

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

Preplanning for Success

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

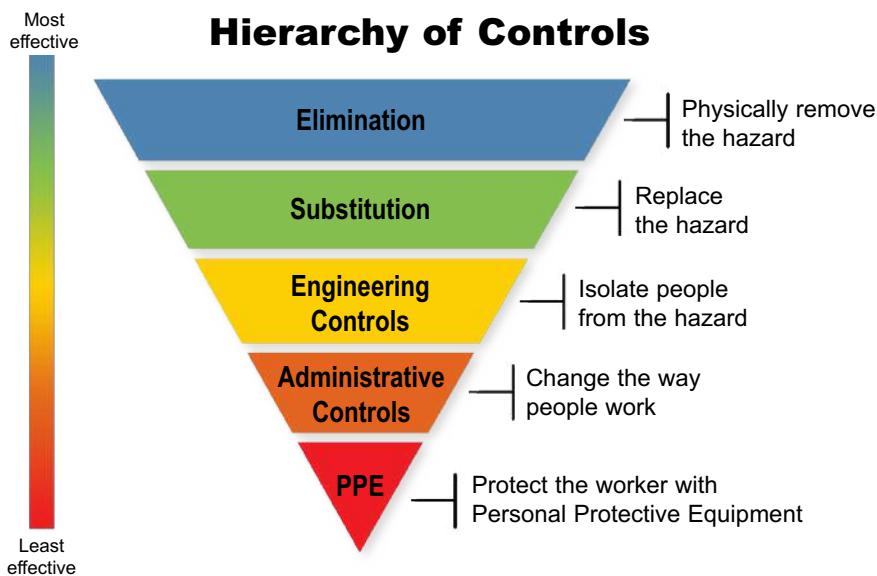
The other day I came across a trade magazine article that caught my eye. It was about reducing the risk of injury or illness at work, and a colorful graphic was used to illustrate a method of controlling exposure to any hazard or risk we may be faced with. (Thus why the article caught my eye—a colorful picture!)

Project Management Tools

Controlling exposure to occupational hazards is the fundamental method of protecting workers.

Traditionally, a “Hierarchy of Controls” has been used as a means to determine how to implement feasible and effective control solutions.

As shown on the graphic below, the idea behind this hierarchy is that the control methods at the top of the graphic are potentially more effective and protective than those at the bottom. By following this hierarchy, we can implement inherently safer systems and substantially reduce the risk of illness and/or injury.



Elimination and Substitution

Elimination and substitution are the most effective methods of reducing hazards, but they could also be the hardest to implement. Depending upon when a team is implementing a control solution, it may be easy or difficult to reduce hazards. For example, the best time to consider eliminating or substituting would be during the design or development stage. But if you wait until right before execution of the work to implement this control measure, it might be more difficult.

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WHAT AND WHY

By Ken I. DuBois, President



When you read this edition of our newsletter, you will likely be wondering where all the project updates are—the *what* we are building. It's a simple answer. All of our current customers have requested that we not publicize their projects at this time.

The *what* we are building typically dominates the bulk, if not all, of this newsletter; and the *what* controls the vast majority of our time both in the office and, of course, in the field. As we are not able to provide project updates, it allowed me to pause to reflect on the *why* we do *what* we do.

To be frank, I have not done a good enough job of reflecting on the *why* lately. Focusing on the *what* is important and should take most of our time and energy, but spending little (if any) time on the *why* can drain the energy we need to focus on the *what*. Let me get more specific.

The Klinger Companies lost two great men in the last two months. Harlan VandeZandschulp, long-time President of our sister company Gleeson Constructors & Engineers, L.L.C., passed way in August. Harlan led Gleeson for the better part of the last three decades. At Harlan's visitation, several superintendents and office personnel provided tributes to Harlan. I recall a very limited amount of tributes discussing any details of the *what* they had built together with Harlan. Rather, they spent

their time discussing who Harlan was to them, their friendship, and their experiences traveling and working together.

Former Vice President Jeff Poss, a 26-year veteran of Younglove who retired in 2015, passed away in mid-November. Upon hearing of Jeff's passing, much of my time that afternoon was spent talking with my coworkers about our experiences with Jeff. As "tough men", we don't often show our emotions; so I returned to my office to shed a tear of remembrance for my friend Jeff.

I can recall vividly my first trip with Jeff in 1997—a five-hour drive to a project site. During that drive I learned much about Heelan High School athletics, his boys, and this girl he met at Iowa State named Bert who became the love of his life. I don't recall learning much about *what* we were going to build. And looking back, that was a good thing. The *what* came later. Getting to know Jeff on that trip was the beginning of our friendship—the point of the *why*.

The *why* is all about relationships or friendships. The *what* we build is important—as the facilities we build are part of the food chain, help our customers' programs progress, help our employees provide for their families, etc. But in doing the *what*, we can certainly also spend some time on developing relationships with those we work with—where we spend as much time if not more than we do with our families! When we are all done with our careers of doing the *what*, I firmly believe we will remember and reflect much more so on the *why*.

Merry Christmas, all; and enjoy spending time with the *whys* in your life—both at home and at work!



We are pleased to announce that **Keith O'Dell** joined the Younglove team as a Design Technician on

September 14. After graduating with his Design Technology degree from Northwest Iowa Community College, Keith worked in the engineering department for a Sioux City manufacturing company for over three years. We're excited to have him on board!

Welcome to the team, Keith!

It is with heavy hearts that we announce the recent passing of **Jeff Poss** on November 11. A former Vice President of



Younglove, Jeff had joined our team in 1989 and retired in 2015. Not only did Jeff bring us a lot of humor during his tenure with us, but he was a tremendous problem solver when it came to all the details required to design and construct a facility. Jeff will truly be missed by all who knew him.

Our condolences go out to Roberta and the boys.

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

Younglove Receives ABC of Iowa Excellence in Construction Award

**Feed Mill and Grain Storage; Mountaire Farms Inc.; Scotland County, North Carolina
Jared Myers, Project Executive; Joey Posivio, Project Manager; Dave Wilberg, Project Superintendent**

We're excited to share that Younglove received a prestigious construction award from the Associated Builders and Contractors of Iowa (ABC) at their annual Excellence in Construction Gala held July 30.

Based on our work on the poultry feed mill for Mountaire Farms Inc. in Scotland County, North Carolina, Younglove was recognized with a 2020 Award of Excellence in the category of Commercial – Industrial & Public Works/Environmental (over \$10 million). Criteria for the award included complexity of the project, attractiveness, unusual challenges, innovation, safety, and budget compliance.

This project was constructed under the supervision of Joey Posivio, Dave Wilberg, and Fernando Cisneros.

“Younglove Construction’s project is an example of the innovation, superior workmanship, and commitment to outstanding craftsmanship



Feed mill and silos

that embody merit shop construction,” said Greg Spenner, ABC of Iowa President and CEO. “Younglove and its employees are dedicated to providing their

clients with high-quality projects built safely and on time.”
Congratulations on a job well done to all who worked on the Mountaire project!



Joey Posivio
Project Manager



Dave Wilberg
Project Superintendent



Fernando Cisneros
Assistant Superintendent



Executive Vice President Loren Field (left) and ABC of Iowa President Greg Spenner (right) at award presentation

Associated Builders and Contractors is a non-profit construction trade association that fosters the principles of freedom of choice through the merit construction philosophy.

Younglove Announces Several Promotions

Assistant Project Superintendents

February 7, 2020: Shane Hall and Justin Wadman promoted to Assistant Project Superintendents



Shane Hall has been a lead foreman for several years and was an integral part of the team on the ADM

flour mill in Mendota, Illinois. As Jarret Bierman's right-hand man, the Mendota team met an extremely demanding timeline on a project with heavy oversight from ADM.

At our "wrap-up" meeting with ADM on the Mendota, Effingham, and Quincy projects, Shane and Justin were noted as key Younglove team members.

Congratulations, Shane and Justin!

Justin Wadman has been a foreman for Younglove for over 10 years and has been requested by several superintendents to be their deck foreman for even longer than that! Justin was also tagged to be the final Younglove person on the ADM projects in Effingham and Quincy, Illinois—not a simple task.



Senior Project Manager

September 25, 2020: Carlos Rodríguez promoted to Senior Project Manager

Carlos Rodríguez began his Younglove career in 1997. Over the past 23 years, he has managed work in 11 states and traveled to



more than 20 while organizing our temporary slipform help.

In the last several years, Carlos has been part of two major, challenging projects for ADM—the first being Younglove's first project for ADM in over 15 years (the Effingham, Illinois, project).

Younglove then negotiated two additional projects for ADM. Carlos' relationship with ADM and other past customers has been critical to the successful completion of his projects.

Along with managing work, Carlos spends a tremendous amount of time organizing our temporary slipform help—including traveling to the majority of our slips to help with sign-in, orientations, and management during the challenge of bringing up to 250 new employees to the jobsite.

In addition to all of the above, Carlos is also our in-house Procure guru, providing much-needed technical help for all of us!

Congratulations, Carlos!

Senior Design Technicians

August 26, 2020: Brian Hickson and Joe Newman promoted to Senior Design Technicians



Brian Hickson started with Younglove as a Design Technician in 1997. Brian will be focusing on the

coordination of all of our project construction drawings.


Joe Newman started with Younglove in 1994. His additional responsibilities will include overall coordination of our design group, with extra emphasis on project development and preliminary facility designs.



Congratulations, Brian and Joe!


12 Employees Recognized for Years of Service

Our employees are our most valuable asset. In fact, every good thing we hope to accomplish at Younglove is powered by the same energy source—the commitment, talent, dedication, and hard work of our employees. Thus, we are excited to recognize these 12 long-term employees for their years of service with Younglove! In honor of this special occasion, each of these employees was presented with the gift of his or her choosing.




Samsung 5-Burner Convection Oven with Range Hood

Pat Ebner
Senior Structural Engineer
30 Years




Magnolia Sony 75" LED Smart UHD TV

Joe Newman
Senior Design Technician
25 Years



REC TEC Pellet Grill

Jared Myers
Vice President
20 Years




Milwaukee Cordless Circular Saw Kit

Juan Manuel Alvarez
Foreman
15 Years




Generac Pressure Washer

Lionel Ortiz
Welder
15 Years



DeWALT Cordless Impact Wrench

David "Heath" Conyers
Foreman
5 Years




DeWALT Cordless Hammer Drill/Impact Combo Kit

Jose G. Gomez Avina
Foreman
5 Years



Crescent 170-Piece Mechanic's Tool Set

Ricardo Matos Rios
Laborer
5 Years



Samsung 2.1 Channel Soundbar System

Kevin Myhre
Lead Foreman
5 Years




Folding Futon Sofa Bed/Recliner/Couch

Lori Nobiling
Jobsite Administrator
5 Years



KEEN Targhee Hiking Boots

Karl Pittmann
Project Manager
5 Years



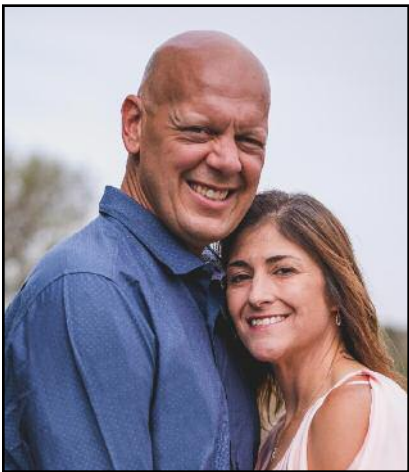
Central Machinery Industrial Heavy-Duty Floor Shop Press

Joey Posivio
Project Manager
5 Years



Chase Eickholt and Katie Schultz were married on June 27. After interning with us for two years, Chase joined us as a Project Manager in 2019. Chase is currently working on the Tampa, Florida, project.

Congratulations, Chase and Katie!



Jon Branning and Kari Bertrand were married on September 26. Jon worked for Younglove as a Design Technician early in his career (1994-2001), left to pursue further education, and ended up back at Younglove in 2013 as a Project Manager.

Congratulations, Jon and Kari!

Our Thanksgiving Wish for You

That you'll be...

Blessed in a way that brings God's presence closer than you have ever known it...

Blessed in a way that assures you of the plans He has for your life...

Blessed in a way that fills your heart with a thousand thank-you's for all that His hand will bring your way.

May the Lord continually ***bles*s you** with heaven's blessings as well as with human joys.
Psalm 128:5 TLB

Dan and Megan Reel announced the arrival of Frederick Daniel Reel on October 19. This little guy will also be



welcomed home by two other siblings—Harrison (4) and Charlotte (2). That will be an exciting household!

Dan joined us as a Project Manager in 2017 and is currently working on Younglove's Storm Lake, Iowa, project.

Congratulations, Dan and Megan!

Where Are Your Shoes?

By Joseph N. Posivio, Project Manager

This past week I attended a youth wrestling practice with my fiancé's son. I hadn't attended one of these since I was a kid. The practice was for preschool- and kindergarten-age kids; and the entertainment value was better than most highly rated TV shows (which made the hour pass quickly).

One interaction that stood out was a conversation between the coach and what looked to be one of the youngest boys there. As a quick note for those of you not familiar with the sport of wrestling, getting on the mat requires you to wear special shoes. Thus, there was a plethora of kids' street shoes around the door.

During a quick water break, the coach passed out bottled water. When this particular boy was done drinking, he took the bottle back to the coach. Wanting the boy to put the bottle by his personal



began pondering article topics, it came to mind as a great way to illustrate how what would seem to be simple communication can actually be a difficult thing.

What usually starts out as a "simple" idea by an owner for a feed mill, flour mill, etc., will soon expand to include layout drawings, a proposal with dozens of pages, and a contract book filled with

hundreds of pages of specifications and terms of the agreement—all before the project even starts. Once it begins, hundreds or even thousands of

drawings are developed (the Tampa project shows over 800 current drawings on Procore), Purchase Orders are written, meetings take place, look-ahead schedules are filled out, etc. All of this is done in an effort to ensure ideas are correctly communicated between everyone involved.

"... even with ... tools available to us that help convey concepts and designs, personal communication between people is critical."

things so he could find it later in the practice, the coach asked him, "Where are your shoes?" The boy looked up at the coach with a confused look on his face before pointing down at his own wrestling-shoe-covered feet!

At the time, seeing this interaction made me chuckle. But as I

Procore is a great tool that helps keep many of these items organized and accessible. It is, of course, contingent on the most current information being uploaded and downloaded to and from it so hard copies on the job-site are accurate. However, even with this tool and all the other tools available to us that help convey concepts and designs, personal communication between people is critical.

Person-to-person communication can be easily flawed by a surplus of factors ranging from language barriers to the fact that some people just flat out don't get along. As a company, we need to work past these factors in order to build successful projects for our customers.

To put it another way, the next time we are confused by someone asking where our shoes are, let's all be sure to ask a follow-up question instead of pointing at our feet! ■



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Younglove...Since 1896



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MYERS' MOMENTS (CONTINUED)

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Engineering Controls

The idea behind the engineering controls method of reducing hazards is to remove the hazard at the source before it comes in contact with a worker. Well-designed engineering controls can be highly effective in protecting other people; and these will typically be independent of worker interaction, providing a high level of protection. Again, this control measure is best implemented before execution of the work.

Administrative Controls and PPE

Administrative controls and personal protective equipment (PPE) are frequently used with existing processes where hazards are not particularly well controlled. In general terms, these programs have been proven to be less effective

than the other control measures; and, to be successfully implemented, they require significantly more effort by the affected workers.

In considering the Hierarchy of Controls methodology, one item is worth noting. The earlier in the process that we give thought to identifying a hazard, the more effective we are at controlling it.

In practice, we have become very good at implementing this methodology, even though we may not realize the process. This practice is best illustrated in our effort to reduce our fall exposure. Instead of relying upon safety PPE to protect our workers (such as personal

fall arrest systems), we have implemented leading edge guards, the use of lifts rather than scaffolds or ladders, etc. Thus, we have moved up the hierarchy with better processes and controls to become safer.

The use of the Hierarchy of Controls can be used in many instances to practically identify and reduce exposure to hazards. This methodology, in combination with task preplanning, can greatly reduce our risk. This allows Younglove to continue to succeed at building world-class facilities that are second to none—while also being profitable and keeping our employees safe! ■

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