



RJ Zavoral & Sons Inc. Annual Spring Safety Meetings Start on March 4th

The annual RJZ Safety Meetings have been scheduled for Monday, March 4, at the newly constructed shop facility. The meetings will begin at 8:00 a.m. and will be conducted in the second floor training room. We will meet as a group to review the Alerus retirement program, receive training on Pipeline Safety, and discuss ways that you, as an operator, can relieve bodily stress when operating heavy equipment. After lunch, the mechanics and supervisors will meet to discuss Lockout/Tagout and the rest of you are invited to tour the new shop facility at your leisure. On Tuesday, March 5, we will divide ourselves into groups and cover important changes to the HAZCOMM program, Lockout-Tagout, RJZ HR topics, and discuss the relevance of "Near Miss". We will also be having a BBQ lunch at the shop so bring your appetites on Tuesday. As always, these meetings are mandatory, but if you have a conflict with the dates or time, please contact Dave as soon as possible. Also, please bring any worn PPE so that we can replace them before the busy season begins. ***We look forward to seeing you there!***

Annual Safety Meeting Schedule

Meeting Schedule - March 4th at RJZ Shop Facility

(Meetings scheduled for the morning are mandatory for all employees)

8:00 a.m.— Alerus Financial (Employee 401k Planning)

9:00 a.m.— Pipeline Safety Training

10:00 a.m.— Operator Ergonomics (Applied Technique)

12:00 p.m.— Lunch/Break

1:00 p.m.— Lockout/Tagout Training (LOTOTraining)

(The LOTO training is for mechanics/supervisors only)

All other employees are welcome to tour the facility at their leisure.

Meeting Schedule - March 5th at RJZ Shop Facility

(Lockout/Tagout meetings are for operators/laborers only)

8:00 a.m.— General Safety Meeting— Employees with last name beginning with A-K will meet in the general assembly area upstairs.

9:30 a.m.— Volvo Maintenance/Operation— Employees with last name beginning with L-Z meet in the shop area.

11:00 a.m.— Choice Financial (All Employees Attend)

12:00 p.m.— BBQ Lunch/Break

1:00 p.m.— General Safety Meeting— Employees with last name beginning with L-Z will meet in the general assembly area upstairs.

1:00 p.m.— Volvo Maintenance/Operation— Employees with last name beginning with A-K will meet in the shop area.

If you have any pictures, new or old, of RJZ employees at work on job-sites or other pictures of interest, please bring them to the Annual Safety Meeting. We would like to make prints of as many as we can and place them on the walls of the upstairs meeting room for all to view. If you have some that you could send as a pdf., please send them to Mike Zavoral at mikez@rjzavoral.com.



RJZ Employees Celebrate Anniversaries During Annual X-Mas Party



R. Smith L. Friezen M. Beard M. Zavoral B. Horken T. Hammer J. Enright J. Pulkrabek

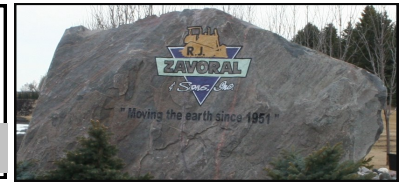
Recognizing our Greatest Assets: Our Employees!

Under the "Rock"

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Moving the Earth Since 1951

Spring 2013



The Truck Stop



Hot Topic—Ice Build-Up on Truck Hoods

Build-up of ice on the hoods of trucks along with frozen dirt under the fender wells can greatly increase the weight of the hood when lifted during pre-check and servicing. Be sure to inspect for either of these after a heavy snow fall, or on cool mornings in warm winter weather conditions.

The 2013 RJ Zavoral & Sons Annual Employee Sitka, AK Fishing Trip Recipient



The "2012 Alaska Fishing Trip Drawing" went to Tim Nelson. Congratulations to Tim and we hope that you enjoy your time in Alaska and that the "Fishing Gods" are with you (not referring to Ben, Dan, and Dave).

High Importance

For those of you without a current Class B license, it is recommended that you obtain one for the 2013 season for preferential re-hiring. Dave Zavoral

RJZ Wash Bay Issues



The wash bay continues to be an issue in regards to all who use it. We are asking all to please clean up after you are done washing. Clean up includes: roll up all hoses (wash and fire hoses), hang up all brushes, clean the floor, pick up all garbage, rinse down walls, and turn off all power to washer and exhaust fans. This is not the responsibility of the mechanics, it is the responsibility of whomever uses the bay. Thanks for your help!

Cooter's Corner



Mechanical Tips From Your Friendly Mechanics

Mechanic work is hard work, and I am sure that all of us would agree. The men that work on the RJZ equipment, welding and wrenching on a daily basis in rain, snow, heat or freezing cold weather are the hardest working mechanics around. Next time you pass by one, or they are fixing your equipment, tell them how much you appreciate what they do. They deserve it!

RJZ Safety and Health Tips



As winter is in full swing, it is important to remember to pay attention to safe footing whenever you exit or enter a piece of equipment, especially tracked equipment. Always be sure to keep a 3-point stance at all times. When exiting or entering equipment, do not carry or hold items that limit you to do so, such as lunch boxes, etc.

Be Safe!



Congratulations to these Employees:

Recent Employee Birthdays

January Birthdays

Joe Pulkrabek
Todd Chwialkowski
Zachary Boutin
John Zavoral
Mike Taylor
Ryan Berg
Blayne Vonasek
Trace Hammargren
Marc Rusling
Jamie Greenwood
Tyler Wohlwend

February Birthdays

John Stocker
Emily Barta
Rob Zavoral
Tim Kujawa
Bryan Wolff
Mark Beard
Dana Holweger
Mike Boushee
Jimmy Yanish
Jeff Pulkrabek

March Birthdays

Tim Nelson
Dave Larsen
Ed Bush
Bill Zavoral
Jerald Holthusen
Jared Bachmeier
Wayne Gust
Sean Rodriguez

Recent Employment Anniversaries

Jonathan Enright	10 years
Lee Koziel	7 years
Brenda Ficklin	10 years
Ivan Johnson	1 year
Scott Enright	15 years
Vicki Johnson	15 years
Chris Reck	13 years
Lori Friezen	21 years

Quote - The achievements of an organization are the results of the combined effort of every member. Vincent Lombardi

Safety Central - Near Misses

Fact: Seventy-five percent of all accidents are preceded by one of more near misses, according to the National Safety Council.

In other words, close calls (near misses) should be wake up calls for employees and employers to realize that something is wrong and needs to be corrected.

Employees are expected to report "Near Misses", no

matter how trivial they may seem. Although there may not have been a serious outcome, these incidents could result in future accidents. By recognizing near misses and taking actions to correct the underlying problems, employees will not only reduce the number of near misses, but more importantly, they will reduce the number of accidents in the future.

Be Safe!

