



Always providing quality service to the construction industry

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NEWSLETTER

From the president's desk

Michael Welch

I write this just after the first major snow storm of the 2007-2008 winter. Ryan is excited that he has snow for sledding, the ice fishermen have concerns about the lack of good ice and the aggregate crushing crews battling the cold weather, try to stay warm.

The 2007 season was an interesting year for the construction industry. Many contractors' work load was way below what they have seen in the previous years. At Ulland Brothers, we successfully secured a good amount of work to keep us in sight of our business goals. I believe this result is from the multi disciplined workforce here at Ulland Brothers that allows us to bid and build the different types of projects we encounter as a company.

Many of you continue to receive additional training in the off-season months, typically through your unions. This is reflected through your workmanship and commitment to doing a good job. I would encourage anyone who has access to additional training to take advantage of it. David Debevec in our Hibbing office can help anyone wanting additional information in regards to training.

I hope all the employees and their families of Ulland Brothers have a wonderful holiday season. Take care.

Meet Valerie Raverty, Aggregates Manager

Valerie is no stranger to Ulland Brothers, Inc. She worked summers in the Lab during her college years and is the daughter of Bill Sheedy. She attended Winona State and then Idaho State University, where she completed her Master's Degree in Geology. Both Valerie and her husband Kyle (also a geologist) are Minnesota natives, and after all sorts of adventures out west, they returned home. Valerie worked for American Engineering Testing for almost 4 years prior to joining Ulland Brothers and Kyle works for Omni Environmental in Rochester. In her spare time, Valerie can be found trail running with Kyle, participating in triathlons, and yoga. Rounding out her "family" are two dogs and a cat— "all mutts."



Planning ahead for safety

David Debevec, HR/Safety Director

Pre-job planning is the key to an effective safety program. Pre-job planning at all levels, planning early, plus holding people accountable is at the center of how we should approach subcontractors.

Ensuring that subcontractors execute an effective safety and health program is one of the thorniest issues confronting general contractors. Pre-job planning, if done right, can help here too. Establishing clear expectations in writing from the beginning reduces the ambiguity that often leads to conflict and can help to resolve problems more quickly when they do arise. Moreover, general contractors often rely on the special expertise of subcontractors, who may know more about the hazards of the particular job they will be performing.

Ultimately, holding subcontractors accountable means rewarding good safety performance and having consequences for non-performance. It can be as stringent as removing them from a project. As for rewards, that means being paid on time and having the chance to work on future projects.

Thank you to everyone who contributed to our safety program this past season. Safety is easy and we enjoy our jobs when we work with a group of people who are smart, well trained, experienced and have good attitudes. Be safe this winter.

Congratulations!

Ulland Brothers Inc. is the recipient of a Merit Award for the outstanding work performed on SP 69-613-028 CSAH 13 Midway Road in Hermann! The award was presented at the 54th Annual Asphalt Conference in December.

Keep up the good work!



North Division

By Ryan Swanson

As our season comes to a close, we are wrapping up several of our main projects like MN Hwy 1 Ely / Isabella, MnDOT District Wide Culverts, MN Hwy 210 in Jay Cooke State Park, Midway Road, Hoover Road, and the Nett Lake projects. Other jobs that we are currently working on and will extend into the 2008 season are the Voyageurs Retreat at Giants Ridge, MN Hwy 65 in Silverdale, and Mesabi Nugget. The crushing crews remain extremely busy at this time.

As you can see, we have some room for adding some work right away in the spring and we are currently working on finding the work to fill that void. Thank you to everyone for all your hard work and dedication this summer on all of our projects.

Scholarships available!

Ulland Brothers, Inc. is proud to fund the Peter M. Gargano Scholarship. Details are available on our website www.ulland.com. Click on Employment/HR.

MUCA scholarship program offers up to \$12,000 in awards of \$1,000 to \$2,000 each. The program is open to all MUCA members and their employees. The program is open to all MUCA members and their employees. Each application is judged anonymously. To qualify, the student must be a high school senior and enrolling in full-time post-secondary education in the fall of 2008. Application deadline is May 15, 2008. For a copy of the application form, go to <http://www.muca.org/scholapp.html>.

AGC of MN provides scholarship opportunities for outstanding students enrolled in Occupational Health and Safety programs at UMD, Stout, or South Central in Mankato. Application deadline is January 3, 2008. More information and application forms are available from Amy in Hibbing or Donna in Albert Lea.

A big THANK YOU to **Leroy Eddy**, who proudly displayed one of our new Mack tandems in three local parades this summer. With help from his family, he handed out candy and greeted the crowds with enthusiasm and his spotless truck gleaming!



Ulland Brothers, Inc. is an Equal Opportunity Employer

South Division

By Jeff Carlson

What started out as potential slow year has turned into another busy year for the South. We were able to pick up a late season mill and fill on I-90 which boosted our hot mix plant production by 40,000 tons. This along with a good mix of county, city and private paving kept the tar producers and layers busy until Thanksgiving.

The crushing / washing crews had a slow start this spring but had to kick it in high gear to overcome six weeks of rain and a last minute - need to start in three days - 125,000 ton order for rock products on a wind generation project in Mower County. We finally caught up in November and will crush into December for our winter and spring sales.

The grading crews also had a busy year. We fought through a tough WalMart site grading / paving project in Austin. The Austin Airport is in the final stage of a 5 year expansion and we moved another 65,000 CY of dirt on two projects there. The grading crews were hardest hit by the record rainfall we received. We were on the western edge of the Southeast Flood Disaster area and suffered through 6 weeks of non-stop rainfall.

Thanks to everyone for your hard work in another successful construction season.



Safety Days 2008

Mark your calendar for UBI Safety Days

North - February 25, 26, 27
Mountain Iron Community Center

South - March 3, 4, 5
Albert Lea Elks Club

AGC Safety Days

February 7
Minneapolis Convention Center

March 13
Duluth, DECC

Watch your mail for details



Congratulations to Matt & Amber Mancina, proud parents of a baby boy, Hunter James, born on November 24, 2007. He weighed 8 pounds 9 ounces and was 21 inches long. Excited big sister is Rylee.