

UNDER CONSTRUCTION



RASMUSSEN
GROUP

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LETTER FROM THE CHAIRMAN



Happy fall, everyone! As many of you know, I have experienced some medical challenges over the past several years. Well, I have some good news and some bad news. The bad news is that I have Primary Progressive Aphasia, which is part of a Frontotemporal Dementia diagnosis. You can look it up if you'd like, but basically, I'm having trouble coming up with words and it will not improve—it will only get worse.

The good news is that I am still Kurt! I love the people who have worked at the Rasmussen Group companies all these years, and I am thrilled to see so many young, dynamic people joining the company. I think Sonny is doing a GREAT job, and I truly love him (you can ask him—I tell him every time I see him). I also tell

Chris Rogers, Matt Sutherland, Yoshi at the Grimes plant, and Craig and Rosie at Delaware... and I know they love me back. What could be better than working alongside people that show grace, compassion, and love? I am truly blessed. I'm also deeply proud of my son, Karl. Watching him put his heart into the work, take on challenges, and find solutions reminds me of what this company has always been about—perseverance, teamwork, and celebrating those moments when things finally click.

I know those of you who have read this newsletter faithfully over the years understand these same feelings. That's what makes us family—our shared experiences, both good and bad. Thank you for sharing knowledge, encouraging others, and treating everyone like family. It's what makes this place so special, and I look forward to telling you "I love you" the next time I see you.

Love, Kurt.

P.S. Please take care of yourselves out there. Our work can be dangerous, and nothing matters more than everyone getting home safe to our families.

KURT RASMUSSEN



CEO CORNER



I'M DAMN PROUD. SEND ME!

Most of you don't know me well yet, and I get it. Trust isn't handed out; it's earned with sweat, grit, and consistency. That's what I'm here to do. And I'm grateful for the chance to prove it.

This year has been no joke. The rains slowed us down in May through July,

and now we're all in the fall sprint, racing the clock to get it done before winter hits. I know that grind. I've been there—pouring concrete in the cold, headlights still on before dawn, finishing jobs under floodlights after dark. I know what it feels like to push when the rest of the world has already gone home. And that's why I'll never take your work for granted.

Listen, there are very few things that tick me off, but disrespect is one of them. For 25 years, I've watched too many people look down on the men and women who build this country. They think roads and bridges "just appear." They think concrete, asphalt, rock, and sand just happen. Well, let me tell you something: the world doesn't move without you. And if anyone can't see that, they're blind to the truth.

Because here's the deal: you are the backbone of this country. Without you, nothing gets built, nothing gets hauled, nothing gets done. A.I. can't pour concrete. A laptop can't pave a road. It takes real workers with calloused hands, worn boots, and a fire in their chest to make life better for everyone else.

So be proud of who you are and what you do. Hold your head high. We don't do this for applause, but we sure as hell won't stand for disrespect. We're the ones who roll out before sunrise, who push through the weather, who carry this country on our backs. And that makes us different. That makes us strong. That makes us chosen.

When we meet, and I hope we do soon, know that when I shake your hand and say "thank you," it's not small talk. It's from one worker to another. I've stood in your boots. I still wear mine. And I'll never stop loving this work or the people who do it.

I'll leave you with one of my favorite verses:

Proverbs 27:17 – As iron sharpens iron, so one person sharpens another.

So, let's sharpen each other. Let's push each other. Let's finish this season stronger than we started it. This is our time. This is our work. This is our country. Now let's send it and finish strong!

SONNY HALL

HARD WORK'S WORTH IT: FALL CONSTRUCTION PUSH IS HERE

With the Iowa State Fair wrapped up and kids back in school, it's go-time for our fall construction season. This is the most demanding and productive part of the year for our team. Historically, we complete two-thirds of our annual workload between August and the first snowfall, so every day counts.

With shorter daylight hours and colder temperatures on the horizon, the push to finish projects ramps up fast. That means staying sharp, efficient and, above all, safe.

As temperatures drop and moisture lingers longer on surfaces, we see a noticeable rise in slip, trip, and fall incidents. Wet conditions, unstable footing, and reduced visibility can all increase risk—so watch your step.

SAFETY TIPS

- Wear proper footwear with good traction
- Slow down and take deliberate steps
- Stay aware of your surroundings, especially in wet or dimly lit areas



The work we do this fall sets the tone for the year. Let's commit to doing it efficiently, responsibly, and safely. Keep an eye on the ground beneath your feet and have each other's backs out there.

Here's to a strong finish—let's get it done.

TIM JANSSEN

VIKING AGGREGATES

2025 HAS BROUGHT WITH IT A NEW NAME TO THIS NEWSLETTER

Effective November 2025, L&W Quarries, Hallett Materials Inc., Ideal Sand, and Greene County Materials will be consolidated under the newly formed Viking Aggregates, Inc. We are blessed with such a talented and amazing team, and this move will allow us to combine forces, align priorities, and set ourselves up for growth into the future.

We do not take lightly that change can be hard, but I strongly believe this is a change worth celebrating. Iron sharpens iron, and that is the case with combining subsidiaries like these four strong entities. From sharing best practices and knowledge to equipment and other resources, Viking Aggregates will allow our aggregate division to operate as one team on one mission—to grow and provide top quality material to our fantastic customers.

So why Viking? Well, we wanted something that honored our Danish heritage, a cornerstone of The Rasmussen Group's history. Jens Jensen (my great-great-great grandfather) immigrated to the U.S. in the late 1800s and settled in Kimballton, Iowa, a proud Danish community. One of his sons, T.G. Jensen, went on to found Jensen Construction in 1912. Over the past 113 years, our companies have evolved and grown, but our values and culture have remained solid.

While the name Viking might make us think of horned helmets and longships, to us it represents strength, endurance, teamwork, and courage—the very qualities that define who we are and how we work.

Thank you for your continued dedication, professionalism, and support. This is an exciting new chapter for all of us, and it wouldn't be possible without you. We look forward to showing our market the excellence and quality that Viking Aggregates is built on.

Skol!

KARL RASMUSSEN



HUMAN RESOURCES

As we approach the end of the year, we want to take a moment to reflect on what's been accomplished and what's ahead. 2025 has been a year of rebuilding, strengthening, and setting the foundation for what's next, not just in HR, but across our company.

As you may know, Beverly Morrissey, our longtime Benefits Administrator, retired this summer after 11 years with the company. We greatly appreciate Beverly's dedication, her depth of knowledge, and the many ways she supported employees over the years. She left big shoes to fill, and we're grateful for the solid foundation she built for our benefits program.

With that, we were able to realign and rebuild the HR team to better support you by welcoming three new team members:

- Laura Mueller – HR Specialist, Benefits
- Hannah Nelson – Recruiting Coordinator
- Lute Woodley – Onboarding Coordinator

Each team member has brought fresh energy and expertise to their roles, and we've spent significant time onboarding, training, and tightening up processes to create more consistency across HR functions. In fact, you may have already noticed improvements in communication, response time, and clarity.

We've also made great progress on policies that strengthen how we support our employees. Beginning January 1, 2026, new Bereavement Leave and Paternity Leave policies will take effect, providing clarity and compassion during critical life moments. These updates help ensure equity and consistency across the company and will be communicated further in the coming months.

In preparation for the Nebraska Earned Sick and Safe Time Law (effective October 1), we've made updates to the Seasonal Field PTO Policy to stay compliant and fair. Impacted employees saw a benefit in their PTO accrual rate and have received guidance on the changes. Reach out to HR with any questions!

Recruiting and development efforts have also been a focus: our team continues to maintain a 24–48 hour first-touch response for candidates, refine the internship program for 2026, and plan career fairs targeting top talent for both office and field roles.

Additionally, we are completing the second cycle of performance reviews for senior leaders and developing a new supervisor training program. This program will bring HR, Safety, IT, and Accounting together to provide a well-rounded onboarding experience for current and future leaders.

As we head into 2026, we'll continue focusing on consistency, compliance, and connection. All with the goal of making The Rasmussen Group a place where people want to work and grow.

Here's to a strong finish to 2025 and an even stronger start to 2026.

For any questions, please contact HR@rasmussengroup.com.



Pictured from left to right:
Front row: Molly Becker, Diane Lovan.
Middle row: Hannah Nelson, Courtney Maxwell, Lisa Salmon, Lisa Davis.
Back row: Abbie Scott, Lute Woodley.

YOUR BENEFITS: KEY UPDATES

Turning to benefits, each year we look at the cost to both the employee and the company, knowing that the options we provide and associated costs impact each and every employee and their families. We work to keep us competitive with other employers and limit the cost passed on to employees, all while offering comprehensive benefits. The employees are Rasmussen Group! This year we worked hard to limit the cost increases while keeping the same benefit offerings. The result of this is:

- **Health Insurance:** 3% increase in the employee cost. We did see a larger increase from Wellmark; however, Rasmussen is absorbing the rest!
- **Dental Insurance:** NO INCREASE IN RATES!
- **Vision Insurance:** A small increase (\$13-\$34 annually). With this cost increase, there is an increase in frame allowance of \$130 to \$200 and contact allowance from \$135 to \$200. The benefit increase is more than the cost increase!
- **Doctor on Demand:** \$0 for primary care visits for those on the High Deductible Health Plans. This service is a great option for common illnesses, such as strep throat, and is available 24 hours a day to possibly avoid a trip into the doctor! For the Copay Plan, the \$35 deductible still applies due to Wellmark rules.

Last year, we added an HMO plan, which is similar to the HDHP1 but with a lower rate—about \$237 to \$545 less cost per year (employee only and family). This in-network is only Wellmark of Iowa's statewide network: 100% of Iowa hospitals, 96% of Iowa doctors, and select hospitals and doctors in counties adjacent to Iowa. The counties outside of Iowa best served by Wellmark's HMO network include Douglas and Sarpy in Nebraska, as well as Putnam, Schuyler, Scotland, and Clark in Missouri. Out-of-network coverage is only services coded by the provider as "emergency medical treatment" performed in a hospital emergency room (this is NOT any emergency room treatment). This is a great option for many employees and it's worth reviewing during enrollment if you're looking to lower your premiums!

Open enrollment for employee benefits is November 10 – December 12, with an effective date of January 1, 2026.

Your medical plan can have a big impact on your healthcare cost experience, so it's an important decision. We're here to help guide you through the research and enrollment process. Communications will be mailed and emailed soon, along with the 2026 Benefits Guide. HR team members will also be visiting sites to answer questions and assist with digital enrollment—same easy process as last year!

If you choose to enroll in a High Deductible Health Plan, remember that you can open a Health Savings Account (HSA) through Fidelity. These accounts are tax-advantaged, roll over year to year, and belong entirely to you. The contribution limits

for 2026 are \$4,400 for an employee only or \$8,750 for family, and for those aged 55 or over, there is an additional \$1,000 that can be contributed. There are minimal to no fees to employees to set up an HSA and funds are invested in Fidelity's money market fund (currently earning around 3%), and you can use them for medical expenses now or in retirement.

Our wellness efforts continue to expand. We've launched quarterly wellness newsletters and are increasing our focus on mental health, including September's spotlight on Suicide Awareness with toolbox talks and hard hat stickers distributed to jobsites.

We're also working to relaunch the *Work Well* Ambassador Program and increase participation in the Navigate platform from 32% to 50% or higher. The more employees who engage, the more impactful the program becomes.

On the financial side, we continue to offer strong tools and resources:

- **Principal Financial Group:** Principal Financial Group is the Rasmussen Group's 401(k) administrator and offers financial planning tools and resources on their website to help employees focus on their goals, needs, and dreams. You can also explore financial topics such as retirement, wills and advanced directives, student loans, investing, and more. Visit www.principal.com and click the Build your Knowledge for more information.
- **Employee Assistance Program (EAP):** Rasmussen Group's EAP is an employee benefit that assists employees and members of their household with personal or work-related concerns that impact their job, health, and mental and emotional wellbeing. This includes FREE financial consultations on budgeting, retirement, estate planning, and more. Speak with a financial professional and have access to a free financial checkup, financial library, and a variety of other financial tools. For services, call **800-327-4692**. Live chat is also available at www.efr.org or on the Employee and Family Resources app.
- **Navigate Work Well Portal:** Rasmussen Group's wellness program's online platform has several financial wellness video courses and personal challenges provide educational information on budgeting, debt reduction, saving for retirement, and more. Visit www.rasmussenworkwell.com to find out more.

Thank you for your continued hard work and dedication. The HR team is here to support you; whether it's with benefits, career development, or simply helping you navigate the day-to-day challenges that come with being part of a growing, evolving organization.

COURTNEY MAXWELL & TROY KUNZ

SAFETY



GO HOME SAFE: FALL INTO WINTER, NOT TROUBLE

Let's be real, the calendar might say "fall," but for us it means two things: the work's still rolling and the daylight's disappearing faster than your lunch break. Add in slick mornings, harvest traffic, and crews racing the clock before winter, and you've got a mix that can either run smooth or run sideways.

That's why the basics matter: Smith System 5 Keys. Spotters. GOAL (Get Out and Look). Slowing down when everything around you is speeding up. These aren't boxes to check; they're the moves that keep us in one piece. Nobody brags about taking an extra 30 seconds to check behind a truck, but everybody remembers the guy who didn't.

And just because winter's coming doesn't mean everything shuts down. Plants keep running, shops stay busy, and jobs don't hibernate. Cold mornings mean icy steps, stiff tools, and that itch to cut corners just to get back inside. Don't. Shortcuts don't save time, they cost it. A shortcut on equipment checks, a slip-on frozen gravel, or a lockout skipped in a rush – that's how projects stall and people get hurt.

Here's the thing: safety isn't a solo sport. Our safety managers, trainers, and ride-along crews aren't out there with clipboards hunting mistakes. They're there to partner with you, to listen, to coach, and to help keep the wheels turning without drama. Use them. Challenge them. Ask the question you think is "dumb" (spoiler: it's not).

At the end of the day, safety, quality, and production aren't three separate goals. They're the same road, and we're all driving it together. So, as we close out 2025, let's prove again that we've got each other's backs. Fall into winter sharp, steady, and ready.

GO HOME SAFE. Every role. Every shift. Every time.

RANDY COOPER





HARD WORK'S
WORTH IT.

MISSION

Hard Work's Worth It.

VISION

Building our communities by focusing on our team members, customers, and opportunities.

OUR TEAM (WHO WE ARE)

- Building a team that inspires, rewards, and equips each team member to reach their full potential
- Integrating a culture of safety, quality, and production for our team members, customers, and the public

OUR CUSTOMERS (WHO WE SERVE)

- Utilizing a customer-centric focus supported by quality products, service, and delivery that exceed our customers' expectations

OUR OPPORTUNITIES (WHERE WE GROW)

- Aligning growth opportunities with our core competencies by leveraging our brand, reputation, expertise, and experience
- Positively impacting the communities we serve through our involvement and financial support

VALUES

DO THE RIGHT THING

BE A TEAM PLAYER

GO THE EXTRA MILE

THINK INNOVATION

GO HOME SAFE



RASMUSSEN
GROUP

ARGEET TRANSPORT



Hello from Argee Transport. We hope you all had a safe and productive summer. We are looking forward to the cooler temps that fall will bring, along with some football. We have enjoyed a busy spring and summer. Since our last newsletter, we have delivered the last of the spans for the Newkirk Bypass near Palmerdale, AL, the RR bridge near Manton, MI, and US-62 over the Arkansas River near Muskogee, OK, and have started hauling to a large delta bridge project in Pittsburgh, PA.

It has been busy, but very safe. Keep up the good work, Argee folks!

BRAD KOHLWES

CIRCLE V SPECIALIZED

The third quarter of 2025 has been a busy one for Circle V. Most of our work centered around moving equipment to Vidor, TX and Mentone, TX, with a few other hauls mixed in. Some of the biggest included superloads topping 300,000 pounds, towers stretching 160 feet long, buildings nearly 20 feet wide, and tanks measuring over 18 feet in diameter. Even beyond those, we handled a steady stream of large-scale hauls that took precision, coordination, and teamwork. We've truly seen it all this quarter in size, weight, and complexity.

Behind the scenes, Renee Hopkins continues to keep things running smoothly by securing permits for both loaded and empty hauls. Her strong relationships with state offices and Texas districts have been a big help in keeping projects on schedule. Meanwhile, Delane Hopkins keeps our fleet in top shape, often putting in late nights and early mornings to make sure every truck is ready to roll.

On the road, our core drivers Russell and Rickie continue to lead the way, spending long stretches away from home to deliver for our customers. Victor Kunkel stands out for his unmatched skill as a tillerman and route scout, while Daniel Arbuckle has proven himself as a reliable all-rounder, jumping in to help with everything from tire changes to trailer steering. Their hard work keeps us moving.

We've also added a few new faces to the driver team. Dallas Wolfinbarger joined us from a Texas competitor and hit the ground running with steerable dollies, hydraulic trailers, and perimeter trailers. Mike Newkirk has taken on a wide range of loads from compressors to coolers, demonstrating a great work ethic and skills every step of the way. Patrick Tims and Lawrence Jude have also been strong additions, bringing consistency and know-how that have added depth to the crew.

From seasoned veterans to new team members, and from the road crews to the support staff, everyone has pulled together this quarter. It's been a true team effort with one shared goal: providing safe, reliable, and exceptional service for our customers.

JEFF RASMUSSEN



CONCRETE SUPPLY - IOWA

CONCRETE SUPPLY SHINES AMIDST CHALLENGES, WINNING PRESTIGIOUS AWARDS

As 515 Walnut, downtown Des Moines' first new skyscraper since the completion of the 13-story Davis Brown Tower in 2007, rises on the northwest corner of Fifth Avenue and Walnut Street.

In addition to being the largest residential project ever constructed in Des Moines' central business district, the 33-story tower ranks among the tallest residential buildings currently under construction in the nation.

We're proud to celebrate our team's hard work and dedication in delivering superior products, specifically 6,000 PSI and 8,000 PSI concrete, while maintaining an outstanding safety record of zero incidents at the heart of downtown Des Moines.

These complex pours begin at 2:00 a.m., with our ready mix crews arriving as early as 1:00 a.m. to prepare and finish out the day by pouring core walls at 3:00 p.m. This schedule demonstrates the commitment and precision of everyone involved.

A sincere thank you goes out to all team members working on the 515 Walnut Tower for your incredible efforts in helping shape a new Des Moines skyline.

FROM CITY STREETS TO CORNFIELDS: HARD WORK'S WORTH IT!

One week we're pouring concrete under the Des Moines skyline, and the next we're surrounded by cornfields. That's how Iowa keeps us grounded.

On September 16th, our teams partnered with Heartland Construction to complete a 2,100-yard mat slab pour for improvements and additions to the Wastewater Treatment Facility (WWTF). Originally constructed in 1963, the plant's trickling filter treatment process is nearing the end of its useful life, making these upgrades essential for the future of the community.

This massive operation took 14 hours, utilized two Ready Mix plants, and showcased a crew of 30 incredible drivers whose determination and teamwork proved that quality concrete can be delivered anywhere, even in the middle of nowhere.

To the Central Iowa Ready Mix teams who made this project possible, thank you. Your resilience, commitment to quality, and teamwork were on full display, reminding us all that hard work's worth it.

KEITH KUENNEN



CONCRETE SUPPLY - OMAHA

WEATHERING THE STORM TOGETHER

2025 has not been an easy year. The rain that started in the spring carried right through the summer months, putting major delays on dirt work and pipe installation across many jobs. Add in budget restraints and a slower market, and it's been a challenging stretch for all of us.

Through it all, the people of CSI Omaha have stepped up. Dispatchers, drivers, plant operators, mechanics, QC, sales team, and office staff have worked together to keep service levels high despite the headwinds. That commitment has not gone unnoticed.

BIG WINS IN A TOUGH YEAR

Even in a slowed market, we've picked up several strong projects that will keep us busy and showcase our technical expertise:

- The Dou Parking Garage: Our team is producing and delivering 7,000 PSI and 9,000 PSI high-performance concrete for this project. Jobs like this show what we're capable of when precision and performance are required.
- Omaha Steaks Expansion Project: This unique job includes 8' to 14' thick mass-concrete walls with 1,000+ cubic yard pours starting in December.
 - The mix design uses a 70% Slag cement replacement and is hitting 5,000 PSI in just seven wildays.
 - Our QC group has completed heat of hydration and shrinkage testing to ensure the mix will perform.
 - This is the kind of technical, large-scale work that demonstrates why CSI Omaha is trusted with complex projects.

MOVING FORWARD

While the market has been unpredictable, the strength of CSI Omaha comes from its people. Every safe load delivered, every batch done right, and every customer taken care of reflects the pride and professionalism of this team.

We will continue to focus on:

- Quality and service that separate us from the competition.
- Safety, so everyone goes home safe.
- Teamwork, because no single role makes this company successful on its own.

Thank you for the hard work and commitment you bring each day. Together, we'll push through the challenges and set up for a stronger future.

CHRIS ROGERS



GRIMES ASPHALT & PAVING

Just like that, the season is almost behind us! Thanks to a decent spring, we got an early start this year, and for the most part, weather cooperated (July definitely tested us—it ranked as one of the wettest on record!).

On a positive note, the economy showed signs of improvement compared to last year, and we received a lot of great feedback from customers on the projects we completed. Hearing that kind of appreciation is always rewarding.

Looking ahead, we're continuing to invest in our team members. Whether it's job-specific training or safety programs, we're committed to giving our team the tools they need to keep growing and improving. We're also upgrading our equipment with some of the latest technology, because having the right tools makes a big difference on the job.

A huge thank you to everyone who helped make this a successful season. Let's carry that momentum into the next one!

MATT YONKER



IDEAL READY MIX



It's hard to believe fall is already here. Fortunately, after a wet summer and above-average temperatures, we've had some much-needed dry weather. We'll continue running strong until Mother Nature tells us otherwise.

This year has brought its fair share of challenges—from persistent rain to ongoing economic uncertainty—but the dedication and hard work of our team have not gone unnoticed. Your efforts are truly recognized and appreciated.

IRMCA TRUCK RODEO

Congratulations to Wyatt Cridlebaugh, who proudly represented Ideal at the 2025 IRMCA Mixer Driver Rodeo. Wyatt was the 2023 State Champion Mixer Driver and competed again this year alongside drivers from across Iowa. We're excited to share that Wyatt took first place in the written exam—a huge accomplishment! The event is held every other year, and we're already looking forward to the next one in 2027. Great job, Wyatt!

SAFETY FIRST

Safety remains our top priority. I want to personally thank each and every employee for staying safe and adapting to new procedures throughout the year. We've seen great improvements in driver habits and overall safety, thanks to consistent coaching and the use of our Samsara camera system. These tools have helped us identify risks, reinforce best practices, and support our drivers in real time.

Special thanks go out to Dustin and Aaron for their leadership in coaching our drivers and onboarding new team members with a strong focus on safety.

NEW MAINTENANCE SHOP NOW OPEN

Construction on our new maintenance shop in Ottumwa began last winter, and we're excited to announce that it's now open and fully operational. As we had outgrown the old shop, this new facility provides much-needed space for more mechanics, and includes offices, a conference room, and training rooms—giving us a central hub for meetings and development.

In addition to this, we continue to invest in plant improvements and equipment upgrades as we look ahead to 2026.

LOOKING AHEAD

As we wrap up 2025, we still have a strong backlog of work from the summer that will carry us into winter and spring of 2026. Bidding is already underway, and we're actively securing jobs for next year—positioning us for another successful season.

Thank you again for your hard work, dedication, and focus. Let's stay safe, stay strong, and finish the year on a high note.

TOM ALEXANDER

JMT TRUCKING

After several months of what seemed like never-ending rain, dry weather has allowed JMT to get back to work at the pace we have been accustomed to, providing incredible service to some of the largest projects in the area.

Some of these projects include grade work for CJ Moyna on I-35 between Ames and Ankeny, ready mix aggregates for Flynn Co. at portable plant sites on I-35 and the Des Moines airport, granular backfill for Linhart at I-35 & Hickman, and Manatts grade work and portable plant aggregates for the I-80 project between Altoona and the Des Moines east mix master. Also, I am very pleased with the relationship we have established with McAninch Corp. They have provided a vast amount of work for us on numerous projects. Thank you, Jeff Vroom and Chris Devine, for working hard to build that relationship. Also, like every other year, Central Iowa Ready Mix and Grimes Asphalt have not disappointed in putting JMT to the test.

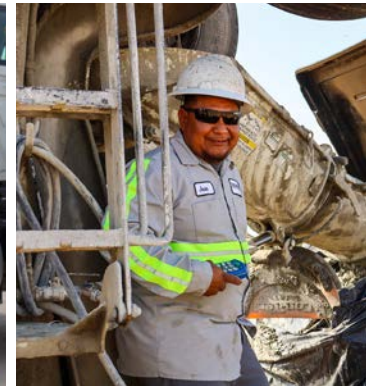
GREAT JOB, TEAM!

It is difficult to recognize everyone individually, so I'd like to just say thanks to the entire JMT Team. Your resilience in tough times and hard work is unmatched. THANK YOU!

KENNY BAUMAN



TRANSCO READY MIX



WRAPPING UP A STRONG YEAR OF GROWTH AT TRANSCO

As we head into the final stretch of 2025, there's a lot to be proud of here at Transco.

First off, we've officially settled into our new office and dispatch location in Oak Ridge North. Being under one roof has already made a big difference—communication is easier and the central location off I-45 makes coordination a little more convenient for everyone. The new space gives us room to grow and adapt as we continue to take on more work across the region.

Over on the Operations side, we're gearing up for a big milestone: the move from our Humble plant to the new site at Hallett Hockley. Everything is on track for the new plant to be up and running by October. Once online, it'll give us more room, more capability, and better access to projects along the busy Hwy 290 corridor.

One of the biggest highlights this year has been our work on Timber Mill High School in Conroe. That project is now nearly complete, and it's been a huge success. Our team knocked it out of the park—over 85,000 cubic yards of work, delivered with the kind of quality and reliability that's getting noticed. Because of how we performed there, we've picked up additional school and ISD projects. It's a big win that shows how doing the job right opens the door for even more opportunity.

While the residential side of the market has still been slow, we're staying busy with a solid mix of commercial, paving, and public sector work. With the new plant coming online soon and more school projects in the pipeline, we're in a strong position heading into 2026.

Thanks to all of you for the hard work that's gotten us to this point. It's been a big year so far, and we're excited to keep the momentum going.

WADE CARROLL

COMMUNICATIONS



NAWIC Event

Our CCCO, Lynette Rasmussen, joined a panel of industry leaders at a NAWIC event to share insights on the future of construction. We're proud to see her representing our team and supporting NAWIC's mission to lead the way in our industry.



Alzheimer's Association Walk

Our team joined the Alzheimer's Association Walk to End Alzheimer's in honor of our CCCO, Kurt Rasmussen. We're grateful to everyone who came out to walk with us as we celebrated Kurt, preserved memories, and supported a future without Alzheimer's.



Special Olympics Drive

Our team joined the Special Olympics Truck Convoy, proudly supporting Special Olympics Iowa and their incredible athletes through this one-of-a-kind event.



American Heart Walk

Walking with purpose! Our team joined the American Heart Walk to support heart health, raise awareness, and honor those impacted by heart disease. Together, we're proud to take steps toward a healthier future.



Construction Suicide Prevention Week

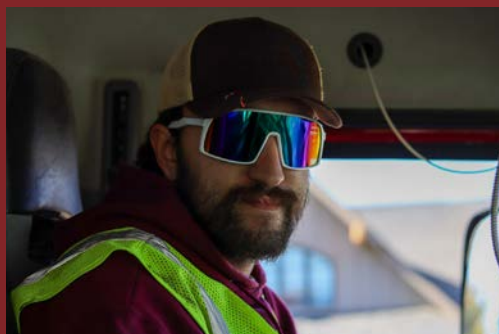
Behind every project are people, and people matter most. Our team joined the industry in recognizing Construction Suicide Prevention Week, reminding one another that it's OK to not be OK. Let's continue building a culture where it's safe to speak up and support each other.



IMTA Awards

We're proud to celebrate a few Rasmussen Group leaders who were recognized at this year's Iowa Motor Truck Association Management Conference. Larry Smith was nominated for Safety Advocate of the Year 2025, while Chris Devine and Mandy Lozier were honored for completing the IMTA Leadership Class of 2025. Congratulations to each of you for representing our companies and living out our values every day.

HARD WORK'S WORTH IT



EMPLOYEE APPRECIATION

The Rasmussen Group and Viking Aggregates both celebrated their annual Employee Appreciation events this fall! From Iowa to Texas, our teams came together for food, fun, and family time—celebrating the hard work, dedication, and teamwork that make our companies strong. We're grateful for all that you do and look forward to another great year ahead!







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COMPANY NEWS

JMT TRUCKING

Charlie Matute and spouse
Celia welcomed
their son
on 04/30/25.



William Matute Casas

RASMUSSEN GROUP

Lisa Salmon and
husband welcomed their
first granddaughter
on 7/4/25.



Selah Mae Salmon

IDEAL READY MIX

Josh Kanssen and
girlfriend Kendra
welcomed their son
on 7/15/25.



Waylon Cash Janssen

RASMUSSEN GROUP

Molly Becker and
husband Drew welcomed
their daughter
on 7/25/25.



Harper Annabeth Becker

RASMUSSEN GROUP

Kimberly Ferrell and
husband welcomed their
second granddaughter
on 7/29/25.



Oakley Bates

VIKING AGGREGATES

Eden Maldonado
got married
on 5/9/25.



Janet & Eden Maldonado

VIKING AGGREGATES

BJ Hile
got married
on 8/8/25.



BJ & Kellie Hile

