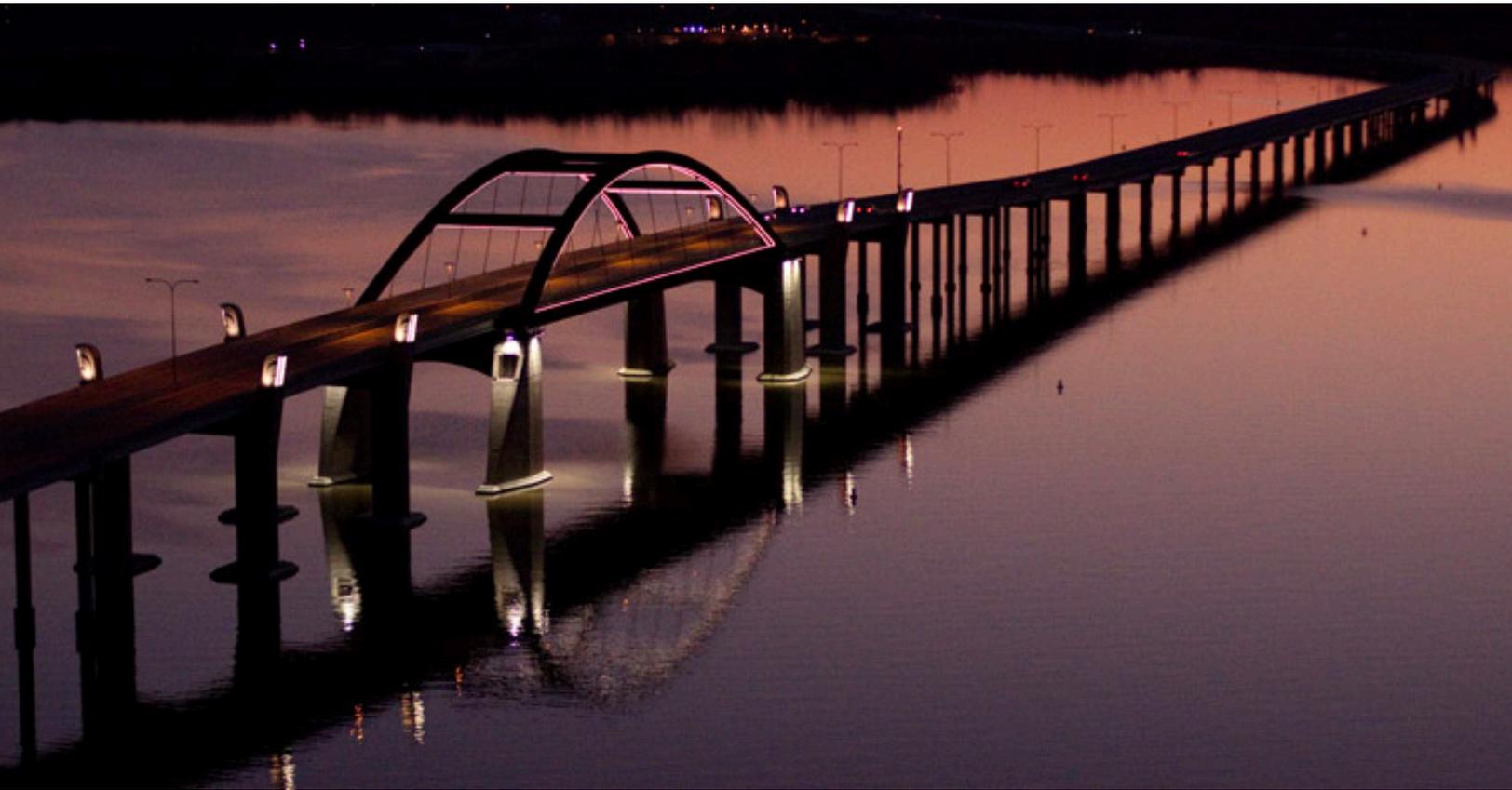


UNDER CONSTRUCTION



OCTOBER 2022 | VOLUME 41



LETTER FROM THE CHAIRMAN



"To whom, how much and when?" These are questions that come up when a company or individual is solicited for donations. Of course, the answer can be "no." That is the easy route. But the Rasmussen Group and its companies don't take the easy route... just to take the easy route (although I will acknowledge

that when the easy route is the best route, that is pretty nice, too!). It is in our DNA to be a community member and to LIVE where we work. "To live where we work" is to participate in the life around us. The Rasmussen Group logo that appears on t-shirts and marketing materials demonstrates how we participate in many events and with many organizations that help make the communities in which we work a better place to live. Many of our employees give generously in their time, talents and donations, and we are happy that many of you fill your cup in this manner. "The more you give, the more you receive" is a true-to-life saying. You will read more in the Community Involvement section of this newsletter about an organization that we have given much to over the years: Grandview University. I received good philanthropy advice from my father and mother-in-law. My father told me to "know where your money is going."

What he meant was rather than just writing a check, you should sit on the Board of Directors, attend meetings or monitor financial statements to know that your dollars or investment is truly supporting what you want it to support. That's why with our larger charitable gifts, we usually have a family board member who either serves on the recipient's board of directors or has a personal connection with the organization. My mother-in-law told me that if you truly want a nonprofit to thrive and you believe in them, give to their general fund and let them use it where they really need it. We try to give in a manner that allows the nonprofit the most flexibility to do what they do best. We also take that wisdom from our business. Our employees most often know how to do their jobs best. Just like with you, we trust them to live their mission.

As we enter the second half of the season, please keep our mission in mind and do your job best. We believe in you.

Stay safe,

KURT RASMUSSEN
CHAIRMAN OF THE BOARD

INSIDE THIS ISSUE:

CEO Corner	page 2
Safety	page 3
Project Updates	page 4
Human Resources	page 14
Benefits	page 14
Wellness	page 15
Company News	page 20



LETTER FROM THE CEO



I probably say this in every fall newsletter, but it's hard to believe we are almost through the year! For the Iowa operations, the season could already be nearly over.

It has been a challenging year with the worker shortage and the economy. All of the continued hard work of our team members is fully recognized and truly appreciated.

I'm happy to report that our safety and incident rates have improved over the last year, and I appreciate all of you for your focus to make this improvement.

We welcome the team from Hamilton Ready Mix to Central Iowa Ready Mix! This is a family business that I have had a relationship with for many years and am very excited to welcome them to our team.

Troy and Courtney have been working extremely hard with our health insurance provider to get us the "best bang for our buck" next year.

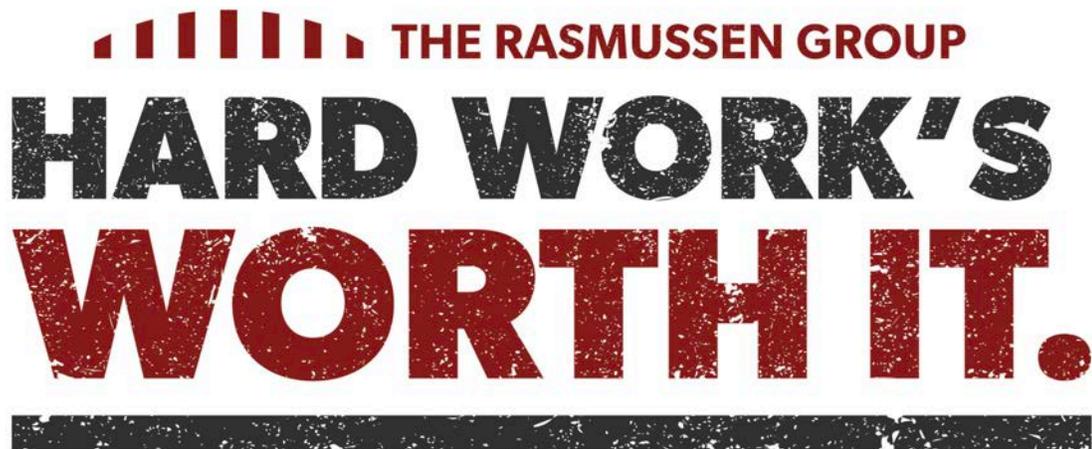
We will see a minimal increase in premiums for the employee, but please recognize that it was looking very bleak when they started the process. Thank you, Troy and Courtney for your hard work in keeping the cost impact to our employees at a minimum.

Our driver training program, led by Dave Webb and Eddie Hilson, is rocking it. I can't tell you how much this program means to our companies by giving them the ability to hire new drivers from a pool of candidates that would not be available to us without it. The driver trainers that take on the task of getting these new drivers to the finish line are a huge part of the success of this program.

Let's all stay focused, keep each other safe and finish the year strong. And thank you all for your hard work this year.



TIM MALLICOAT
CHIEF EXECUTIVE OFFICER



MISSION:

To use our heavy construction experience to fulfill the unique needs of customers and communities while also valuing our employees and our strong family legacy.

VISION:

Building tomorrow through today's hard work.

VALUES:

Do the Right Thing

No matter what, we always do what's right for our employees, customers, environment, and community.

Go the Extra Mile

We bring quality and excellence to every job. And when we need a new solution, we do everything to find the right way forward.

Treat Everyone Like Family

Our people are our family and our future. We value their safety and well-being. Like any family, we do our best work when we work together.

SAFETY COMPLACENCY, OVERCONFIDENCE, AND SITUATIONAL AWARENESS

It takes leaders and workers together to overcome risk in our work...

I've been thinking about and discussing workplace complacency and injuries a lot over the last few weeks, mostly because we are in the fall season and injuries around this time of year can be more frequent. But for me, complacency at work, or even away from it, provides a reason for us to look deeper at the way we lead.

Here are a few best practices for working together as a team to reduce complacency and overconfidence:

1. Discuss the importance of using hazard and risk assessments with greater focus and rigor.
2. Slow the work down with more timeouts – giving all your workers time to discuss concerns.
3. Talk and work through new or higher risk jobs before the work begins.
4. Build a higher degree of consensus before starting various work activities.
5. Help your workers pay attention to the right things by being very clear and concise about the hazards and risks they are working around.
6. Tell stories about lessons learned from the past that can keep them safer.
7. Help to align your personal values with everyday actions so your workers realize that all this safety stuff is about them!

Apply any of these ideas on your crew, at your plant, or when driving and you can reduce risk in your daily work.

Risk in our industry never sleeps. Get out in front of the risk in your work, pre-plan, use daily huddles, communicate, and create capacity to work safely.

Use whatever means possible to overcome our tendency to be less concerned about the risk we face each day. After all, it is wise to have a bit of chronic unease about what we do every day.

THE POWER OF PARTNERING

"You can do what I cannot do. I can do what you cannot do. Together, we can do great things."
Mother Theresa

Recently, the Rasmussen Group Safety Department had an opportunity to visit two JCS jobsites and attend a cookout for the JCS and Vestas employees. It was a great opportunity to feed our troops and spend time with these two teams who work side by side every day.

We cooked for approximately 125 JCS/Vestas employees at our Blue Sky Project in Malone, WI, and 100 employees at our Crane Creek Project in Riceville, IA. The event was a lot of fun for our team and hopefully a good partnership was reinforced between us and Vestas.

Our goal was simple – to help our teams achieve results, build relationships, and create more teamwork. Why would we feed and care for so many others when we didn't have to? Partnering is worth the risk because creativity comes from diversity, which makes us better human beings.

It was a great turnout and awesome to see all these workers accomplishing what they do every day. Hopefully, our presence helped fill their bellies – but, more importantly – a simple cookout helped us all achieve our goals, solve problems, and build relationships that will prove to be a value for both organizations.

By building relationships, everyone wins.

BILLY SNEAD
SAFETY DIRECTOR





Hello from Argee Transport. We hope you all have had a safe summer. We are looking forward to the cooler temps that fall will bring, and some football! We have enjoyed a busy spring and summer. Since our last newsletter, we have delivered the last of the spans for the Merchants RR bridge in St Louis, MO, delivered the first phase of the I-35/I-535 interchange in Duluth, MN, and have started hauling to projects in Milwaukee, WI, Baton Rouge, LA, and Peoria, IL.

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

BRAD KOHLWES



Circle V Specialized has been busy making multiple hauls to west Texas, delivering equipment to multiple natural gas plants currently under construction. A big reason we are getting loads delivered on schedule is because of our two new drivers at Circle V, Tommy Shropshire and David Ferrand. These drivers live nearby and both team members bring significant oversize and heavy haul experience to our team. These additions have made it very easy to plug and play them into our transport schedule. If you see either of them, please extend a warm welcome.

We have seen an increase in freight in recent months, evidenced by a few new customers and steady load count. One new customer had us go all the way to San Diego, CA, to deliver some high value equipment to a jobsite just a few miles from our shop. Rodney Schmitzer was awesome in pulling these back-to-back. He then reversed these units perfectly into position at delivery, making it easy on the crane crew to unload.

Rickie Humphrey is like clockwork. When he is under a load, his left door is shut and his miles are being made. It doesn't matter if he loads in Tulsa, Houston, or anywhere between — he'll be on time. He recently made miles up to Wyoming, Indiana, Louisiana, Kentucky, and Texas as well as many local hauls that needed a ride. He has a busy couple of months ahead of him in Texas so if you're in that area, be on the lookout!

We had a successful super load haul in West Virginia recently with a team effort led by Russell Hopkins and Kent Kirby. They managed to get a 300,000-pound surge tank off a river barge and loaded onto our trailer, and then transported it to the top of the mountain, where it was craned off and set in an energy processing facility. On the heels of that monster, we managed to haul another one similar in size and weight.

This unit came out of the Tulsa area and Circle V Specialized made delivery to Jal, NM, as expected. These transports were no small task and Jaime Aguinaga and Victor Kunkel helped make them a success.

Speaking of Jaime, he recently welcomed a baby boy – CONGRATULATIONS! In addition to being a new father, Jaime is a pilot car driver and service technician for the Circle V team. He helps get the job done no matter what job needs to be done. We all appreciate the hard work he puts into our team.

Victor has been with Circle V Specialized more than 10 years now and possesses the unique abilities we can utilize, like when we need a tillerman to steer a load from the backside, a route survey performed and checked for obstacles, or a trailer torn down or built for the next transport. In addition, Victor wears many hats as a full-time pilot car driver, repairman, referee, and liaison, and we want to extend our appreciation him.

Delane Hopkins' diesel knowledge and abilities, coupled with Hunter Chasteen providing top notch technician work in our shop, have been a tremendous asset to our team. These guys get repairs and improvements completed correctly and efficiently, and they both have great attitudes and skills that extend far beyond turning wrenches. Keep up the good work!

JEFF RASMUSSEN





It's crazy to think the summer is over and the crazy fall rush of the construction season is about to begin. My spring article talked about the uncertainty of 2022. One thing I can say is it's been all of that and more, and I don't see where we have had many of the uncertainties resolved.

The market dynamics are practically impossible to stay ahead of. We experienced rising costs for practically everything we need to do our job including equipment costs and the surcharges that were added upon delivery, liability and health insurance costs, and the biggie, fuel costs. Along with the unavailability of parts that created delays in getting trucks fixed, continued workforce shortages, plenty of business without enough trucks to take care of it, and weak margins, it has been one of the most frustrating years I can remember in the history of JMT Trucking. We put our last new dump truck in service in July and our first of four tractors in service the end of August. We won't get the remaining three tractors that were scheduled to be here in April or May until December or January.

One thing I am very appreciative and thankful for is the JMT team. We have some of the hardest working team members in the industry – from operations to sales to dispatch to drivers, and the outstanding office staff that has had the task of dealing with all the paperwork that this business generates. Through July, we have billed out more revenue generated by hired trucks than our own fleet for the first time in our 27-year history. That means dispatch has on average had to schedule, dispatch, and gather paperwork from more than 80 hired trucks per day. The office team must then manually process all the hired trucks' paperwork, which is no small feat. Everyone has worked extremely hard to stay caught up, and I appreciate it. It appears we will be dealing with rock and cement allocations on and off throughout the fall, which will impact our business into the winter months. I still anticipate a very busy rest of the year. My hope is that the Rasmussen Group companies have a safe and productive remaining 2022 season.

JEFF WANGSNESS

“One thing I am very appreciative and thankful for is the JMT team.”





SCHOOLING THE COMPETITION!

BONDURANT - FARRAR CSD GRANT ST. NORTH PUBLIC IMPROVEMENT PROJECT



It's always a pleasure to have a project that is meaningful to the community. This past year, we had the opportunity to complete many projects at schools within our area. It's always a challenge to complete these projects within the tight timeframes allotted but with the hard work of our crews, we pushed through and were able to have each project completed by the start of the school year. We definitely could not have achieved this without the dedication of our employees!

DALLAS CENTER GRIMES CSD SOUTH PRAIRIE ELEMENTARY



CORNELL ELEMENTARY NE 3RD STREET PARKING LANE ADDITION



SE POLK CSD RUNNELLS ELEMENTARY



SE POLK CSD JUNIOR HIGH & SPRING CREEK 6TH GRADE CENTER



SAYDEL CSD HIGH SCHOOL ENTRY



DRAKE UNIVERSITY LOT #13





“JCS took on the biggest project we have ever tackled.”



Starting this past May, Jensen Crane took on the biggest project we have ever tackled — a six-to-eight-month long job repowering 88 wind towers in Wisconsin and 66 in Iowa. A repower consists of taking rotors down and then exchanging drivetrains, generators, yaw motors, blade bearings, and pitch drives on older towers, which gives them a face lift of sorts. Jensen Crane usually has three crane packages; however, this project is running nine cranes and we are utilizing all of our equipment, as well as six other crane packages. These cranes were rented from other companies and Jensen had to double its staff to operate all of the equipment.

RON SIMS & SCOTT MOWERY

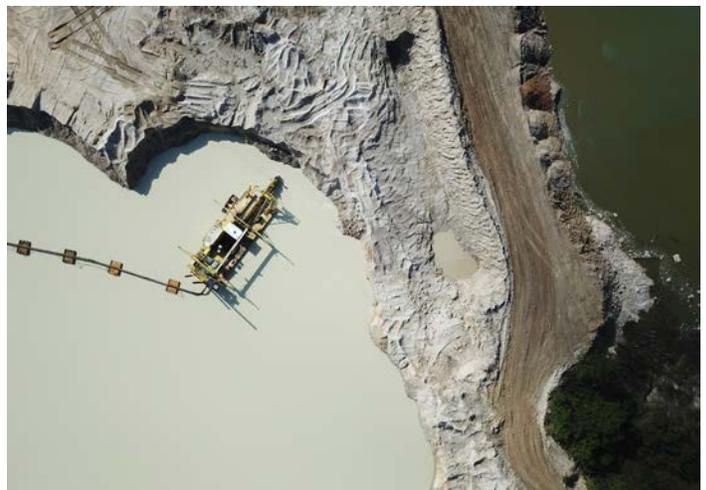


It's been a busy summer at Hallett as we have navigated an extremely hot market here in Houston. Material shortages have created unique challenges at all three locations as we push through into some of our historically busiest months of the year. We have been working on some projects that will alleviate material pressure for our customers and open some new avenues that Hallett will explore.

The new gravel plant is producing at the Hempstead plant. We've had a dry summer, which has created some interesting challenges with fresh water to wash our materials.

The fine sand dredge was brought back to Porter and put to work producing fine sand. This has enabled us to service more asphalt plants as material sourcing is still an issue.

The Hardin plant has undergone a change in how we mine the material. We added an extraction dredge that runs 24 hours a day and we now run the plant dredge 12 hours a day. This has saved us electrical and fuel costs, as well as reduced wear and tear on equipment and the plant. The gravel plant was commissioned in June.





PURCHASE OF HAMILTON REDI-MIX



PURCHASE OF HAMILTON REDI-MIX

Rasmussen Group and Concrete Supply are pleased to announce the purchase of Hamilton Redi-Mix. Hamilton Redi-Mix, based out of Jefferson, Iowa, is a second-generation family-owned business that has been in operation since 1976. We look forward to maintaining the level of service and quality that the customers have been accustomed to. We welcome Bob Hamilton and his employees to our Concrete Supply Team.

NATIONAL MIXER DRIVER APPRECIATION WEEK

We all know that our industry and literally the entire construction sector would come to a sudden stop if not for the work ethic and dedication of professional mixer truck drivers. For that, we offer a heartfelt thank you for all you do for our industry, and specifically, Concrete Supply and the Rasmussen Group.

- From those early morning pours to the late-night DOT work, all the concrete must be delivered by a mixer truck driver. THANK YOU, concrete delivery professionals!
- We know that not just anyone can operate such a large, heavy-duty, and complex vehicle. It takes significant time and effort to learn the skills needed to safely handle a mixer truck. Your dedication to be a safe mixer driver is a tribute to you and Concrete Supply. THANK YOU for your unwavering commitment to be the safest you can be.
- We all know that concrete mixer truck drivers can put in some long hours. Whether it is during the hot summer months or in the wind and cold of winter, THANK YOU for the sacrifices you make being away from home to keep this industry successful.
- It is common knowledge that concrete mixer drivers are special. You are independent, talented, and tough! We sincerely THANK YOU for all you do.

Let this National Mixer Driver Appreciation Week acknowledge the significant contribution of ready mixed concrete mixer truck drivers to the growth and success of individual companies and the ready mixed concrete industry. A salute to you — the professional mixer truck drivers of Concrete Supply. You are literally the foundation of Concrete Supply and this great nation.

TIM JANSSEN & KEITH KUENNEN (IOWA) & CHRIS ROGERS (OMAHA)



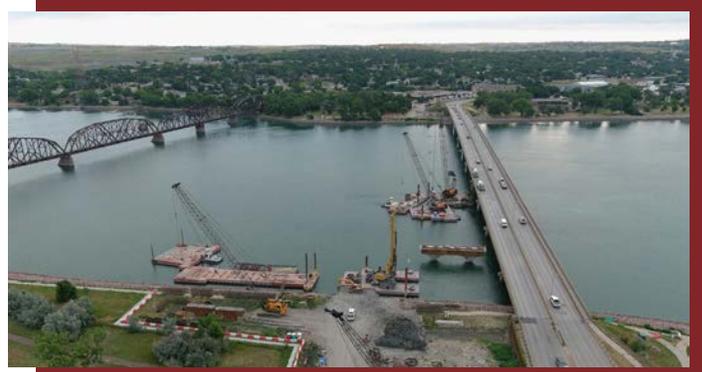
THANK YOU DRIVERS!





Ashworth Road Project

Crews led by Ryan Lonsdale have done a great job maintaining the difficult schedule. The existing bridge was torn down at the start of the season and work has progressed on the median pier. Access is very tight and due to the quantity of battered pile, the construction is tedious. The crew has done a great job and work is on schedule to be completed by the end of the year.



Pierre, South Dakota

We're happy to report that drilled shaft construction is complete! Crews led by Tristan Weaver have been working hard throughout the season on the drilled shafts and the east abutment, and both were completed in August. Crews are now focused on the river substructure work and the west abutment, and steel erection work will begin soon.



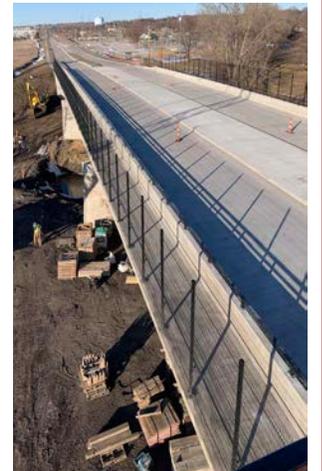
Raccoon River Bridges

On the South Raccoon River Bridge, work has progressed very well throughout the summer. Crews led by Jim McFarlin and Ryan Adkisson are in the process of constructing the Superstructure, and the bridge is on schedule to be completed by the end of the year. On the North Raccoon River Bridge, work has also progressed very well throughout the summer. Crews led by Troy Philips have completed the Substructure and are in the process of hanging concrete beams and constructing the Superstructure.



Work in Omaha, Nebraska

Crews led by Kurt Pethan have completed all of our work in Omaha this season. They did a fantastic job constructing the pedestrian bridge in Valley and performed the difficult bridge widening on 120th Street ahead of schedule.





Caddo Lake Bridge near Shreveport, Louisiana

The demolition of the existing bridge is completed and pile driving for the new bridge has finally started now that the overhead power lines have been removed. The crew also placed most of the embankment for the new roadway while the power lines were being removed. This 2,050' long, 22-span bridge should be near completion by Christmas 2023. We are building a good crew there, so the job should go smoothly.



US-412 WB over the Verdigris River

This job officially started on September 6, so the demolition of the existing bridge should be well underway by the time you read this. Branden Rice, who came over from Clarksville, is managing this project. We hope to bring in more people from our other jobs as they wind down, but we will also be hiring local people from the Tulsa area. The project is only about a year long, so this crew will be ready to take on the next job by next fall.



Lake Texoma, Oklahoma

All the beams and deck panels are set, and about two-thirds of the deck have been poured. Completion of the new bridge is currently projected to be in late October. If the paving of the roadway finishes on time, removal of the existing bridge will start in November and should last until spring 2023. It's been difficult to hire and retain enough employees for all the work at this project, but our crews keep working hard despite being understaffed. Good job, guys!



US-62 over the Arkansas River

In March, we were awarded this \$74.7 million project, which includes the removal and replacement of the two existing 1,550' long bridges over the river, along with two other small bridges and paving. Jensen will be focusing on the river bridges while our joint venture partner will be focusing on the two smaller bridges and the paving. The project started on September 6 and is being managed by Greg Prowant, who helped us out at Clarksville. This job will take about two-and-a-half years to complete.



Clarksville, Tennessee

Clarksville should almost be complete by the time this newsletter is published, so this will be the last time you hear about it. The crews have fought through a lot of adversity to get this project finished, and we appreciate all their efforts. It's difficult to hire good bridge builders from the outside, so we emphasize promoting talent from within. We were very successful with that by promoting two foremen to superintendent and two local hires to traveling foremen. Congratulations to all who were involved with this project.



Beaumont, Texas

Like Clarksville, Beaumont is quickly moving toward completion with only the pouring of the rest of the decks and bridge rail remaining. The crews should also have all the dirt work completed and ready for paving as well. This job has been a battle, but we are lucky to have such a dedicated group of people there to fight through it all. We thank you for all your hard work.

HUMAN RESOURCES

It's hard to believe that our 2022 construction season will soon be wrapping up. It sure has been a busy year! Recruiting and retention has been a top priority. We welcomed 188 active employees to our companies so far this year. We have had the opportunity to partner with Connect 2 Careers through the Children and Families of Iowa, 160 Driving Academy of Des Moines, and Custom Diesel Drivers Training in Omaha. This has broadened our scope of candidates and allowed us to bring individuals aboard in the capacity of a driver with some knowledge and experience. We have also onboarded 48 individuals who just held their permit with a 100% success rate through our training program to get their CDL.

Outside of recruiting, we have continued to work through the implementation of the new Human Resources and Payroll platform called Paylocity. This summer, we successfully launched the recruiting and onboarding modules, which has created a better candidate experience for those looking to join our company. This fall, we will begin rolling this platform out to our active employees. Once fully launched, our employees will be able to view personal information, enroll in benefits, manage their direct deposit and tax information, and more either online or through a mobile application.

Believe it or not, open enrollment is right around the corner, beginning November 15. Enrollment will happen digitally, similar to last year. Communication will be mailed and emailed outlining the upcoming benefit changes along with a new and improved benefits guide! We will also be offering biometric screenings this fall, mostly during the open enrollment meetings. All employees are highly encouraged to participate in these screenings. Our *Work Well* program will be getting an upgrade and data from these screenings will be utilized to help build a more customized experience through Navigate, our wellbeing platform.

The HR team plans to visit our job sites this fall to discuss benefits, assist with the enrollment process, and explain the new platforms that will soon be rolled out to our employees. We look forward to seeing you all then!

COURTNEY MAXWELL
HR DIRECTOR

BENEFITS PLANNING FOR YOUR FUTURE

The open enrollment period for employee benefits is November 15 – December 15, with an effective date of January 1, 2023. Open enrollment is a chance for you to take charge of your financial and physical health for the new year!

Things to consider during open enrollment include changes to coverage and cost as well as alternative options. Your medical plan can have a big impact on your healthcare cost experience, so it's an important decision. Along with health care, we understand that money can be a major stressor in someone's life. Financial stress can take a significant toll on both your mental and physical health. We're here to help guide you through the research and enrollment process.

Medical Benefits

We're excited to offer a wide range of benefits, including a new High Deductible Health Plan option. In total, there will be three plans to choose from, along with dental, vision, life, short-term disability, and accident. Communication will be mailed and emailed outlining the upcoming changes to benefits along with employees' current elections and an updated benefits guide.

Those who choose to enroll in one of the High Deductible Medical Plans have the option to also enroll in a health savings account (HSA). An HSA can help you lower your taxes (contributions, up to a limit, are pre-tax), build funds that you can use to pay for eligible health care costs, and even save for retirement. HSAs are only available with the high-deductible health plans. You can use HSA funds to pay for eligible health care expenses and for out-of-pocket costs your health plan doesn't cover.

Enrollment will happen digitally, similar to last year. We'll be in touch with more details and login instructions as open enrollment nears.

Financial Benefits

If you would like to improve your financial wellness by preparing for retirement, planning for unexpected expenses, paying down debt, or setting up a will or advance directive, check out the **FREE** tools and resources available to you through these Rasmussen Group benefits.

Principal Financial Group - Principal Financial Group is the Rasmussen Group's 401K 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 <https://www.principal.com/> 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, or 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 <https://efr.org/> or on the Employee and Family Resources app.

Navigate Work Well Portal - Rasmussen Group's wellness program's online platform, Navigate, has several financial wellness video courses and personal challenges developed by Peter Dunn a/k/a Pete the Planner, an award-winning financial mind, author, and CEO of Your Money Line and Hey Money. These resources provide educational information on budgeting, debt reduction, saving for retirement, and more.

BEVERLY MORRISSEY
BENEFITS ADMINISTRATOR

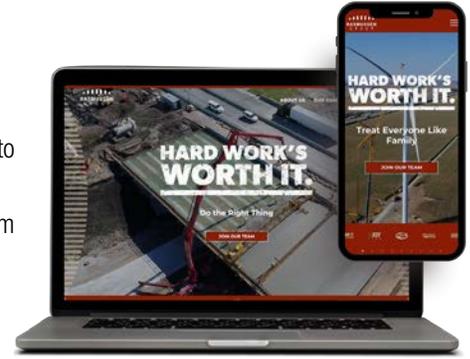
NEW WEBSITE

Our NEW website has OFFICIALLY LAUNCHED!

This website will allow us to proudly showcase all Rasmussen Group companies' services and skills to potential employees, customers, and vendors.

We are beyond excited to see this launched and to share with you! Head to www.rasmussengroup.com or scan the code below to browse around the entire site.

JOIE VELDMAN
COMMUNICATIONS COORDINATOR



WELLNESS RASMUSSEN WORKWELL PROGRAM TO LAUNCH NAVIGATE TOTAL HEALTH

Our Work Well program will be getting an upgrade! Our wellbeing platform, Navigate, offers an improved version of the standard program that Rasmussen Group currently uses. This new technology will provide for a more personalized experience for those who participate in the Work Well program by using data provided by employees and spouses to feed health-specific information to each user.

Total Health not only helps deliver a program tailored to each employee, but also connects them to Rasmussen Group HR resources and benefits. Based on the information provided by participants, health-specific programs, tools, and challenges will be pushed to the user on their activity table. This includes programs and resources available to employees through the Rasmussen Group's benefits package. This upgraded feature will be launched on October 1 to kick off the upcoming Work Well plan year.

- Will I have to register again?
- No, employees and spouses will not have to re-register on the Navigate Wellbeing website or the app. All current user information will transfer.
- Will I have to create a new username and password?
- No, usernames and passwords will remain the same.
- Will my 2021/2022 points rollover?
- Yes, users will not lose points during this transition. Any points remaining at the end of this program year (September 30) will rollover over into the Total Health Platform on October 1.
- Will \$400/40,000 points in rewards still be available?
- Yes, the total incentive amount for the program year will remain the same: \$400 for employees and \$400 for spouses. The only change will be how you earn that \$400.

If I don't currently participate in the Work Well program, how do I get started?

Accessing your Navigate Work Well portal is fast and easy!

1. Visit www.rasmussengroup.com
2. Select "JOIN NOW"
3. Follow steps to create your account
4. Download the NAVIGATE WELLBEING app
5. Sign-in to app

Who do I contact for questions or assistance?

For more information, contact me, at (515) 266-5173 or jsheets@rasmussengroup.com.

JESSICA SHEETS
WELLNESS SUPERVISOR

Did You Know That Participating in the Work Well Program Could Help Reduce Health Insurance Premiums?

When employees take care of their health by getting their annual physicals and age-appropriate preventative exams, the risk of developing chronic conditions or experiencing a catastrophic health event is reduced. As a result, there are fewer high-cost claims the health plan must cover. High-cost claims increase the cost of the health insurance for the company, as well as for employees. The Work Well program encourages employees and their spouses to take better care of their health by incentivizing them to get an annual physical, complete life-saving preventative exams, and leverage the tools and resources on the Navigate Wellbeing platform to improve their whole health.

COMPANY HEALTH SCREENING SCHEDULE

A health screening can provide important information regarding your health and identify risk factors that could increase your chances for developing serious health conditions. A health screening takes less than 15 minutes and includes the following measurements:

- Fingerstick Blood Test (Cholesterol and Glucose Levels)
- Blood Pressure
- Height
- Weight
- Waist Circumference

It is IMPORTANT to remember NOT to eat anything for at least 10-12 hours prior to your screening. This will allow for more accurate screening results. Health screenings are free to the Rasmussen Group's employees and employee's spouses.

Date	Location	Start Time
* November 2	Jensen Construction – Caddo Lake Mooringsport, LA	6:30 A.M.
* November 3	Jensen Construction – Lake Texoma Gordonville, TX	6:30 A.M.
* November 4	Jensen Construction – Catoosa/Muskogee Best Western Plus 13593 OK-51, Coweta OK 74429	6:30 A.M.
* November 10	Grimes Asphalt & Paving Rasmussen Group Corporate Office 5550 NE 22nd St, Des Moines IA 50316 <i>Open to all employees & spouses after 7:30 a.m.</i>	6:30 A.M.
* November 11	Jensen Construction – Des Moines Rasmussen Group Corporate Office 5550 NE 22nd St, Des Moines IA 50316	6:30 A.M.
November 12	Rasmussen Group Corporate Office 5550 NE 22nd St, Des Moines IA 50316	7:00 A.M.
* November 16	Jensen Construction – Pierre, SD 300 E Capitol Ave; Suite 1 Pierre SD 57501	7:00 A.M.
* November 19	Hallett/RGI Materials – Porter Plant 24685 Sorters Rd, Porter TX 77365	9:00 A.M.
* November 22	Concrete Supply, Inc. – Omaha Plant 2410 Center St, Omaha NE 68105	6:00 A.M.
* November 29	Concrete Supply, Inc. – Supertel Inn 800 Laurel St, Creston IA 50801	6:30 A.M.
* November 30	Concrete Supply, Inc. – Jefferson Plant 1295 Orchard Ave, Jefferson IA 50129	6:00 A.M.
* December 2	Concrete Supply, Inc. Quality Inn & Suites Conference Center 2601 E. 13th St, Ames IA 50010	6:00 A.M.
* December 5 & 6	Concrete Supply, Inc. FFA Enrichment Center; Rooms 112/113 DMACC Ankeny Campus 1055 SW Prairie Trail Pkwy Ankeny IA 50023	6:00 A.M.
* December 10	Central Iowa Trucking/JMT Trucking Courtyard Marriott 2405 SE Creekview Dr, Ankeny IA 50021	6:30 A.M.
December 16	Rasmussen Group Corporate Office 5550 NE 22nd St, Des Moines IA 50316	7:30 A.M.

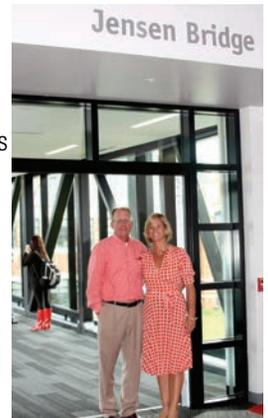
* Open Enrollment Meetings



COMMUNITY SPOTLIGHT

Grand View University is a very important institution for the Rasmussen family. It has provided a broad and meaningful education for many of the principals of the business over the years. In double checking with family matriarch, Sandra Kay (Jensen) Rasmussen, the following family members were educated at Grand View College:

- Erling Jensen – (second generation), Jensen Construction Company accountant; Grand View Board of Trustees
- Sandra Jensen – (third generation), married Jim Rasmussen on 1-30-1960; Grand View Board of Trustees
- James (Jim) Rasmussen – (married Sandra Jensen), founded the Rasmussen Group in 1988; Grand View Board of Trustees
- Elizabeth Ibsen – (second generation), married to Irv Ibsen
- Irvin (Irv) Ibsen – married Sandra's sister, Elizabeth, VP of States Construction (concrete)
- Mr. and Mrs. Bruce Hoegh – cousins of Sandra
- Kurt Rasmussen – (fourth generation), President of Rasmussen Group, 2000 – 2019; Grand View Board Trustees
- Jeff Rasmussen – (fourth generation), President of Jensen Construction, 2005 – present



When Jim passed in 2003, a signature gift was made to Grand View to help with the development of the Rasmussen Center for Community Professions. If you walk into that building, you will see a nice picture of Jim and Sandra. Kurt worked with Congressman Boswell over several years to secure funding and permission to build a skyway over East 14th Street. Financial contributions were made, and the Jensen Bridge now safely transports students from the east and west campuses. The Irv and Elizabeth Ibsen Valhalla Dining Room is a beautiful and modern cafeteria area for the students. In addition, key gifts were made to the new student center. Finally, donations to Luther Memorial Church provide space for campus ministry and education for the University. The decision to give back to an institution that helped form the education ethos and ethics of the family and the business was well supported and has benefited many people and the surrounding community.



GOVERNOR REYNOLDS TO THE RASMUSSEN GROUP

The Rasmussen Group was honored to welcome Governor Reynolds for a visit to our family- operated company. We thanked her for keeping our state running and she enjoyed the visit. Among the many issues we discussed was her focus on getting skilled trade training back into the high schools to ensure that Iowa has a skilled workforce moving forward. We were pleased to introduce her to Jayden Raeder with JMT Trucking, who applied for a position the day after attending the Build My Future event, which we participate in every April.



EMPLOYEE APPRECIATION

The Rasmussen Group held their annual Employee Appreciation Day for employees and their families at Des Moines Water Works on September 11. This year we recognized employees/spouses that served or are currently serving in a branch of the military or as a first responder and we are thankful for all that they do. The weather was perfect, and it was a great day with everyone at our Employee Appreciation Patriotic Day Picnic enjoying Food, Inflatables, Bingo, Raffle Prizes, Music and getting to catch up with coworkers and friends. This is just a small token of our appreciation for all of our employees' hard work and dedication.







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COMPANY NEWS

Grimes Asphalt

Randy Showers and wife welcomed their triplet grandchildren on 1/22/22.



Mackenzie Jolynn, Jaxson Allen, & Savannah Jane

Hallett Materials

Cody and Leila welcomed their son on 8/9/22.



Motley James Reed

Circle V Specialized

Jaime Aguinaga and Natalia De Leon welcomed their son on 5/3/22.



Setson Lee Aguinaga

Hallett Materials

Larry Winzer and wife Danyell adopted Jaciee Winzer (16) and Iris Winzer (15) on 3/31/22.



Concrete Supply, Inc.

Blayre and Elli Alford married on 2/14/22; Blayre Alford and wife Elli welcomed their daughter on 7/13/22.



Blayre and Elli Alford



Harlow Blayre Alford



Iowa State Fair Outhouse Races

The Rasmussen Group won the 18th annual Outhouse Races at the 2022 Iowa State Fair.

Pictured: Steve Snell, Joie Veldman, Matt Dougherty, and Walter Lagerblade.

