

The Nevada Ready-Mixer

Your Premier Source for Company News and Updates

NRM Quarterly Newsletter



Feature Story	pg 1
Note from the President	pg 2
Customer Corner	pg 2
Giving Back ❤️	pg 3
TRYPS Top 10 Results	pg 4
Employee Spotlight	pg 5
Announcements	pg 6
Manager Spotlight	pg 7
Technical Bulletin	pg 8
Crossword Puzzle	pg 10
	
Newsletter Staff	pg 11
Parting Shots	pg 12

HIGHER LEARNING!

The relationship between Nevada Ready Mix (NRM) and the University of Nevada, Las Vegas (UNLV) has a long history, dating back to the early 2000s. Initially, NRM donated materials for engineering research, which has since evolved into a strong collaboration between academia and industry. NRM takes pride in its positive impact on the quality of engineering graduates, enhancing their understanding of concrete and related materials. In return, UNLV has provided students with valuable insights into the processes and procedures involved in concrete production and materials testing.

To date, over 100 Engineering and Construction Management students have toured our Bonanza concrete plant and laboratory. During these visits, they learned about our plant operations, material testing, data analysis, and received practical advice on what to consider as they embark on their construction careers.

In their final semester at UNLV, aspiring engineers participate in the Capstone Senior Design competition, addressing real-world engineering challenges and presenting feasible solutions judged by a panel of experts. NRM is proud to have mentored eight student groups in their research conducted in the Bonanza laboratory using NRM materials.

Some awards these groups have won include recognition for Commercial Potential, Sustainability, multiple First Place awards in Civil Engineering, and the overall Grand Prize. One notable success story is Chris DeFalco, a Project Manager with GM Construction, who was part of a Grand Prize-winning team.

Additionally, Centurion Inspector Nagasi Germichael spent two years in the Bonanza laboratory, where he earned his Master's degree for his thesis on Returned Plastic Concrete. He later obtained his PhD with a dissertation on the use of recycled glass in concrete, utilizing NRM materials and recycled glass made from broken soda and beer bottles. Currently, PhD student Jasmine Badr is working on her dissertation in the laboratory, also focusing on using recycled glass in concrete and will heat her concrete samples at temperatures of 2000 degrees Fahrenheit to simulate real building fire conditions.

Looking ahead, NRM is planning to mentor its ninth Capstone group in Spring 2026, aiming to secure another engineering award and further positively influence the minds of future construction professionals while strengthening our partnership with UNLV.



EMPLOYEE SPOTLIGHT

Meet, Evin & Hal!
PAGE 5



HOLIDAY TOY DRIVE !
PAGE 3

Note from the President

by Mike Sherwood



Gratitude!

Thanksgiving is 3 days from now.

.
This is a time for giving thanks.
A time for counting our blessings.

I feel truly thankful for the men
and women of Nevada Ready Mix.

We’re doing well.

We are blessed to have Mitsubishi Ube Cement Corporation as our Parent company. MUCC has spent a massive amount of Capitol Expense money on new trucks and plants.

I’m grateful for our customers.
We have some work.

Hopefully, we will continue to have work.

In the meantime, I grateful for all that we do have, and in particular, all of you.

Thank you All!

Customer Corner

by Matt Montoya



GM Construction LLC, also known as G3 Surveying Company, is a respected union concrete contractor headquartered in Las Vegas, Nevada. Since its founding in 2014 by industry veteran **Ron Garamendi**, the company has carved out a reputation for delivering high-quality construction and infrastructure services across Nevada, Arizona, California and Idaho.

A Legacy of Craftsmanship

Ron Garamendi began his journey in the concrete industry as a teenager in Salt Lake City, Utah. Over the decades, he mastered every facet of the trade—from flatwork and tilt-up panels to high-rise hotel construction and precast concrete erection. His deep experience and commitment to excellence laid the foundation for GM Construction LLC, which quickly became known for its reliability, craftsmanship, and strong industry relationships. Their expertise spans both residential and commercial projects, with a focus on concrete foundations, seismic retrofits, paving, driveways, sidewalks, and more.

Company Culture and Philosophy

What sets GM Construction apart is its core team, many of whom have worked with Ron Garamendi for over 20 years. This long-standing collaboration fosters a culture of trust, accountability, and performance. The company prides itself on an “old-school” approach to construction —prioritizing integrity, safety, and superior craftsmanship over shortcuts and change orders.

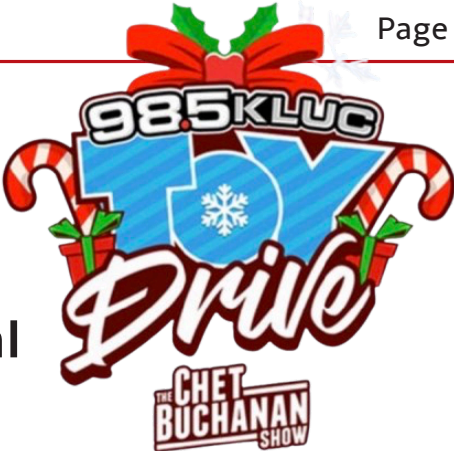
Their motto:
“Get the job done no matter what it takes. Get it done with integrity. Get it done safely—and always with superior craftsmanship.”

“Safety is no accident”

They are also certified as a Disadvantaged Business Enterprise (DBE) and Small Business Enterprise (SBE) in Nevada.

Community Impact

GM Construction is a minority-owned business, contributing to the diversity and growth of the Las Vegas construction sector. Their work has been featured in numerous high-profile projects, and they continue to be a trusted partner for general contractors, developers, and public agencies.



Nevada Ready Mix
Kicks Off 2nd Annual
Toy Drive

The season of giving is here, and Nevada Ready Mix is proud to launch our 2nd Annual Toy Drive, supporting children throughout Southern Nevada. From now until **December 11th**, we'll be collecting new, unwrapped toys as well as cash donations, which will go directly toward purchasing bikes.

A festive display is set up at our Cassia office, where all donations will be gathered. Whether it's a small toy or a contribution toward a bike, every bit helps bring joy to a child in need. Together, we can make a meaningful impact—giving to the less fortunate and doing our part as a company that cares about its community.

Last year, thanks to the generosity of our employees, partners, and community members, we donated 89 toys and 22 bikes. This year, let's challenge ourselves to surpass that number and continue making a difference for local families.

Thank you for helping spread holiday cheer and supporting Nevada Ready Mix's commitment to our community! Connect with a member of the Quality Control department, management, or the Cassia front office to donate!



2024

TRYPS Drivers Rewards Program

Since 2019, NEVADA READY MIX has recognized (and rewarded) the Top 10 performing mixer drivers based on their efficiency, attendance, and truck cleanliness. Each quarter, data from our batch, dispatch records, and payroll are carefully compiled and analyzed. The resulting data is then sorted and ranked based on the following six categories:

T	Total Yards Delivered
R	Round Trip Time (minutes)
Y	Yards Per Hour
P	Personal Truck Cleanliness Score
S	Slump Rack Time (minutes)
A	Attendance (-1 for an absence, -0.25 for a tardy)

The Top 10 drivers in each category receive points based on their position in that category:

- 1st Place 10 Points
- 2nd Place 9 Points
- 3rd Place 8 Points
- ...
- 10th Place 1 Point

All six category points are then added and sorted from 1 to 10

Quarter 3 | 2025 Top 10 Drivers

Place	Driver	Total Points	Wins
1	Ryan Deutch	30.75	\$600
2	Solomon Teclay	24.1	\$500
3	George Taylor	24	\$400
4	Gerardo Macias-Ibarra	23	\$300
5	David Wright	17	\$200
6	Osvaldo Coronelcoss	14.75	\$100
7	Carlos Acuna	12	\$100
8	Bernard Bragg	11.1	\$100
9	Michael Martin	11	\$100
10	Damon Alexander	10.5	\$100

Quarter 3 | 2025 Cleanest Truck

Driver	Truck Score	Wins
Osvaldo Coronelcoss	94.45	\$100

Quarter 3 | 2025 Most Improved Truck

Driver	Truck Score	Wins
Carlos Acuna	+ 2 Points	\$100

For any questions about the program, or to request your individual score, contact Elu at (702) 595-9864

Follow Us on Social Media





@nevadareadymix

Nevada Ready Mix is on social media!
Please follow us on Facebook, Instagram, Tiktok, Threads and YouTube to see current events, job site pictures, education and much more! If you have any pictures that you think we should put on our accounts, please text them to (702) 301-9633





Employee Spotlight

This month, we’re highlighting **Hal Curlee**, one of our heavy duty mechanics at the Lone Mountain plant and someone many of you already know for his humor, hard work, and straightforward attitude.

Hal was born in Brunswick, Georgia, and grew up in the South before joining the U.S. Army.

After serving and being honorably discharged, he made his way across the country and eventually settled here in Las Vegas. His answer to “Where do you see yourself in five years?” was simply “old,” but despite the joke, he stays focused on continuing to grow both at work and in his personal life.

At Nevada Ready Mix, Hal specializes in CAT machinery and keeps things running smoothly behind the scenes. When he’s not turning wrenches, you can usually find him riding his Harley-Davidson or spending time at the range practicing long-distance shooting.

A few pieces of Hal’s personality always shine through. His favorite food is tacos—his go-to choice if he were ever stranded on an island. If he could visit anywhere in the world, he’d choose Ireland. He likes the color green, listens to punk and old country, and says his ideal superpower would be the ability to slow down time. His fondest memory is the birth of his daughter, and when it comes to movies, science fiction tops the list, though Tombstone remains one of his favorites.

And because Hal doesn’t take life too seriously, he left us with a quick round of “two truths and a lie”: water is wet, the sun is hot, and electric cars are cool. We’ll let everyone decide which one he’s fibbing about.

We appreciate everything Hal brings to the team—his experience, his humor, and his dedication. He’s a great part of the Nevada Ready Mix family.



Employee Spotlight

If you’ve spent any time around Nevada Ready Mix, you’ve likely crossed paths with **Evin Van Burger**—someone who brings determination and a whole lot of heart to everything she does.

Evin was born in Coos Bay, Oregon, but it was Kalispell, Montana, where she really grew up. Those Montana years shaped a lot of who she is today.

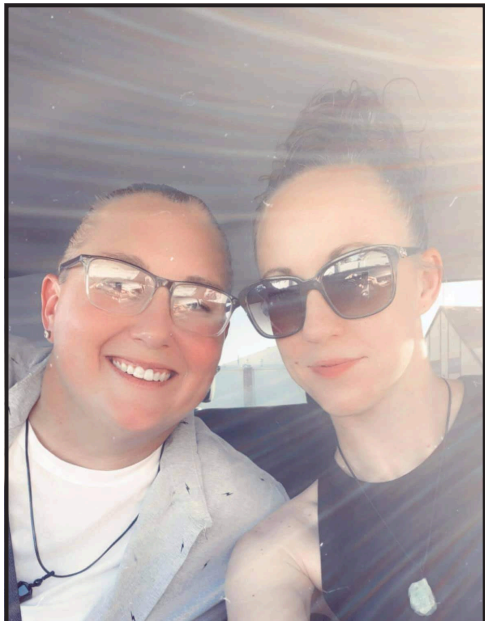
After work, Evin has a few go-to ways to unwind. She’s an avid gamer, especially when it comes to RPGs or anything in the Soulborne series. She loves the challenge of outsmarting a boss after a long day. When she’s not gaming, you’ll probably find her buried in a historical novel or a good thriller.

Her taste in music covers a wide stretch—from alternative rock and indie rap (think Grieves, Jakey, Schur, Atmosphere, Sleeping With Sirens) to metal bands like Slipknot... and yes, she’ll proudly admit to loving most Britney Spears songs. When it comes to movies, she leans toward psychological horror and anything in the Hannibal Lecter franchise.

If she could pick one dream destination, Egypt tops the list. The culture, the mythology, the architecture—everything about it sparks her interest.

Before joining NRM, Evin graduated from Saint Mary’s College of California, where she earned her Bachelor’s Degree in Psychology and played Division I basketball. That competitive mindset never left. Today, it fuels her drive to push herself and see just how far she can go. Her biggest motivation, though, is her family. They’re the reason she works hard, stays grounded, and continues growing.

Evin started her journey at Nevada Ready Mix in April 2018. It was her first blue-collar job, stepping into the Quality Control department. Recently, she made the move to assistant corporate administrator. From the lab to the office, Evin has never stopped learning, improving, or showing up for the people around her. We’re proud to have her as part of the NRM family.



ANNOUNCEMENTS



COMPANY PROMOTION ANNOUNCEMENT

Vince Purio has been promoted to **QUALITY CONTROL FIELD SUPERVISOR**

Evin Van Burger has been promoted to **ASSISTANT CORPORATE ADMINISTRATOR**



Celebrating the Retirement of Tom Stewart

After decades of dedication, early mornings, and more concrete pours than most of us could count, Nevada Ready Mix is proud to honor the retirement of longtime mixer driver Tom Stewart, who officially hung up his NRM hard hat on August 5, 2025.



Tom first joined Nevada Ready Mix in 1989 and drove a mixer until 2005. From 2005 to 2008, he stepped into the role of field representative, taking on several major projects. If you’ve ever parked at the World Market Center, the rear Planet Hollywood tower, the Juhl in downtown Las Vegas, Aliante’s parking garage, or the Fiesta parking garage, you’ve seen a bit of Tom’s work in the city.

When the recession hit in 2008, Tom temporarily left NRM and headed to North Dakota, where he spent years hauling oil and water—tough work in even tougher weather. But Nevada remained home, and in 2018, we were lucky to welcome him back to the NRM family, where he continued driving a mixer with the same pride and consistency that marked his early years.

When we asked Tom about his most unforgettable moment on the job, he took us back to the Lake Las Vegas intake pour—a day when every mixer hauled just five yards, and trucks were lowered into the lake bed by a D9 Cat. It’s the kind of story only a longtime concrete driver can tell.

Retirement hasn’t slowed Tom down one bit. He’s now driving for an entertainment equipment delivery company and recently took a cross-country trip all the way to Washington, D.C. for a show. When he’s not on the road, he and his wife, Tammy, have been enjoying some well-deserved downtime—most recently on a vacation to Cabo San Lucas, where they even went parasailing.

And because Tom isn’t the type to sit still for long, he’s already dreaming up his next adventure: starting his own food truck one day.

After more than three decades tied to Nevada Ready Mix in one way or another, Tom leaves behind a legacy of hard work, reliability, and stories that will live on long after his last shift. We’re grateful for every year he spent with us and wish him nothing but success in this next chapter.

Congratulations, Tom, and thank you for being a part of Nevada Ready Mix’s story.





Manager Spotlight

We want to introduce you to our next Manager in the *Manager Spotlight* series:

Tala Plazo
(Executive Administrator/Human Resources)

The hearts surrounding this article symbolize the number of foster sibling sets of children that Tala and her husband, Tony, have lovingly supported over the years. These paired hearts signify their deep-rooted belief that siblings should always stay together.

Since 2006, this inspiring couple has fostered almost 200 children ranging in ages from 0 to 18. They currently care for a sibling group of four energetic boys, with the youngest about to celebrate his first birthday. Before beginning their journey in fostering, Tony and Tala completed an intensive eight-week fostering class. Interestingly, on the eve of their final session, their first opportunity to foster a child fell through. However, they did not let this deter them and continued on their path.

Meet **Tala Plazo**, our dedicated Executive Administrator & Human Resources Manager. With the incredible responsibility of raising seven children, Tala balances her professional duties while ensuring that she serves a delicious home-cooked meal for her household of nine every single day!

Tala was raised in Inglewood, CA. She graduated from Hawthorne High School in 1987, where she excelled in softball and participated as a Polynesian dance performer. Her first job was at Numero Uno Pizza in Torrance. After her father's passing in 1988, she needed to help her family more and took on a position at a CPA firm and later in marketing and advertising in Hermosa Beach.

Tala first met Tony in 1987 while watching him play basketball. They began dating in 1988. They spent their spare time with family, playing softball, bowling, a little traveling and

always talking about growing old together. They married in 1991 and now 34 years later they look back on those days as if it were yesterday. Together Tony and Tala have four children; Aaron (30), Ethan (17), Logan (16) and Kaiya (11). Now they spend their spare time continuing to raise children and supporting the goals and dreams of all seven of their children currently in their home.

We are fortunate to have such a caring and selfless employee at Nevada Ready Mix. Your commitment to helping others is an inspiration to all of us. Thank you Tala!



Years of Service

19

Birthplace



Favorite Phone Apps



Favorite Pizza Topping



Death Row Last Meal



Favorite Team



Cold-Weather Concreting

TECHNICAL
BULLETIN

WINTER IS COMING

USEFUL TIPS FOR COLD-WEATHER CONCRETING

ALLOW 2-3 MINUTES AFTER TRUCK STARTUP FOR OIL CIRCULATION AND PROPER HEAT BUILDUP BEFORE MOVING YOUR TRUCK

DRAIN YOUR WATER SYSTEM AT THE END OF THE DAY TO PREVENT WATER HOSES FROM FREEZING

YOU WILL NOT LOSE AS MUCH SLUMP DURING TRAVEL DUE TO SLOWER CEMENT HYDRATION

COMMUNICATE WITH BATCH ON SLUMPS OUT OF THE PLANT TO ALLOW FOR HOT WATER ADJUSTMENTS

WEAR APPROPRIATE CLOTHING
LAYERING PROVIDES BETTER INSULATION

WATCH FOR ICE AND SLIPPERY SURFACES
TO PREVENT SLIPS & FALLS



SLUMPING DOWN

COMMUNICATE WITH THE BATCHMEN ON HOW CLOSE THE LOADS ARE SLUMPING OUT OF THE PLANT. IF YOU HAVE TO ADD A LOT OF COOL WATER AT THE SLUMP RACKS, IT DEFEATS THE PURPOSE OF ADDING HOT WATER OUT OF THE PLANT. WITH INFORMATION FROM THE DRIVERS, THE BATCHMEN CAN ADJUST EACH MIX TO ALLOW FOR MORE HOT WATER.

SLUMPS

BE AWARE THAT YOU WILL NOT LOSE AS MUCH SLUMP TRAVELING TO THE JOB AS YOU EXPERIENCED DURING HOT WEATHER. COLD WEATHER SLOWS DOWN THE HYDRATION OF THE CEMENT WHICH WILL CAUSE YOUR SLUMPS TO REMAIN CLOSE TO WHAT THEY WERE WHEN YOU LEFT THE PLANT.

ADMIXTURES

WE USE A NON-CHLORIDE ACCELERATOR DURING THE COLD SEASON TO HELP SPEED UP THE CONCRETE SETTING TIME. THIS PRODUCT IS CALLED POZZOLITH NC534 AND DOES NOT REQUIRE ANY SPECIAL PROCEDURES FOR HAULING IT IN YOUR LOAD.

When you use an accelerator (NC534) and the ambient temperature is under 50° F, it is important to include hot water with the load. NC534 accelerator is not effective when the concrete temperature is below 60° F. The following table is a rule of thumb for the use of NC534 and hot water:

Ambient Temperature	Concrete Temperature	Accelerator (NC534 - %)	Hot Water	Approximate Set Time
70° F - 80° F	70° F	None	None	6 Hours
60° F - 70° F	60° F +	None	None	8 Hours
60° F - 70° F	60° F +	1 %	None	7 Hours
60° F - 70° F	60° F +	2 %	None	6 Hours
60° F - 70° F	60° F +	1 %	Yes	5 Hours
60° F - 70° F	60° F +	2 %	Yes	4 Hours
50° F - 60° F	50° F +	None	None	10.75 Hours
50° F - 60° F	50° F +	1 %	None	9.5 Hours
50° F - 60° F	50° F +	2 %	None	8.5 Hours
50° F - 60° F	50° F +	1 %	Yes	7.5 Hours
50° F - 60° F	50° F +	2 %	Yes	6.5 Hours
40° F - 50° F	40° F +	None	None	14.75 Hours
40° F - 50° F	40° F +	1 %	None	13.5 Hours
40° F - 50° F	40° F +	2 %	None	12.25 Hours
40° F - 50° F	40° F +	1 %	Yes	11.5 Hours
40° F - 50° F	40° F +	2 %	Yes	7.5 Hours

AND THE *Winner* IS...

Congratulations to **Ed Savage** for winning
the Nevada Ready-Mixer newsletter issue #9
Crossword Puzzle!



\$250.00



Completed puzzle submitted by Ed:

CONGRATULATIONS!

Winners!

Issue 1: Shawn Ward
Issue 2: Robert Hinsley
Issue 3: Nelson Pacheco
Issue 4: Holly Heardt
Issue 5: Ryan Deutch
Issue 6: Carlos Acuna
Issue 7: David Wright
Issue 8: David Wright

the Nevada Ready-Mixer

ED (BOB) Savage

ENTER TO WIN \$250.00!

COMPLETE THE CROSSWORD BELOW AND TEXT A PICTURE OF THE COMPLETED PUZZLE, WITH YOUR NAME, TO (702) 595-9864 (ELU)

(VERIFIED ENTRIES WILL BE ENTERED INTO A DRAWING WITH ONE RANDOMLY SELECTED WINNER)

Play Ball !!!

Across

2. When the pitcher throws outside of the strike zone.

5. The pitcher stands here.

8. This person determines if the ball is in the strike zone.

9. When you hit the ball out of the park.

Down

1. After 4 balls you get this.

3. What does the A stand for in the Las Vegas A's?

4. The game to decide the ultimate winner!

6. Where the players watch the game.

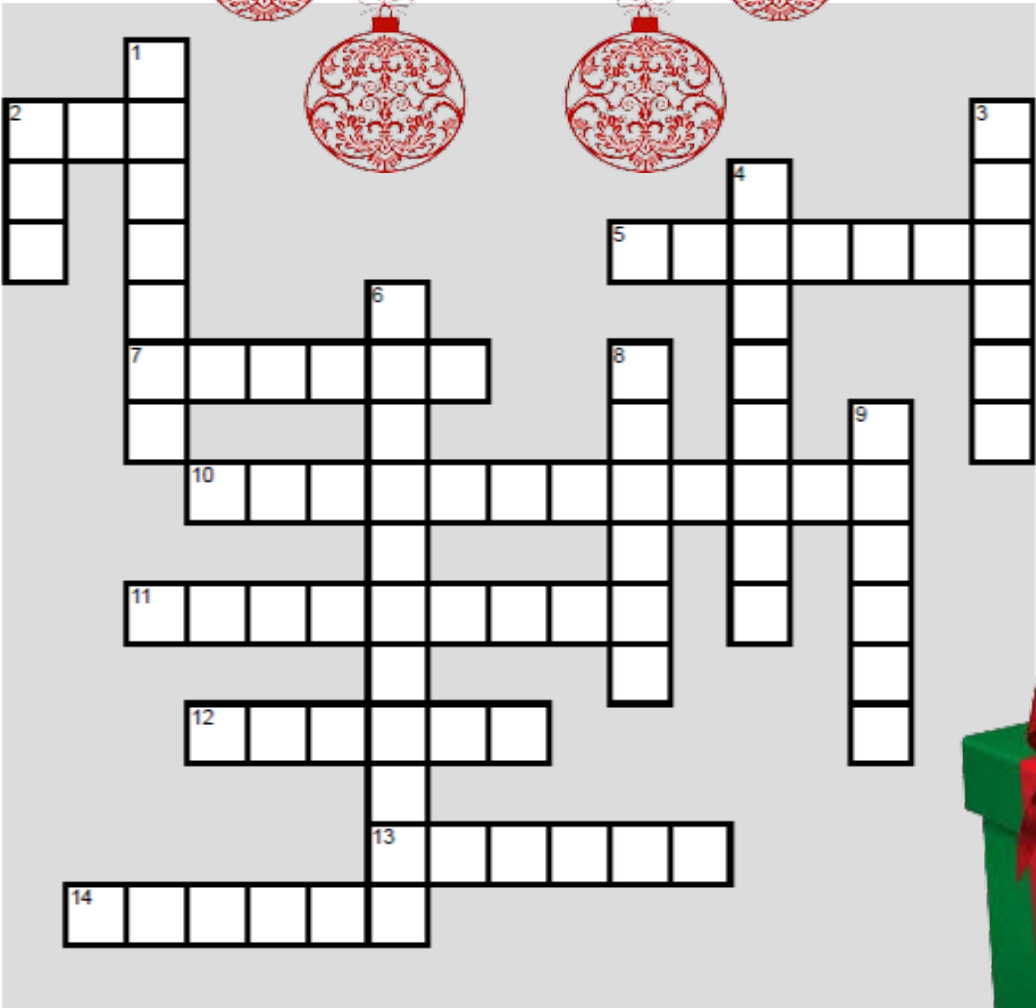
7. When the hitter taps the ball.



ENTER TO WIN \$250.00!

COMPLETE THE CROSSWORD BELOW AND TEXT A PICTURE OF THE COMPLETED PUZZLE, WITH YOUR NAME, TO (702) 595-9864 (ELU)

(VERIFIED ENTRIES WILL BE ENTERED INTO A DRAWING WITH ONE RANDOMLY SELECTED WINNER)



Across

- 2 Something you might get that could make you stay in bed
- 5 This type of man has a carrot for a nose
- 7 These form when water drips off a surface and freezes in place
- 10 A popular warm drink
- 11 An individual particle of frozen water
- 12 A popular outdoor winter sport
- 13 Another word for fall
- 14 A chicken's cousin

Down

- 1 This is the base of a very popular pie and latte
- 2 This type of tree is a very typical candle scent
- 3 The coldest season of the year
- 4 A time when you might get some extra days off
- 6 One of the most popular days to shop
- 8 Something you wear to keep your hands warm
- 9 Trees lose these in fall



How To Weather The Cold!

The colder seasons are upon us! Here are some tips to help keep you healthy.

Dress in layers. We’ve all experienced how cold it can be in the mornings but somehow the day still ends hot. Dress in layers to stay warm in the morning but cooler in the afternoon.

Hydrate! Just because it’s cooler and you may feel less thirsty, continue to drink water throughout the day.

Spend time outside. Don’t let the cold keep you from getting fresh air and vitamin D from the sun!

Remember, a balanced diet is best. The holidays bring lots of sweet treats and feasts. Don’t forget to pair this with plenty of fresh produce and activity.

Be more mindful of safety. Some parts of the valley experience freezing, always be aware of the surfaces you’re walking on.

Take a moment to warm up. Injuries happen more easily when the body is cold. Take a few moments to warm up before starting your work day.

Spread kindness. The holidays can be an especially stressful and fast-paced time. Don’t forget to slow down and remember to practice empathy.



Nevada Ready Mix Corporation provides a reporting hotline for employees to anonymously report any of the following incidents:

- Ethical Violations
- Wrongful Discharge
- Unsafe Working Conditions
- Internal Controls
- Quality of Service
- Vandalism and Sabotage
- Improper Conduct
- Discrimination
- Conduct Violations
- Alcohol and Substance Abuse
- Threats
- Fraud
- Bribery and Kickbacks
- Conflict of Interest
- Misuse of Company Property
- Theft and Embezzlement
- Violation of Company Policy
- Violation of the Law
- Falsification of Contracts, Reports or Records

Regular business issues and matters not requiring anonymity should be directed to the employee's supervisor or HR department.

ANONYMOUS
REPORTING HOTLINE
855-222-0916

All calls are confidential and the identity of the caller will remain anonymous.

Or visit: www.lighthouse-services.com/nevadareadymix

The Nevada Ready-Mixer



Elu Chavez

Matt Montoya

Diego Lopez

Nicole Washington

Danielle Chavez

Contributing Writers

Mike Sherwood



IF YOU HAVE ANY INTERESTING PICTURES or CONTENT YOU WOULD LIKE TO SEE ADDED TO A FUTURE ISSUE, PLEASE EMAIL contact@thenevadareadymixer.com or TEXT (702) 595-9864

