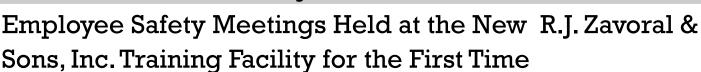
The Dirt Published for the employees of RJ Zavoral & Sons Inc.





Company employees were welcomed back for the Annual RJ Zavoral & Sons Safety Meeting in the newly constructed Building A Shop Facility and Training Center on the RJZ Campus.



Dave and Joe Zavoral address RJZ employees along with Choice Financial Bank staff.

Over 80 hard-working, valuable, and very important employees attended the Annual RJ Zavoral Safety Meeting on March 4th-5th. For many, it was the first time that they were able to check out the new shop facility since it opened in February of 2013. The two-day event featured presentations on ergonomics and how daily stretching can help to reduce the aches, pains, and strains of driving or operating equipment, especially when repetitive motions are endured for long periods of time. Choice and Alerus Financial managers were there to talk about some great new products for RJ Zavoral & Sons employees to help us all save for the future and to offer great new convenient banking tools. Minnesota Department of Public Safety discussed underground utilities and some valuable discussions were had on proper procedures and responsibilities when working around utilities. On the RJZ side, we reviewed expectations and policy for safety, maintenance, procedures, and protocols. Overall, the meetings went very well. Special thanks to Jenn, Ben, and Mike for serving up the meal! Marge Horken, your "Sloppy Joe" recipe was awesome!

April 2013

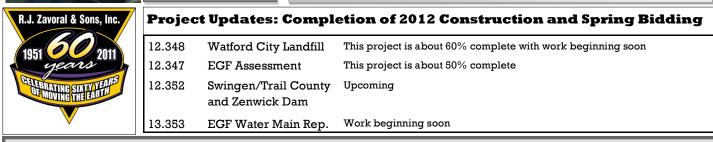


Employees were shown proper operation and maintenance of a Volvo Production truck. Terry Morrison leads a training for employees during the Annual Safety Meetings in the new Building A shop facility on the RJ Zavoral Campus. Thanks to Terry and Beau for a great training.

There's a New RJZ Sheriff In Town

Robert Rose has accepted the position of Yard Superintendent for RJ Zavoral & Sons. Robert will be assisting in the management duties for Buildings B, C, and Cold Storage and overseeing all yard deliveries to those facilities. His duties will also include managing the commuter fleet of pickups, skid-steers, utility trailers, general supplies, pumps, signs, and a few other responsibilities. If you have any questions for Robert, his cell phone number at RJ Zavoral is 701-740-0720.

Got an idea for The Dirt or some news you would like to share? Email it to Amber or Jenn (jennz@rjzavoral.com or afriezen@rjzavoral.com) and we will add it to The Dirt. Your thoughts and ideas are welcome!



Many jobs are being bid and it looks to be a very busy 2013 RJ Zavoral Construction Season.

Just a Reminder: 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 Mike at Building A. 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 <u>mikez@rjzavoral.com</u>.

Under the "Rock"



Volume 17 Issue 1

Moving the Earth Since 1951



Congratulations to these Employees:

Recent Employee Birthdays



<u>Proper PSI Can Save Your Tires and \$\$\$\$</u>

Having the proper tire pressure is important for allowing the tire to perform to the manufacturers specifications. As an operator of our truck fleet (not pickups), it is important that you check your tire pressure a minimum of once per week and note it on your vehicle inspection form. Also, it is best to do this in the morning before the tires warm up. The proper PSI should be 110 on the front, 110 on the pushers, and 100 on all drive tires (per Terry Morrison). To check the pressure, tire pressure tools are available through Vicki or can be found in most of the trucks.

A New Twist on Good Old French Toast Next time the kids wake you up at "0" darkthirty on a Sunday morning, surprise them with a french toast idea that will keep them waking

you up early every Sunday. Add a teaspoon of vanilla extract to your egg and milk batter. As Tony the Tiger would say, "They're GRREEEAAATTT"!

RJZ Commuters

As discussed at the RJZ Annual Safety Meeting, our goal this year is to improve upon the care and maintenance of our fleet of pickup trucks used for commuter purposes. As stated, it will be the responsibility of the person, to which it's assigned, to keep the interior and exterior clean and representative of the company and to monitor the mileage and maintenance. Also, all vehicles must be checked out with Robert Rose before leaving the yard. Your help in meeting these goals is greatly appreciated.

Remember that this is a privilege!





Mechanical Tips From Your Friendly Mechanics

During the Annual Safety Meeting, a more generic "Blue Sheet" was introduced and is replacing our current sheets. We would like everyone to begin using this form and use the old form for end-of-year repair notes only. If you have any questions regarding the new forms, please contact Jenn Zavoral at 218-773-7659. Additionally, we ask that all operators write the hour meter reading on their time card at least twice a week for the equipment they are operating.

THE BEST WAY		
ce 1951 Spring 2	2013 April	
	Vicki Johnson	4/3
	Sam Thomsen	4/12
RJZ Safety and	Richie Olson	4/21
Health Tips Safety	matters May	
I. I.	Curt Knutson	5/11
	Paul Rasmussen	5/13
As spring construction season	n is Mike Lund	5/15
approaching, getting back in		5/18
the "good habits" of wearing		5/22
		5/23
"Personal Protective Equipme	Jake bere	5/30
is of high importance. Vests a	Desert Employment	nniversaries
safety glasses should be worn		
all times, along with steel toe	d <u>April</u> Tom Bye	28 Years
boots. Shirts and pants worn of	on Robert Zavoral	25 Years
job sites should have no hole		14 Years
•	Bill Stocker	l Year
fraying and hard hats must be	Maro Demers	18 Years
worn when a job requires the	ir Beau Abbey	2 Years
use. Always observe all safet	Mike Zavoral	16 Years
rules and be sure to discuss a		8 Years 15 Years
		10 rears
near miss activities with your	IVIAV	
supervisor to protect you and	Mark Beard	21 Years
your fellow workers.	AJ Campbell	4 Years
Safety Matters!	Richard Hagstrom	30 Years
Salety Matters.	Roger Smith Darrell Utzinger	31 Years 33 Years
	John Zavoral	38 Years
	Pete Zavoral	38 Years
	Bill Zavoral	38 Years
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	Ben Horken Richie Olson	16 Years 20 Years
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card at least twice a week for t	he	10 Tears

Quote - Hindsight is a wonderful thing, but foresight will keep you out of harms way!

Safety Central - Emergency Response/Injured Person

If you discover an injured or ill employee, your response could be critical to their health.

Stop and Think: The natural reaction is to help or to seek help as immediately as possible.

Visually Check the Area: To avoid becoming a victim yourself, visually check for conditions that could become a hazard to you.

Stay Calm: This will give the victim confidence and comfort to help them relax by reducing their fear.

If the Victim is Conscious: Ask permission before attempting first aid.

Do Not Move the Victim: Unless there is an immediate danger by staying in that location, do not move the victim. Keep the victim still and lying down. Cover their body to conserve body heat and prevent shock.

Survey victim's condition and send another person to call 911—Administer first aid until professional assistors arrive.

Be Safe!

Scholarships for high school seniors are available through the Associated General Contractors Organization. For more information, go to www.agcnd.org or check out the posters on the employee bulletin boards in the shops.



RJZ Safety and **Health** Tips