

WINTER 2015

CROSSSECTION

SAFE ROADS **YES!**



VOTE YES ON PROP 1

MEMBER PROFILE:

G & J Site Solutions, Inc.

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ASSOCIATE MEMBER PROFILE:

Ridgemoor Supply, Inc.

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Get Out the Vote May 5!

2015 has kicked off in a manner that was unforeseen at the beginning of 2014. The goal for last year was to get the Michigan Legislature to commit to a long-term permanent investment for our roads and bridges via legislation that the governor would sign into law before the end of the year. The governor did end up signing legislation that will generate funding, but the details place final responsibility on us, the voting public of Michigan.

On May 5, 2015, Michigan voters will be given the opportunity to vote on a proposal that tie bars multiple pieces of legislation that will ultimately raise \$1.2



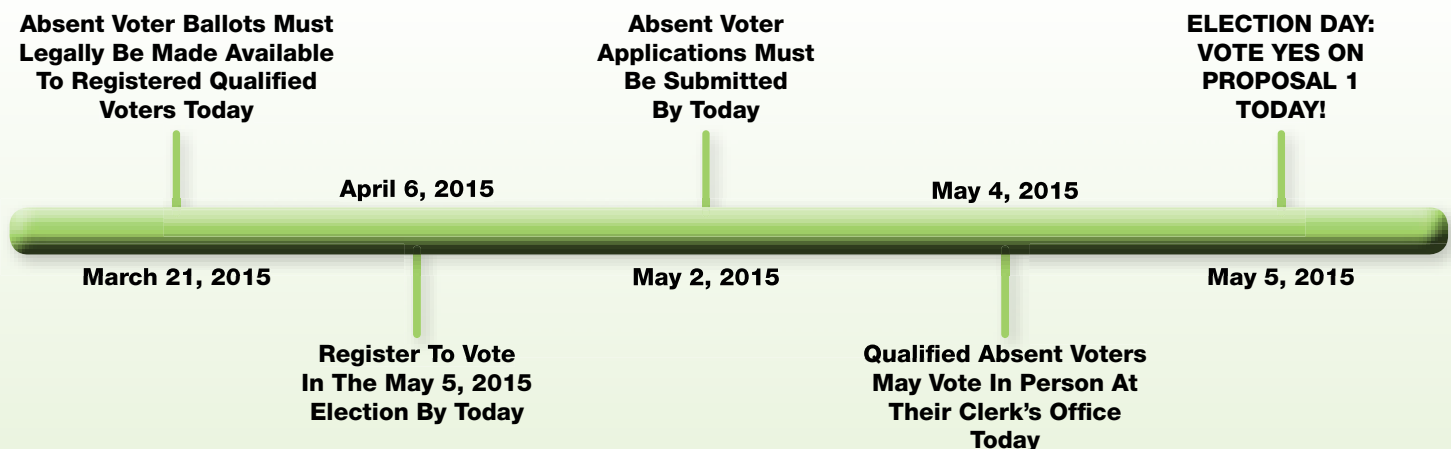
billion for Michigan's roads and bridges, as well as providing additional funding for schools and locals. On your ballots this will be listed as Proposal 1. If a majority of Michigan citizens vote yes, passage of the

proposal will secure the funding needed to maintain and repair our crumbling infrastructure.

It is SO important, therefore, that EVERYONE is registered to vote in this industry-changing election. The deadline to register to vote is Monday, April 6, 2015. Registering to vote is very easy. You can mail a one-page form to your city or township clerk's office, or you may fill the form out in person at your city or township clerk's office. If you choose to register by mail, you MUST appear in person when you vote for the first time. If you fill out the voter registration form in person at your

Continues on pg. 27

Official Deadlines: Get Registered, Get Your Absentee Ballot & Get Out The Vote!



Deadlines are extremely important during an election season.
Join us in the statewide effort to make sure Proposal 1 is successful on May 5, 2015.
Thank you!

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COMMENT



Mike Nystrom

EXECUTIVE VICE PRESIDENT

This magazine is focused on one of the most important dates in the history of the heavy construction industry in Michigan – May 5, 2015. This is our date, and this is our time to move forward with our strongest effort ever to see that Proposal 1 passes with our own individual YES votes and the YES votes of all those that we interact with on a daily basis. Your family, friends, vendors, employees and anyone you come in contact with in person or through social media channels need to hear from you about the importance of voting YES on Proposal 1. The slogan for the Proposal 1 campaign is Safe Roads Yes, and will go a long way toward convincing the public of what a YES vote truly means for all of us. This is our best chance to finally, truly fix Michigan's roads.

As you talk to people about voting YES, please refer to the article on page 3, "Get Out the Vote May 5," for important deadlines regarding getting registered to vote and obtaining an absentee ballot. See page 41 to read what MITA members are doing to promote Proposal 1, such as giving their employees time off to vote. MITA members have also been hosting Vote Yes on Prop 1 events, and helping us reach our fundraising goal of \$5 million. For more details, look to page 14.

To remind us all that Proposal 1 will benefit the underground industry, as well as road builders, an article on page 18 by Doug Needham, P.E., MITA's vice president of industry relations, discusses how Prop 1 will help increase local agency funding. Lance Binoniemi, vice president of government affairs, offers details of Proposal 1 on page 20. Check out an article on page 22 by Matt McClintick, director of safety and workforce development, as he outlines the impact of Proposal 1 on our efforts to expand available manpower for the industry.

We hope all of these articles assist you in your endeavors to spread the word about voting YES on Proposal 1. This proposal is truly the industry's opportunity for huge gains, and we need everyone to step up. Please don't hesitate to contact me at mikenystrom@mi-ita.com or Vice President of Government Affairs Lance Binoniemi at lancebinoniemi@mi-ita.com with any questions or concerns you may have.

MIKE NYSTROM
Executive Vice President
MITA
mikenystrom@mi-ita.com

Many industry leaders and legislators attended the \$1.3 billion transportation-funding bill signing by Gov. Snyder in December. Vote YES on Proposal 1 on May 5 to make the Public Act a reality.



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G & J Site Solutions, Inc. was established in 2003 as G & J Silt Fencing, Inc. as a silt fence installation contractor. The President, Geoff Cutsy, was working on his master's degree at Michigan Technological University, when he and his then business partner (Jeff Goretski) saw a market for silt fence installers. After class and on weekends, they installed silt fence throughout the Upper Peninsula to help pay their way through college.

Today, G & J is solely owned by Geoff, and has evolved into a full-service soil erosion and landscape company known as G & J Site Solutions.

"We are always striving to find new markets and services, all while trying to maintain our reputation and quality no matter the size of the project," said Geoff, who lives in Houghton with his wife, Megan, and their 5-month-old son, Griffin. "We achieve this excellence through determination, focus, timeliness, and great employees willing to go the extra mile."

The company services customers in Michigan, Wisconsin and Northern Minnesota with an array of products and services that include soil erosion, slope stabilization, landscaping

and guardrail. G & J's projects range from commercial/residential landscaping, major highway construction, marine construction, utility improvement projects and environmental clean-ups.

On the top of the list of the largest past projects for G & J Site Solutions is the Eagle Mine Construction and Infrastructure Project, north of Marquette in Big Bay, which involved 40 miles of road construction, with G & J Site Solutions handling a majority of the soil erosion and slope stabilization. Geoff said he was proud to be a part of this two-year project, a scope of work that was a host to many jobs and industry growth much needed in Northern Michigan. His company, with peak season staff of 15, has also worked with Keweenaw Conservation District and the EPA in the remediation of stamp sand covering of old mill sites throughout Houghton and Keweenaw counties.

Ongoing projects in 2015, which should be completed this September, include cleanup surrounding a manufactured gas plant in Ashland, Wisconsin; Grand Traverse Town Center; and the Central Wisconsin Airport Reconstruction. Also on the list this year is the Charlevoix

Township Beautification Project.

Throughout 2015, G & J plans to continue their involvement with MITA, by tapping into networking opportunities and safety/engineering resources needed to work safe and educate the staff on all facets of the worksites. Those resources have included Glenn Bukoski, P.E., and Douglas Needham, P.E., who have provided assistance on MDOT contracts, claims, specifications, personnel and payroll issues. "You just have to pick up the phone," Geoff said, "and the response, professionalism and knowledge are priceless."

"MITA has been great because being a member allows me to not only build business relationships, but take them to the next level and develop personal relationships," said Geoff, who enjoys hunting, skiing (water and snow), hockey, surfing and spending time with family and friends. "I have really enjoyed getting to know Rob Coppersmith and his family, and the other staff and members of MITA."

Rob Coppersmith, MITA's vice president of membership services, said: "We love members like Geoff who take advantage of our services. As a new member, he jumped in with both feet and uses services like all members should."

G & J Site Solutions Services

Erosion & Sedimentation Control Services

G & J Site Solutions can help design a soil erosion and sedimentation plan as well as install and maintain sediment control measures.

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Letters to MITA

Dear Glenn:

I want to thank you so much for helping me to get through the MDOT process. You stood by my side and helped me through this process. I appreciate the time you took to attend the meetings with me. Without you it would have taken a longer time. I am so thankful for you and MITA always willing to help business to grow. I am a proud member of MITA.

Manoj Mulki
M & K Construction Supply, LLC

Dear MITA Staff:

I will be at the board meeting and holiday party. I registered online – slick! Nice job with the website!

Brandie Meisner
M&M Excavating Co., Inc.

Dear MITA Staff:

Just wanted to say well done on the conference this year. My first conference was with AUC 20 years ago and it has been a few years now since I've attended one. I was impressed with the organization and the facilities. Top notch. I wish there was more time with Jim Urban and Eric Flessland, but it was very informative nonetheless.

Vito F. Zito
Zito Construction Co.

New MITA Members

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FMG Concrete Cutting
GBM Recycled Concrete
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ASSOCIATE MEMBER PROFILE



RIDGEMOOR SUPPLY, INC.

*From left to right: Joann Corey,
Jake Ike and Stan Bosscher*

Ridgemoor Supply, based in Kentwood, is a family-owned business that supplies Michigan contractors in a specific market – bridge – with a broader market on the commercial side.

Company President Stan Bosscher said he believes the company is able to complete their mission because of personal service and accountability.

"Our customers know that they can reach any of us at any time," Stan said, "and they always know who they are dealing with. Our inventory levels are higher than most and usually sufficient to fulfill the customer needs. If we don't have it in stock, nobody works harder than we do to locate the product they need at short notice."

Stan said his staff has vast knowledge and experience in handling the customer's needs, including specific product knowledge, shop drawings, certifications, on-site visits, product trainings and deliveries.

"We are very experienced in understanding and helping our customers survive today's fast track pace and shortened construction schedules," Stan said. "We understand that in today's market the customer has many choices where to buy their products, and most of those choices are price driven. We want our customers to know that our business, current and future, is focused on long-term relationships. We constantly strive to improve our customer service to fully accommodate their needs. "

In this market, Stan said, it is imperative that customers not only trust you, but like you as well. They have to believe they are getting a product or service that not only is priced at a competitive level, but is backed up with a driven support system. At Ridgemoor Supply, Stan added, a mutual respect and desire to handle business in a professional and personal manner is not just a goal, it is a must.

Customers can view most of Ridge-

moor's product lines at www.ridgemoor-supply.com, along with product data sheets, MSDS sheets and other support information. In keeping with the company's focus on customer service, Stan and his staff can be reached 24/7 on their office or cell phones.

"We would really prefer to speak with anyone that has an interest in Ridgemoor Supply and get to know them," Stan said, "although it does take more time than visiting us on the web. Doing so, we can find out exactly what they need and then discuss what we have to supply their needs. Many times we find out the customer is looking for a specified product when in fact it may be the wrong product for his job application. Personal contact allows us to collect all the facts, and in return offer the best solution to their needs. Doing it this way can oftentimes provide cost savings for the customer."

As a member of MITA, Stan's needs are being met, he said, because MITA

provides him with an opportunity and a vehicle to reach more customers, catch up on legislative issues, form and strengthen business relationships and closely follow the MDOT market.

"MITA is also the best resource for helping us navigate and solve the many

complex issues that arise during our MDOT projects," he said. "This includes specifications, product selections and approvals, product submittals, design support, etc. Being a MITA member is also a great way to follow the transportation market on the 'insider level'

and create an avenue to voice concerns and opinions. MITA membership also provides us with a variety of information needed for day to day business relations present and future."



CONTACTS:

President: Stan Bosscher
stan@ridgemoorsupply.com

Jake Ike
jake@ridgemoorsupply.com

Joann Corey
joann@ridgemoorsupply.com

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VOTE YES ON PROP 1 MAY 5

MITA Members Host Vote Yes on Prop 1 Events

MITA would like to publicly thank our members who have hosted Proposal 1 informational workshops with lunch provided. To date, members have hosted over seven meetings across the state, with several more planned before the industry-changing May 5 vote. These meetings are critical to the success of Proposal 1 from an educational and fundraising standpoint.

The following locations have hosted events as of press time: AIS Construction Equipment, Lansing; AIS Construction Equipment, Brewster Junction; Alta Equipment Company, Wixom; Michigan CAT, Grand Rapids; Michigan CAT, Macomb; Bravo Zulu Brewing Company, Traverse City; M & M Excavating Company, Gaylord.

Mike Nystrom, MITA's executive vice president (foreground); and Lance Binoniemi, vice president of government affairs, spoke during a Proposal 1 meeting at Alta Equipment Company, Wixom.



MITA Members Donate to Vote Yes on Prop 1 Campaign

As of press time, over 80 MITA members have stepped up to contribute to the success of the Proposal 1 ballot campaign. It cannot be stressed enough how important it is for all members to contribute what they can to this cause. No amount is too great or too small, and every contribution moves us closer to our goal. To date, we have received over \$4.7 million in commitments/contributions. That is no small feat, so we want to sincerely thank each and every member who has stepped up already. Please consider making a contribution to the campaign in an effort to help secure \$1.2 billion in additional funds for the industry. The industry is counting on you. For details on how to contribute, please contact MITA's Outreach Coordinator Mariam Robinson at mariamrobinson@mi-ita.com.

Here is a list of contributors as of March 3, 2015:

A.I.S. Construction Equipment	Dan's Excavating, Inc.	Jack Dykstra Excavating, Inc.	Peters Construction Co.
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APAM	Give 'Em A Brake Safety	Lee Wood Contracting, Inc.	St. Marys Cement
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Proposal 1 Companion Bills ... Some Good Things Coming

Without question the voter approval of Proposal 1 on May 5 will have significant and far-reaching positive impacts for our schools and local units of government. However, you should know that the proposed road funding solution is a package of legislative bills that have been approved by the legislature, and signed by Governor Snyder, and will also go into affect on October 1 with the successful passage of Proposal 1.

Much has been written and discussed about the legislatively approved bills that will redesign the way

fuel taxes are assessed for funding road and bridge repairs in Michigan. Similarly, much has been written and discussed about the approved bills that will remove sales tax from fuel purchases and increase the general sales tax by 1 percent to continue, and even enhance funding for our schools and local units of government.

In this article I will focus on three companion bills in the approved package of bills that will have direct and tangible impacts for our members and our industry.

HB No. 4630

A vehicle registration reform bill, this bill will positively increase road-funding revenues collected from vehicle registrations by approximately \$95 million annually. Proposed language that would have doubled the fines for over-weight vehicles was successfully removed during the lame duck discussions. Hybrid electric vehicles will pay an increased registration fee under this bill. The three-year step down in registration fees for new vehicles will be eliminated, and owners of trucks

Continues on pg. 16



To contact Glenn Bukoski, P.E., e-mail him at glennbukoski@mi-ita.com
or call the MITA office at 517-347-8336.

VICE PRESIDENT OF ENGINEERING SERVICES COMMENT

Continued from pg. 15

weighing over 26,000 pounds will pay, over a three-year phase in period, from \$150 - \$1000 more for their registration. Efforts to significantly reduce truck weight maximums down to 80,000 pounds were defeated with help from MITA.

HB No. 5460

Enabling legislation that allows MDOT, county road commissions, or local units of government to, where possible, secure pavement warranties on, in general, new construction and pavement reconstruction projects whose costs exceed \$1,000,000. A county road commission or a local unit of government proposed warranty program is required to follow the regulations and guidelines of the Federal Highway Administration and MDOT, and their warranty program must be approved by MDOT. The legislation requires an annual warranty program report by all agencies implementing a pavement warranty program.

HB No. 5167

The bill requires that "all construction projects" (regardless of funding) of MDOT and of local road agencies, whose costs exceed \$100,000, be performed by a contract awarded by competitive bidding. Exceptions to the competitive bid requirement are allowed where other methods of contract award are deemed to better serve the public interest. Those exceptions must be reported by MDOT to the State Transportation Commission before the work is commenced, and by a local road agency to its' County Board of Commissioners before the work is commenced. The bill also requires that MDOT and certain local road agencies develop and implement performance-based maintenance systems to improve efficiencies and outcomes of their capital maintenance programs.

In closing, we urge you to talk with your employees, your family, your neighbors, and your friends so they all under-

stand the advantages and benefits of the passage of Proposal 1 a YES vote on Proposal 1 on May 5 is ultimately a win for Michigan's roads, schools, and local units of government!



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VOTE YES ON PROP 1 MAY 5

Vote Yes on Proposal 1: Help Increase Local Agency Funding for Underground Industry

Among the many benefits that will be realized with the passage of the 1 percent sales tax increase on May 5 is that it leads to a potential for additional underground work with the extra \$120 million that will be generated for local units of government.

It is widely recognized that Michigan's local agencies do not have adequate funding to fund the necessary improvements needed for their infrastructure and over the years, their roads, bridges and sewers have fallen into disrepair. While this additional funding may be used for police and fire, it may also be used for their crumbling infrastructure.

As you may recall, a couple years ago,

MITA worked with MDEQ and the legislature to pass legislation that established grants for asset management plan development, storm water plan development, sewage collection and treatment plan development, and state-funded loans to construct projects identified in the asset management plans. As of September 2014 close to \$194 million in SAW grants have been awarded to over 175 entities with an additional \$97 million available in fiscal year 2015.

These grants are being used to inspect sewers and perform studies looking at the future layout, operation, and management of the city's drinking water and wastewater treatment and sewerage

is provided within three years of grant award.

The \$120 million of potential additional funding from Proposal 1 on May 5 could be used to implement these asset management plans and begin the construction of numerous sewer improvements across the state.

In addition to increased sewer work, there is also the potential for increased local road improvements. It is common practice to improve the buried infrastructure that lies beneath a road prior to reconstruction. More roadway surface improvements should lead to increased underground work and more underground facility improvements should lead to more road work.

A "YES" vote has many benefits to the entire state of Michigan including more jobs and construction opportunities for the entire heavy/highway industry.

systems. Grant recipients must proceed with a project for which grant funding

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Principles of Reform

- 1) Needed funding for roads and bridges
- 2) Protect schools, communities, public transit, rail
- 3) Transportation taxes go to transportation
- 4) Competitive prices at the pump
- 5) Tax relief for lower-income Michiganders

Legislature Approves

Ballot Proposal

- a. Raise Rates on Sales & Use to 7% total
- b. Eliminate Sales Tax on Motor Fuels
- c. Remove Higher Ed from School Aid Fund
- d. Amend Use Tax Distribution

Legislature ApprovesAdditional Tie-barred Bills Effective ONLY If Ballot Proposal is Approved by Voters

1. Wholesale Tax on Motor Fuels
\$1.2 B
Starts October 1, 2015
2. Registration Changes
\$95 M
\$45 M Vehicle Reg
\$50 M Heavy Trucks
3. Transportation-related Reforms
Warranties
Competitive Bidding
4. Earned Income Tax Credit (EITC)
Restoration (tax year 2016)
(\$260 M)

Ballot Proposal May 2015

1. Increase General Sales/Use Tax by 1%, from 6% to 7%

\$1.34 B

2. Eliminate Sales Tax on Motor Fuels

(\$752 M)Revenue

- Transportation \$1.3 B
- Roads \$1.2 B
- Transit/Rail (CTF) \$112 M
- Schools \$300 M
- Locals \$94 M
- Tax Relief (\$260 M)

Vote YES on Proposal 1 on May 5, 2015

On May 5, Michigan voters will be voting on a ballot proposal to help improve funding for Michigan's roads and bridges, schools and local units of government. Proposal 1, if passed, will increase the Michigan sales tax

from six percent to seven percent (or one penny for every dollar

spent) on all products except groceries, pharmaceuticals and ultimately fuel purchases as the ballot language includes the elimination of sales tax on motor fuels (Michigan is only one of five states that charges sales tax on fuel purchases and the only state that doesn't dedicate any of those revenues to roads). Approval will also then automatically enact into law several other legislative components.

The most significant legislatively approved piece is a bill that would

eliminate the 19-cent gas tax and replace it with a 14.9 percent wholesale gas tax, effectively raising the gas tax to 42-cents/gallon, which is potentially only a 3-cent increase in the overall price of gas since the sales tax at the pump will have been eliminated. The diesel fuel tax would adjust from 15-cents/gallon to 46-cents/gallon. These changes would go into effect on October 1, 2015, but again are dependent on the passage of Proposal 1. **This effort would raise a**

Continues on pg. 21



To contact Lance Binoniemi, e-mail him at lancebinoniemi@mi-ita.com or call the MITA office at 517-347-8336.

minimum of \$1.2 billion more for road and bridge repairs throughout Michigan; (limitations in the law will protect against drastic spikes up or down in the revenues from year to year).

A one percent increase in the sales tax will bring in an additional \$400 million, which would be split between education **(\$300 million in additional protected revenues for K – 12 education)** and local governments **(\$100 million in additional funds for cities, villages and townships).**

Again, a YES vote on Proposal 1 on May 5 is ultimately a win for Michigan's roads, schools and local units of government!

Although the effective date of the fuel tax adjustment isn't until October 1, 2015, MDOT expects to accelerate approximately \$400 million dollars worth of projects across the state in order to jumpstart this investment program immediately next summer.

Also, the overall funding will be phased-in over three years, thus allowing for debt that has accumulated over the years to be eliminated and allowing for the industry to build-up slowly with the expanded program. In the first year, \$400 million will run through the road funding formula and \$800 million will go directly towards debt. In year two, \$800 million will be spent on roads and \$400 million will pay down debt. And by the third year, the entire \$1.2 billion will be directly invested in Michigan's roads.

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Vote Yes on Proposal 1 May 5: Help Us March Forward With Manpower

With the vote on May 5 for Proposal 1, the windfall (which has been covered in depth in previous MITA magazine articles) begs an important question: When we get our road funding, what will our industry face? For starters, we will be faced with the same thing we have endured over the past two construction seasons: a lack of a talented workforce. What happens when we have the money and the work needs to begin? From the countless site inspections I did this season, one resounding question/need that was constantly mentioned was the lack of manpower. There is little of it out there and any existing talent is snatched up quickly. Where have you been searching for your employees? Is your company in the "it takes us 10 to get 1" group? Have you had the same luck as others, better, worse? We need to take a hard look at what we can do as an industry to find, retain and attract the talent that is and will be needed after a yes vote on May 5.

We need to begin, (not only as an industry, but as a society) to realize what has happened to our different generations. As the "Baby Boomers" come to the sunset of their careers, we need to look at the technological advances and educational requirements that have evolved. What has happened in the last 15-20 years has been a push to set yourself apart, and being competitive has now become the status quo. It's no surprise that I am the

newest and albeit, one of the youngest staff members in the MITA office, but while I was in high school,

going on to get a college degree was more of a suggestion. Since then, our high schools and guidance counselors have adopted the mindset that 100 percent of the student body will go on to obtain a college degree secondary. I will be the first to admit, and most would agree, that not everyone is cut out for college. I grew up as the grandson of a woodworker and a craftsman, the son of a machinist and engineer, and I spent my teenage years working a dairy farm. Needless to say, my upbringing and background as a Marine revolve around a lifestyle of creating, constructing and fixing a wide range of things.

So what is the point, you may ask? The point is this, what are we doing as an industry to entice and attract confident and capable workers? Though it is never a bad thing to have an overabundance of work, what are we, as an industry, actually going to about it? I have two suggestions, both of which make absolute sense to be thinking about. First and foremost, look to hire veterans. This is a group that not only makes a great addition to your workforce, but makes a positive impact across the board. Second, this may take a little more effort, but get involved in your local school's industrial arts/ trades programs. Here is a chance to tap into a group of interested minds who are looking for direction for a successful path in life.

I first want to talk about supporting local school trades and industrial arts programs. The programs that most of us grew up with are quickly becoming a thing of the past. As budgets get tighter, the industrial arts program budgets are being whittled away at an alarming rate. One way to help save these programs is with a YES vote on May 5 for Proposal 1. For some students, the industrial arts classes

are the only reason they go to school. Our country was built by the hands and on the backs of people who made these trades a way of life. We as an industry need to get involved, not only to support and supplement these programs in any way that we can, but to show these young men and women that they can earn a great living by doing what they enjoy. I'm working on an opportunity to speak on behalf of the industry to the Teaching Association and also the School Counselors' Association to educate them on the importance of guiding students to careers that will benefit everyone. We, as a society, have pushed our youngest generation to embrace the digital age. This has led to a focus on technology and careers in those fields, but we have forgotten about what happens when the designer pushes the "send" button. Who will make the molds for the machines that stamp out our phones or any other everyday necessity? Who will build the buildings in which these products or our vehicles are assembled? Who will build the infrastructure, especially the roads, that the trucks will use to transport our products to the store or deliver them to our front doors? If we do not get our youngest generation into our industry, we are going to have a bigger problem on our hands in the next 10-20 years.

I now want to take a look at why you should seriously consider employing veterans, something near and dear to my heart, not only because I am one, but, I come from a line of veterans. Veterans bring a wide range of skill sets in their proverbial "tool box", in addition to having many unique life experiences. Here is just a snapshot of talents that veterans have to offer, in no particular order:

Continues on pg. 23



To contact Matt McClintick, e-mail him at mattmcclintick@mi-ita.com or call the MITA office at 517-347-8336.

- **Leadership** - The military trains people to accept and delegate responsibility for activities, resources and one's own behavior. This training includes setting an example, giving carefully considered directions, inspiring leadership capabilities in others and continually motivating others.
- **Teamwork** - Veterans understand how genuine teamwork grows out of a responsibility to one's colleagues and how diverse individuals/groups can best work together to achieve overarching objectives.
- **Diversity** - Veterans come from every walk of life and have worked alongside others regardless of their religion, race, ethnicity, gender or mental/physical capabilities and have been exposed to the same.
- **Core Values** - While each branch of military has a specific set of "core values," they all revolve around the same basic principles: Accountability, Commitment, Integrity and Service.
- **Self-Direction** - Military members are trained to understand and solve difficult and complex issues with little to no step-by-step guidance from above.
- **Ability to meet deadlines and handle stress** - One definite characteristic of military service is that service members must perform. They must do their job, do it right the first time, and do it efficiently. They are continuously setting priorities, meeting schedules and accomplishing their missions. Pressure and stress are built into this, but service members are taught how to deal with all these factors in a positive and effective manner.
- **Time Management** - Military members know how to accomplish tasks on time and to multitask. They understand the importance of dedication and perseverance and are individuals who have triumphed over adversity.
- **Specialized Advanced Training** - All military members receive advanced training in their fields. Their career fields designate a specialized focus and skill building for their individual jobs. Advanced training and cross-referenced training can be on computerized, financial, medical, engineering, administrative, personnel, technical mechanical or security fields.
- **Adhere to health and safety standards** - Veterans understand the importance of health and safety standards that help in the protection of themselves, other people and property.
- **Planning and Organization** - Most military operations require thorough planning and workload management. Carefully considered objectives, strengths and limitations of other people, resources, time schedules, supplies, logistics and various other factors are always being considered. Organization, evaluation and adjustment are continuously being assessed.
- **Ability to conform to rules and structure** - In any organization and especially in the military, there must be rules and structure to avoid chaos and internal breakdown. Individuals in the service have learned and followed rules every day in their working

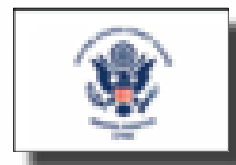
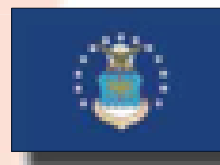
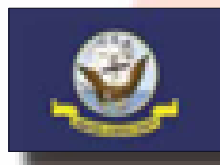
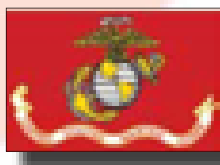
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COMING to a JOBSITE NEAR YOU: A VETERAN

MITA is working on a program to bring experienced, qualified, hardworking veterans to the construction industry.

Stay tuned for more details from Matt McClintick, MITA Director of Safety & Workforce Development.



environment. While in this environment, they have also learned loyalty to their units and all those around them.

- **Respect for Procedures** - Veterans have gained a unique perspective on the value of accountability. They understand how policies and procedures yield stability, safety and productivity.
- **Rapid Learning Skills** - Veterans possess identifiable and transferable skills proven to achieve success and have the proven ability to quickly learn new skills and concepts.
- **Technology Knowledge** - Today's military relies on some of the most cutting edge technology in the world. Many times, military members are the first ones to adopt new technology. Many veterans are aware of international and technical trends pertinent to business and can bring the kind of global outlook and technological savvy necessary for success.

As you can see, there are many positive influences that veterans can bring to your company, many of which will influence those around them. I am currently in the process of sitting down with representatives from the Workforce Development Agency of MI, the Veteran Services Office, and the Michigan Veterans Affairs Agency. The goal of the group is to get information to returning Michigan veterans about our industry and show them the similarities between the industry and their military service. Soon, I'm hoping to have a link on the new MITA website that will allow our members to search and find veterans looking to find a good career and capitalize on their military service.

I'm also working on cultural awareness information for both companies and for the veterans. This helps to facilitate communication between both employers and employees, dispelling any preconceived notions or myths that anyone may have. Not every service member has deployed, those that have deployed may or may not have been to a combat zone, and there are even smaller numbers of service members who have been in actual combat. Veterans are not damaged goods, they are good, honest, hardworking men and women who have made a difference not just for their country, but for citizens of other countries as well. They are now ready to make a difference for your company and for Michigan.

Do what you can to get involved, whether it is with a local school district or a veterans program. Encourage everyone you know to vote YES on Proposal 1, because it provides much needed funding to avoid putting band-aids on severe wounds for the state of Michigan. It allows one of the largest industries to make an impact with a wide

range of employment opportunities. A YES vote also infuses much needed money into school programs, allowing districts to hire more teachers, support staff and expand on programs like special education. Proposal 1 also gives our communities more money to take care of those that protect us and to aid in revitalizing the places that we call home.

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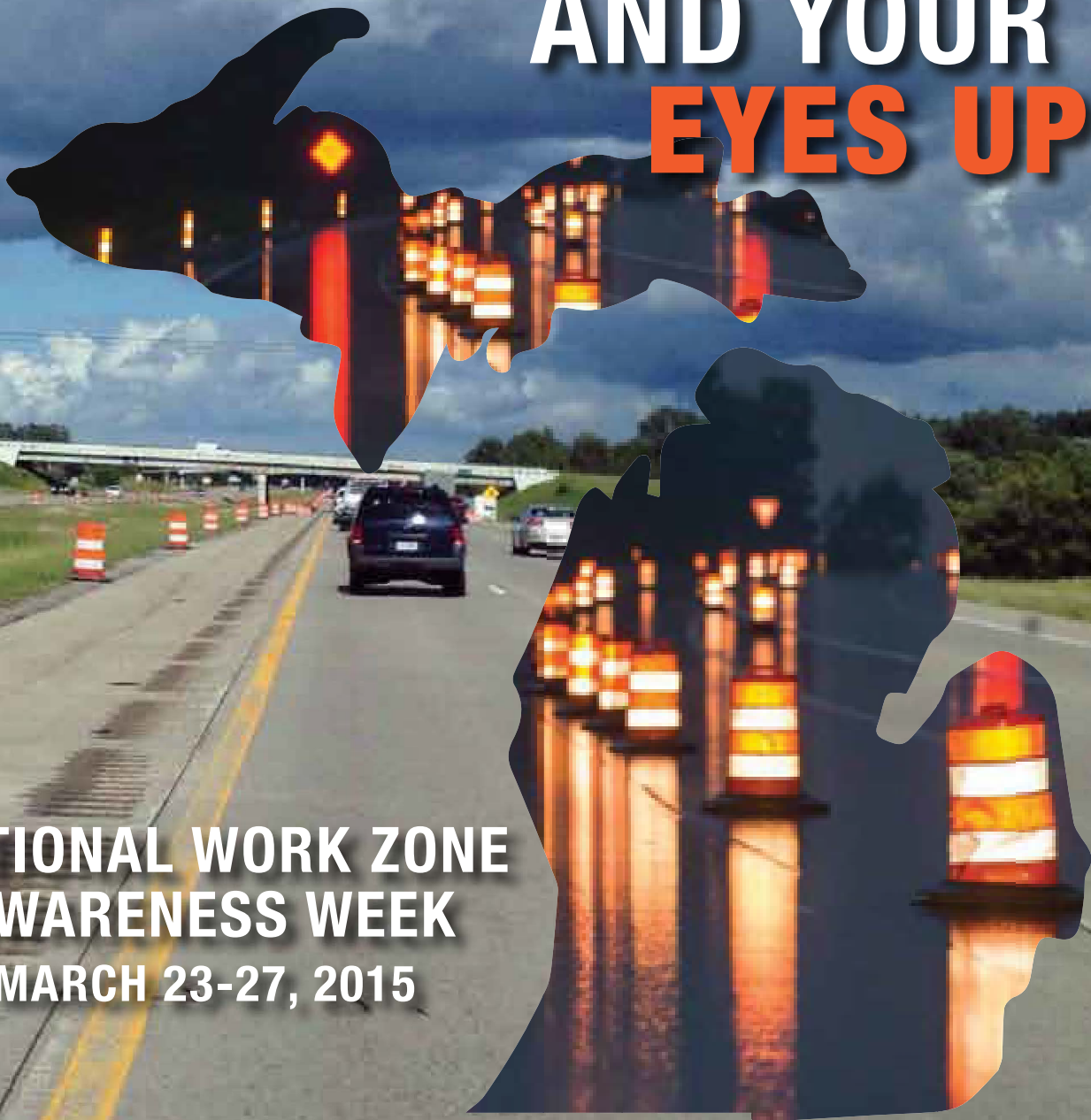
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VOTE YES ON PROP 1 MAY 5

city or township clerk's office, you may still be eligible to vote absentee. Please be aware that the above information applies to individuals who have never registered to vote before.

If you are already registered to vote, you must determine if you will be available to make it to the polls on Tuesday, May 5, 2015, or if you will need to arrange for an absent voter ballot. Here are the conditions that qualify someone for an absent voter ballot:

- Age 60 years old or older
- Unable to vote without assistance at the polls
- Expecting to be out of town on Election Day
- In jail awaiting arraignment or trial
- Unable to attend the polls due to religious reasons
- Appointed to work as an election inspector in a precinct outside of your precinct of residence

To obtain an absent voter ballot, you must submit a written request to your city or township clerk's office. In your written request, you must include one of the six statutory reasons listed above, as well as

your signature. An application is available at www.mi.gov/sos if you prefer not to write a letter. Absent voter ballot requests must be received by your clerk's office no later than 2:00 p.m. on Saturday, May 2, 2015.

Absent voter ballots must then be submitted to your clerk's office no later than 8:00 p.m. on Election Day. If you receive your absent voter ballot several weeks before the election, you are encouraged to fill it out and return it to your clerk's office as soon as possible. Your signature **MUST** be on the return envelope, and it must match the signature that your clerk's office has on file.

If you are registered to vote and you enjoy making the journey to the polls to vote with your fellow citizens, we are asking that you remember to take the time to vote on Tuesday, May 5, 2015! Voting YES on Proposal 1 will change the industry for the better and will ensure that Michigan's roads and bridges get the investment they so desperately need. The proposal also ensures that schools and locals keep their current funding, in addition to receiving extra. This is a big deal that impacts all

Michigan citizens.

If you are a MITA member with a large number of employees, we have a friendly suggestion: Start the work day a little later to give your employees some extra time in the morning to go to the polls and vote. This proposal needs all hands on deck to be successful, and we need the support of you, as well as your employees. Voting is a privilege and a civic duty that we all should take seriously, so it is important for everyone to understand what is at stake on May 5 this year.

Get Out the Vote is an important part of any election cycle. We typically see greater turnout in presidential and gubernatorial election years, but this year, we really need as many of the 7,276,725 registered Michigan voters to vote YES on Proposal 1 as possible. Everyone's quality of life depends on it. So do your part. Get registered and get out the vote on May 5, 2015! Vote YES on Proposal 1!

If you have any questions, email Mariam Robinson, MITA's outreach coordinator, at mariamrobinson@mi-ita.com.

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2015 ANNUAL CONFERENCE

The MITA Annual Conference at Soaring Eagle Casino continued the theme of this magazine by drawing attention to the importance of Voting Yes on Proposal 1 on May 5.

Our keynote speaker, J.B. Bernstein, emphasized the importance of not getting bogged down by the past and accepting the challenge we face with determination. This was bolstered by Lt. Gov. Brian Calley, who spoke of the importance of Proposal 1 and the commitment of the governor's office to ensure that this proposal passes. MITA's associate members also further promoted the is-

sue with prominent banners at their functions and exhibit booths. Additionally, MITA had its own booth where information was handed out on Proposal 1, as well as donation information.

The event, which drew media attention from Lansing and Northern Michigan television stations, had a record attendance of well over 1,000, with a record number of vendor booths at 70.

This great event would not have been possible without the support of our event sponsors and exhibitors. Please support those who support us!



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7th Annual Michigan Utility Conference Focuses on Geospatial Data Exchange

Douglas E. Needham, P.E., MITA's vice president of industry relations and co-chair of the Michigan Utility Coordination Committee, was pleased to once again kick off the 7th Annual Michigan Utility Conference as a prelude to the MITA Annual Conference.

Each year this widely attended conference showcases various aspects of utility coordination efforts and offers solutions for

aiding in this process.

This year there was a large focus on the GUIDE initiative that has been gaining national attention over the past year. GUIDE, which stands for Geospatial Utility Infrastructure Data Exchange, provides a mature, sustainable approach to data collection, management and dissemination of 3D geospatial data on underground utility infrastructure by capturing accurate XYZ

information at time of installation. The data is organized in a GIS format for secure, highly accessible use by downstream stakeholders.

Stay tuned to MITA news releases to learn about this groundbreaking initiative that will certainly change the way utility information is gathered and documented not only in Michigan but across the nation.

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Ski Weekend

The MITA 2015 Ski Weekend set records on every front. Best attendance ever. Best conditions ever. And no one went to the hospital this year!

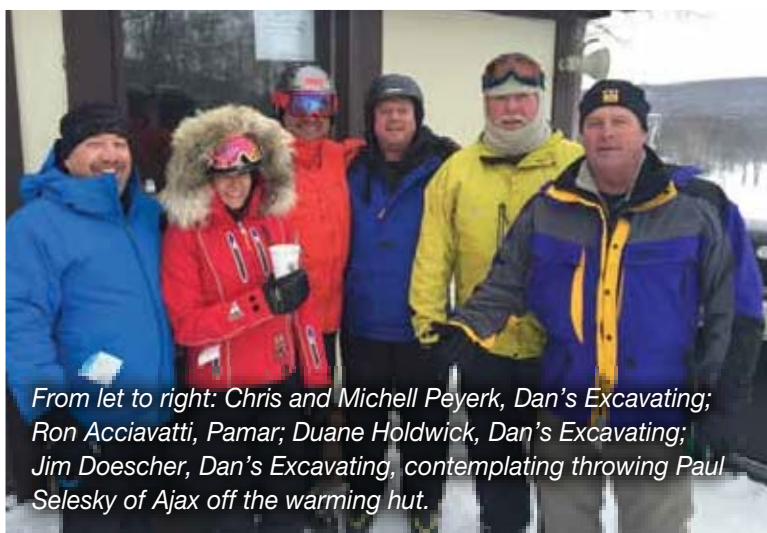
The event took place at Boyne Highlands Resort the weekend of January 9, The family-friendly event featured two corporate sponsored dinners and a warming hut on the mountain Saturday. See you next year on the slopes.



Merry Christmas From the Hoffmans: Rachel, Ryan, Brian, and Rob Hoffman (Hoffman Bros., Inc.)



From left to right: Snow-shoers Danielle Coppersmith, MITA; Sheri Washabaugh, Northern Concrete Pipe; and Karen Edwards, Michigan CAT, start their trek to the warming hut.



From left to right: Chris and Michell Peyer, Dan's Excavating; Ron Acciavatti, Pamar; Duane Holdwick, Dan's Excavating; Jim Doescher, Dan's Excavating, contemplating throwing Paul Selesky of Ajax off the warming hut.



Greg Pease of Michigan CAT warms up Ginger Erikson of CAT! Where's Terry?



David Cowper of Ajax with his son, Adam.



From left to right: Your MITA Board President Scott Bazinet of Lowe Construction, with "Timmer" Matice, aka sidekick.



Jodi Olesky, Jeff Roulo, Michigan CAT; and Karl Sweitzer, GM & Sons.



Your 2015 group, or most of them.



Leo and Faye Remijan and Mark Boden of Ajax, along with "Ferd Mercum" of FDM, amp up the Zoo Bar.



Mark and Mike Campbell of GM & Sons submit their photo "Are We Twins Or Not Contest."



The Acciavatti's (we think). Ron is with Pamar Enterprises, Inc.



From left to right, Ben and John Washabaugh's Band, The Boyne Kings, brought the energy to the slope-side lounge.



David Cowper and Paul Selesky of Ajax Paving Industries, Inc. earn their keep at the challenger hut grill.

MEMBER NEWS

G2 Consulting Group www.g2consultinggroup.com

G2 Consulting Group was recently selected by MDOT as a one of its pre-approved engineering teams through an as-needed indefinite service contract.

This selection for the three-year agreement is a result of the company's past performance on MDOT projects and its design and geotechnical engineering capabilities in service areas deemed critical for future planned projects.

"We have the know-how and capability to bring real added value to road design and construction," said Mark Smolinski, G2's president. "With all the construction projects and all the roadwork being done in Michigan these days, we welcome this opportunity to contribute."

Tom Irwin of EJ Retires www.ejco.com

EJ recently hosted a retirement party for Tom Idema, a long-time, active MITA member who worked 44 years for the company. Tom and his wife, Pat, are planning to travel during their retirement and chase their three grandchildren.

Congratulations, Tom. Well done!



Tom Idema and his wife, Pat.

MITA Members Honored

Thomas R. Irwin and Joseph R. Malloure were inducted into the Michigan Transportation Hall of Honor in November 2014. MITA's Vice President of Engineering Services Glenn Bukoski, P.E., spoke at the induction ceremony and noted that both of these individuals have made tremendous contributions to the industry and are well deserving of being inducted into the Hall of Honor. Irwin is former part owner of H & D, and past president of the Michigan Road Builders Association (MRBA). Malloure is currently chair of the board of directors for C.A. Hull Co., Inc., was past president of MRBA and served on the MITA Board of Directors.



Thomas R. Irwin



Joseph R. Malloure

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Todd Sneathen, P.E.

HRC is delighted to announce that Todd Sneathen, P.E., has rejoined HRC as senior project engineer. Sneathen will provide technical leadership for critical water and wastewater, civil infrastructure and higher education development projects. Sneathen recently returned to HRC after serving as Director of Public Works with the City of East Lansing from 2003 to 2014. While serving as Director, Sneathen managed a department of 90 employees, and prepared and oversaw a budget of \$26 million. Sneathen

was responsible for oversight of streets, sewer collection, water distribution, solid waste collection, parks and downtown maintenance, engineering, the wastewater treatment plant and vehicle fleet operations. He also served as chair of the East Lansing Meridian Water & Sewer Authority Board, which administers the East Lansing-Meridian Water Treatment Plant.

HRC's President, George Hubbell, P.E., says "Todd is a most valued addition to HRC as we enter a growth cycle in our 100-year legacy. Todd's technical expertise and background as both a public works leader and a consulting engineer provide for a unique perspective and understanding of the challenges faced in the design and rehabilitation of critical infrastructure."

Sneathen was previously employed by HRC from 1997 to 2000 in the role of Chief Field Engineer. Sneathen has 23 years of professional experience and holds a bachelor's degree in civil engineering from Michigan State University.

For 100 years, through innovation and design, HRC has made significant contributions to Michigan's vital infrastructure by providing consulting engineering and architectural services to municipal, industrial and private clients. HRC is a full service, multi-disciplined firm comprised of 155 professional engineers, surveyors, architects, and technical support

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Implemented in 2012; the Michigan Laborers' Training and Apprenticeship Institute has developed a Laborers' Productivity Training Course. In today's competitive environment it is critical that the highest level of productivity be achieved in all aspects of a project. The Michigan Construction Laborers' Union recognizes this need and is leading the way to a more productive workforce by including this training in our Apprenticeship Program and offering the class to our Journeymen as a skills enhancement course.

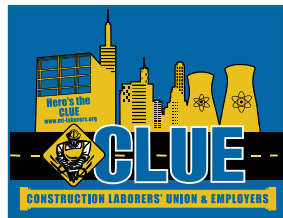


Kimberly Dohn completed the course recently and commented:

"I was fortunate to be among the first to participate in the Laborers' Productivity Training Course. I am very passionate about the training that was

offered and I feel that ALL laborers will benefit from participating in this course. The skills developed during training will aid them in their daily and future endeavors. I believe that the skills taught throughout this course are invaluable to a person with aspirations of bettering themselves and/or their position in life and it provides real tools to make those things happen.

I am currently employed in a management support position in the construction industry and I feel confident that the skills I learned from the Laborers' Productivity Training Course have prepared me to successfully deal with the challenges that occur on a daily basis. Since completing the course I feel more prepared and I know that the knowledge I acquired has improved my performance and ability to make a positive contribution on any job site."



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staff, including LEED AP accredited professionals. HRC is an Engineering News Record (ENR) Top 500 Design Firm and Top 50 Trenchless Technology Design Firm whose work has been recognized by prestigious industry awards. HRC was recently honored by the American Council of Engineering Companies of Michigan as 2014 Large Firm of the Year. HRC has offices in Bloomfield Hills, Grand Rapids, Howell, Detroit, and Delhi, Mich.

A. Lindberg & Sons: Happy Anniversary! www.lindberginc.com

A. Lindberg & Sons Inc. celebrated their 100th anniversary recently. The Ishpeming-based company had its beginning in 1914 during a downturn in the iron ore industry. The company focuses on performing water main, crushing, drilling, blasting and bridge work, and has 120 employees and 250 pieces of equipment.

Rieth-Riley Construction Co., Inc. www.rieth-riley.com

Rieth-Riley is pleased to announce that Gene Yarkie has been promoted to the position of vice president of operations, assuming oversight and direction of all operations in Rieth-Riley's markets. Yarkie joined the company in 1987 as an estimator. Over the years, Yarkie has served as sales manager, area manager, group manager and regional vice president of Northern Indiana. Yarkie earned a degree in Mining Engineering from Queens University in Kingston, Ontario.

Replacing Yarkie as regional vice president of Northern Indiana is Adrian Johnson. Johnson has over 16 years of experience in the highway industry, with an extensive background in construction management, estimating, materials,



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Continues on pg. 40

plant production and business development. Johnson earned a master's of business administration degree from Augsburg College in Minneapolis, Minn.

Rieth-Riley Construction Co., Inc., a heavy/highway construction company, was founded in 1916 and has built a reputation for quality workmanship and reliability. The company is unique in the construction business because it is 100 percent employee owned. The company has permanent locations throughout Indiana and Michigan with additional asphalt, concrete and aggregate plants to meet customer's needs. Rieth-Riley has the capacity to serve asphalt and concrete paving, site preparation, excavation, curbs, gutters, underground utilities and bridges.



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MEMBER VOICE

What will you do to promote the May 5 Proposal 1 Ballot Initiative within your company?



Jeff Bartlett, P.S., Survey Solutions, Inc.

I would explain to co-workers, friends and family how badly needed this funding is for transportation infrastructure. I would also tell them that we know that the governor is investigating alternative ways to fund transportation and privatization is on the table. Privatization is a funding mechanism, but it is a waste of money! You cannot tell me that having tollbooths every few miles, workers in them, cameras to keep track of usage, invoicing users, etc., is more economical than a simple way to fund this through taxes and not having to keep track of users. Not to mention I have never known a large private corporation to take over something and not make a healthy profit for themselves. We are currently performing survey work through a contract with a company as they are working out of state to privatize 500+ bridges. I am willing to bet that the company is not doing this out of the goodness of their heart. You start adding in a 15 percent profit margin for corporations and another 15 percent for infrastructure/staff needed to keep track of user fees, and adding another 30 percent to roadway maintenance costs. This does not seem smart to me. We in Michigan are spoiled and do not understand how good we have it until we cross that state line and immediately hit a tollbooth.

The bottom line is that the roads are failing, it is starting to eat in everybody's pocketbook and it is only going to get worse. You can look at the numbers any way that you want and there just needs to be more funding. The cost of a dozen eggs in 1997 was \$1.17 and in 2014 it was \$4.59. Crude oil in 1997 was \$18.86 a barrel and in 2014 it was \$96.19. It was in 1997 when roadway funding got its last increase, and it was a set amount per gallon of gas and not a percentage. Yikes! It is time to stop bor-

rowing money to pay for this. Stop robbing Peter to pay Paul and buck up. Within our company itself it will be an easy sell, as all of the SSI workers completely understand that they will greatly benefit from an increase in road funding. We have been surveying on shelf projects for six months now; and, if we do not get additional roadway funding, these projects will be programmed and no new projects will be needed for a while. This will put us out of work until new projects are needed again.

Mike Phelps, Z Contractors, Inc.

We ordered the Vote Yes on Prop 1 May 5 stickers to give out to the employees. We also had a safety meeting recently when Matt McClintick from MITA gave a presentation. We had a pretty good conversation at the time and it continued for the rest of the day. We will continue to send out information with paychecks. Also, we are taking time off on May 5 to make sure the employees are able to vote.

Don Timmer, Timmer Construction Company, Inc.

Our intent is to educate ourselves, our employees, our neighbors and anyone we find that is receptive to discussing Proposal 1. We intend to give our employees time to vote on May 5, or to encourage them to vote absentee if they prefer.

Tony Landosky, TL Contracting, Inc.

Typically I give my employees half day paid as long as they return to work with an I voted sticker. This has been my policy for many years.

Gary Merkey, Jackson-Merkey Contractors, Inc.

I will print and hand out information supporting the passage of Proposal 1. I will educate myself on Proposal 1 so that I can present factual information to others in the

Continues on pg. 42

VOTE YES ON PROP 1 MAY 5

MEMBER VOICE

Continued from pg. 41

company. I will post positive information on the company's social media venues supporting Proposal 1.

Chris Burns, Hardman Construction, Inc.

Presented information at the annual safety meeting and urged workers to vote. Also, will be stuffing worker checks with informational flyers two times before the vote.

Steve Dunigan, Dunigan Bros., Inc.

Have passed out MITA key points flyer and received Vote Yes stickers. We had Matt McClintick of MITA review the proposal at our Spring Kickoff Safety Meeting March 6.

Doug Straus, Alfred Benesch & Company

I have emailed out to all employees the informational memo provided by MITA. In the email to them I explained the proposal's importance and to share this with family and friends. I stressed that if they can't make the polls to use the absentee ballot. As I get updates or other information, I forward this to the employees. I continually remind them of the proposal and give them updates and clarify any questions.

Andy Stover, Toebe Construction, LLC

Inform all family, friends, employees, and business associates of the importance of and the facts related to the ballot initiative. We will have all of our employees add promotional text to their email signatures and we will actively spread the word on all of our jobsites. In addition, we will promote the cause on our company Facebook, Twitter, and LinkedIn accounts and ask that all of our employees do the same with their personal accounts.

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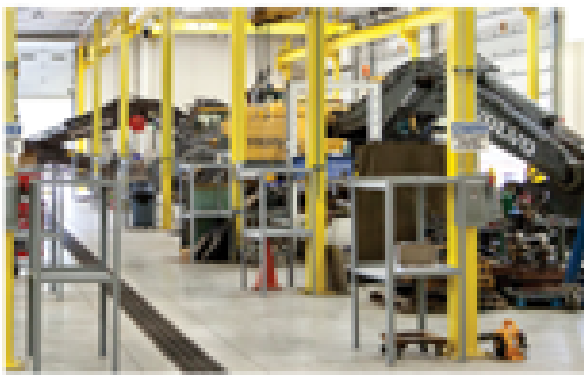
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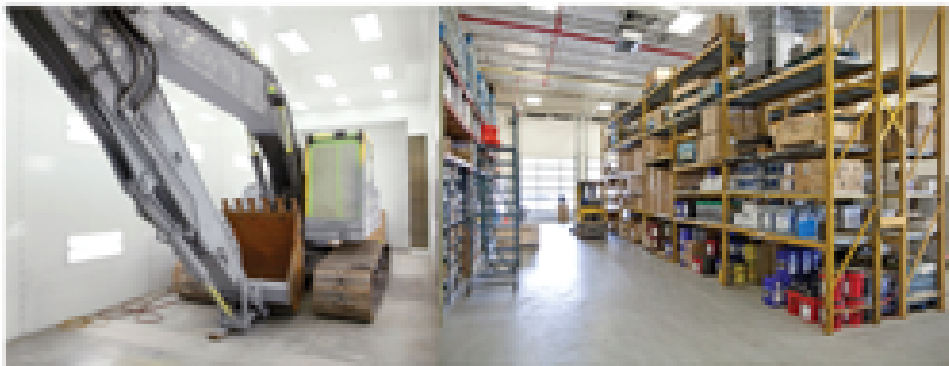
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2015 Calendar of Events

APRIL

22 MITA BOARD MEETING
MITA Office, Okemos
1:00 p.m.

JUNE

11 WESTERN MI GOLF OUTING
Boulder Creek, Belmont
9:00 a.m.

JULY

17 SOUTHEASTERN MI GOLF OUTING
Twin Lakes Golf Course,
Oakland — 9:00 a.m.

22-26 MITA SUMMER CONFERENCE

Shanty Creek Resorts, Bellaire
25 MITA BOARD MEETING
9 a.m.

AUGUST

20 CENTRAL MI GOLF OUTING
Eagle Eye Golf Outing,
East Lansing — 9:00 a.m.

SEPTEMBER

22 MITA BOARD MEETING
Country Club of Lansing,
Lansing — 8:00 a.m.

DECEMBER

11 MITA BOARD MEETING
Country Club of Lansing,
Lansing — 8:00 a.m.

11

CENTRAL MI HOLIDAY PARTY

Country Club of Lansing, Lansing
11:30 a.m. - 1:30 p.m.

15

WESTERN MI HOLIDAY PARTY

Location TBD
11:30 a.m. - 1:30 p.m.

16

SOUTHEASTERN MI HOLIDAY PARTY

Location TBD
11:30 a.m. - 1:30 p.m.

All dates are subject to change and additional events may not be added. Please check out the electronic calendar regularly at www.mi-ita.com for updates.

DBE NEWS



Highway Service Company, Inc.

(HSC) was awarded the 2014 MITA Emerging Business Program Award during the awards ceremony at the 2015 MITA Annual Conference. Headquartered in Woodhaven, Mich., HSC was incorporated and attained DBE certification in 1982. Specializing in the construction of permanent signs and their foundations, HSC is owned and operated by Pamela Swap, pictured above. Glenn Bukoski, P.E., MITA's Vice President of Engineering Services, presented the award to Pamela during MITA's Annual Conference in January. Longstanding members of both parent associations, MRBA and AUC, HSC has been a MITA member since 2005.

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Chris McNeilly,

Spartan Barricading & Traffic

Control, Inc.; Mike Bradley, Site

Development; Randon Gould,

TCI, Inc.; and Theresa Fredericks,

Champagne & Marx

Excavating, Inc..

Back row from left to right:

Donald Timmer, Timmer Construc-

tion Company, Inc.; Jeff Roulo,

Michigan CAT; Ben Washabaugh,

Northern Concrete Pipe, Inc.;

Mike Morgan, Site Development;

Ryan Maas, Diversco Construction

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'Em a Brake Safety; Zech Clise,

Davis Construction, Inc.; and Kyle

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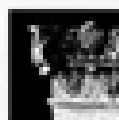
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Ground Breaking News

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