

The Nevada Ready-Mixer

Your Premier Source for Company News and Updates

NRM Quarterly Newsletter

2023 STEVE RIVAS

**DRIVER
OF
THE YEAR**



Congratulations to **Steve Rivas** for earning the 2023 NRM Driver of the Year award! Steve will receive a Driver of the Year embroidered jacket, winner's plaque, and a \$1000 bonus for his outstanding efforts. His name will also be added to the winner's plaque at the Bonanza office.

Steve , who joined our company on May 15, 2018, has been on a remarkable journey of growth and efficiency. His unwavering dedication and hard work were rewarded when he earned one of the first new Peterbilt mixer trucks in October 2022 - Truck #412.

His statistics displayed to the right show that he consistently performed better than the fleet average in nearly all categories. If you flip to page 4 of this newsletter, he has already started 2024 with a 1st place finish in Quarter 1 - earning a \$600 bonus.

We want to express our gratitude to Steve for his exceptional ability to maintain a high level of efficiency while always prioritizing safety. The task of keeping a mixer truck clean in our environment is challenging, but he handles it with ease. Moreover, he accomplishes all this while maintaining a positive and friendly attitude, which has made him a favorite among his colleagues and our customers.

TOTAL YARDS HAULED				
2023	Q1	Q2	Q3	Q4
STEVE RIVAS	1820	2160	1920	1770
FLEET AVG	1410	1630	1440	1350

YARDS PER HOUR				
2023	Q1	Q2	Q3	Q4
STEVE RIVAS	3.93	4.20	4.23	3.95
FLEET AVG	3.44	3.31	3.33	3.02

CYCLE TIME (minutes)				
2023	Q1	Q2	Q3	Q4
STEVE RIVAS	110	114	110	119
FLEET AVG	126	132	124	136

SLUMP DOWN TIME (minutes)				
2023	Q1	Q2	Q3	Q4
STEVE RIVAS	14	12	10	10
FLEET AVG	12	13	12	13

TRUCK CLEANLINESS				
2023	Q1	Q2	Q3	Q4
STEVE RIVAS		96	96	93
FLEET AVG	79	81	80	79

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
Manager Spotlight	pg 4
Employee Spotlight	pg 5
Did You Know	pg 6
Announcements	pg 8
Crossword Puzzle	pg 10



Newsletter Staff	pg 11
Parting Shots	pg 12



EMPLOYEE SPOTLIGHT

Meet, Jesus & Dakota!

PAGE 5



GIVING BACK!

See who volunteered
and what you can do to help!

PAGE 3

Note from the President

by Mike Sherwood



Thanks to each and every one of You.
April 1, was my two-year anniversary as President of Nevada Ready Mix.
It was also the end of our 2023-2024 Fiscal Year.
Reflecting on the past two years, I am grateful for many things.

Mostly I'm grateful for the hard work and dedication of each of you.
I am proud of and thankful for everyone who works for NRM.
Together, we have accomplished much.
Mitsubishi Ube Cement Corporation has been generous with our Capital budget.
They have been investing in our Future.
We have deployed 33 new mixer trucks.
We have invested many millions in updating our Lone Mountain Aggregate operations.
We have spent many more millions on our Concrete Plants
We have happily signed new contracts with the Teamsters and The Operating Engineers.
We have instituted **SAFETY** as our number one priority.
We have even made a small profit.
Thanks to you all.
Our Future looks bright.

FLEET OPS.. BEBOPS!

by Bob Sacani



We want to take this opportunity to acknowledge the changes and improvements made by our mixer driver team regarding drum speed and flop chutes. While it did take some time, we are proud to announce that all mixer drivers are now folding their flop chutes while in transit. Operating a mixer truck the way it was engineered to be operated is always best for drivers, companies, and the general public. This is a significant leap towards improving safety and professionalism.

Now for the most significant improvement, with the most positive impact for all involved... drum speed! Mixer trucks have variable drum speed control for many reasons. Our mixer drivers and NRM, as a whole, realize that a mixer drum is most effective and efficient when we turn it as slow as possible for the task at hand. The only time full charge and full rev are necessary is when we are under the plant loading or washing out. Engineers, state and county inspectors, mechanics, and experienced drivers know that the mixer truck is most effective at 6 – 16 drum revolutions per minute while mixing. It should be in minimum charge when in transit and staging or at the slowest speed that keeps the load from spilling.

We want to thank all of our drivers for successfully learning these methods and continuing to be at the top of their field.

GIVING back

Wetlands Park Cleanup

On Sunday, March 24th, a group of Nevada Ready Mix employees and their family and friends met to pick up trash at Wetlands Park. This was a wildly successful event! Working together, we picked up an estimated 1000 pounds of trash in one hour!

We call this valley home. This is where we work, live, and raise our families, it just seemed natural to us that we band together and give back to our land, leaving it a little bit better than we found it. It was so wonderful to see everyone's smiling faces as we all left, knowing we accomplished such a great task, together.

Do you have an idea how we can, as a group, give back to the community? We'd love to hear it! Email us at contact@thenevadareadymixer.com



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 1 | 2024 Top 10 Drivers

Place	Driver	Total Points	Wins
1	Steve Rivas	28	\$600
2	Solomon Teclay	27	\$500
3	David Wright	21	\$400
4	Sam Boyd	20	\$300
5	Gerardo Macias-Ibarra	19	\$200
6	Kati Torres	17	\$100
7	Shawn Wiley	16.1	\$100
8	Phillip Parslow	16	\$100
9	Mark Pintaone	13	\$100
10	Carlos Acuna	11	\$100

Quarter 1 | 2024 Cleanest Truck

Driver	Truck Score	Wins
Solomon Teclay	94.83	\$100

Quarter 1 | 2024 Most Improved Truck

Driver	Truck Score	Wins
Carlos Zamora	+ 6.5 Points	\$100

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

Manager Spotlight



Ron Reed
NRM Vice President

Ron Reed is Nevada Ready Mix Corporation's most senior employee.

Ron started working with the company's founding family, the Stewarts, in 1972 as a wrangler.

Ron has worked in virtually every possible position at Nevada Ready Mix.

Today, Ron manages all operations at NRM. This includes all Concrete Batch Plants, all Lone Mountain Quarry operations, all Trucking operations, and all Dispatching operations. Ron's intimate knowledge of these parts of NRM is unparalleled at NRM and in the industry worldwide.

At his core, Ron is a true Cowboy. He loves Horses, Cattle, and his constant companion and good friend Maggie.

When asked why he continues working at NRM, Ron responds,

"I work at Nevada Ready Mix for the Nevada Ready Mix family of hard-working people. I want all of us to have a safe and secure future."

Ron is an amazingly knowledgeable and talented leader. We at NRM are lucky to have both his leadership and his friendship.

Thank you Mr. Reed!

Employee Spotlight



In the heart of Nevada Ready Mix's mining operation, you will find **Jesus R. Garcia**, whose dedication and expertise have been invaluable since he joined our team in 2016. At 56 years old, Jesus brings a wealth of experience and an unwavering work ethic that help keep our quarry operations running smoothly.

Jesus's journey in operating heavy machinery traces back to 1995, when he began his career with Lopke Granite in S.E. Las Vegas. Over the years, he honed his skills, bringing him to his current role, operating the largest wheel loader in our inventory – the formidable Cat 992C. With a bucket capacity of 15 cu/yd., Jesus maneuvers this mammoth machine deep within our quarry's blast area, facilitating the removal and loading of materials into our haul trucks for processing.

When asked about his favorite aspect of working at Nevada Ready Mix, Jesus quickly credits the camaraderie among his colleagues and the supportive management team. His dedication to his work is matched only by his love for his trusty Cat 992C and his aspirations to operate even newer models in the future.

Hailing from Tijuana, Mexico, Jesus embarked on his American journey with his wife of 35 years, Socorro, in 1989. Together, they have raised six children and are blessed with 11 grandchildren, making their household a vibrant hub of family celebrations, particularly during the holidays.

Beyond the quarry, Jesus's passions include sports and playing baseball during his youth, though these days he prefers playing basketball in his off time. Looking ahead, Jesus envisions working until the age of 62, after which he dreams of embarking on adventures with Socorro, exploring the country and beyond.

Nevada Ready Mix considers itself privileged to have Jesus Garcia as part of our workforce, entrusted with operating crucial heavy equipment. His dedication and desire to continually excel ensure that our operations remain at the forefront of efficiency and reliability. As Jesus continues his journey with us, we have every confidence in his continued success and the positive impact he brings to our team.



Employee Spotlight



We are delighted to spotlight one of our dedicated team members, **Dakota Pikyvit**, whose commitment and enthusiasm exemplify Nevada Ready Mix (NRM) 's core values. Dakota's journey with NRM began three years ago, in 2021, when he joined us as an Laborer. Since then, Dakota has been an integral part of our concrete plants, operating our 980G Caterpillar loaders.

Dakota's journey is marked by his steadfast dedication and diverse skill set. A 2014 graduate of Las Vegas High School, Dakota's passion for sports shone through as he actively participated in football, baseball, and wrestling. Following high school, he pursued higher education at Southern Utah University from 2016 to 2018, setting a solid foundation for his career.

Within NRM, Dakota's responsibilities extend beyond operating heavy machinery. His duties include performing general plant maintenance, showcasing his versatility and proactive approach to work. Dakota aspires to operate a crane for NRM in the future and ultimately aims to ascend to a management position, driven by his ambition and dedication.

Dakota leads an active lifestyle outside of work fueled by his diverse interests. Dakota maintains a healthy balance between work and personal pursuits, from snowboarding and camping to weightlifting and bodybuilding. His commitment to physical fitness not only reflects his disciplined nature but also contributes to his calm demeanor, which he attributes to his well-rounded lifestyle.

Beyond his professional and personal endeavors, Dakota is a devoted sports enthusiast. His passion for sports is limitless, whether cheering on the Las Vegas Golden Knights, attending UNLV Rebels home games, or supporting the Las Vegas Raiders. His friendly and approachable demeanor makes him well-liked by his colleagues.

Looking ahead, Dakota sees a future filled with personal fulfillment and happiness. From aspiring to meet the woman of his dreams to envisioning a family with three children, Dakota's aspirations extend beyond the workplace. With a long-term goal of retiring to a peaceful life in a cabin, preferably in a resort town, Dakota's determination and vision reflect his admirable work ethic and ambition.

We are confident that his dedication and drive will continue to propel him toward success. Dakota's journey is a testament to the values of perseverance, passion, and ambition that define our NRM family. We look forward to witnessing his continued growth and accomplishments.

DID YOU KNOW?

New Rule for All Drivers of NRM Vehicles – No Texting

The FMCSA Federal Motor Carrier Safety Administration has published new rules restricting texting and using hand-held mobile phones by truck and bus drivers while operating a commercial motor vehicle (CMV).

Research shows that the odds of being involved in a safety-critical event (e.g., crash, near-crash, unintentional lane deviation) are 23.2 times greater for CMV drivers who text while driving than for those who do not. Texting drivers take their eyes off the road for an average of 4.6 seconds. At 55 mph, this equates to a driver traveling 371 feet without looking at the roadway!

What does this rule mean to you and NRM?

Fines and Penalties - Texting while driving can result in driver disqualification. Penalties can be up to \$2,750 for drivers and up to \$11,000 for employers who allow or require drivers to use a hand-held communications device for texting while driving. NRM does not allow this.

Disqualification

Multiple convictions for texting while driving a CMV can result in a driver suspension by FMCSA. Multiple violations of this state law are serious and can result in CDL suspension for up to 120 days

Compliance

Do not type or read a text message while driving a vehicle for NRM! It's very easy to comply with the new rules: No REACHING, No HOLDING, No DIALING, No TEXTING, No READING. This new law governing all commercial vehicles will be enforced by law enforcement agencies nationwide, effective immediately. Protect your livelihood and the lives of others. Stay off the phone while in motion!



New Speed Limit Implemented at Lone Mountain



The speed limit for vehicles within the Lone Mountain property has recently been adjusted to 15 mph. A study revealed that over 750 vehicles pass through our L.M. gate daily, including personal vehicles, mixer trucks, doubles, dump trucks, and service trucks. Additionally, our haul roads witness the continuous movement of large mining trucks, water pulls, and diverse heavy equipment daily.

In response to these findings, we have strategically installed 15 mph speed limit signs along the roadways. As always, our paramount concern is the safety and well-being of all Nevada Ready Mix employees, customers, and vendors. To uphold this crucial safety standard, we urge all employees, regardless of the vehicle they operate, to adhere to this new speed limit regulation in the future. We want to thank everyone for their continued understanding and cooperation.



NRM... Gone to the Dogs!

But in a good way! We know how important family is, and this includes our four-legged family. Certain positions at NRM foster a safe environment for our kiddos to work with us. From the mountain to Bonanza, we have many pups wagging their tails!

Several studies have shown the benefits of a pet-friendly policy in the workplace. Dogs in the workplace can positively influence the individual and collective well-being of organizational members in an office environment. They reduce stress and improve the work atmosphere and social capital.



JOEY

Robert Hinsley - Dispatch



DIESEL

Rick Bonvicin - Shop Department



THEO

Elu Chavez - QC Manager



MAGGIE

Ron Reed - Vice President



OREO

Monica Grey - Dispatch Manager



SABLE

AJ Murina - Sand & Gravel Dispatch

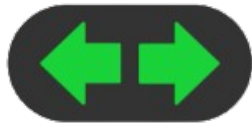
ANNOUNCEMENTS

DELIVER LIKE A PRO!

As a top tier ready-mix supply company, our customers expect excellence in both our product and delivery. We are expected to deliver the concrete the way they want it. Sometimes that is going to differ from the way you see it. A professional mixer driver understands this and will always try to give the customer what they want. The best way to achieve this is to leave your ego at the gate. Drivers, please, choose your battles wisely. Always avoid arguing with our customers. When safety becomes an issue, please disengage with the customer and call dispatch. Dispatch will notify a field rep or fleet operations. We will send someone to you, to assess and attempt to resolve the issue. It is never a good idea to argue with a customer.

This is a competitive industry. Obtaining and keeping our customers, takes a tremendous effort. Our sales team works tirelessly to create relationships and trust with customers. We promise excellence in both our product and service. Our Quality Control department and field representatives continuously establish relationships with our customers. Our dispatchers collectively, have decades of experience and know the importance of keeping our customers happy with our product and service.

A mixer driver is the final link in a chain of people and departments. We must practice kindness and professionalism at all times. So many of our customers, colleagues, and coworkers depend on you to deliver the concrete successfully, every load. Thank you all for your continued dedication and professionalism!



DIRECTIONALS and 4-WAYS

We often need to use our directional to communicate our intentions on job sites. Directionals are not only for roadways. They work just as well in yards and job sites to let others know your intent to turn or back up. 4-way flashers should always be on when you are backing. Also, before backing or maneuvering, please take the time to get out and look. Walk the path that you are being asked to take. This way, you could get a good idea of what you're up against, such as obstacles, debris, angled roadways or ramps, workers, etc. Continuously tap your air horn before moving your truck on a job site. We appreciate your professionalism.

AND THE Winner IS...

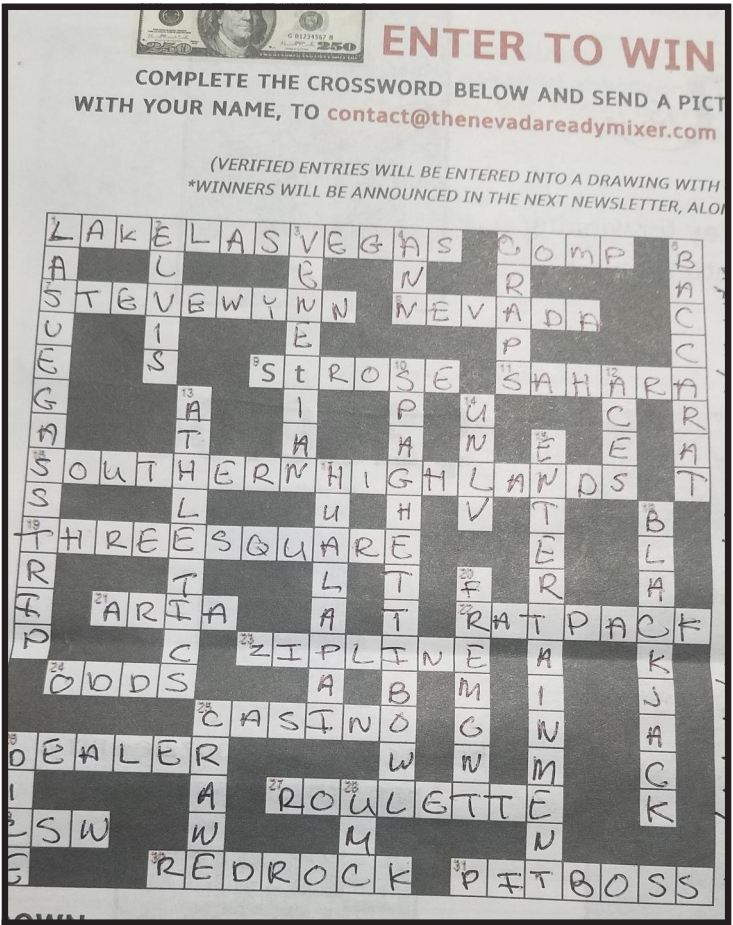
Congratulations to **Nelson Pacheco** for winning
the Nevada Ready-Mixer newsletter issue #3
Crossword Puzzle!



\$250.00



Nelson's completed puzzle entry:

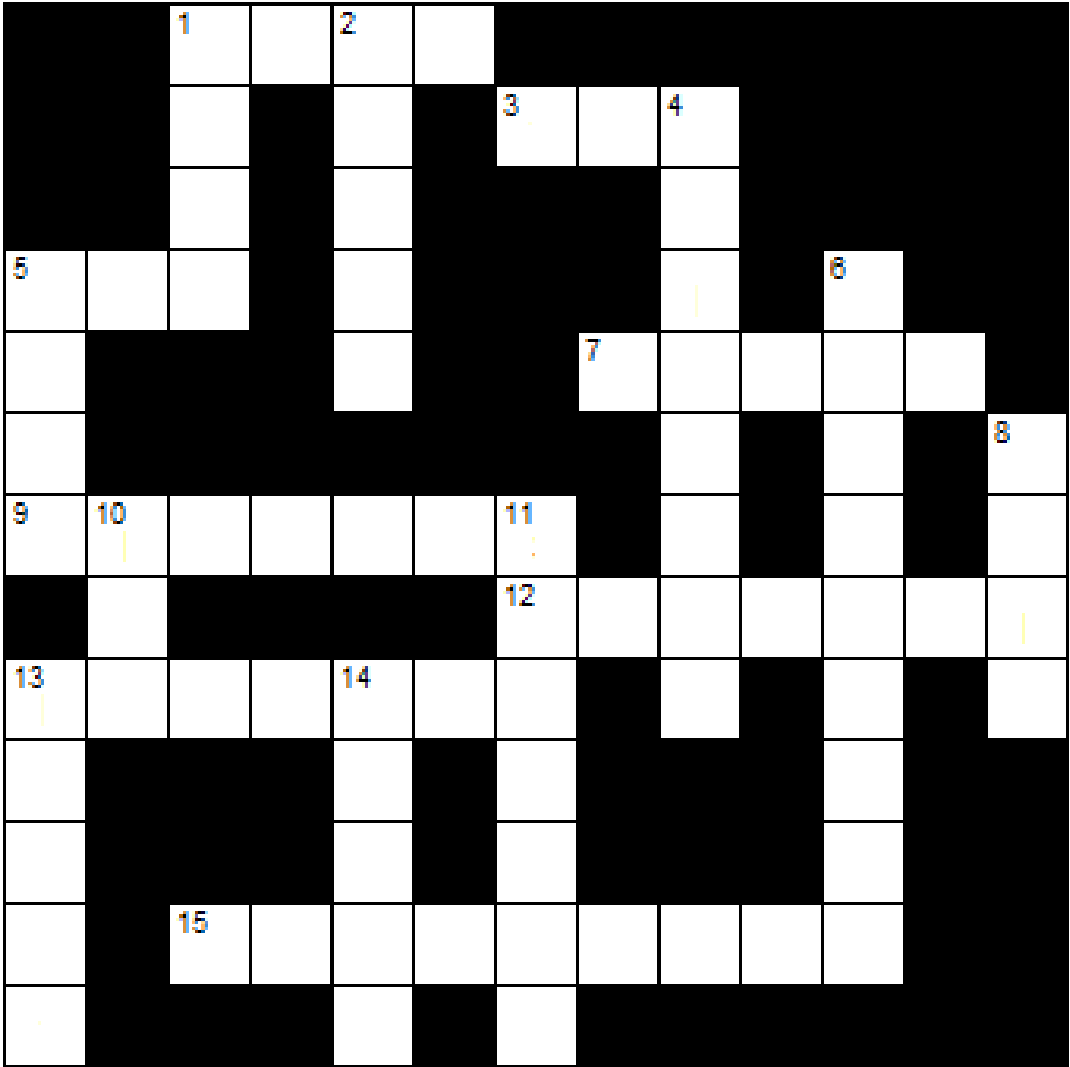




ENTER TO WIN \$250.00!

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



ACROSS

- 1. Get Out And Look
- 3. If you're too lazy to spell out the name, use this
- 5. Color of the line that divides the rink in half
- 7. Players leave the rink with a _____ eye
- 9. During national anthem, our crowd shouts this
- 12. A popular cell phone service provider
- 13. This teams mascot is a Panther
- 15. Where the less popular Knights play

DOWN

- 1. When you win 1st place, you take home the _____
- 2. A place where sporting events are held
- 4. Wild Bill
- 5. Anyone can skate on this
- 6. General Manager of the Knights
- 8. The color of their home jersey
- 10. This league has 32 teams
- 11. A trendy water bottle
- 13. The owner of the Golden Knights
- 14. A rule that can stop a play



The Nevada Ready-Mixer



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IF YOU HAVE ANY INTERESTING PICTURES or CONTENT YOU WOULD LIKE TO SEE ADDED TO A FUTURE ISSUE,
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