

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 5
Did You Know	pg 6
Manager Spotlight	pg 7
Announcements	pg 8
Crossword Puzzle	pg 10
	
Newsletter Staff	pg 11
Parting Shots	pg 12

EXCAVATING EXCELLENCE SINCE 1989

The **Lone Mountain Quarry** has been a valuable asset to the Nevada Ready Mix portfolio for half a century. The quarry was originally owned by Stocks Mill & Supply and NRM purchased it in 1989. The property sits on over 400 acres of land and expands far west towards the Red Rock Canyon. Many moving parts make up this portion of the business, including a recently upgraded state-of-the-art crusher, wash plant, lab, scale house, and dozens of pieces of heavy machinery. The workforce consists of 30 people who do a wide range of jobs from running the production, hauling material, maintaining equipment, keeping the batch plant bins supplied, maintaining the safety of the roads, and more!

It takes two shifts running around the clock at the quarry to keep up with the demand for material. NRM produces aggregates for use in our three batch plants and material for over 40 customers. They have various uses, including concrete aggregates, road bases, golf courses, cinderblocks, and landscaping. Lots of upgrades, including installing a new crusher, screw, and replacement of screens, have been made to make the quarry as efficient as possible. Last year, the quarry produced nearly 2 million tons of aggregate! This is enough aggregate to fill the Las Vegas Sphere and still have some leftovers!

To be considered a reliable and safe quarry, there are many rules and regulations that must be followed. To maintain daily operations, every employee has a hand in keeping NRM compliant with, MSHA (Mine Safety and Health Administration), OSHA (Occupational Safety and Health Administration), EPA (Environmental Protection Agency), and Air Quality Control. The material that is produced must also meet specific standards for use in construction. All concrete aggregates produced at the quarry are approved for use in jobs for the Nevada Department of Transportation. These jobs comprise a large portion of our work, including barriers and paving on freeways, bridges, and airports. The material is also certified to contain negligible amounts of asbestos, a common health concern in other quarries.

To get a good idea of how the quarry operates, we can look its production phase from start to finish.

cont. on page 4

AGGREGATE PRODUCTION

1

EXCAVATE

Material is excavated by drilling and blasting

COLLECT

Material is loaded onto haul trucks and is transported to the crusher

2

3

CRUSH

The material is run through the crusher where it is separated from waste material

WASH

The useable product goes through the wash plant and is sorted by size and rinsed with water

4

5

SORT

The materials are transported by conveyor belts and are stacked into separate piles. 1.5", 3/4", 3/8", sand, and waste

LOAD

Loader operators fill doubles and customer haul trucks with material

6

7

SELL

The loaded trucks are weighed at the scalehouse and invoiced, or used to produce concrete at NRM plants



EMPLOYEE SPOTLIGHT

Meet, Richard & Al!

PAGE 5



GIVING BACK!

See who volunteered and what you can do to help!

PAGE 3

Note from the President

by Mike Sherwood



The one constant in life is change.

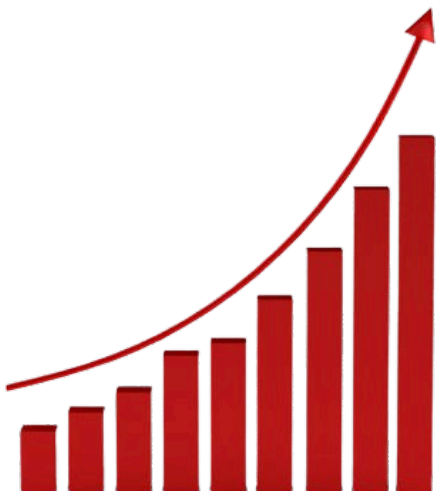
Change is a constant in our business too.

The material our colleagues mine at The Lone Mountain Pit, changes every day. These changes cause changes to the characteristics of each and every load of concrete we batch. These changes can impact concrete pumpability, finishability and strength.

Change also applies to our work load. Unfortunately, we have been slow. This too is about to change.

Virtually everyone of our customers are telling us that they see more work in the future. Slow is about to become busy. Very Busy. I'm not going to name all the projects coming our way. I don't want to jinx us, but please know that the big work is coming. Starting in August, we should become progressively busier. October should be the start of a several year period of good work.

I don't like it when folks say "thank you for your patience." If they knew me they would know that I'm not patient. So, I'm not going to thank you all for your patience. Instead, I'd like to thank you for your loyalty and commitment to Nevada Ready Mix. I intend to make certain you never regret sticking with your NRM Brothers and Sisters.



FLEET OPS.. BEBOPS!

by Bob Sacani



The hot weather is here. We all know, this makes it very difficult for us in the concrete industry, on all levels. Here are a few tips on how to help get through these extreme temperatures on a concrete mixer truck.

- **Hydraulic oil will inherently continue to build heat (get hotter), all day long.** Hydraulic radiators will work to a point and sometimes fail. To battle this, we should always turn the drum at the slowest speed possible to get the job done. This will help keep hydraulic oil temperatures much lower! This is especially important during these extreme temperatures we experience in the Las Vegas valley.
- Turning your drum as slow as needed also reduces wear and tear on rollers, bearings, bull rings, unidrives, drum motors, hydraulic pumps, drums, drum blades and more. You can effectively, more than double the lifespan of these components if you just slow that drum down.
- **Use your water tank water hose to cool hydraulic lines, hydraulic pump, oil reservoir, drum motor drive, booster pump, hydraulic radiator and anything that has hydraulic oil in it.** This should be done all day, every day. It's always a good idea to grab that hose and cool things off.
- If your load is wet, driving with the hopper raised will not help dry your load up! A raised hopper diverts air directly down the main chute, not into the drum. Also, the aerodynamics of a mixer truck in motion, inherently prevents air from entering the drum. We would ask all drivers to never drive with the hopper raised. Only bad things could come from driving with the hopper raised, nothing good.
- When climbing a hill on the interstate or any steep incline, if the load permits it, stop the drum. If you can stop your loaded drum without spilling concrete, it's always a good idea to climb with the drum stopped. When you reach the summit of whatever you're climbing, simply restart your drum. This will help prevent the engine from overheating in these extreme temperatures.
- **When climbing a hill on the interstate or any steep incline, turn your air conditioner off.** The a/c condenser is mounted in front of the engine radiator. This creates super-heated air that flows through the radiator increasing the possibility of overheating the engine when climbing hills loaded. When you reach the summit of whatever you're climbing, simply restart your air conditioner.
- **Cool your drum, whether loaded or empty.** Spray bars and garden hoses should be used all day, every day to cool off your drum. Steel will also, like hydraulic oil, continue to build heat unless cooled down. Concrete builds heat through a process called hydration. To slow these processes, a cool water bath whenever possible could save the load and drum.
- **Remember, slowing your drum speed, using your garden hoses and cool water is your best defense to help cool things down.** As the operator of a concrete mixer truck in this extreme environment, it benefits all involved, to slow your drum speed and use your water hose all day, every day. This will help keep things cool.

GIVING

Career Day



The next generation of NRM?

When **Ric Bonvicin** was asked if NRM could participate in career day at Cozine Elementary School, not only did he say yes, but he made sure we pulled out all of the stops to make the event a success.

From 8 am to 3 pm on May 17th, Ric spoke to 6 different groups of kids about the company's history and the industry. He then took them outside for a tour and demonstration of the mixer.

The kids had an amazing time with NRM driver Steve Rivas, in truck 412, who filled the mixer up with rocks and discharged the rocks into buckets for the kids to watch. The kids enjoyed blowing the horn and adding water to the drum. Ric also handed out 24 NRM hard hats, 36 safety vests, 36 t-shirts, and 36 hats.

Some other professionals who participated are the City of North Las Vegas police and swat team with their SWAT vehicle, North Las Vegas fire department with a fire engine, a Veterinarian with a horse and horse trailer, and the United States Air Force.

The event was such a huge success, one surely the children will remember for years to come, and you never know, maybe it planted the seed and we have some future NRM family members in the making!



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 2 | 2024 Top 10 Drivers

Place	Driver	Total Points	Wins
1	Solomon Teclay	32	\$600
2	David Wright	28	\$500
3	Steve Rivas	25.1	\$400
4	Philip Parslow	25	\$300
5	Annette Riding	19	\$200
6	Shawn Wiley	17	\$100
7	Gerardo Macias-Ibarra	14	\$100
8	Hector Gonzalez	13.1	\$100
9	Michael Martin	13	\$100
10	Michael Kobos	12	\$100

Quarter 2 | 2024 Cleanest Truck

Driver	Truck Score	Wins
Hector Gonzalez	92.96	\$100

Quarter 2 | 2024 Most Improved Truck

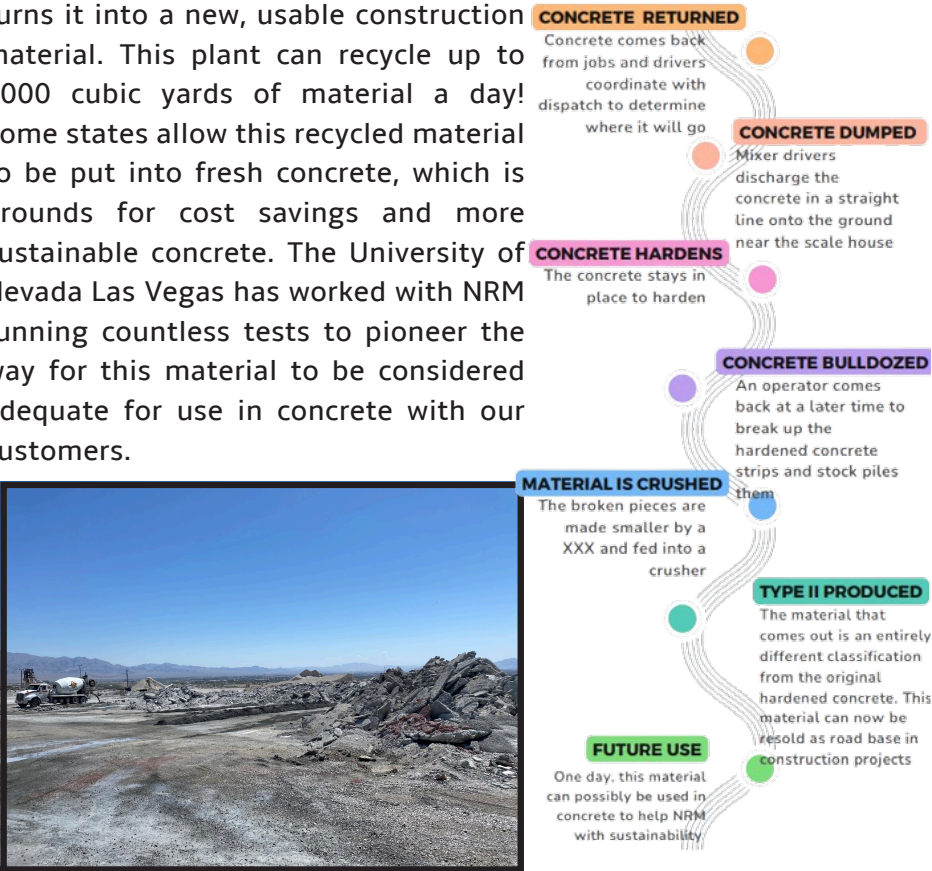
Driver	Truck Score	Wins
Terrell Lue	+ 3.3 Points	\$100

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

cont. from Page 1

A new edition within the past few years is the Type II plant that sits adjacent to the scale house. This plant recycles the returned concrete from various jobs and turns it into a new, usable construction material. This plant can recycle up to 2000 cubic yards of material a day! Some states allow this recycled material to be put into fresh concrete, which is grounds for cost savings and more sustainable concrete. The University of Nevada Las Vegas has worked with NRM running countless tests to pioneer the way for this material to be considered adequate for use in concrete with our customers.

RECLYING CONCRETE



Employee Spotlight



Meet HDR Cat Shop's night shift supervisor, Richard Hecht. Richard has been with Nevada Ready Mix since January 2020 and has already risen in the ranks. The reason for Richards's success is simple. Richard played lacrosse and football in school; after graduating from Spring Valley High School in 2007, he entered the U.S. Marine Corp., where he was trained in heavy equipment and tank repair.

During his ten years of service, he deployed twice with the Joint Operations Anti-Terrorism Task Force. Once to the Republic of Georgia, where he participated in the training of Georgian troops, and once in Afghanistan, where he received a Purple Heart after being injured.

After leaving the military in 2017, he quickly adapted to civilian life, working as a private investigator for 1 year before the Operator Engineers called him for duty in 2019. He then worked for Aggregate Industries for about a year, before landing here at NRM in 2020. Richard's knowledge of heavy equipment and work ethic have already earned him a promotion and a 2024 Chevy 5500 work truck w/crane!

When asked what he likes most about working for N.R.M., Richard quickly credits the fact that "N.R.M. puts family first". He cites the many instances when N.R.M. has allowed him to take time off to handle and participate in personal family matters and events. Richard also quickly credits Cat Shop Supervisor Hal Curly for teaching him all he knows about Caterpillar heavy equipment and machinery in general.

Richard met his wife, Cat, in 2016, and they married in 2019. Cat is a surgical technician in the valley who already had 6-year-old Emma from a previous relationship. Richard falls in love with them both and raises Emma as his own, calling her his daughter. Emma is 14 years old and a Faith Lutheran high school freshman in Summerlin. Emma is a model student, participating in volleyball, soccer, and cheerleading.

Richard and Cat, in their efforts to keep up with Emma, maintain a healthy lifestyle. They are regulars at the gym, working out 5-6 days a week. Their commitment to good nutrition, quality sleep, and a balanced lifestyle, including outdoor activities like camping, hiking , and fishing , is a testament to N.R.M.'s support for work-life balance.

We are honored to shine a spotlight on Richard Hecht and his inspiring family in this quarter's employee spotlight. Their dedication to each other and their commitment to a healthy, balanced lifestyle are a true reflection of N.R.M.'s supportive culture.



Employee Spotlight



Meet Al Travis, a native of Las Vegas who has led a diverse and remarkable life. Al graduated from Western High School in 1985, where he excelled on the football field as a nose guard and running back for the Western Warriors, as well as as a percussionist for the high school band and a local drill team.

Al's career journey is a testament to his versatility and adaptability. After high school, he served in the US Army for two years as a Cannoneer. He then transitioned to Nevada Energy's lines department, where he spent seven years obtaining his CDL and launching his career in trucking. His journey took him to the Carpenters Union - Local 1977, and later to a seven-year stint as a bike patrol officer at the airport for Clark County. In addition to these roles, Al also ventured into entrepreneurship by owning his own restaurant for a period.

Al's dedication to his family is a testament to his personal values and commitment. He is a proud father of two grown children, Chad (40) and Al Jr. (34), both of whom reside in the Las Vegas Valley. In his leisure time, Al enjoys swimming, playing pool, and relishing in his cherished solitude.

Six years ago, Al embarked on his journey with NRM, where he has already achieved notable success, including earning himself a new KW mixer truck. A staunch advocate for unions, Al takes pride in his role as a Nevada Ready Mix teamster mixer truck driver and looks forward to retiring one day with his union pension.

We are privileged and delighted to have Al Travis on our team at NRM, and we eagerly anticipate many more years of his dedicated service and outstanding contributions!



DID YOU
KNOW?

Nuclear Verdicts

Over the past decade, lawsuits stemming from truck-related accidents have multiplied across America, and juries increasingly have delivered multi-million-dollar awards. More recently, awards have grown into eye-popping numbers. Verdicts of compensatory and punitive damages totaling \$1 billion in Florida and \$723 million in Texas, both in 2021. Nevada numbers were not available as of this publication. Trucking leaders have a scary name for them: nuclear verdicts.

Some personal injury attorneys and law firms now consider the industry a piggy bank — for clients and themselves. In most cases, they’re not even looking to go to court. They’re looking for a quick settlement from the insurance company. In some cases, the plaintiff’s attorneys prefer a trial. That’s especially true if they believe they have a strong case against a successful trucking company. They see verdicts and settlements disproportionate to damages and injuries incurred from an accident.

Trucking companies lose cases for various reasons, including situations in which drivers have been found guilty of texting, driving under the influence or not enough evidence to prove their innocence (no dash cams) according to American Transportation Research Institute (ATRI). Settlements and verdicts directly affect individual companies and drivers, putting their livelihoods at stake. Eventually, they affect all drivers through increased insurance rates. The American Transportation Research Institute reported that insurance rates for commercial trucks grew 42% from 2010 to 2018.

Fleet owners and auto insurers have watched two decades of increasing financial awards come out of courtrooms to plaintiffs who sued following truck-related accidents. This underscores the urgent need for proactive measures to prevent such incidents. Drivers, be safe out there. Practice the Smith System whenever you’re behind the wheel of any vehicle. Anticipate the actions of other drivers and practice the 5 keys of the Smith System. So many of us are depending on you, the professional driver, to be safe, courteous and professional.

Professional Drivers and their Tires

One of a professional driver’s many responsibilities is to check the condition and air pressure of all their tires. Of course, this should be done during pre-trip inspection. It should also be done throughout your work day and end-of-day, post-trip inspection.

A simple walk with a tire gauge, tire thumper, hammer, or even your steel toe boot could prevent a tire blowout whenever possible. Bumping a tire to check for low air pressure has been the driver’s responsibility since the first trucks over a century ago.

When staging on the job or in the yard before loading, please take the time to walk around your truck and check for underinflated tires. In this industry, you never know when you might pick up a nail, bolt, or sharp object that could cause a leak in your tire. Sometimes, a stuck valve stem could exhaust air from a tire.

Studies have shown that a tire that is as little as 15 lbs. underinflated could cause a blowout in a loaded truck. When a tire is underinflated, it will superheat in as little as just a few interstate miles. An underinflated tire at 80,000 lbs., coupled with a super-hot roadway and highway speeds, is a recipe for a blowout.

Be a professional. Catch that underinflated tire before you get loaded! It could prevent a blowout, flying rubber, property damage, an accident, and injury to yourself and other motorists.



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



A Service Provided by Lighthouse Services | Confidentiality Commitment
Lighthouse is an independent provider that assists your company to identify improper activity. We are committed to protecting the identity of all persons who use our secure reporting system. Reports are submitted by Lighthouse to the company’s designee, and may or may not be investigated at the sole discretion of the company. Although we will not disclose your identity without your express permission, it is possible that your identity may be discovered during an investigation of the matter reported because of information you have provided.



Manager Spotlight Larry Miller

In an era when switching companies or changing industries is the norm, we have witnessed an employee who dedicated his entire adult life to only one company: Mr. Larry Miller. To revisit his first day with Nevada Ready Mix, we would need to rewind 16,400 days or 45 years – August 23, 1979.

Larry grew up in Mt. Pleasant, a tiny town in central Utah with a population of 2000. His great-grandfather settled in nearby Manti, Utah, in 1840 and worked as a carpenter. Larry’s father attended Snow College, later transferring to Brigham Young University. Larry graduated from Bountiful High School in 1975 and decided to follow in his father’s footsteps by receiving a full-ride scholarship to play football for the Cougars of BYU.

At BYU, he was listed as a 6’5”, 235 lb. defensive end, and had great success at the college level. He earned the 1st team All-Western Athletic Conference honors and an All-American honorable mention. He was coached by Levell Edwards and competed in the 1978 Yokohoma Bowl in Tokyo, Japan. BYU’s opponent- UNLV. The final score was BYU 28 and UNLV 24. In 1979, Larry entered the NFL football draft and was selected by the St. Louis Cardinals in round 8 with the 199th pick (the same slot Tom Brady was chosen in 2000). Unfortunately, Larry got injured in his first preseason game with the Cardinals and was released.

While studying communications at BYU, he met a girl named Rhonda Stewart, and they instantly connected. They married on June 1, 1978, in the St. George LDS Temple. After being released from the Cardinals, Rhonda and Larry visited her parents in Las Vegas in 1979. Rhonda’s father was one of the four founders of Nevada Rock & Sand, and Larry was offered a temporary job fueling trucks for the company. Later, the company started using him to run parts and eventually offered him a full-time position in the parts & purchasing department.



With a steady job, Rhonda and Larry planted roots in Las Vegas for good. Together, they raised four children, Ryan, Taylor, Matthew, and Molly, and are proud grandparents to 13 children. Rhonda and Larry spent the 1980s hanging out on the waters of Lake Mead and Lake Powell water skiing. They both enjoy traveling, with hopes of one day visiting Denmark.

Over the years, Larry has climbed the ranks at Nevada Ready Mix, starting from the purchasing department and now serving as our Corporate Administrator. His journey is a testament to our company’s growth and development opportunities.

Years of Service

45

Birthstate



Favorite App



Favorite Pizza Topping



Death Row Last Meal



Favorite Sports Team



Most Popular Car: Oldsmobile Cutlass



1979



Average Home Price: \$63,000



ANNOUNCEMENTS



Nevada Ready Mix said farewell to the mixer driver duo **Annette and David “Cowboy” Riding** this past May. After 43 years, the Ridings are starting a new chapter.

Let’s start at the beginning of their Nevada Ready Mix story in 2000. Annette left her job as an auto mechanic to drive a mixer for NRM in 2000. She was dating Cowboy, whom she met through mutual friends in 1998. Cowboy lived in Reno at the time, and he ran a landscaping crew. After a few years, Annette eventually talked Cowboy into moving to Las Vegas and getting a job at NRM; she even was his trainer when he was hired.

Through the years, they delivered over 200,000 yards of concrete. When asked about a few of their most memorable jobs, a few came to mind.

- 1 Seeing the makeshift city at Creech Air Force base used for weapon testing (and other things that can’t be mentioned), Cowboy may or may not have some keepsakes from this site.
- 2 Pouring the basement of the Palazzo at 180 feet below the strip. The walls were leaking water, causing the entire site to be muddy and slippery. The challenge of navigating the ramp safely was one for the books.
- 3 Dumped concrete into a bucket, lifted by a helicopter, and taken over a mountain to be poured.

Annette and Cowboy were a valuable part of the fleet for decades. They were known to many customers as being reliable, efficient, and knowledgeable. Cowboy won driver of the year in 2020, 2021, and 2022. Their hard work extends beyond NRM and includes household projects and renovations, caring for a colony of over a dozen rescued cats, securing housing for the homeless, and much more.

When asked what they would miss the most about working at NRM, they agreed that the community they’ve built with coworkers and customers would be missed. “You see some of these people every day for 20 years, and then suddenly you stop seeing them.”

The Ridings are immensely grateful for the opportunity NRM gave them. Working here provided them the stability to retire in their 60s while they were still healthy and could enjoy life. They both enjoy spending quality time with each other. They could go on a date to the movies during the day for the first time in a decade! With all her new free time, Annette wants to restore her vintage Volkswagen Beetle and her latest addition, Ms. Ethel, a VW Bus. Cowboy has his sights on gold panning and fishing. They purchased tickets to The Eagles at The Sphere as a retirement gift. It will take some time for them to both fully adjust to retired life , but they have earned this time and are eager to take full advantage of this new life.

Nevada Ready Mix would like to take this opportunity to thank Annette and David Riding for their decades of hard work and dedication. We wish you both a long, healthy, and prosperous retirement.



AND THE *Winner* IS...

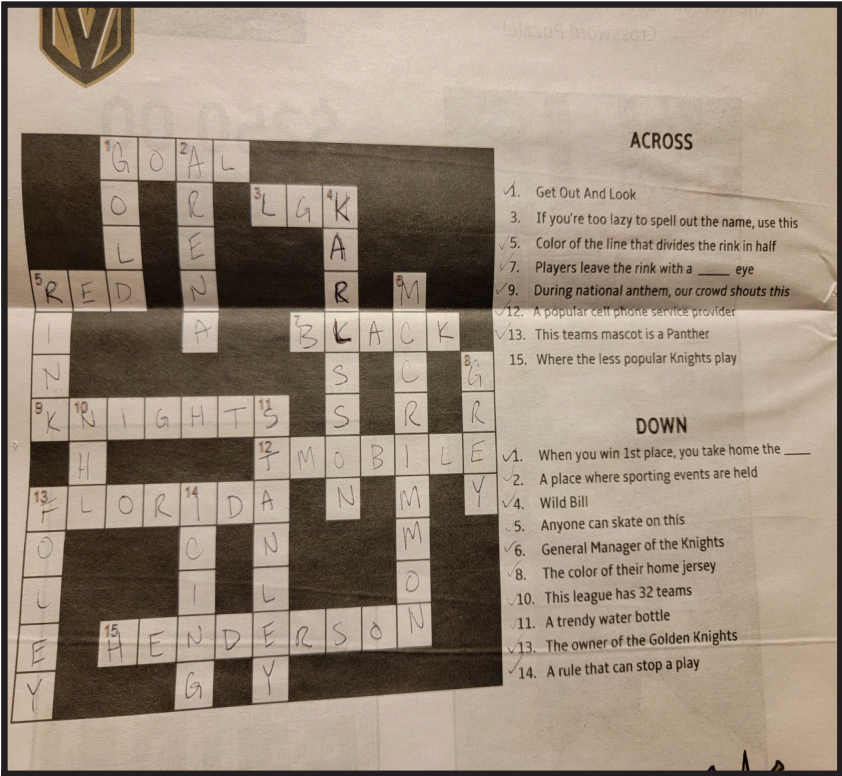
Congratulations to **Holly Heardt** for winning the Nevada Ready-Mixer newsletter issue #4 Crossword Puzzle!



\$250.00



Holly's completed puzzle entry:

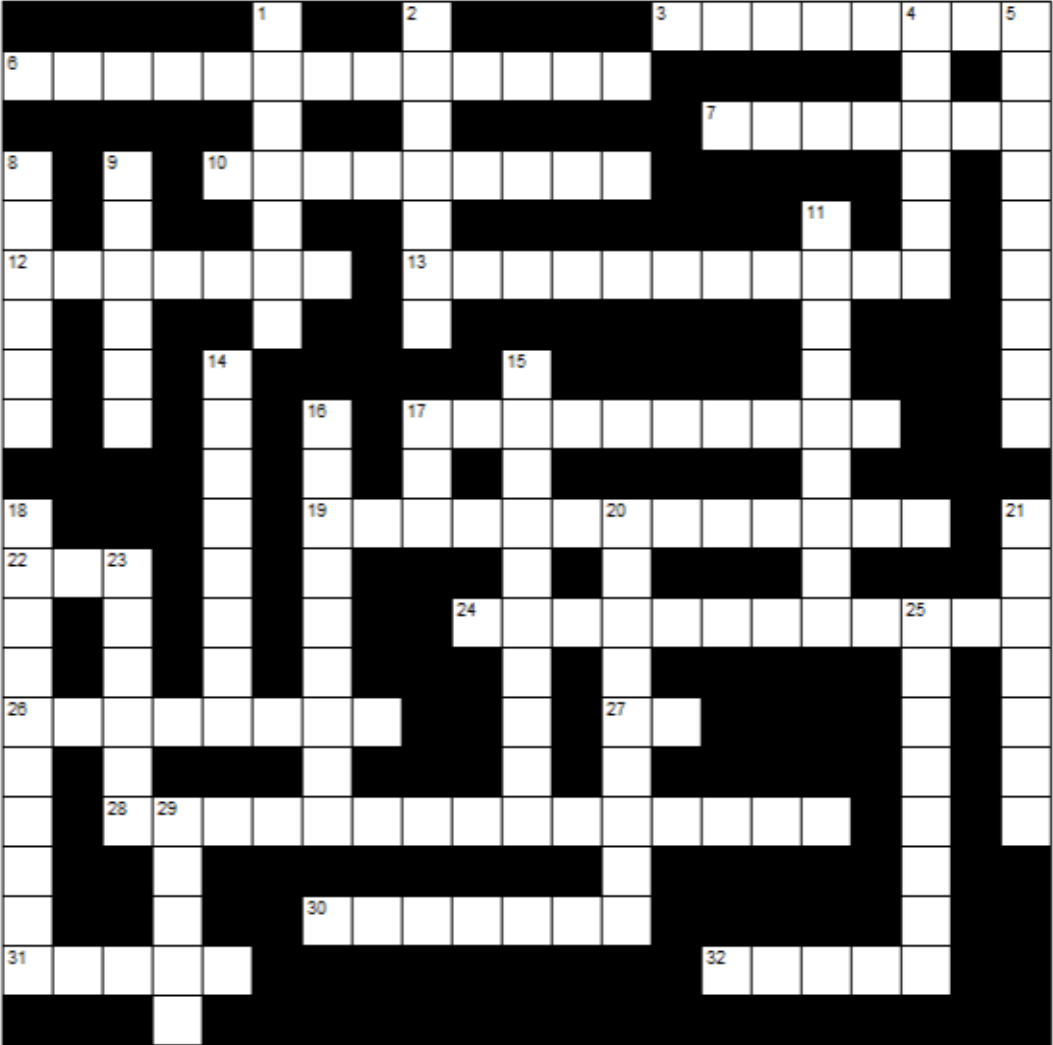




ENTER TO WIN \$250.00!

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

- 3. A territorial division of a city
- 6. Upscale shopping and food on Rampart
- 7. Mystery in French - Cirque Show
- 10. Comedian known for his orange hair
- 12. Operate heavy equipment here
- 13. Paris is famous for this structure
- 17. Love by Cirque is by them
- 19. Race expensive cars on a track at this place
- 22. Huge condo on LVBlvd, Three Dog Night #
- 24. Water Park Henderson
- 26. A racetrack is AKA
- 27. MGM Grand Cirque show
- 28. Tallest mountain in Clark County
- 30. High Tech driving range with bars and games
- 31. Blue Suede Shoes
- 32. French color red



DOWN

- 1. This ship hit an iceberg in the North Atlantic in 1912
- 2. Immersive ride on LV Blvd. messing with your senses
- 4. Minus5 is an _____ - cold place to get a drink
- 5. One of a kind, huge, globelike venue
- 8. See yourself like never before at the Luxor
- 9. It's a bus tour that drives you around Las Vegas
- 11. The main character IO must brave the forces of Light and Darkness to save the world at the Wynn.
- 14. Body of water created by the dam
- 15. Rotorcraft used by Maverick in Las Vegas
- 16. Americas Most Exceptional Grocery Store by Meow Wolf
- 17. Asian Bistro and Nightclub also a Chinese collection of poetry and sayings from 500-400 BC
- 18. A popular hot springs trail and when you hit this precious metal
- 20. Mandalay Bay aquarium
- 21. Zipline by the big wheel
- 23. Chocolate Factory in Henderson
- 25. New York, also known as the _____also, Las Vegas roller coaster
- 29. Tri-level club in Caesars Palace

The Nevada Ready-Mixer



Editor
Elu Chavez

echavez@nevadareadymix.com

Senior Editor
Bob Sacani

bsacani@nevadareadymix.com

Staff Contributor
Craig Thompson

Staff Writers
Danielle Chavez

Nicole Washington

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

CHECK OUT PAST ISSUES AT:
thenevadareadymixer.com



