



The Nevada Ready-Mixer



Your Premier Source for Company News and Updates

NRM Quarterly Newsletter



LETS PLAY BALL !

Las Vegas is cementing itself as the Sports Capital of the World. It wasn't too long ago that the city had a dream of one day having a Major League sports team. Well, now, the city has three Major League sports teams!

Opening in the spring of 2028, the new **A's ballpark in Las Vegas** will be a showstopper. The stadium will seat 33,000 and have an arena feel to it, offering six levels of seating and entertainment options. With a fully enclosed fixed-roof system to shield the fans from the sun and featuring a curtain wall of windows showcasing its strategic position on Las Vegas Boulevard, the views looking out from home plate will be unbelievable. The A's design team did an incredible job of highlighting what Las Vegas is best known for, The Strip.

Having broken ground in March earlier this year, Nevada Ready Mix is proud to partner with the expert construction team from Mortenson-McCarthy Joint Venture (MMJV). Countless design meetings have occurred between NRM and MMJV to ensure the concrete meets the highly technical project requirements. The major one is temperature control. Concrete is an exothermic material that generates a lot of heat in the cement hydration phase. Coupled with the extremely high Vegas outside temperatures, and you have the potential of introducing thermal cracking in the concrete structure. This project requires maintaining an internal core **concrete temperature below 160°F**, and any surface around the core must be **within 35°F of the core**.

Many of the segments making up the ballpark qualify as 'Mass Concrete' per ACI 207, and the NRM/MMJV team is taking all necessary steps to minimize heat gain during placements. Our plant is using chilled water and 660 lbs. of ice per load targeting a concrete temp of 70°F. MMJV has installed cooling lines that pump chilled water throughout all the Mass Concrete segments, which lowers the core temperatures. These strategies so far have resulted in a recorded maximum core concrete temperature of **145°F**, 15°F below the maximum allowed, and a surface-to-core differential of only **15°F**.

The foundation is being installed by Condon-Johnson & Associates (CJA), a leader in the field of heavy civil geotechnical and engineering. In total, the Ballpark will be sitting atop 755 individual auger cast piles comprised of 7000-psi concrete. The mix being placed is a Self-Consolidating Concrete (SCC) mix, with a flow of 30 inches, which allows easier steel reinforcement placement and full compaction in the pile. The first pile was officially placed on June 5, 2025, registering a 28-day compressive strength of 8,500 psi. In addition to the auger cast piling, 276 micro-piles are being installed to help carry the load of the uniquely shaped armadillo-looking roof.

Please visit NRM's social media pages (@nevadareadymix) to see our trucks featuring the official **Athletics logo!** NRM would like to thank everyone involved in our operation who is helping build the newest Major League Baseball stadium – The A's ballpark in Las Vegas!

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EMPLOYEE SPOTLIGHT

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COZINE E.S.



RIISING TO THE TOP

CAREER DAY !

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Note from the President

by Mike Sherwood



Colleagues

Nevada Ready Mix is in the middle of a decent run.

We have been busy.

The Bad news is that there remains a tremendous amount of economic uncertainty in the Las Vegas Construction market.

“Several hotel and gaming projects in Las Vegas have been put on hold as developers monitor the impact of tariffs on imported materials and equipment.”

“Developers are taking a wait and see approach.”

These two quotations are from a recent article in Engineering News Record magazine about the impact of economic uncertainty on the construction industry in Las Vegas.

The Residential Construction market is terribly slow and will likely remain slow for several months. The Tilt-Up market is also weak. These are market segments that our non-union competitors rely upon. The result is that we are facing stupid price competition from the non-union suppliers.

The good news is that we at Nevada Ready Mix have been relatively busy. We expect to remain busy through most of the end of the year. We also believe new work will be starting in the first quarter of 2026. Overall, we remain extremely optimistic.

As always, Safety is our priority. Customer service is our second priority. We must be safe so we can go home to our families at the end of every shift. We also must treat our customers with kindness and respect. Our customers are the reason we have jobs.

Thank all of you for all you do to make NRM the absolute best in the business.

Customer Corner

by Matt Montoya



MALCOLM
Look to the Blue



Malcolm Drilling:

Engineering Excellence Beneath Las Vegas

Las Vegas, a city known for its dazzling skyline and ambitious construction projects, relies on more than just architectural vision—it depends on solid foundations. At the heart of many of these developments is Malcolm Drilling, a leader in specialty foundation solutions.

A Legacy of innovation

Founded over six decades ago, Malcolm Drilling has built a reputation as a pioneer in deep foundation construction. With a focus on design/build collaboration, the company brings cutting-edge techniques and a massive fleet of specialized equipment to every job. John M. Malcolm is CEO & Chairman of the board. John grew up in Las Vegas, attended UNLV, and has family living here today.

Notable Projects

While Malcolm Drilling has contributed to hundreds of projects nationwide, its work in Las Vegas includes high-profile developments such as:

- **Resorts World** – Advanced foundation systems.
- **Clark County Water District** – Enhancing infrastructure with groundwater improvement and dewatering solutions.
- **MSG Sphere** – A futuristic entertainment venue requiring precision drilling and a retention system.
- **Summerlin Interchange** – Supporting traffic with advanced foundation systems.

These projects and others around Las Vegas showcase Malcolm’s ability to adapt to diverse engineering challenges, from soft soils to seismic considerations.

Commitment to Safety and Quality

Safety is a cornerstone of Malcolm Drilling’s operations. The company emphasizes job site safety, skilled personnel, and quality workmanship, ensuring that each project meets rigorous standards and client expectations.

Looking Ahead

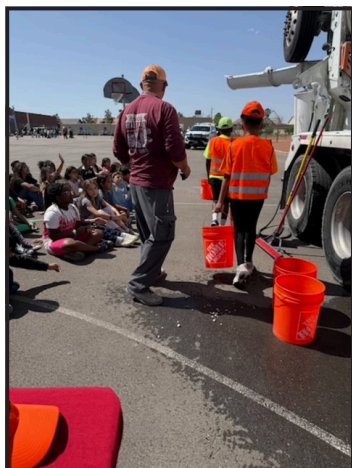
As Las Vegas continues to grow, Malcolm Drilling remains a key player in shaping the city’s future, literally from the ground up. With a strong local presence and a national reputation, the company is poised to support the next generation of iconic structures.

GIVING back

On May 13, 2025, Nevada Ready Mix had the opportunity to participate in Career Day at Cozine Elementary School. Rick and Steve, represented NRM and brought along plenty of excitement — and one of our mixers!

Students were thrilled to receive shirts, hats, and safety vests while learning about the importance of safety and the role concrete plays in building our communities. With 670 students in attendance, there was no shortage of curiosity. The highlight of the day came when the kids watched rocks tumble out of the drum — sparking laughter, amazement, and dozens of eager volunteers ready to help clean them up.

Events like these are a reminder of how important it is to connect with the next generation. Nevada Ready Mix takes pride in being part of the community, and we especially enjoy inspiring kids to learn, explore, and have fun while doing it.



TRYPS Drivers Rewards Program

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

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

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

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

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

Quarter 2 | 2025 Top 10 Drivers

Place	Driver	Total Points	Wins
1	Steve Rivas	38.5	\$600
2	Solomon Teclay	29	\$500
3	Carlos Acuna	26	\$400
4	Michael Kobos	25	\$300
5	Philip Parslow	24	\$200
6	David Wright	18.75	\$100
7	Andy Rolen	12.75	\$100
8	Elmer Espinoza-Hernandez	12	\$100
9	Qadir Amin	11.75	\$100
10	Gerardo Macias-Ibarra	11.5	\$100

Quarter 2 | 2025 Cleanest Truck

Driver	Truck Score	Wins
Solomon Teclay	97.80	\$100

Quarter 2 | 2025 Most Improved Truck

Driver	Truck Score	Wins
Patrick Skahill	+ 2 Points	\$100

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

Nevada Ready Mix is on social media!

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

Employee Spotlight



At first glance, **Francis "Frankie" Olachia Jr.** might come across as tough and rugged. A large, tattooed man with piercing blue eyes, he carries a strong presence. But as Frankie himself will tell you, looks can be deceiving. "I'm really just a big teddy bear," he says with a laugh—hard on the outside, but soft on the inside.

Born in Los Angeles to Hispanic and European parents, Frankie's background reflects the city's diverse culture. A proud supporter of the Los Angeles Rams and Dodgers, he enjoys both football and baseball. He also carries a love for classic Chicano style, a passion for Hispanic food—especially ceviche—and counts *Blood In, Blood Out* as his favorite movie, a story he relates to for its themes of family, choices, and resilience.

Frankie's tattoos hold special meaning for him. "They tell the story of my life and what I've accomplished. It's my life's story, all wrapped into one painting," he explains. His openness and honesty shine through in every conversation. "I'm just thankful for the day and to be alive," he adds, a reflection of his positive and grounded outlook.

Family is Frankie's biggest motivation. A devoted husband and father of seven, he values time spent at home with his wife and children. Outside of family life, he enjoys riding through the mountains and working on motorcycle engines—a hobby that gives him balance and joy. When asked what one thing he would take to a deserted island, his answer was immediate: "My wife."

Here at Nevada Ready Mix, Frankie brings the same loyalty, dedication, and positive spirit to work every day. When asked what he enjoys most about NRM, he didn't hesitate: "Everything. I love NRM. I love my employer."

We are proud to have Frankie as part of the Nevada Ready Mix family—a hardworking employee, a devoted family man, and a teammate who embodies the values we strive for every day.



Employee Spotlight



When you first meet **JohnNathan**, it's easy to see he's organized, detail-oriented, and carries himself with a simple, polished style. As a dispatcher, he's the kind of person who makes sure things get done right and on time.

One accomplishment he's especially proud of is helping organize his brother's "Barber Battle" event on the Las Vegas Strip four years ago. From planning to execution, the event was praised for its smooth organization—something guests said set it apart from others they had attended. It's no surprise, given the skills JohnNathan brings to the Dispatch team every day.

Outside of work, Johnathan likes to unwind with his Playstation, often playing *Marvel Rivals* with friends. He also has a passion for cooking, especially experimenting with vegan recipes and learning how to "veganize" traditional Filipino dishes. When asked what he'd bring to a deserted island, his logical side leaned toward a hunting knife—though his Playstation was a close second.

If he could choose a superpower, JohnNathan would pick telekinesis. His taste in music is wide-ranging, from pop to R&B and everything in between. One of his dream trips is to visit Japan during cherry blossom season.

Born and raised in Santa Clara, California, JohnNathan grew up surrounded by family and great Filipino food. When it comes to favorites, noodles take the top spot—pasta, stir-fry, soup, you name it. For movies, his go-to is the fantasy genre, especially Studio Ghibli classics. *Kiki's Delivery Service* is his number one pick for a cozy dinner-and-movie night.

What motivates JohnNathan most is his family, and especially his mother, whose perseverance through tough times showed him the value of determination and hard work. Looking ahead, his big goal for the next five years is to become a homeowner—a milestone he's working toward with the same focus he brings to everything he does.



ANNOUNCEMENTS

PROUD MOMENT

Nevada Ready Mix is proud to support our extended family.

Michael Porto, son of our longtime employee Mike “Buddha” Porto, is leaving for the U.S. Army on July 28th.

We want to wish Michael all the best as he steps into this new chapter. Thank you for your courage, commitment, and willingness to serve our country.

Your Nevada Ready Mix family is proud of you, Michael — and we stand behind you and the entire Porto family every step of the way.

Hooah!!!



KEEP YOUR COOL!

Handling difficult situations

We’ve all been there, you’re just trying to do your job and someone with a temper is causing conflict. No one likes to have a finger pointed at them or shouted at, so it is easy to engage back with negativity. However, this rarely solves the issue and mostly adds fuel to the fire. So what do you do when you’re faced with a stressful situation involving conflict?

1. **Ask the aggressor why they are upset.** Many times, conflict stems from miscommunication. If you can find out what went wrong, you can offer a solution.
2. **Take a moment to respond.** Try and think about the aggressor’s perspective before engaging back.
3. **Don’t engage.** Sometimes a situation may become very heated, and it is best not to engage. If the aggressor begins to shout and use vulgar language do not engage. Tell the aggressor “I am not going to argue” and complete your task to the best of your ability.
4. **Avoid the situation.** If there is something you know always ends in conflict, try to avoid it and/or the person who triggers the conflict.
5. **Build relationships.** When things are going well and there is time, try and have conversations with the people you interact with on a regular basis. When you have a good working relationship with someone it is more likely that when conflict does arise, it can be handled together professionally.

Being calm in stressful situations is a talent that must be practiced. It’s not always necessary to get the last word and be the “winner” of a conflict. In fact, stress takes time off our lives and makes the day less enjoyable. Keep your cool and realize we are all here to accomplish the same thing.



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



Manager Spotlight

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

Elu Chavez
(Quality Control)

Elu, our Quality Control Manager and in-house engineer, has humble beginnings. Born in Barstow, California, he is the son of a WWII veteran who fought at Pearl Harbor and a housekeeper.

In 1997, Elu started in the ready-mix industry as a laborer in California, working as a parts runner and mixer-truck washer for the shop for three months. He then spent a year at the quarry as a QC lab technician, followed by a two-year stint as a field representative. In 1999, he was promoted to assistant Quality Control Manager, and moved to Las Vegas in 2000 to become the Quality Control Manager.

In 2008, after three years of dating, Elu married his best friend, Danielle. Together, they raised his two children, Morgan and Little Elu. Elu and Danielle love to spend time at home, often hosting game nights with their friends, going to the movies and working on home improvement projects together.

In 2013, seeking new challenges, Elu decided to return to school with ambitious goals of becoming an engineer and stamping his own mixes. Balancing his full-time job, he attended classes at night and studied on weekends. In 2021, he earned his Bachelor of Science Degree in Civil Engineering from UNLV, becoming the first in his family to graduate college. After two more years of study, he obtained his Professional Engineering license, achieving his dream of stamping his own mixes for Nevada Ready Mix. He maintains a strong connection with UNLV's engineering department, mentoring students and speaking on campus regularly.

In 2019, after years of rescuing and fostering animals with Danielle, they founded a 501 (c) (3) nonprofit rescue (With Grace) focused on neonatal and special needs kittens and puppies. Elu is often found bottle-feeding the babies. Together, they've saved hundreds of animals, sponsor spay and neuter clinics in Mexico and provide food for colony cats.

In what little spare time he has, Elu can be found working on home improvement projects, becoming one of Lowe's top customers. Elu has a love for cooking and finds joy in feeding the ones he loves. In 2020, after being involved in rescue for many years, he made the connection with animals and food, and became vegan. He is so skilled in the kitchen, he can veganize almost any meal, and loves the challenge of getting approval from non-vegans on his dishes.

Elu credits his mom for this work ethic and love of cooking. She was an amazing role model, working multiple jobs, and still came home to cook a warm meal for her family. His Dad was always helping others, and the apple didn't fall far from the tree, because if you're ever in a pickle, Elu is always the guy to call.



Years of Service

28

Birthplace



Favorite Phone Apps



Favorite Pizza Topping



Death Row Last Meal



Favorite Couple



Concrete Mix Numbering System



Nevada Ready Mix uses a smart mix numbering system to describe what our concrete mixes contain quickly. This is useful for Drivers, Dispatchers, Sales, QC, and Customers.

Many of our competitors use standard sequential mix numbers, such as 01234 or 01235, which don't provide any helpful information.

The rule in mix design numbering is that it has to be unique and apply to only one recipe of materials.

We developed this system back in 2006, and it is still going strong!

Take a moment to learn and understand our system:

1. The Numbers describe the Strength!

- 2503 -> 2500 psi!
- 3003 -> 3000 psi!
- 4003 -> 4000 psi!
- 4503 -> 4500 psi!
- 5003 -> 5000 psi! etc...

2. A Letter in front of the Number is a "Special Mix"

- G2503 -> Masonry Grout 2500 psi!
- G3003 -> Masonry Grout 3000 psi!

- S4503 -> SCC (Self Consolidating) 4500 psi!
- S5003 -> SCC (Self Consolidating) 5000 psi!

3. A Letter in back of the Number has Flyash and maybe Air

- G2503F -> Masonry Grout 2500 psi with 15% Flyash!
- G2513F -> Masonry Grout 2500 psi with 20% Flyash!

- 4503AF -> 4500 psi with 15% Flyash and Air Entrainment!
- 4513AF -> 4500 psi with 20% Flyash and Air Entrainment!

4. The Fourth, (or last), letter in the Mix Number represents the Size of Rock in the Mix

- 2501 -> 2500 psi with 1 1/2" Rock!
- 2502 -> 2500 psi with 3/4" Rock!
- 2503 -> 2500 psi with 3/8" Rock!
- 2504 -> 2500 psi with Sand Only!

CONCRETE MIX NUMBERING SYSTEM					
(4500 PSI - 0% FLY ASH - 3/4" ROCK)					
Example 1: 4502					
ALPHA CODE	"TYPE OF MIX"	STRENGTH	W FLY ASH %	AGG. SIZE	ADMIXTURES
A =	ACCELERATED / EARLY STRENGTH	20 = 2000 PSI	0 = 15%	0 = OTHER	A = AIR ENTRAINED
D =	DRILLED SHAFTS	25 = 2500 PSI	1 = 20%	1 = 1 1/2"	AF = AIR + FLY ASH
G =	GROUT	30 = 3000 PSI	2 = 25%	2 = 3/4"	F = FLY ASH
L =	LIGHTWEIGHT	35 = 3500 PSI	3 = 30%	3 = 3/8"	
P =	PUMP & STAMP (50/50 MIX)	40 = 4000 PSI	ETC.	4 = SAND	
S =	SELF CONSOLIDATING CONCRETE	45 = 4500 PSI	W/O FLY ASH	5 = 1/2"	
SA =	SPECIAL APPLICATION (NV ENERGY)	50 = 5000 PSI		6 = OTHER	
SH =	SHOTCRETE	10 = 10000 PSI	0 = BASE MIX	7 = OTHER	
SL =	SLURRY (SAND ONLY)	1 = 100 PSI	1 = MODIFIED	8 = OTHER	
W =	WHITE PAVING (1 1/2" ROCK)	2 = 200 PSI	2 = MODIFIED	9 = OTHER	
X =	EXPOSED AGGREGATE MIX	3 = 300 PSI	ETC.		

CONCRETE MIX NUMBERING SYSTEM					
(4500 PSI - 15% FLY ASH - 3/4" ROCK)					
Example 2: 4502F					
ALPHA CODE	"TYPE OF MIX"	STRENGTH	W FLY ASH %	AGG. SIZE	ADMIXTURES
A =	ACCELERATED / EARLY STRENGTH	20 = 2000 PSI	0 = 15%	0 = OTHER	A = AIR ENTRAINED
D =	DRILLED SHAFTS	25 = 2500 PSI	1 = 20%	1 = 1 1/2"	AF = AIR + FLY ASH
G =	GROUT	30 = 3000 PSI	2 = 25%	2 = 3/4"	F = FLY ASH
L =	LIGHTWEIGHT	35 = 3500 PSI	3 = 30%	3 = 3/8"	
P =	PUMP & STAMP (50/50 MIX)	40 = 4000 PSI	ETC.	4 = SAND	
S =	SELF CONSOLIDATING CONCRETE	45 = 4500 PSI	W/O FLY ASH	5 = 1/2"	
SA =	SPECIAL APPLICATION (NV ENERGY)	50 = 5000 PSI		6 = OTHER	
SH =	SHOTCRETE	10 = 10000 PSI	0 = BASE MIX	7 = OTHER	
SL =	SLURRY (SAND ONLY)	1 = 100 PSI	1 = MODIFIED	8 = OTHER	
W =	WHITE PAVING (1 1/2" ROCK)	2 = 200 PSI	2 = MODIFIED	9 = OTHER	
X =	EXPOSED AGGREGATE MIX	3 = 300 PSI	ETC.		

5. (The Third Number in the Mix) Here's where it can get Tricky!

- 4502 -> 4500 psi with 3/4" Rock (BASE MIX)
- 4512 -> 4500 psi with 3/4" Rock (Mix probably has more sand)
- 4522 -> 4500 psi with 3/4" Rock (Mix has even more sand)
- 4532 -> 4500 psi with 3/4" Rock (Mix is different than the BASE)

IF THERE IS AN F ON THE BACK OF THE MIX NUMBER

- 4502F -> 4500 psi with 3/4" Rock with 15% Flyash
- 4512F -> 4500 psi with 3/4" Rock with 20% Flyash
- 4522F -> 4500 psi with 3/4" Rock with 25% Flyash .. etc.

A few of NRM's most common Mixes:

- 4502F
- 4592F <- 4500 psi- Clark County Approved Mix Design
- 5002
- 5002F
- 5052F <- 5000 psi- Clark County Approved Mix Design
- 6052F <- 6000 psi- Clark County Approved Mix Design
- S7044 <- 7000 psi 'SCC' Sand Only Mix for A's Ballpark
- 7203 <- 7200 psi with 3/8" Rock
- 1043F <- 10000 psi with 3/8" Rock and Flyash



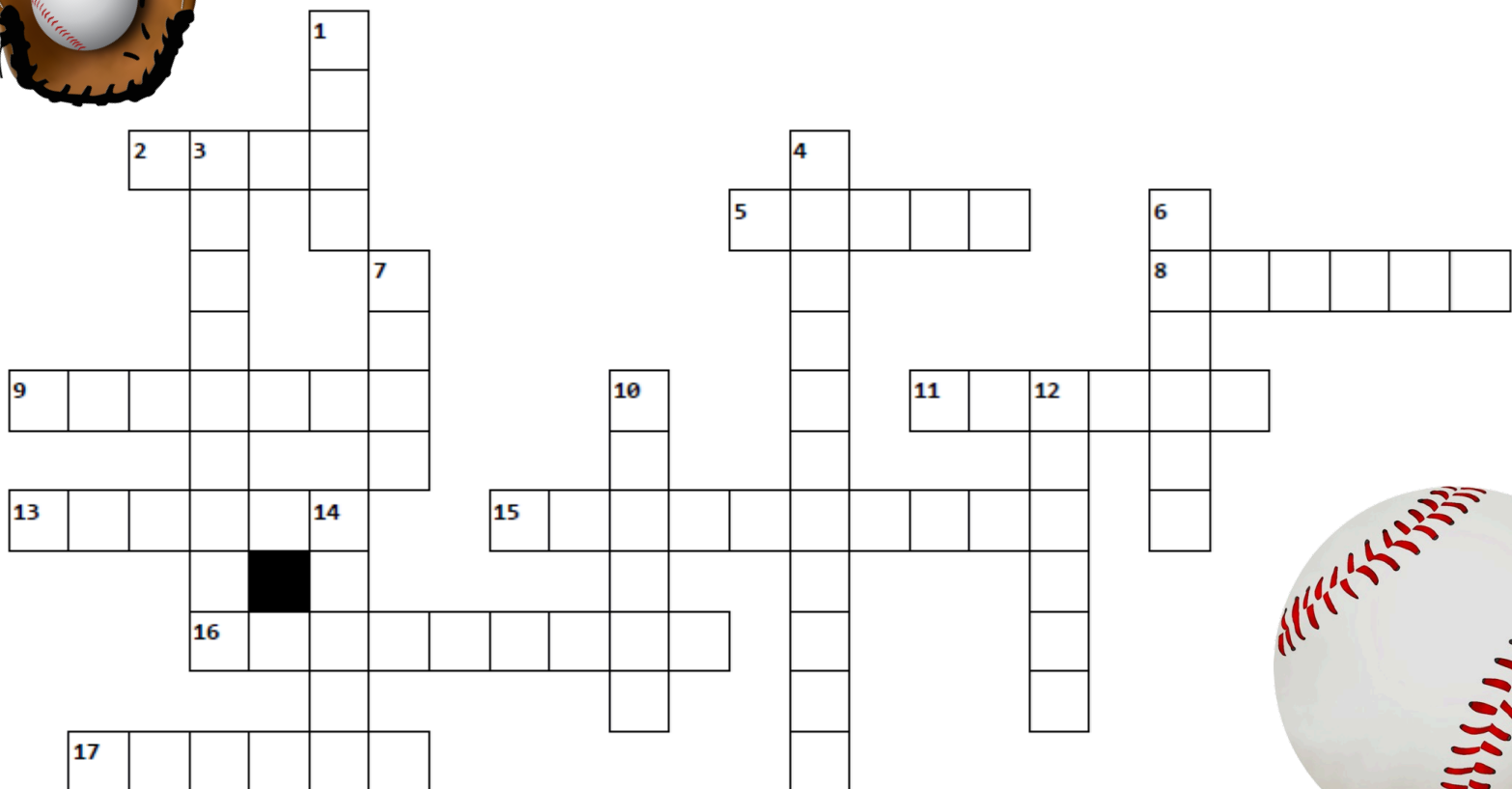
ENTER TO WIN \$250.00!

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

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



Play Ball !!!



Across

- 2. When the pitcher throws outside of the strike zone.
- 5. The pitcher stands here.
- 8. This person determines if the ball is in the strike zone.
- 9. When you hit the ball out of the park.
- 11. They help to hype up the crowd and represent the team.
- 13. There are 9 of these in a game.
- 15. The group of players furthest from the pitcher
- 16. What player is positioned in between second and third base?
- 17. You can determine who plays for which team by looking at this

Down

- 1. After 4 balls you get this.
- 3. What does the A stand for in the Las Vegas A's?
- 4. The game to decide the ultimate winner!
- 6. Where the players watch the game.
- 7. When the hitter taps the ball.
- 10. One of the most popular things ordered at the concession stand.
- 12. You're outta here!
- 14. All defensive players wear this.

Congratulations!



ANA THOMPSON - 25 YEARS!

GENE GONZALES - 20 YEARS!

HUDSON OSBOURNE - 15 YEARS!

BRUCE STOWE - 10 YEARS!

RICHARD HECHT - 5 YEARS!

RYAN DEUTCH - 5 YEARS!

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,
PLEASE EMAIL contact@thenevadareadymixer.com or TEXT (702) 595-9864

