

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
Fleet Ops.. Bebops!	pg 2
Giving Back	pg 3
TRYPS Top 10 Results	pg 4
Employee Spotlight	pg 4
Did You Know	pg 6
Employee Forum	pg 7
Announcements	pg 8
Crossword Puzzle	pg 10
	
Newsletter Staff	pg 11
Parting Shots	pg 12

The history of **Nevada Ready Mix** is an interesting one, as it is not found through a quick Google search.

Like a tradition, history is past down with each generation. It traces back to **1955** when the Stewart brothers established Nevada Rock & Sand. Originally a paving and grading company, the venture took root in East Las Vegas. By **1960**, recognizing the growing demand for concrete, NRS expanded its operation with a ready-mix plant at Vegas Valley & Hollywood.

In December of **1988**, the Stewart brothers sold their company to Mitsubishi Cement Corporation. This marked a new chapter in the company's history, aligning it with a global corporate entity. It is uncertain when exactly the transition to the Nevada Ready Mix name occurred, but this period ushered in changes that would shape the company's reputation.

Bob Pierce played a crucial role in shaping the visual identity of NRM, responsible for painting trucks and equipment. Bob crafted the iconic logo featuring "NRM" within a diamond shape.

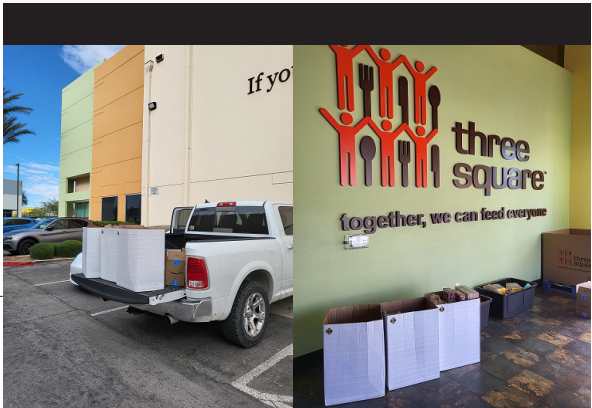
In **1990**, NRM embarked on further expansion and acquired the Bonanza plant from Las Vegas Building Materials, owned by Art Henderson and his two sons, along with the Lone Mountain quarry from Stock Mill & Supply. This diversification and expansion allowed them to become a vital player in the historic and booming time of Las Vegas. There are nearly 500 acres of land owned by NRM across all its current day properties.

Over the years, the company has seen many changes in its physical presence around the city. In **1996**, the main office moved from Vegas Valley to the Bonanza location and in **2000** relocated its main office from Bonanza to Cassia in Henderson.

From humble beginnings as Nevada Rock & Sand, to the current status as the oldest ready-mix concrete supplier in the Southern Nevada, NRM has continued to evolve and adapt in the ever-changing landscape of this city. Now you know the history of **Nevada Ready Mix**, and since history is being made everyday, you are part of it as well.



EMPLOYEE SPOTLIGHT
Meet, Chris, Julian & Solomon!
PAGE 4



GIVING BACK!
See who volunteered
and what you can do to help!
PAGE 3



Project Gallery



1980



1989



Note from the President

by Mike Sherwood

We Love ya' man!

Many folks have asked why we are putting out this prize-winning publication. This is a good question. The answer is because **we love ya**. Because we want you to know that we are attempting to improve everything about NRM.

One of the areas in most need of improvement, is our communication with you, the men and women of NRM.

It is not only our desire to make NRM a better place to work, but it has also been mandated by our parent Mitsubishi Ube Cement Company. Mr. Hirano, Executive Vice President of Mitsubishi Ube Cement Company, met with me personally in Tokyo last November. Mr. Hirano gave me several directives on policy. Following is an excerpt from this policy:

"We place the safety and health of our workers at the forefront of everything and strive to create a workplace that is healthy, cheerful and comfortable, both mentally and physically, . . ."

Personally, I want everyone who works at NRM to be happy. I want us to work together for the betterment of us all. It is my hope and desire that we can all love Nevada Ready Mix. This is truly what is in my heart. I know this is a big dream, but by working together and communicating openly we just might have a chance to make our world better.

FLEET OPS.. BEBOPS!

by Bob Sacani

**NRM Introduces
Smith System Driver Training Program**

The Smith System is a professional driver training program that was first developed in 1948 by Harold Smith. When World War II ended, Detroit resumed manufacturing automobiles. This resulted in a dramatic rise in vehicular traffic and traffic accidents. Smith recognized the need for improvements in the way people drive. This program is not designed for inexperienced drivers or to teach people how to drive. Instead, it is a driver training method dedicated to educating experienced drivers in collision avoidance.

Like some of you, I have attended many Smith System training courses at various companies throughout my concrete and trucking career. These classes and training methods had a tremendous impact on the way I drive and on my success as a professional driver. Collectively, they have quite literally made me a better, safer driver.

I was asked to attend a week long, 40-hour Smith System driver trainer course. After all the years of incorporating the Smith System in my driving, I am now a Certified Smith System Advanced Driver Trainer. NRM has given me the opportunity to give back what I have learned in nearly half a century in the concrete and trucking industry.

I feel fortunate to be given this opportunity and to be here at NRM with all of you. I would like to thank everyone for your continued cooperation, support and teamwork.



1989



1990



1993

GIVING back



In our last newsletter, we announced a company-wide food drive to benefit Three Square. Three Square collects fresh and non-perishable food from a variety of sources and distributes it to more than 200 charitable organizations throughout Southern Nevada that serve the hungry.

We set up donation boxes at 6 locations and collected a total of 3 boxes full of food. Thank you to everyone who took the time to donate to this amazing charity. Small gestures can make a huge impact!



Elu's family, who volunteered at the event. Chelsea Realini, Elu Chavez, Danielle Chavez, Kizzy the pup, and Robin Phillips

On November 12th, Heaven Can Wait, Clark County, and Commissioner Gibson hosted a Pet Resource Fair in partnership with animal welfare nonprofits and businesses throughout the Valley at Sunset Park. The purpose of the event was to connect the community with available resources.

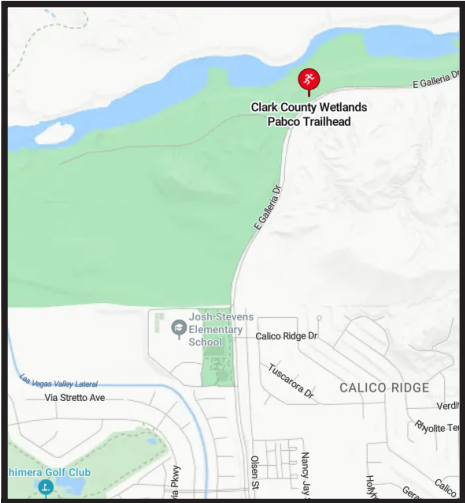
Did you know there are over 250,000 community cats in the Las Vegas Valley that need help? Quality Control Manager, Elu Chavez, and his wife Danielle run a 501 c3 nonprofit animal rescue and participated in the event. They raised funds and provided approximately 800 pounds of cat food for the community in need. Together, they have provided food for the needy community cats in the Las Vegas Valley for almost a decade. If you'd like to learn more about their rescue, you can visit withgracerescue.org or pop by Elu's office; he'd love to tell you more about it.

Join the president of NRM in beautifying Wetlands Park on **March 24th** at 12:00 pm noon.

We will provide all the tools and supplies required for the event including gloves and trash grabbers. We look forward to you and your families joining us for beautifying our community!

Please let us know how many will be attending in your party so we can be sure to have enough supplies.

We will meet at the Pabco Trailhead parking lot. Call (702) 595-9864 for more information.



Nicole Washington, Territory Manager for Master Builders, has decided to run her first 10K marathon while raising money for St. Jude in the Rock 'n Roll marathon on February 24th.



St. Jude has been around since 1962 and they help children who have been diagnosed with cancer and other life threatening diseases. As St. Jude, no family ever receives a bill for treatment, travel, housing or food - so the can focus on helping their child live.

Nicole is a valued member of our extended family at NRM and we want to help her reach her goal of \$1000. If you would like to donate towards her goal, please visit:

https://fundraising.stjude.org/site/TR?px=8268455&fr_id=143510

share©_link_share or text Nicole at (702) 308-9429



1993



1993



1996

TRYPS Drivers Rewards Program

Since 2019, NEVADA READY MIX has been recognizing (and rewarding), the Top 10 performing drivers based on their efficiency and truck cleanliness. Every quarter, data from our batch and dispatch software, along with payroll data, are carefully compiled and analyzed. Resulting data is then sorted and ranked based on the following five categories:

T	Total Yards Delivered
R	Round Trip Time (minutes)
Y	Yards Per Hour
P	Personal Truck Cleanliness Score
S	Slump Rack Time (minutes)

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 five category points are then added and sorted from 1 to 10

Quarter 4 | 2023 Top 10 Drivers

Place	Driver	Total Points	Wins
1	Solomon Teclay	34.1	\$600
2	Steve Rivas	34	\$500
3	Darvise Jenkins	25.1	\$400
4	Sam Boyd	25	\$300
5	George Taylor	17	\$200
6	Ed Savage	16.1	\$100
7	David Riding	16	\$100
8	Ryan Deutch	15	\$100
9	Conrad Sesma	14.1	\$100
10	Phillip Parslow	14	\$100

Quarter 4 | 2023 Cleanest Truck

Driver	Truck Score	Wins
Solomon Teclay	94.8	\$100

Quarter 4 | 2023 Most Improved Truck

Driver	Truck Score	Wins
Chris Thomas	+ 4.8 Points	\$100

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

Employee Spotlight



This employee spotlight features Universal Operator Engineer **Chris Veldman**. The Universal designation to his title means that Chris is certified to operate every piece of equipment in our mining operation. This includes all screening and crushing plant apparatus, as well as heavy equipment. This and his 19+ years with NRM make him a very valuable and important part of our mining operation.

One of Chris's many responsibilities is safety and production at the upper wash plant. This is one of Southern Nevada's largest, most productive material wash plants. Overseeing and running this beast is quite a task. Chris has been successfully running this plant for many years and will be for many years to come.

This exceptional employee is a husband and father of two girls, 15 & 11. Both daughters are volleyball players at school, which keeps this remarkable family busy with practice and games. Chris and his active, athletic family enjoy hunting, fishing, and camping.

Chris's personal and career accomplishments speak for themselves. His goals for the future are to maintain safety and production at the Lone Mountain wash plant. He is also dedicated to helping his family succeed in life. If his past performance is an indication of his future, we do not doubt that Chris will continue to succeed!



Employee names are selected at random each quarter to be featured in the Employee Spotlight

Employee Spotlight



Meet **Julian Zamora**, our dedicated Truck Maintenance Mechanic at Nevada Ready Mix, who has been a valuable member of our team for close to two years. Julian brings expertise in the ready-mix industry, with an impressive 27 years of experience, and a heartwarming personal story that reflects his commitment to his family, work, and personal growth.

As a single father of four - Julian Jr (27), Britney (20), Kimberly (19), and Joshua (11) - Julian embraces the challenges of both parenthood and his role as a Truck Maintenance Mechanic. With nine years behind the wheel as a truck driver and 18 years as a skilled truck mechanic, Julian's wealth of experience ensure that our fleet of trucks remains in optimal condition. He tackles repairs, big or small, with unwavering dedication and skill.

Beyond the workshop, Julian enjoys cooking and off-roading, showcasing his diverse interests outside of work. However, this passion for continuous personal and professional growth truly sets him apart. Julian aims to learn from others while sharing his wealth of knowledge and experiences, instilling values of loyalty and hard work in his colleagues.

In expressing his gratitude, Julian acknowledges the positive work environment at Nevada Ready Mix. He feels respected, dignified, and trusted- a testament to the supportive workplace at NRM.

Julian's positive attitude and resilience shine through, even in challenging times. He attributes his strength to his faith, stating, "My lord gives me strength." This spiritual foundation reinforces his commitment to delivering his best to work and relationships. Looking ahead, Julian envisions continued personal and professional growth. He aspires to expand his knowledge and mentor others, fostering a culture of learning and development. In extending his warm wishes, Julian would like to wish everyone at NRM a Happy New Year.



Employee Spotlight



Let's all get to know mixer driver **Solomon Teclay**. Solomon has been driving professionally for 40 years and comes from a family of truck drivers. His father, a professional truck driver, taught Solomon and his four brothers how to drive at an early age.

Born and raised in the country of **Eritrea** in northeast Africa, Solomon drove flatbeds for nine years before the Ethiopian invasion forced him to move to Sudan. Eritrea eventually won its independence from Ethiopia, allowing Solomon to return home.

Solomon, moved to the United States, earned his citizenship, and has been here for 22 years. He's a true trucking and transportation professional.

He has driven everything from taxicabs, shuttle buses, flatbeds, concrete mixer trucks, and much more in many different countries. This remarkable, productive employee speaks five languages - English, Arabic, Hebrew, Ahmaric, and his native tongue, Tigrigna! Only 3 percent of the worlds population speaks more than four languages, and NRM has one of them.

Solomon started playing soccer at 6 years old and still plays today. Twice a month, you will find him as midfielder for team Mereb. Playing soccer throughout his lifetime has helped him remain grounded and balanced, not to mention healthy and robust.

Solomon and his wife Milena have three children. Their sixteen year old son, Mathaius plays soccer, and their two daughters Luwam, 14, and Rebecca, 8, are both avid runners. Milena speaks three languages and all of their children are bilingual. We are all thoroughly impressed by the seamless fluency and cultural richness by Solomon and his multi-lingual family exhibited.

After six years with the company, Solomon has earned himself a new Peterbilt mixer, and is recognized as the number 1 mixer driver for Nevada Ready Mix for Quarter 4, 2023! His work ethic, experience, and truck cleanliness continue to impress, and raise the bar for all NRM mixer drivers.



DID YOU KNOW?

NRM Truck Washing Program

We here at NRM are very fortunate to have leadership in place that truly cares about truck cleanliness of our fleet. NRM goes to great lengths to minimize its labor impact on our drivers.

We all know how difficult it is to keep a working mixer truck clean. To combat this, we decided to allocate our extremely powerful 7000 psi pressure washer machine to washing mixer trucks. This decision was made to alleviate some of the cleaning duties our mixer drivers face each day to ensure that NRM trucks continue to represent the company in the best way possible.

Truck wash technician Damon Alexander works tirelessly each day to wash between 4 and 8 trucks. Each mixer truck is washed a minimum of once a month. This is a tall order for one wash tech, but Damon manages to complete the project each month.

Damon is a real utility player for NRM. He holds a Class "A" CDL and is an experienced mixer driver. Some of his other duties include, transporting mixer trucks and trailers for our truck shop, shuttling trucks and drivers between plants, company trash pickup, special projects, safety and storm water compliance, oil compliance, concrete spills, moving rail cars, and much more. This energetic employee, tackle's the most difficult and undesirable jobs and is truly appreciated for it. Thank you Damon!



Washing Out or Getting a Rinse

Washing out or getting a rinse should be treated as a *task at hand*. You see, it's all about agitation and using rapid moving water to the difficult job of removing all residual concrete and stuck pieces from the drum. The correct way to wash out or get a rinse is as follows:

1. **Make sure you are fully under the water**
2. **Put your drum in full charge and your engine in full rev**
3. **Add a minimum of 100 gallons of water**
4. **Discharge at full rev (Pay close attention to the discharge water)**
5. **Repeat until water runs clear (May take 3, 4, or even 5 rinses)**

Properly rinsing your drum, when asked by dispatch, is a very important request. Not rinsing properly could contaminate your next load with additional cement and rock. If the next load is low-strength backfill, any additional cement will cause an increase of strength and result in a failure.

Washing your drum out properly is important for many reasons. A clean drum will always mix faster and better. A clean drum will discharge concrete better and wash out easier. A clean drum will carry the maximum payload, prevent spilling in transit, and reduce or eliminate chipping costs. So please, treat washing out or getting a rinse as an important, necessary part of your job. Concentrate on doing everything correctly and wash until the water runs clear.



1997



1998



1999



2001



Celebrating Diversity at Nevada Ready Mix

by Jillanne Venable

Nevada Ready Mix (NRM) stands tall as a company that values diversity, empowers its employees, and fosters a collaborative work environment. There are so many good people at this company. I may be a bit biased, but those strong, smart, savvy women are my favorite here. Nevada Ready Mix has a long history working strong gals. NRM's commitment to diversity extends beyond equal opportunities; it is woven into the fabric of the company's culture, fostering an environment of inclusivity.

At our Lone Mountain pit, the heartbeat of NRM, is a dedicated crusher and wet deck crew. These men are passionate about what they do, taking their jobs seriously. They may be working long hours at times, keeping the rock crusher and our wash plant running and sand on the ground, but these gentlemen keep a sense of humor. There is a bond they form working tirelessly in the Vegas elements.

NRM has a quarry further back into the mountains, there are really cool things back here, and the theme is still diversity. In fact, one of NRM's talented ladies runs a 100-ton Caterpillar haul truck. Cat 18- wave if you see her. She is a hidden gem rare sight indeed. Without her and her co-workers, those crusher lads would have no rock to crush. In turn, our fancy wash plant won't have any material to wash and process. That would leave the yard people struggling to maintain order.

Really, our loaders here have their work cut out for them. This group of men and women dedicate themselves to making our pit pleasant and productive. Our 2nd shift yard loader operator is a lovely lady. Hard working and can run many pieces of heavy machinery including a bulldozer- impressive. She has an interesting hobby as well. If you find yourself in the pit after 1 pm, ask her about her hobby!

Our pit has a truck shop where another strong lady is found. She isn't a mechanic at work, though she can fix her own vehicles. She cleans up the mess our mixers and sand & gravel road trucks make on public roads in a street sweeper. Unlike some folks, she doesn't wave at everyone, but not because she is antisocial, but because if she waved at all of us as we came by, she would not get much work done.

NRM has heavy equipment and that equipment is older and that stuff breaks. Our Cat shop is another hard working diverse team keeping our company going and producing. After that, we have our Type II Base plant. This is not such a diverse part of our sand & gravel pit. There is one dedicated dude running this spot. This man breaks up rocks for his feed, loads customers, and feeds his plant. Good job, dude.

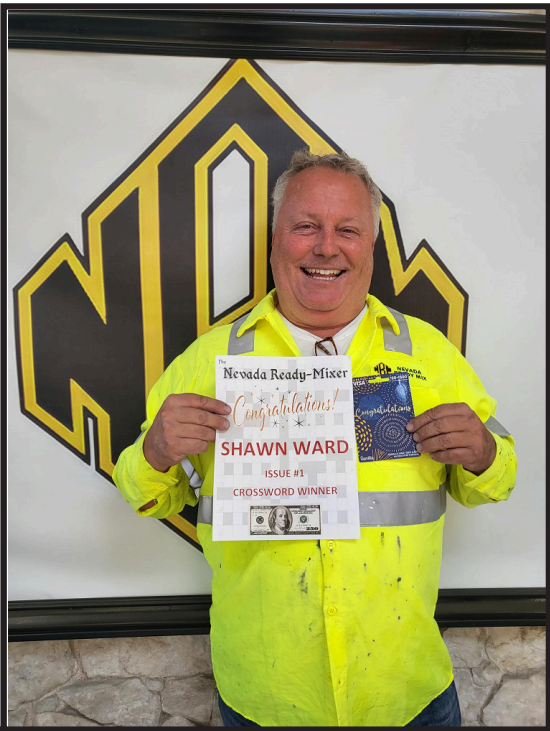
Once a customer gets their desired material, they need to scale out at our truck scale. Another diverse group of men and women. Our sand & gravel scale master, a woman, has been with the company a very long time. Wave if you pass our scales. We already know about the many women who deliver concrete to customers. You ladies are amazing, and I'm proud to be a part of it all.

There is one more department at our Lone Mountain pit. It is dust control. You will find another woman in a water truck or a water pull, even a water buffalo, keeping us safe from the harmful effects of breathing in toxic dust. This crazy, cool gal is all over the pit. From the canyon with our haul trucks, to the front gate and beyond, rinsing off the street. She is a compulsive waver, so if you see her, wave hi!

This is but a glimpse of how diverse Nevada Ready Mix is, not only with people and ethnicity, religion or disabilities, but also in what is offered regarding career choices and products. We are more than a concrete company. We are miners, too.

Thank you for taking the time to read this piece.

ANNOUNCEMENTS



SO LONG, SHAWN!

One of NRM's most senior drivers, **Shawn Ward**, has reached the time in his life when he can hang up his concrete covered vest and relax a little. After 25 years of delivering concrete for NRM, he has made the decision that it's time to move into a new chapter of life.

Shawn now works for Pinnacle Homes, a luxury home builder, ensuring that all the small details are up to par for future home buyers. Shawn is quite the handy man and was always talking about his projects and giving advice to those who need it. This reminds me of the time he told me I could clean my garbage disposal if I put ice cubes down the drain and turn on the disposal. My disposal broke in the process, and he offered to come replace it for me.

Shawn is and always has been a team player in that way. He said one of his favorite parts of the job was being the first one on a job and figuring out the scene and helping other drivers navigate the pour. He liked when he could make the customer happy by squeezing his mixer into places they weren't even sure he can fit.

We all wish Shawn and his family the best as he enjoys this more laid back time in his life.



Congratulations to **Jared & Frankie** on the news of their first baby!

Due Date: February 14

Congratulations to **Colton & Alexandra** on the news of their first baby!

Due Date: August 13



1999



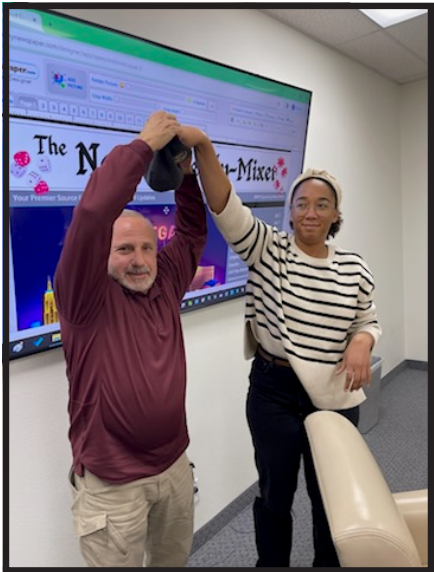
1999



2005

AND THE *Winner* IS...

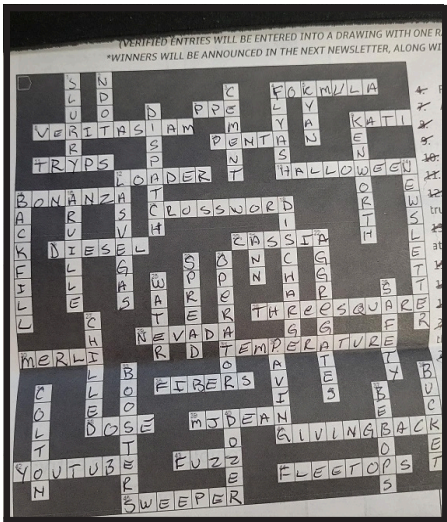
Congratulations to **Robert Hinsley** for winning
the Nevada Ready-Mixer newsletter issue #2
Crossword Puzzle!



\$250.00



Robert's completed puzzle entry:



2006



2008



2008



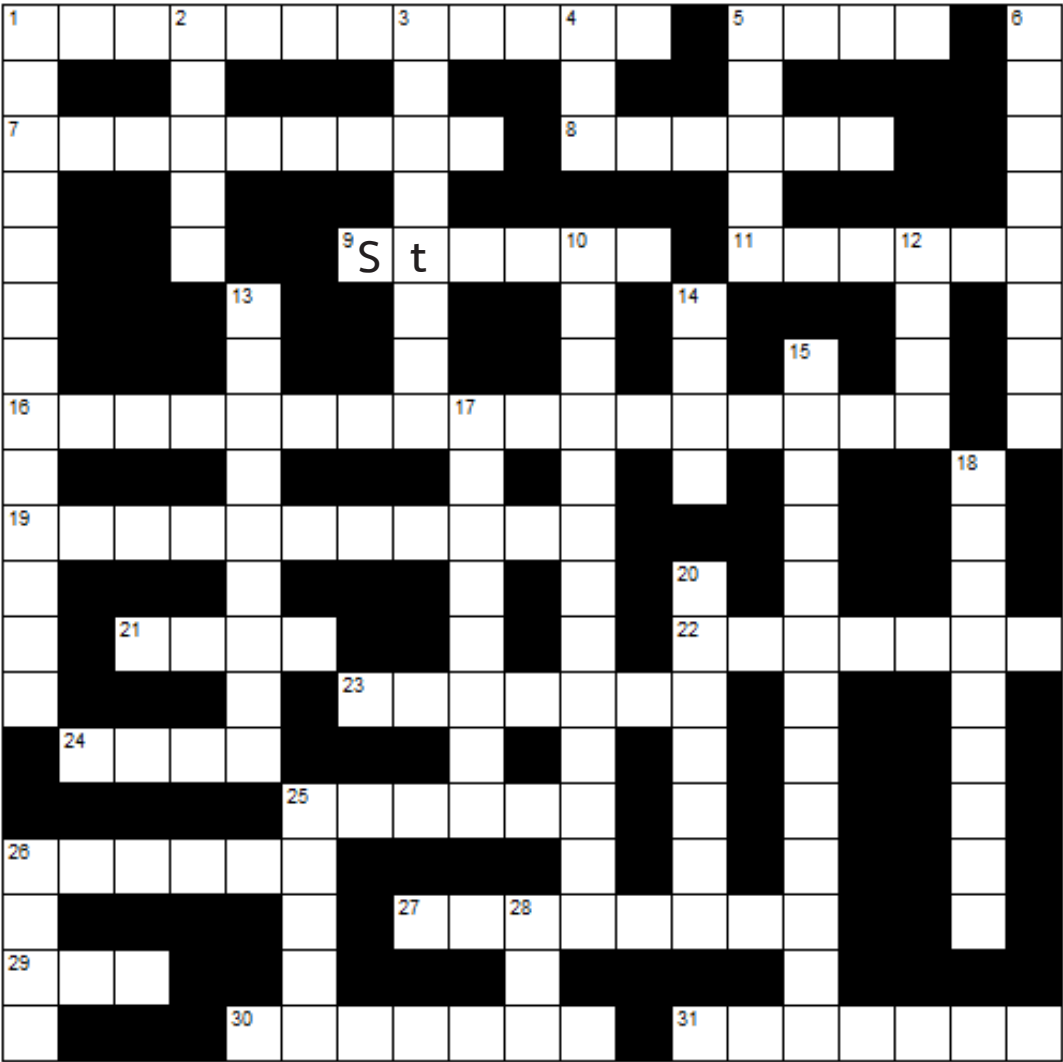
2008



ENTER TO WIN \$250.00!

COMPLETE THE CROSSWORD BELOW AND SEND A PICTURE OF THE COMPLETED PUZZLE, WITH YOUR NAME, TO contact@thenevadareadymixer.com or **TEXT A PICTURE TO (702) 595-9864**

(VERIFIED ENTRIES WILL BE ENTERED INTO A DRAWING WITH ONE RANDOMLY SELECTED WINNER)
*WINNERS WILL BE ANNOUNCED IN THE NEXT NEWSLETTER, ALONG WITH THE PICTURE OF THE WINNER

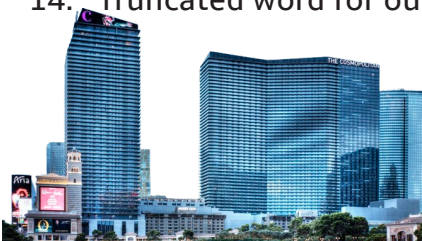


ACROSS

- 1. 320-acre lake in the valley
- 5. When a casino gives you something for free
- 7. L.V developer with his last name on a building
- 8. Reno is in this state
- 9. St ____ Parkway street in Henderson
- 11. L.V. hotel and highway were named after this North African Desert
- 16. Large, master planned community in the southern foothills in the valley
- 19. Nevada based food bank we support
- 21. This hotel got its name due to its placement as the central feature of City Center
- 22. Frank S., Dean M., Sammy D., Peter L., Joey B. also known as the ____
- 23. Fly on this at the Fremont Experience
- 24. Chance of winning, also known as?
- 25. Where all the games are in the hotel
- 26. Croupier
- 27. This game has a wheel and a ball
- 29. College of Southern Nevada
- 30. The valleys geologic interest is also this hotel
- 31. The gaming manager in charge on the casino

DOWN

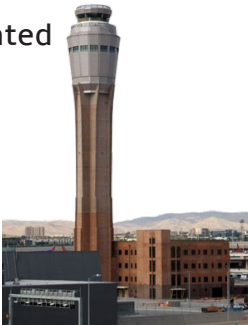
- 1. This famous stretch of road is known all over the world for its hotels, casinos and restaurants
- 2. The King! known for his blue suede shoes
- 3. This hotel was named after a well-known water city in Italy
- 4. This Las Vegas roadway was named after a famous female rancher _____ Thompson
- 5. In this casino game you roll the dice
- 6. This card game is also expensive crystal, perfume and cologne
- 10. I-15, I-515, US 95, and MLK Blvd all intersect at this Italian dish
- 12. Current WNBA champions
- 13. Soon to be Las Vegas MLB team
- 14. Truncated word for our state university
- 15. Las Vegas is the _____ capital of the world
- 17. LV roadway named after a Native American Indian tribe in Arizona
- 18. Also known as 21
- 20. The zip line is in the _____ Experience
- 25. There are 3 or 4 of these large construction machines in the Las Vegas sky at any given
- 26. You roll these in craps
- 28. University Medical Center abbreviated



2010



2014



2016

The Nevada Ready-Mixer



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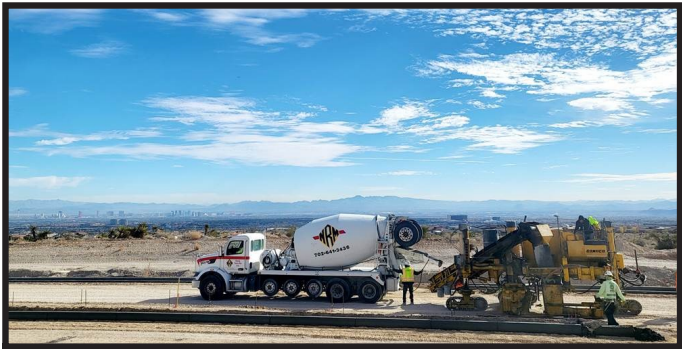
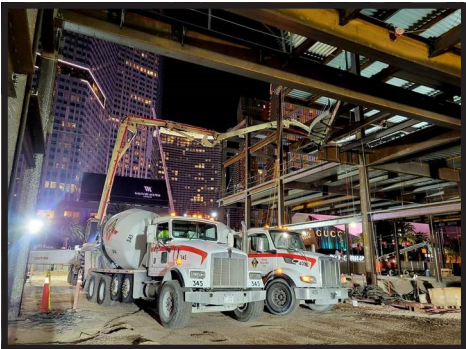
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2021



2023



2023



2023



2023