

FIVE CHARACTERISTICS OF A LEADER

1. Leaders excel in all positions regardless of title or assigned responsibilities.
2. Leaders must model the desired behavior and culture, because actions speak louder than words.
3. Leaders are motivated to help others succeed.
4. Leaders address problems as they arise in order to ensure the success of the team.
5. Leaders desire to leave a legacy.

You are all leaders – continue working hard to improve your skills.



"What an exciting day of learning what the 'dirt guys do'! I offered to have them come into the office to see what the 'paper girls do', but so far, no takers. Fun day of field adventure!" – Roxann Wilson, above pictured on the excavator with Chad Arterburn instructing.

EMPLOYEE NEWS

Mike Harden has been promoted to foreman. Mike started in 2006 as an operator and is currently working on the MetroAir project.

Jeb Brester returns to Gradex as a foreman. Jeb first worked for Gradex in the 1990's as an operator and later a foreman. Welcome back, Jeb.

Beth Alden joined the accounting staff as a part-time clerk. We're pleased to have Beth aboard as she brings many years of office experience and can help as needed with various tasks.

We also welcome Brandon Shipley, who has been hired as the parts runner for the shop.

*DIRT Quote: "If your actions inspire others to dream more, learn more, do more and become more, you are a leader."
- John Quincy Adams*

OFFICE FIELD TRIP

On July 16th, the Gradex office staff embarked on a field trip to the US 31 job. After a safety meeting, we gathered our hard hats, safety vests, ear and eye protection and proceeded to the south end of the project. There we observed slope grading, liming and earthmoving operations and were treated to rides on 40 ton articulating dump trucks. From there we moved to the bridge overpass at 131st Street and saw MSE wall, roadway grading and undercut operations. Then on to the north end of the project where a box culvert was being installed. Lastly, we stopped along Illinois Street where we were given the opportunity to operate a CAT 336 excavator. "Exhilarating" was how our summer accounting intern, Ethan, described the experience. Nevertheless, we unanimously agreed we would leave operating equipment to our talented professionals. Before departing, we were shown Gradex's version of a "hat trick" as operator Mike Westerfield skillfully removed a hard hat from a traffic cone with the excavator bucket, then delicately placed it back on the cone.

We want to thank the management, supervision, safety and field personnel for making this outing possible and allowing us a glimpse of what you do. It has given us a much better understanding and appreciation of the work the company does, and some of the obstacles (traffic, cramped spaces, weather, site conditions, etc.) you're faced with every day. **Thank you!!**



Chaz Baledge installing tracks on a D6N at the shop.

SHOP SPOTLIGHT

We have had a lot of repairs on chop saws and plate compactors due to improper fuel mixture and incorrect fuel. We use a 50:1 ratio in all two cycle chop saws and plate compactors. Remember to double check all fuel containers to ensure that we are putting the proper fuel in plate compactors and chop saws. Thank you.



Operator Ron Pancake on a GPS grader putting down stone on the Meijer building pad in Terre Haute.

SAFETY

Underground utility hits have been a problem for us this year. Just a reminder - everyone can help identify utilities, not just the foremen. Please make sure you have current locates, and the area has been marked before you put a bucket in the ground. It's the law.

NEW JOBS

MetroAir 4 & 5, Plainfield

Earthwork	86,000 CY
Storm	4,781 LF
Sanitary	1,355 LF
Water	4,042 LF

AllPoints Building 6, Plainfield

Earthwork	230,000 CY
Storm	15,500 LF
Sanitary	900 LF
Water	8,300 LF

Main St. Improvements, Carmel

Earthwork	25,000 CY
Storm	3,700 LF
Sanitary	875 LF
Water	850 LF

Gradex Trivia: One of our first jobs was a ramp reconstruction at the old airport terminal where we recycled existing pavement – a practice that wasn't common in those days.



Foreman Jerald Mendenhall, laborer Coby Drake and backhoe operator Roy Bales, along with a Midwest Mole operator, working on a bore across US 40 in Brazil.