

UNDER CONSTRUCTION



RASMUSSEN
GROUP

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INSIDE THE ISSUE:

LETTER FROM THE CHAIRMAN



When Lynette and I play cards, "we are on the same team." These days that helps me stay in the game—and Lynette helps with the rules. Now I am sharing this Chairman of the Board role with Lynette... we are on the same team.

It is funny, because that is what we used to say when the kids were little, and things were maybe a bit chaotic and tempers were getting short—one of us would announce, as a reminder, "we are on the same team." It took the issue at hand and immediately neutralized it. We needed to solve the problem, but we didn't need to get snippy with each other. We needed to work together—or, more likely, one party needed to take the lead and the other could be supportive.

One of the core values in the Rasmussen Group is to be a team player.

As you get ready for the next season ahead, remember that you are on the same team, and being a good team player means lots of things. Primarily, it means caring for and respecting your fellow teammates and doing your personal best. And, most importantly, it means being safe.

I have seen that spirit of teamwork for many years across these Rasmussen Group companies, and it is one of the things that has always made me proud to be a part of it.

Good luck and Godspeed in the upcoming season.

KURT & LYNETTE RASMUSSEN

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CEO CORNER



Man, I love spring.

Spring calves are on the ground, turkeys are starting to talk, and planters are rolling. The grass is turning green, the sun is back in Iowa, and construction season is kicking off. Nothing pulls me out of a winter slump like this.

I also love March for NCAA Wrestling Nationals and the basketball tournament. Watching these athletes compete never gets old, but I find myself watching the coaches just as much.

Great coaching stands out. The best teams are led by people who hold others accountable, lead with respect, and push with purpose. You see it in the players and across the staff. That kind of culture is built by leaders who live what they preach.

You cannot lead people if your own life is out of order. People see through it. And most would not follow someone who does not practice what they say.

If you are not accountable to yourself, people may comply because of authority, but that is not leadership. Real leadership is building a team that believes in you and the culture they are part of every day. When you have that, it drives growth at work and in life.

If you have not heard Kara Lawson's speech, look it up. The message is simple. Life does not get easier. We get better at handling hard.

That hits home for me. I have pushed people to grow, and I know there were times it was not received well. Looking back, I did not always explain why. It may have seemed like I was being tough, but I could see they were capable of more, and their team needed it.

Many people do not plan to be leaders. They are put in that position. It is not easy. The ones who learn to handle hard keep pushing, not just for themselves, but for those around them.

We have a lot of those people in this company. That is why we continue to get better. Not just for our customers, but for ourselves.

We should all strive to handle hard better so when challenges come, we are ready.

I respect what each of you does every day. What we do is hard, and we are built for it. Hard work is worth it!

SONNY HALL

COO CORNER

Two things you can count on in our industry that affect what we do every day are inconsistencies and surprises. These apply to weather, the economy, materials, people, and really all aspects of our business.

However, one thing that has not changed is the process we have been trained to follow to produce, deliver, and complete projects. It has evolved over time, but whether it is rock, asphalt, trucking, or ready mix, we have all been trained to make sure the concrete arrives at the right time, to the right place, with the right slump and air. We have been trained to get out and look before backing into a busy job site. We have been trained how to lay down a quality mat or secure a load before hitting the road.

These standards have been in place for a long time. Whether someone takes the time and puts in the effort to meet those standards, to double check slump, air, or the route, and to go the extra mile, that is the difference between a bad, good, or great outcome.

It is what separates us and ultimately provides our customers with great service, keeping them coming back. One thing I am certain of is that our employees care. I see the pride so many of you take in your work.

So I invite you this season to join me in going the extra mile.

Going the extra mile can sometimes be hard work. Hard Work's Worth It.



TIM JANSSEN

HUMAN RESOURCES

As we move further into 2026, our focus in HR remains on building better systems, strengthening leadership, and creating a more connected employee experience across the organization.

We've kicked off implementation of a new HR system, WorkforceGo, which will replace Paylocity for all HR functions outside of payroll by this summer. This will improve how we manage information, streamline processes, and support employees more efficiently. Payroll will transition once our ERP system is complete, with a target of January 1, 2027. Simply put, this is about making things easier, more accurate, and more connected across the business.

Our new performance review process launched on March 1, with reviews now tied to each employee's anniversary date. This allows for more consistent and meaningful conversations around performance, expectations, and growth. For 2026, the rollout is focused on managers, supervisors, and key roles, with plans to expand to additional employees as we build consistency and a strong foundation. These reviews are designed to support development, with a focus on clear feedback and long-term growth.

We are also continuing to invest in leadership development. This includes our internal supervisor training program, focused on the day-to-day responsibilities of leadership, as well as the launch of Rasmussen Edge, our in-house leadership program for current and future leaders. Our first cohort, made up of executive and senior leaders, has already been completed, with a focus on building leadership capability, alignment, and connections across the organization.

On the hiring front, this spring marked a major milestone with our first in-house career fairs focused on driver hiring:

- Over 250 applicants
- 87 attendees
- 37 offers extended, with 35 accepted

These events helped us connect directly with candidates, streamline hiring, and bring talent into the organization faster. We also gained valuable insights that will help us continue improving future events.

You'll also see more consistent communication on the benefits and wellness front through our monthly Wellness newsletters, designed to keep you informed and highlight available resources. In addition, we recently launched a Benefits & Wellness Survey to better understand what matters most to our employees and where we can improve. If you haven't already, we encourage you to participate, your feedback directly impacts what we build going forward.

As we move through the year, our focus remains on consistency, efficiency, and connection, ensuring employees have the tools, clarity, and support they need to succeed.

COURTNEY MAXWELL

SAFETY

Spring is here, and everything speeds up. Work picks up, movement increases, and the pressure to get going is real. But this is also when things can get messy. Soft ground, changing site conditions, and people getting back into the swing of it can either set us up for a strong season or catch us off guard if we are not paying attention.

That is why the basics matter right now more than ever. SLAM, spotters, and GOAL (Get Out and Look) are not just habits. They are how we stay in control when everything starts moving faster. Taking a moment to reset before the next task is not slowing the job down. It is what keeps things moving without issues.

Spring has a way of making everything look fine until it is not. Mud turns into ruts, ruts turn into stuck equipment, and tight spaces get tighter. When we rush, mistakes creep in. We do not need perfect conditions. We need good decisions.

And remember, this is not on you alone. Our safety team, trainers, and leaders are there to support the work, not slow it down. If something does not look right, say it. If something can be better, speak up.

As we kick off the season, this is where we set the standard. Stay focused on the fundamentals, communicate clearly, and look out for each other.

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

COMMUNICATIONS



Viking Aggregates Ribbon Cutting

Viking Aggregates celebrated the opening of our Trinity Plant with a ribbon cutting in Cleveland, Texas. This milestone reflects the hard work and dedication of the team, and we're proud of what's been built as we look ahead to many successful years serving the region. Congratulations to all!



AGC of Iowa Hall of Fame

CEO Sonny Hall has been inducted into the AGC of Iowa Hall of Fame, recognizing his leadership and lasting impact on Iowa's construction industry. As the 54th inductee, this honor reflects the skill, responsibility, and integrity he brings to Rasmussen Group every day.



Rasmussen Edge

Rasmussen Edge is our leadership development program focused on helping leaders grow, connect, and lead with impact across our companies. Participants build relationships, strengthen leadership skills, and learn from one another along the way.



Thomas Dambo Troll

We partnered with the Museum of Danish America to help build a troll designed by Danish artist Thomas Dambo. The project honors the Rasmussen family's Danish heritage and will become a landmark in Elk Horn, Iowa.



Courage on the Courts

Rasmussen Group was proud to participate in Can Play's Courage on the Court, supporting programs that remove barriers and strengthen our communities.



Period Packing

Some of our team members were proud to support the Give Grace Give Hope Period Packing Party, helping provide essential products to those who need them most.



Earth Day

Team members marked Earth Day by picking up trash around our headquarters, doing our part to keep our workplace and community clean.



Build My Future

Build My Future is a great way to connect with students to show them what a career in construction can look like.



Bubble Ball

Proud to support the ChildServe Bubble Ball, helping fuel their mission to partner with families and support children with special healthcare needs.

ARGEЕ TRANSPORT



Hello from Argee Transport. We hope you all had a warm, safe winter. We are looking forward to the warmer temperatures that spring will bring.

We had a busy fall and winter, minus a few days of subzero temps and snow. Since our last newsletter, we have delivered machinery and girders as far north as Yorkton, SK, south as Fort Myers, FL, west as Port Hueneme, CA, and east as Chichester, NH. It has been a safe and productive year so far.

The end of 2025 also marked the end of an era at Argee with Tom Bluml's retirement. Tom joined Argee in 1985 at our Audubon, IA terminal and has been a dedicated operator of our largest rigs and steer dollies ever since. Over 40 years, he safely logged more than 4 million miles hauling some of the biggest loads the roads will allow.

Tom is looking forward to spending more time on his acreage, with family, and attending his grandkids' events.

Thank you, Tom, for 40 years of dedication and safe service to Argee Transport.

Keep up the good work, Argee team.

BRAD KOHLWES

CIRCLE V SPECIALIZED

First quarter of 2026 at Circle V has involved many changes and accomplishments. Thanks to the support from Jeff Rasmussen, the transition of Russell Hopkins into the General Manager role and Renee Hopkins into Operations Manager has been smooth.

Additional change came with the retirement of Superintendent Kent Kirby, who will be missed. We wish him the best in his next chapter.

We are excited to start the year with new equipment, new employees, and new goals. In January, we welcomed Cheyenne Hopkins to the office to help with day-to-day tasks. We were also excited to welcome David Lewis back as a driver. Our team of drivers has made all of these changes feel seamless.

Mike Newkirk kicked off the year running from Calgary, Alberta to Texas and has continued moving loads from Oklahoma to Texas using the Faymonville platform trailer.

Rickie Humphrey, Lawrence Jude, Patrick Tims, and Cody Rodriguez have continued hauling transformers, boilers, coolers, and more across Iowa, Tennessee, Texas, and New Mexico. Loads over 18 feet wide or tall and over 120 feet long, in addition to exceeding 100,000 pounds, are always a challenge, but our team handles them every time.

David Lewis stepped right in and led the heaviest load Circle V has hauled to date. The load utilized our dual lane and new Goldhofer P-12 trailer in a dolly configuration and served as an initial move to test our new prime mover truck going into service this year.

The load measured 309 feet 6 inches long, 16 feet wide, 18 feet high, with a gross weight of 746,300 pounds. The team of Russell Hopkins, David Lewis, Cody Rodriguez, Victor Kunkle, and Daniel Arbuckle, with support from Delane Hopkins and Kent Kirby, executed the move safely and efficiently.

Winter is always a challenge in transport, but we were fortunate to have a fairly mild season. We are looking forward to a busy spring and summer ahead.

RUSSELL HOPKINS



CONCRETE SUPPLY - IOWA

CURDS, CONCRETE & CASING

It's easy to think about Iowa growth in terms of data centers right now, but there's another side of it that matters just as much. Food production.

And Central Iowa Ready Mix is right in the middle of it.

This season, our team is supporting projects that will directly impact how food gets produced and distributed across the country. One of the biggest is the Daisy Brand facility in Boone, where we set up a portable plant on site to keep up with demand.

At 1.2 million square feet, it is one of the largest food processing facilities currently being built in the region and will serve as Daisy's fourth U.S. manufacturing plant.

But beyond the size of the project, it is what it brings to the area that matters:

- New jobs in Boone and surrounding communities
- Stronger partnerships with local dairy producers
- Continued growth across central Iowa

It is also supported by significant state and local investment, showing just how important projects like this are to the future of the region.

Getting a portable plant up and running on a job like this is not simple. It takes planning, long hours, and a lot of coordination behind the scenes.

Credit goes to our maintenance team, Steve Smalley, Randy Claude, and Todd Forrett, for putting in the work to make it happen. The same goes for Kurt Norland and his team, including Brad Leeper, Tennent Waldrop, and Jake Glenny, who helped keep everything moving in the right direction.

And none of it works without our drivers. Early mornings, long days, and doing the job the right way every time is what keeps everything moving.

We are also working on another major project in Perry, where JBS USA is building a new sausage production facility. Once complete, it will:

- Create 500 permanent jobs
- Support 250 construction jobs
- Produce 130 million pounds of product each year
- Help feed more than 4 million people annually

Projects like these are a good reminder of what our work actually supports. It is not just concrete. It is the infrastructure behind how people live, work, and in this case, eat.

From dispatch to the plant, from maintenance to drivers, it takes the entire team to deliver on projects like this.

That is what Hard Work's Worth It looks like.

KEITH KUENNEN



CONCRETE SUPPLY - OMAHA

As we head into spring, the outlook for the 2026 season looks strong. Work is starting to pick up, and we are heading into a busy year. That is a direct result of the hard work and dedication our team puts in every day.

I also wanted to share an exciting update for CSI Omaha. We are moving forward with plans for a new plant in North Omaha near Highway 133 and Rainwood Road. We have purchased 10 acres of land, and plans have been submitted to the City of Omaha for approval.

We are targeting late June 2026 to begin foundation work, with the plant expected to open in spring 2027.

We have also made key operational changes. Chris Druskis has been promoted to General Manager, reflecting his leadership and commitment. We have also added Korby Sander to our sales team.

These changes position us well for continued growth in the Omaha market.

As we enter the busy season, let's stay focused on safety, quality, and service. That is what sets us apart and makes Concrete Supply the preferred supplier in Omaha.

Just as importantly, let's continue to live out our core values every day — Do the Right Thing, Be a Team Player, Go the Extra Mile, Think Innovation, and Go Home Safe. If we keep that focus in front of us every day, 2026 will be another strong and successful year.

Thank you again for everything you do, and let's have a safe, productive, and successful 2026 season

CHRIS ROGERS



GRIMES ASPHALT & PAVING

As we move through spring, things are starting to look a lot like summer, and we are ready to get to work.

This winter kept us busier than most. We secured a wide range of projects in anticipation of a demanding season, and that momentum has carried into our spring startup.

Over the past few months, we have made major investments in our operation. We have added new equipment to strengthen our capabilities and improve efficiency. We have also focused on developing our leadership team to ensure alignment and readiness.

We had the opportunity to step away briefly as a team and travel to Kansas City, where we built camaraderie and celebrated milestones at the biennial meeting.

We are especially proud to recognize two team members for 30 years of service:

- Ray Svoboda, our Senior Plant and Quality Manager, whose expertise and critical insights continue to play a vital role in our success. Ray's dedication and knowledge make him an invaluable asset to our team.
- Jason Yonker, our Operations Manager, who keeps our day-to-day operations running smoothly. Jason's ability to manage the constant moving pieces and solve challenges on the fly is essential to keeping everything on track.

Always grateful for the commitment of our entire team and proud to celebrate these milestones together.

As the season ramps up, looking forward to delivering the quality work that is expected from us. Here's to a safe, productive, and successful paving season ahead.

MATT YONKER



IDEAL READY MIX



Spring is here, and we are off to a strong start as we begin the construction season. Thank you to all our employees for your dedication and hard work. Even with a few very cold weeks, Mother Nature treated us fairly well this winter, allowing us to keep jobs moving.

The past two years have been slower than normal, but we are seeing positive momentum heading into 2026. Our sales team has been actively bidding and securing projects, and our schedule is quickly filling up for what looks to be a strong year ahead.

Over the winter, we held several meetings focused on safety and training, and we continue to involve more employees in our safety initiatives. Our driver trainers completed their annual training and will be working with new employees as we prepare for a busy summer. As I visit our locations, I've been impressed by how strongly our team is embracing safety in everything we do.

As the season ramps up, our trucks and plants are pushed hard to meet demand. Thank you to our shop and maintenance teams for keeping our equipment safe and running efficiently. This year, we are investing in 30 upgraded ready mix trucks, two new heavy haul semis, and additional loaders. You will begin to see this equipment roll out across our locations throughout the first quarter.

We are also excited to welcome Bub Hurst as our new Operations Manager. He will be working closely with our teams in the field to ensure smooth and efficient operations. At the same time, we are expanding our quality control team to increase our presence on job sites and continue delivering a high-quality product.

I also want to recognize the Rasmussen Group HR team for their efforts attending job fairs and promoting Ideal Ready Mix. Their work has helped bring strong candidates into our organization.

Together, let's continue building on this momentum, supporting one another, and keeping safety our top priority. Here's to a successful and safe construction season ahead.

TOM ALEXANDER

JMT TRUCKING

Spring is here, and with it comes new opportunities. Team JMT is looking forward to a strong start this season, building on the success and momentum from past years.

I'm excited to share positive updates for the year ahead. We are expanding our fleet with the addition of eight new trucks, bringing our total to 93. With 93 trucks on the road, that adds up to an impressive 1,696 wheels in motion.

With this growth, we are creating opportunities for new drivers and expanding our dispatch team as we continue to strengthen operations.

NOTABLE PROJECTS

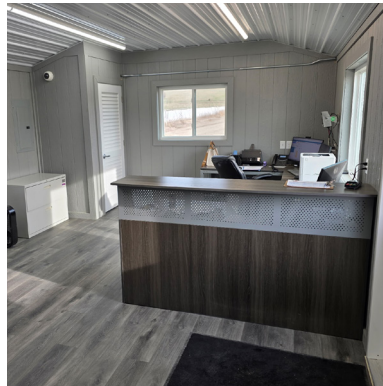
JMT will have a continued presence on some of central Iowa's largest scale jobs. We will be providing services to CJ Moyna & PCI on I-35 north of Des Moines, CJ Moyna at the DSM SE Connector, Flynn's portable plant at the DSM airport, and McAninch at JBS in Perry. We also look forward to smelling that black gold brewing on Jail Road and sharing many jobsites with those white, red, and gold ready-mix trucks!

We are confident that our resilience and focus will pave the way for a strong and successful future ahead.

KENNY BAUMAN



VIKING AGGREGATES



As I look back over the past nine months, I am proud of the progress we have made as an organization. The integration of the Aggregate Division has required focus, discipline, and resilience, and the results reflect the strength of our people and the clarity of our direction.

Our priorities have remained consistent: driving operational excellence, improving processes, and building a sustainable foundation for long-term success. While change is never without challenges, this period has shown our ability to adapt, align, and move forward together with purpose.

I want to recognize the dedication and professionalism of our team. The effort across the division does not go unnoticed. Your leadership in both field and support roles continues to be a defining strength of Viking Aggregates.

Over the last several months, we have executed key initiatives that position us well for the future. These include the successful implementation of the ticketing system across the Midwest and the completion of our division-wide name change. Both required strong coordination and collaboration and are important steps toward standardization, efficiency, and growth.

We have also made significant operational investments, made possible through the support of the Rasmussen Group. These investments have allowed us to upgrade and modernize critical equipment while maintaining high standards for safety, quality, and customer service. Highlights include a new scale house and quality control lab at the Jefferson pit, along with upgraded conveyors, stackers, and aggregate washers to improve product consistency and reliability.

Looking ahead, growth remains a key part of our strategy. By the time you read this, our newest location in Trinity, Texas, should be operational. We are also continuing work on additional sites that will expand our reserves and footprint, creating both near- and long-term opportunities.

I am proud to be part of the Rasmussen Group and to lead alongside a team that consistently demonstrates excellence, integrity, and accountability. Together, we are building a strong and sustainable future for Viking Aggregates.

DEREK FREDERICKSEN





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COMPANY NEWS

IDEAL READY MIX

James Cain and wife
 Natalee welcomed
 their daughter
 on 1/8/26.



Hadlee Darlene Cain

JMT TRUCKING

Sammi Wangsness and
 husband Tyler welcomed
 their first daughter
 on 2/2/26.



Mildred Ilene Wangsness

JMT TRUCKING

Angie Hennigar
 welcomed her
 grandson
 on 2/5/26.



Zokai Lee Lane

CONCRETE SUPPLY

Matt and Dee Sutherland
 welcomed their
 first granddaughter
 on 2/10/26.



Charlotte Smith

IDEAL READY MIX

Aaron Barnett
 got married
 on 1/17/26.



Aaron & Amy Barnett

JMT TRUCKING

Colton Moeller
 got married
 on 4/25/26.



Colton & Kelsey Moeller

