
- Peyton Manning was a senior with Tennessee.
- Michael Jordan and the Bulls were the NBA champions.
- Younglove Project Managers Karl Pittmann, Dan Reel, and Joey Posivio were 15, 11, and 6 years old, respectively!

Peaceful moments.
Lasting memories.
The love of Jesus.

May you enjoy the simple blessings that matter most this Christmas and all throughout the year.

Glory to God in the highest,
and on earth peace to men
on whom His favor rests. ~ Luke 2:14

Winter Is Coming to Ocheyedan, Iowa

Swine Feed Mill; Cooperative Farmers Elevator; Ocheyedan, Iowa

**Loren Field, Project Executive; Karl Pittmann, Project Manager; Steve Johanson, Project Superintendent
Brian Hickson, Project Design Leader**



It has been a productive summer for the Younglove crew in Ocheyedan. In our last *Conveyor* issue, we left off with Steve and crew just beginning to install all of the structural steel and concrete for the floors throughout the mill. In the six short months since then, the crews have completed all of the interior floor pours, installed all of the processing equipment, formed and poured the 28 tilt panels for the ancillary buildings, and begun preparing for start-up.

We are on track to fire the boilers the middle of December and head into Christmas with motor rotations and feed mill check-out. We plan to flush the system prior to the New Year and move into production of feed after the holidays.

This has been a great journey with the CFE and Land O'Lakes team, and we look forward to the work ahead.



Top: Bin deck loadout distribution

Bottom: 12-ton weigh lorry

Right: Screw feeder mezzanine



Work Progressing in Several Areas at Fremont, Nebraska, Feed Mill Facility

Feed Mill and Grain Storage; Costco Wholesale Corporation; Fremont, Nebraska

**Loren Field, Project Executive; Jon Branning, Project Manager; Jim Hornung, Project Superintendent
Brian Hickson, Project Design Leader**

Jim Hornung's crew has continued to make progress in almost every area of the Fremont, Nebraska, feed mill facility for Costco Wholesale Corporation. The receiving tunnel is nearly complete, and the footings for the receiving building and retaining walls have been poured. By the time this newsletter is published, we should be in the process of erecting the precast panels for the receiving building.

The four-pack of grain storage silos was slipped back in May, and we have since wrecked off the slip form and set the roof structural and decking in place. The roof was formed and reinforced while the receiving leg and distributor towers were being erected and set. Following the roof pour, both the walkover and ingredient transfer drag conveyor bridges were set.

Inside the grain storage silos, the cone hoppers have been hung and welded out. The reclaim material handling equipment below the grain storage silos is currently being installed, and the receiving legs have been erected and secured with the leg bracing provided.

The MCC/grinder building is a precast panel structure, and this particular building has been erected with the rollermill and hammer-mills set in place. We also erected

the precast structures for the air compressor room, boiler room, maintenance room, and tank farm in preparation for the mechanical sub-contractors to begin their work. The precast panels for

the warehouse and office structures will be erected in the next month.

Meanwhile, there have been several crews busy in the feed mill structure. All the bin bottom hoppers have been hung on the ingredient and loadout sides. The mixer, screw feeder, and loadout gate mezzanines were installed while the transitions, screw feeders, gates, and gathering hoppers were being installed. We are also continuing to make headway on the head-house of this facility.

The ingredient and ground grain distributors have been hung and spouted, and all the mezzanines have been installed. The fat coaters and feed cleaner have been installed



and are ready to be tied in to the material handling equipment up and downstream from them.

Jim's crew is currently focused on finishing up the concrete work left to put in the ground before the winter frost sets in. They also continue to install equipment in the various areas of the facility.

The mechanical and electrical subcontractors will be working with Younglove over the fall and winter to finish up this facility in preparation for start-up. Costco Wholesale Corporation is currently planning to ramp into production during the second quarter of 2019, which should coincide well with Younglove's expected completion time frame.



Peco Foods Remodel Completed in Newark, Arkansas

Poultry Feed Mill Renovation; Peco Foods, Inc.; Newark, Arkansas

*Loren Field, Project Executive; Karl Pittmann, Project Manager; Dave Brodersen, Project Superintendent
Pat Ebner and Joe Newman, Project Design Team*

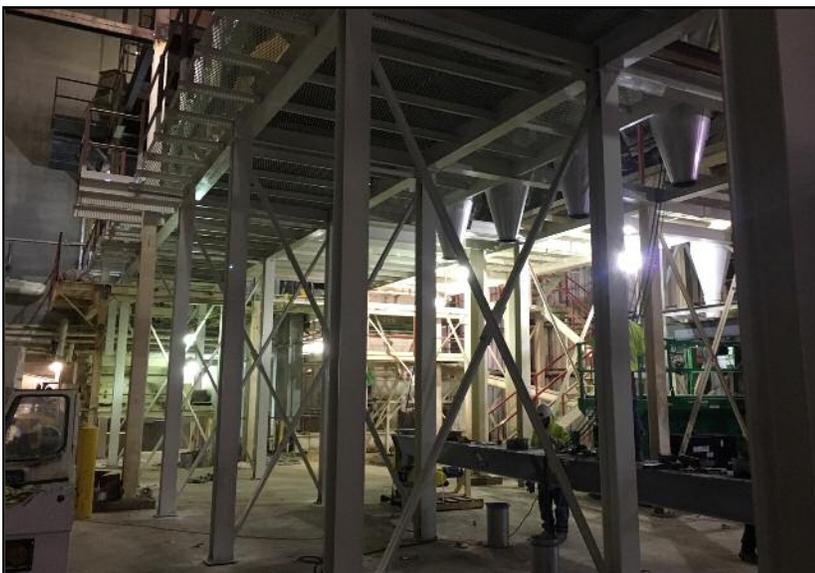
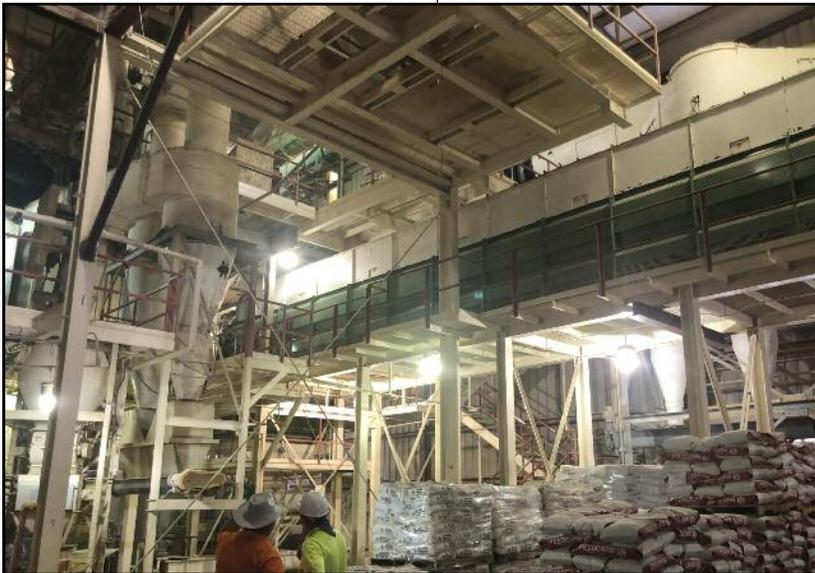
Younglove was chosen to remodel the pellet line at Peco Foods' Newark,

Arkansas, feed mill back in 2014; and we're excited to have once again been selected to do some

additional remodeling work for them at this same facility!

This remodel consisted of removing and replacing the existing cooler, dust collection system, and fat coating system and re-positioning and re-using the existing crumbler. Dave Brodersen and crew mobilized to the site on October 8 and wrapped up construction mid-November.

We are pleased to have turned the plant back over to Peco Foods and look forward to future endeavors.



Top left: Pre-construction

Bottom left: Cooler installation

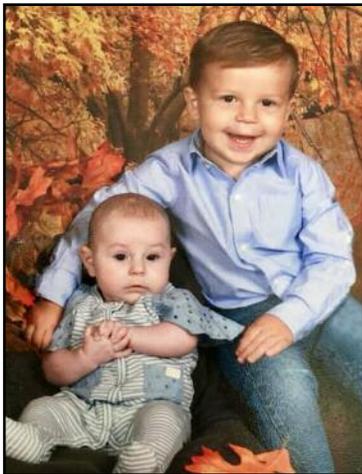
Above: New ductwork system

Boy, did the Younglove office have an exciting day back in June!

At 5:28 p.m. on June 18, **Dan and Megan Reel** welcomed little Charlotte Marie to their family. It looks like big brother Harrison (2) is more than happy with this new addition!

Dan is still relatively new to the company, having joined us in May of 2017 as a Project Manager.

Congratulations, Dan and Megan!



At 6:00 p.m. (just a quick 32 minutes later), **Karl and Angela Pittmann** introduced little Emmett James into the world! Emmett makes Baby #3 for the Pittmann family. Oliver is 5, and Amelia is 2. His siblings must have been entertaining him when they took this photo!

Karl has been a Project Manager with Younglove for four years now.

Congratulations Karl and Angela!



At 3:47 p.m. on June 19 (within 24 hours of the first Younglove baby), **Joe and Melissa Newman** announced the arrival of little Ashlynn Rose! She looks like a little angel! Ashlynn has a sister and brother at home and two sisters already out of the nest.

Joe is a Design Technician with Younglove, having been here for a whopping 24 years!

Congratulations, Joe and Melissa!



Back in the spring of 2014, Younglove was pleased to be able to announce the promotions of **Jose Torres** and **Jarret Bierman** to Assistant Superintendents. Since that time, they have repeatedly proven their skills to be more than adequate to handle any aspect of the job. Thus, in May of this year, they were both promoted to the rank of Project Superintendent.

Jose has been with Younglove for 11 years and Jarret for 17.



Jose Torres



Jarret Bierman

Younglove is fortunate to have these fine men on our leadership team.

Congratulations, Jose and Jarret!



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Builders of trust*

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Younglove...Since 1896

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



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YOUNGLOVE NEWS

Younglove Receives High Safety Rating from Associated Builders and Contractors

During the Associated Builders and Contractors of Iowa's annual Excellence in Construction Gala, Younglove was recognized with a Gold Award from the Safety Training and Evaluation Process (STEP) program. This is a merit-based safety recognition program for merit shop contractors.



Younglove strives to continually improve upon its safety—with our company goal being to send everyone home each day, proud of their achievements and injury-free!



Vice President Loren Field and Project Manager Joey Posivio (center) receiving STEP Award