

The Nevada Ready-Mixer

Your Premier Source for Company News and Updates

NRM Quarterly Newsletter



FAMILY, FUN, FOOD + FOOTBALL

Once again, Nevada Ready Mix was an integral part of history in Las Vegas.

Together, we helped set the record for the largest UNLV football game home attendance on Friday, October 25, 2024, with 42,228 fans filling up Allegiant Stadium. Of that total, 120 were Nevada Ready Mix employees, family, and friends. Although our UNLV team fell a little short with a loss to the #17 ranked Boise St. team 24-29, it was a victory for Nevada Ready Mix and our city.

The evening started at 5 pm at our Arville batch plant with a fantastic BBQ feast from the folks at Rollin' Smoke BBQ. With music playing, folks tossing around the football, or playing cornhole, the anticipation of what was to come was brewing. During the dinner, everyone was encouraged to follow NRM on social media for a chance at spinning the prize wheel. Halloween candy, company stickers, magnets, and raffle tickets were offered to those who spun the wheel.

In the end, Tom Gilbert and his wife, Joshlin, were the lucky winners of the 50-inch Roku TV, while Ana Thompson scored some Beats headphones, and Julia, Joseph Vogt's daughter, won the portable blue tooth speaker. Thank you, everyone, for the following!

At approximately 6 pm, the group gathered in front of the Arville batch plant for a photo. Following the photo, we loaded up on the two rented charter buses to head to Allegiant Stadium. Most of the group were in Section 144, field level, while the remainder sat in Sections 202 and 207—all great viewing seats! During this exciting back-and-forth game, a welcome message from UNLV and Allegiant Stadium was displayed on the giant scoreboard, welcoming our Nevada Ready Mix family to the event.

We appreciate everyone who joined us at the event and hope to offer more opportunities to get away from work for some fun!

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Note from the President

by Mike Sherwood



Safety is now and always will be our most important priority.

Every day, in everyone of our activities, in all of our tasks, safety is number one.

Please be certain to keep safety in the forefront of your mind.

Quality is right behind safety.

Like safety, please also keep quality as one of your top priorities.

Quality is everyone’s responsibility.

Whether you are working in the Lone Mountain Pit, Concrete Batch Plants, Mixer driver, QC technician, Concrete dispatch or sales, you too are responsible for the quality of our product. We are again returning to the type of work for which we are known.

The Hard Rock, which started in earnest today, has plenty of 6,000, 7,000, 8,000 and 10,000 PSI mix requirements.

It is imperative that we are all focused on producing and delivering these mixes with in specification. This is not only a financial necessity, but it is also, more importantly a life and death safety necessity.

Our failure to meet specifications could literally cost lives.

If you see something, anything, which doesn’t feel or look correct please speak up.

Maintaining our high-quality standards is what makes **Nevada Ready Mix** the best in the business. So Please Please Please be safe in all ways including quality.

I appreciate each and everyone of you. Thank you for being the best in the business.

FLEET OPS.. BEBOPS!

by Bob Sacani



My exposure to trucking came at a very early age. My grandfather drove trucks for a living and my dad owned Mobile service stations. I started working for my father at the station when I was 14 years old. Trucks became my main focus very early, years before I got my CDL. By the time I turned 18 years old, I was a full-blown New York, **Teamster Local 282** - concrete truck driver.

My father is my hero and I’ve spent my career attempting to emulate his character and work ethic. My goal now, is to restore the image and prestige of the professional concrete / sand and gravel truck driver.

Our nation’s sand, gravel and concrete supply chain cannot function without commercial truck drivers. If the trucking supply chain breaks down, so does our economy and the standard of living we enjoy. In fact, we saw this with the COVID pandemic.

But millions of truck drivers operate their equipment within a few feet of cars containing our friends and family. For that reason, we have the ethical and moral responsibility to make sure that all commercial truck drivers are well-trained, well-rested, and drug and alcohol-free.

Operating a concrete truck or tractor-trailer isn’t an entitlement but a privilege. With privileges come responsibilities. For example, how can we deliver sand, gravel and concrete on today’s more congested highways, without compromising safety? One way, perhaps the only way, is to embrace new safety technologies such as dash cams, driving sensors and early warning systems, combined with improved Smith System driver training.

Together, we’re making progress.

These technologies and Smith training, coupled with practical regulatory changes will help Nevada Ready Mix drivers mitigate and even avoid large truck crashes. There is every reason to believe that NRM can achieve a record of zero rollovers, reduced accidents and greatly reduced injuries, just as the commercial airline industry has done.

Injuries and property damage can be reduced each year, if we adopt a philosophy that embrace’s safety reforms, that make sense for Nevada Ready Mix and our industry in general.

In 2025 and moving forward, Nevada Ready Mix will continue its mission, to advance company policies that create a safer environment for our drivers, and the motorists with whom they share the roadways.

GIVING back



Please join Nevada Ready Mix as we collect unwrapped toys for needy children this Holiday Season.

We're all very fortunate to have a roof over our heads and food in our stomachs, but some families aren't as lucky. As a community, let's come together and help make their holiday season a little brighter.

From December 2 to December 10, we will place donation bins around the plants and offices at various locations. If you would prefer to donate cash or a gift card, please contact Elu at (702) 595-9864.

On December 11, we will collect all the toys, cash, and gift cards from the designated bins and deliver them to the KLUC dropoff location. We will ensure that all donations are safely and promptly delivered.

Your gift could make all the difference in one child's holiday. We are grateful for your generosity and support in this endeavor.



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 3 | 2024 Top 10 Drivers

Place	Driver	Total Points	Wins
1	Solomon Teclay	36	\$600
2	Steve Rivas	32.75	\$500
3	David Wright	31	\$400
4	Gerardo Macias-Ibarra	23.75	\$300
5	Shawn Wiley	15	\$200
6	Jose Camacho	15	\$100
7	Philip Parslow	15	\$100
8	Ryan Deutch	10	\$100
9	George Taylor	9.75	\$100
10	Hector Gonzalez	9.75	\$100

Quarter 3 | 2024 Cleanest Truck

Driver	Truck Score	Wins
Hector Gonzalez	95.20	\$100

Quarter 3 | 2024 Most Improved Truck

Driver	Truck Score	Wins
Terrell Lue	+ 3.8 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



on Facebook @nevadareadymix

on Instagram @nevadareadymix

on TikTok @nevadareadymix

Nevada Ready Mix is now on social media!

Please follow us on Facebook, Instagram and Tiktok 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.



Nevada Ready Mix at Las Vegas, Nevada

Oct 28 · 🌐

🌱 Nevada Ready Mix is excited to announce that ou... See more

Employee Spotlight



Matt Montoya has been a trusted part of the team for 21 years.

He was born in Las Cruces, New Mexico, in 1975 and moved to Las Vegas in 1988. His first job was in high school at Smith's, bagging groceries and doing maintenance. In 2003, he was hired onto Nevada Ready Mix as a mixer driver; he went on to become a field rep when the economy took a turn in 2007. He kept busy during this time and showed his aptitude for hard work by doing yard work and throwing ice. He resumed his field rep duties for another decade and now is the company's newest salesman. His largest customers are Malcolm Drilling and The Boring Company.

Matt has a 26-year-old daughter named Destiny. He says she was called this because he and her mother felt she was their Destiny. Matt says she's lived up to her name because she is destined to be a constant pain, but that doesn't stop her from being daddy's little girl.

You can find Matt on the golf course weekly, as it is his favorite hobby. He has a handicap of 18 (if you don't know what that means, it means he's pretty good). His current favorite show is "Nobody Wants This" on Netflix. Matt is a self-proclaimed handyman, and he can MacGyver anything. One of his latest projects was turning his garage into a man cave. His dream vacation is lying on a beach in Mexico, which is fully funded by his Mega Million winnings. Keep dreaming, Matt!



Employee Spotlight



We're thrilled to shine the spotlight on **Jomaine Bobbitt**, a dedicated Nevada Ready Mix family member since 2005. Jomaine's journey with us is a testament to his resilience and unwavering work ethic, having navigated two layoffs during his nearly two decades of service. A standout athlete in high school, Jomaine's drive and determination have translated seamlessly into his professional life.

He began his career in the hospitality industry, but his ambition led him to teach himself how to drive tractor-trailers, showcasing his remarkable initiative.

In 2005, Jomaine seized the opportunity to join Nevada Ready Mix, earning his CDL and a fulfilling heavy construction truck driver career. His exceptional performance and dedication quickly propelled him to his current role as our esteemed sand and gravel doubles supervisor/driver trainer. Jomaine's expertise extends beyond concrete, as he's also proficient in operating haul trucks, water pulls, water trucks, and end dumps.

Jomaine's commitment to excellence has earned him the keys to a brand-new 2024 Peterbilt tractor truck and Silver Bullet trailers, a true symbol of his accomplishments. With nearly two decades as a valued member of Teamsters Local 631, Jomaine is steadily working towards a well-deserved retirement. His entrepreneurial spirit shines through as he plans to purchase his Peterbilt double sand and gravel truck to continue serving the Las Vegas Valley.

Beyond his professional achievements, Jomaine is a devoted family man, a proud father of five, and a loving grandfather of five. He and his wife, Alpa, a successful professional in her own right, have built a beautiful new home together. Jomaine credits NRM for providing the opportunities that have allowed him and his family to thrive.

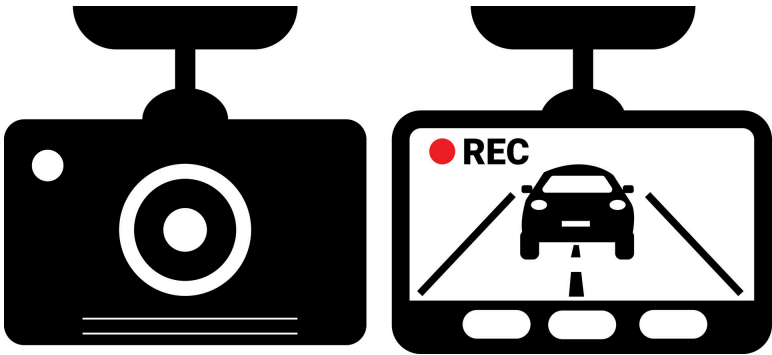
We are honored to have Jomaine Bobbitt on the Nevada Ready Mix team. His story inspires us all, and we look forward to many more years of shared success!



DID YOU KNOW?

Dashcam benefits for NRM

The inability to recall key information during a collision should alarm truck owners, managers and drivers alike. One way to ensure accurate recall is with dash cameras. U.S. drivers can't recall 68% of key information following a crash. A recent study found that no drivers could remember all vital information after witnessing a road incident, and 44% of drivers failed to identify the vehicle at fault for a traffic incident. This lack of total recall from motorists across the U.S. could have big ramifications for Nevada Ready Mix and our drivers.



Accidents that aren't caused by truck drivers often fall into two categories: unfairly accused drivers and fraudulent claims involving insurance scams. Installing dash cameras inside trucks can help lower the risk of both.

The ability to validate the facts surrounding an incident quickly and accurately, will help keep NRM drivers behind the wheel.

How well do drivers recall accidents?

There was a study group of 66 U.S. adults between the ages 21 and 42, quizzed on five video clips of real-life crashes. Participants were shown one clip at a time followed by a five-question quiz to determine their ability to recall key aspects of an accident. On average, men recall more details of an accident than women & only two of all 66 participants recalled the full license plate of a car shown during the test.

What's more, only 56% of the drivers surveyed could correctly identify the car and driver responsible for the accident, meaning nearly half could not correctly identify who was at fault. Further, a whopping 29 of the 66 participants blamed the wrong driver, and 67% of drivers couldn't even identify the color of the car driving in front of them.

After analyzing the study results, it was determined that distracted driving could be to blame for drivers' inability to recall key details of traffic accidents. The study demonstrates that when you rely on your memory alone, it is easy to forget or miss a lot of critical information which may be needed for insurance or legal purposes.

How dash cameras can prevent wrongful blame

A tool that can be incredibly useful in the event of a road-related incident is a dashcam. The main benefit is that it immediately removes the need to solely rely on your memory to recount all the specifics of an incident in or around your vehicle. Anything that happens is immediately captured.

NRM is currently testing dashcams in a number of our class 8 vehicles with impressive results. If you would like to participate and have a dashcam installed in your company vehicle, please call **Larry Miller** or **Bob Sacani**.



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

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

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



Manager Spotlight Jon Hall

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

Jon Hall

As with our previously featured Manager, Larry Miller, Jon has also dedicated his adult professional life to Nevada Ready Mix. He is listed below Larry as the company's longest-tenured employee at 36 years.

Jon was born in Glendale, CA, and moved to Las Vegas when he was 4. He is a graduate of Western High School- class of '87. During high school, Jon worked at Baskin Robbins, serving ice cream and selling shoes to the great actor Alan Thicke at Goldwaters in the Fashion Show mall. After graduation, not knowing what he wanted to pursue, he took a few business classes at CSN & UNLV. He says now that he wished he would have pursued his passion for architectural design.

Jon married his wife Tifani on September 2, 1989, at the Sunset Gardens Wedding Chapel in Henderson, NV. Together, they raised their sons Jared (32) and Jordan (27) in current sales positions. Jon and Tifani have three grandchildren, Perrie (9), Beau (7), and Wells (3). Their youngest son, Jordan, recently got married at a beautiful wedding at the Revere Golf Club in Henderson, NV.

Jon worked in the warehouse at McCandless Truck Center at Losee and Cheyenne, with Nevada Ready Mix being their biggest customer. One day, Larry Miller reached out to Jon and offered him the Purchasing Agent position with NRM, which Jon gladly accepted. He was quickly promoted to Purchasing & Fleet Maintenance Manager, a position he still holds today.

When Jon is not purchasing equipment, parts, and supplies for NRM, he can be found on the golf course with his two sons, who have recently taken a liking to golf. It is evident that Jon is truly a family man and loves spending time with them. He shares a story many of us have experienced when our youngest child leaves the house, and we become part of the empty nester's group- it's not

Like most of us here in the Valley, Jon and Tifani enjoy exploring the many great restaurants available. Their favorite restaurant to enjoy Jon's favorite food is in Henderson, Settebello Pizzeria Napoletana. Some day, Jon and Tifani hope to retire to a coastal place near a beach. Until then, we all appreciate Jon's contributions to the company and admire his dedication to giving us **36 great years!**

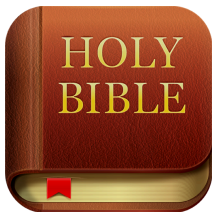
Years of Service

36

Birthplace



Favorite App's



Favorite Pizza Topping



Death Row Last Meal



Favorite Sports Team



Most Popular Car: Ford Escort



1987

Average Home Price: \$127,000



ANNOUNCEMENTS



Lone Mountain Mixer Truck Parking Improvements

The Lone Mountain mixer truck parking lot striping project has been successfully completed. The newly designated parking stalls are now available throughout the lot. To enhance driver comfort and ease of parking, especially after long shifts, the stalls in the first two rows are angled at 45 degrees, while the remaining rows are angled at 25 degrees. While the initial plan aimed for a one-way in and one-way out traffic flow on the main roadways, the size of our fleet and available parking space made this impractical. We are confident that by adhering to the new traffic and parking patterns, we can maintain an organized and efficient parking area at Lone Mountain for the foreseeable future.

Thank you for your cooperation and understanding as we implement these improvements.

welcome baby



Congratulations to Steve and Alisha
on the birth of their Baby Girl:
Jasmine Rose Rivas
DOB
10/18/2024



Don't forget to appreciate our NRM mechanics!

It's time to celebrate another group of people instrumental to NRM's fleet success —professional mechanics. I want to emphasize "professionalism" because today's people who maintain and repair our trucks and equipment are professionals.

Some wrenches are still turning when a mechanic repairs a truck or heavy equipment. However, mechanics today must also be electronic diagnostic wizards. Please make no mistake about it: Today's vehicles are technological marvels with control modules, sensors, chips, etc., and the mechanics who keep them in top operating condition are incredibly talented.

As with drivers, we at NRM are considering a mechanics appreciation day. An excellent way to show appreciation for our mechanics is to allow them to learn more and gain new skills. Professional mechanics are thirsty for knowledge, so one thing we can do is give them access to additional training so they can continue to refine and grow their skills.

NRM mechanics help us avoid out-of-service citations during roadside and mine site inspections because they are adept at taking comments from Driver Vehicle Inspection Reports to find and fix developing problems so vehicles will be more likely to pass a roadside and mine site inspection.

Another way to let our techs know their importance is to bring them into the vehicle spec'ing process. NRM mechanics have real-world insights about which components are easy to maintain and repair and which require more time and effort. They apprise us of maintenance and repair problems that could result from improper spec'ing or driver/operator difficulties.

Kudos to our truck mechanics, **Grant Armitage, Mike (Buddha) Porto, Tanner Hallows, Julian Zamora, Able Palomares Jr., Leo Gonzalez,** and our heavy equipment mechanics, **Hal Curly, Able Palomares Sr., and Richard Hecht.**

Our mechanics are an integral part of our team, and our management team appreciates how important they are—not just one day a year, but every day. Please be sure to thank our mechanics anytime they assist you with your needs, no matter how big or small the job may be!

AND THE *Winner* IS...

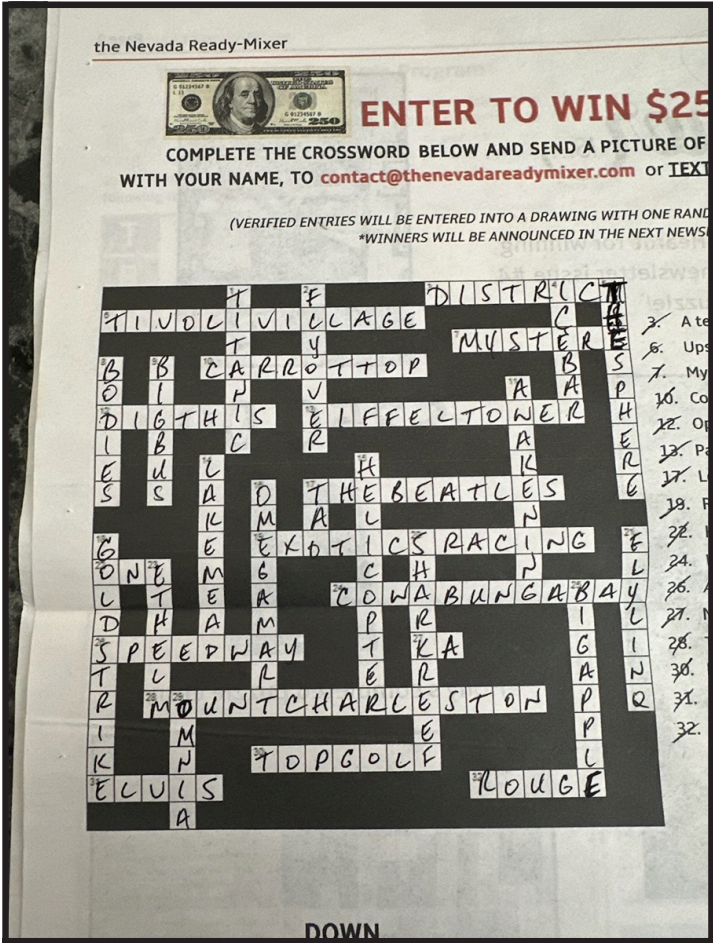
Congratulations to **Ryan Deutch** for winning the Nevada Ready-Mixer newsletter issue #5 Crossword Puzzle!



\$250.00



Ryan's completed puzzle entry:



CONGRATULATIONS!
Winners!

- Issue 1: Shawn Ward
- Issue 2: Robert Hinsley
- Issue 3: Nelson Pacheco
- Issue 4: Holly Heardt



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

FALL CROSSWORD PUZZLE



Across

- 2. The seed of an oak tree.
- 4. A team game played with a brown oval ball.
- 6. The parts of a tree that change colors in autumn.
- 8. A large bird that is cooked for dinner on Thanksgiving.
- 9. A common round red or green fruit that is made into pie or cider.
- 12. The first day of fall when the sun crosses the celestial equator.
- 13. A ride in a wagon carrying hay.
- 14. A very large yellow flower that can grow over 6 feet tall.

Down

- 1. A figure set up in a crop field to scare away birds.
- 3. An outer layer of clothing worn to keep warm on a chilly day.
- 5. A colorful fall tree that is grown for its sap that is made into syrup.
- 7. A large round fruit that is carved with faces for Halloween.
- 10. A grain plant that yeild kernels set in rows on a cob.
- 11. A yard tool used to gather and pile leaves.



The Nevada Ready-Mixer



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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



