



*Always providing quality service to the construction industry*

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# NEWSLETTER

## President's message

*Michael Welch, President*

With the 2005 construction season coming to an end, it is time for family and friends this holiday season. The 2005 construction season was overall good for Ulland Brothers with employees getting a lot of hours and the majority of our work being close to home.

The forecast for 2006 looks promising. The 2007 and beyond highway construction forecast will depend a lot on the constitutional amendment the voters of Minnesota will vote on in November 2006. I will be gathering more information on this constitutional amendment, and

presenting it throughout our safety meetings this next year.

For those who have some time off this winter, be safe where ever your travels take you. For those who continue working through the winter, take that little extra time to be safe at home and work.

I wish everyone and their families Happy Holidays.

## New General Manager named in Albert Lea

Effective, January 1, 2006, Jeff Carlson will assume the responsibilities of general manager of the Albert Lea office. After 28 years of service, Ken Johnson will retire effective June 1, 2006. Ken has spent the last 8 year as the general manager of the Albert Lea office. Ken will be assisting the estimating department until his departure.

## Ulland Brothers, Inc. presented with award at MAPA meeting

Ulland Brothers, Inc. was presented with a Merit Award from MNDOT at the annual MAPA meeting for work done on SP 6917-119 TH 53 Southbound from Cotton to Independence. A special thank you to all employees whose dedication and hard work contributed to the success of this project.

Several UBI employees were on hand to accept the award. Lori Bjerklie also won a raffle prize worth \$750 in travel vouchers.



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# Human Resources & Safety

## Help others reach their potential

Dave Debevec, Safety Director/HR

Whether it's a co-worker, subordinate, student, or child, the question remains the same: How do we *coax, encourage, and inspire* others toward success without destroying our relationship with them in the process? How can we show that we care without generating destructive fight-or-flight responses? How do we create a sense of hope, opportunity, and achievement, without being villainized in the process? Although there's no single "right" way, here are some guidelines that might help:

**Realize that you're not responsible for another adult, only to another adult** (unless you're in a truly dependent relationship). Being responsible to another person means that you have given them the resources and opportunity to succeed. Whether they choose to do so is their responsibility.

**Let the other person become their own hero** In the end, it has to be their idea, not yours. You can certainly provide them with awareness and incentive, but it has to be *their* triumph. Coax them with a gentle nudge toward action by saying, "I know you can do it." Inspire them with a story of someone else (perhaps yourself) who has gone on a similar journey. That's how we help people become their own hero.

**Learn to let go** You can't coax, encourage, or inspire everyone to success. Some people either don't "get it" or just don't want to. When it comes to the workplace, ask yourself this: If this person quit would I be relieved or upset? If you'd be relieved, it does no good to keep them or trying to save them.

**Respect diverse views of the world** Some "low achievers" are perfectly happy, content people. Although they might be leaving a lot of potential on the table, they're "at one" with themselves. Who are you to tell them that their life should be better? If they choose not to improve, remember: It's their journey, not yours!

**Be cautious about providing non-solicited advice** In general, when people want your advice, they'll ask for it. If you get the sense that they're seeking advice, but are too timid to ask for it, ask a question such as "Is there any way that I can help?" You will have no choice but to be satisfied with any answer you receive.

**Finally, being a hero does not have to be about self-sacrifice** That's mythology and not necessarily reality. Self-sacrifice is justified only in true emergencies.

### Working it out

Ulland Brother's people are our greatest asset.

That's why you have the opportunity to utilize St. Luke's Employee Assistance Program (EAP).

St. Luke's partners with other providers in the state to make sure you can get help where and when you need it.

EAP helps you solve problems both big and small: marital and family problems, stress, depression, drug and alcohol problems, financial troubles, and other personal issues.

Initial counseling services are provided free of charge.

If additional treatment is required, your EAP counselor will work with you to minimize the cost.

Services are confidential unless you request that your counselor discuss the problem with the company.

**Call 1-888-355-8495 anytime**  
**Counselors are available**  
**7:30 am to 4:30 pm**  
**Monday through Friday**  
**Evenings by appointment**

DON'T FORGET ABOUT THE  
CONVENIENCE OF DIRECT DEPOSIT!

YOUR CHECK WILL ALWAYS BE  
DEPOSITED DIRECTLY INTO YOUR  
CHECKING OR SAVINGS ACCOUNT!

NEVER AGAIN WILL YOU WASH A  
PAYCHECK IN YOUR PANTS POCKET  
OR LOSE IT ON THE WAY TO THE  
BANK!

CONTACT THE PAYROLL DEPARTMENT  
IN CARLTON OR ALBERT LEA FOR  
MORE

INFORMATION ABOUT SETTING UP  
YOUR DIRECT DEPOSIT TODAY!



# Company Updates

## North Work Update

By Ryan Swanson

Ulland Brothers recently wrapped up several projects such as Two Harbors School, Carlton County #1, TH 53 Southbound from Cotton to Independence, Pine County #30, St. Louis County #92 and #5, the City of Ely project, St. Louis County #23 near Orr and #14 near Duluth, and a Grand Marais street project. With the completion of these jobs, we are working to finish up the busy fall projects. These jobs include the Lowe's store in Hibbing, Hidden Creek development in Hermantown, Mann's Theatre in Hibbing, Trinity Road and 1st Street Parking Ramp in Duluth.

The Lowe's store is a large site with about 300,000 cubic yards of cut and fill. There is also approximately 6,700 lineal feet of water main and storm sewer. The Hidden Creek project is a private development in Hermantown that will have 44 building sites on approximately 50 acres. At this site we will need to place about 15,000 lineal feet of water, sanitary, and storm sewer pipe and haul 20,000 cubic yards of dirt off-site.

The estimating department has a busy winter ahead with several large lettings from St. Louis County and

MN DOT. So far we have landed a few projects for the 2006 season, including a paving project near Chisholm & Hibbing and the Ansley Road Lift Station.

We have also secured a multi-year crushing agreement with Keetac and Minntac. Once the four-year contract is fulfilled, Ulland Brothers, Inc. will have been crushing at Minntac for 20 years. The crews will be busy through the winter with a large limestone screening project at the DM&IR / CN Ore Docks in Duluth.

## South reports busy 2005 season

### **Southern Division Acquires Osmondson Brothers Quarry Operations**

The southern division recently finalized the purchase of the Grand Meadow Quarry and acquired the leases on 3 other properties in southeast Minnesota. This acquisition will greatly expand our area of operation to the east opening up new markets and further securing our foothold in the Austin area.

**Hot-Mix** The Albert Lea division had projected the sales of hot-mix for the 2005 season to be approximately 185,000 tons. With the season over, our stationary asphalt plant has produced 244,000 tons. This compares to the 198,000 total tons we produced last season.

### **Albert Lea Airport Expansion**

The Albert Lea Airport is scheduled for a \$9.6 million improvement

project over the next 3 years. The construction will include upgrading the existing runway to 5,000 feet, relocating Plaza Street, a new hangar and an arrival and departure building. The construction will begin in 2006.

**Aggregate Production** Ulland Brothers South crushing and washing crews worked 24/6 all season long and were able to keep ahead of the grading and paving crews. The crushing crews produced approximately 1,348,000 tons this season. Crushing consisted of various gravels, RAP, concrete aggregate, and concrete demolition materials. The washing plant produced material for the hot-mix plant, ready mix plants, and retail sales.

**S.P. 2480-99 I-35** The southbound Interstate 35 project progressed very well. The project consisted of

grading, un-bonded concrete paving, aggregate and bituminous shoulders. All work was completed by the third week in September ahead of schedule.

**Private & Commercial work** The 2005 season has been a busy one for us again. The amount of commercial work has been on the rise in the area and the private sector has been slightly lower than last year. The outlook for 2006 looks quite promising with a number of projects proposed, including a new Super Wal-Mart store in Austin, the renovations and additions at the Hormel plant, and Loves Truck Stop in Albert Lea. The 2006 workload should either meet or exceed that this year. The employees are doing a lot of high quality workmanship and should be commended. Our work exceeds industry standards and that is why we have a large clientele of

## News Bits



### Albert Lea welcomes new estimator

Andy Erichson joined Ulland Brothers, Inc. to serve as a Project Manager/Estimator. He recently graduated from the University of Minnesota with a Bachelor of Science degree in Construction Management. Andy lives in Austin and enjoys playing basketball and golfing when he's not working.



**CONGRATULATIONS to Chris and Heidi Venem.** They are the proud parents of twin baby boys born on April 18, 2005. Jaxon Chris weighed 5 pounds, 5 ounces and Jaeger Ryan weighed 5 pounds, 7 ounces. They were welcomed home by 2-year old twin sisters Jaiden and Josie.



**CONGRATULATIONS to Katie Kuitunen,** daughter of John Kuitunen. Katie is the 2005 recipient of the Peter Gargano Scholarship. She studies occupational therapy at Lake Superior College. Good luck, Katie!



**CONGRATULATIONS to Mike and Columbia Ptacek.** They are the proud parents of a baby girl, Giovanna Marie, born on July 14, 2005. Giovanna was welcomed home by 1-year old Levi and 4-year old Anna.



**BEST WISHES to recent retirees Darrell Lindgren (North), Larry Lindquist (North), Gloria Citurs (South), Carlyle Hagen (South), Bill Podratz (South), and Art Schneider (South).** Enjoy your "leisure" time!



**CONGRATULATIONS to Willy Milton and Amy Vesel.** They are the proud parents of a baby girl, Ruby Rose, born on November 21, 2005. Ruby weighed 8 pounds, 2 ounces and was 20" long. She was welcomed home by 2-year old Ryan.



### 2006 Safety Days Schedule

**2006 AGC Safety Day  
at the DECC**  
Thursday, March 30

**Ulland Brothers, Inc.  
Safety Days 2006**

**Ulland Brothers, Inc.  
Safety Days 2006**

**2006 AGC Safety Day  
at the Minneapolis  
Convention Center**  
Thursday, March 2

**North**  
**Mountain Iron  
Community Center**  
Monday, February 27  
Tuesday, February 28  
Wednesday, March 1

**South**  
**Albert Lea Elks Lodge**  
Monday, March 13  
Tuesday, March 14  
Wednesday, March 15