



September 2021

J&W Asphalt

“Lute-y, Sweep-y, Roll-y, Tamp-y”

-Stan Bandemer

Dog days of Summer

By Ryan Herrmann

Where’s the Weather

So far, the 2021 season has provided us with the best weather conditions for outside construction that I can remember. Although the grass could use some rain the minimal amounts, we have had made dealing with soft ground issues almost nonexistent. Because of these ideal conditions, we have been able to complete a large amount of work in the first half of the year. Thankfully, we have been working hard to ensure we continue to have new contracts steadily coming in to keep our crews busy and capitalize on these good conditions.

Mid-Season Burn Out

Lots of hours because of good conditions also bring added risks. During these “Dog Days of Summer” it is easy to start getting lackadaisical about your job. It is not uncommon to get burned out with long hours, lose our passion for quality, and maybe cut corners with safety. Accidents and issues are most common during this time of year because of stress, repetition, and fatigue. During this time of year, we depend on our leaders and seasoned workers to set proper expectations and provide encouragement and positive feedback with our team members to ensure we are staying safe and continue to provide the best quality of work.



Check us out online!

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INTRODUCING
JULIE ACKERMAN



Julie joined the team in July as the new accountant for J&W Asphalt, Hamill Concrete and CARD Companies, Inc.

Julie’s previous work experience includes working for two electric utilities, as well as owning her own accounting firm in Colorado.

Outside of work, Julie likes to hang out with family (including her two sons) and friends, travel, SCUBA dive, hiking, reading and just being outside.

Fun Facts: Julie has been in a fight with former Viking football players. Has been to see concerts at Red Rock 3 times

What is CARD Companies?

By Shaun Johnson

CARD Companies is the parent company of J&W Asphalt and Hamill Concrete. CARD Companies does the Strategic Planning, Finance, Accounting, HR, and Mechanic work for both companies. J&W Asphalt and Hamill Concrete deal with the day-to-day operations of their respective companies, while CARD deals with most of the overhead of each company.

CARD stands for the core values of our companies:

Can-Do Attitude

- We have a willingness to take on and conquer any challenge.
- We are motivated to be our best.
- We are innovative and always willing to change for the better.

Attention to Detail

- We have high standards for ourselves and our work.
- We are thorough and meticulous.

Respect

- We have respect for ourselves, co-workers, and our customers.
- We exhibit honesty and integrity to our customers.
- We are accountable and stand behind our work.

Driven

- We are hard-working – we are “doers.”
- We are motivated to be our best – we have a passion for quality.

Our core values are the personality of our company, it's who we are and what we are about; it's who we believe you are. We assess our employees not only on their ability to do the work, but on whether they embody these core values. As such, we hire and fire based on these core values. We expect every employee of CARD Companies, J&W Asphalt, and Hamill Concrete to uphold these CORE values each and every day.



Birthdays and Work Anniversaries

By Brock Zeller



September Birthdays

Jackson Pobuda - Sept 19th

Seth Carpenter - Sept 21st

Amy Adlam - Sept. 30th

Work Anniversaries

Ryan Herrmann - Aug. 17th (22 years)

Robert Jordan - August 17th (5 years)

Katie Glock - Aug. 6th (3 years)

Amy Adlam - Aug. 29 (3 years)

Stan Stier - Aug. 4th (2 years)

Gabe Nash - Aug. 17th (1 year)