

# NEWSLETTER 2023



## FROM THE DESK OF TOM STURGEON



Another year has gone and hopefully we do not see another one like this year. Tragedy and mental health are at the forefront of 2023. I want everyone to understand that there is not a playbook to deal with situations like we had this year and we

basically had to respond, quickly at times, the best way we thought was good and compassionate. Not saying we did things right all the time, but we have tried to do the right thing and if we failed, I apologize. One thing I learned in the 10 years as the leader is I am not always going to please everyone, in fact just the opposite. The best I can say is we all make mistakes and hopefully learn from them. I do try to make decisions taking into account the situation, the best for our employees and the company, while looking at the big picture. I truly have tried my best to make this a good place to work while improving wages, benefits, and always taking into consideration the employees.

My door is always open. If you want to talk about why certain things happened the way they did I encourage you to come and talk with me. I want to hear from you and will always take the time to talk with you and discuss the reason behind my decision.

We have many incredible employees at this company. At times, a small few overshadow the incredible and we have to refocus perspective on the bigger picture. It has been heartwarming to watch the teamwork and support you have given to each other during the events we have encountered this year. All of us face struggles both at work and home and are having to overcome challenges we never thought would cross into the workplace. While we may not always agree on the best decision in these unprecedented situations, I will continue to try to make the best decision I can with the information available.

I truly appreciate those who continue to show up every day, work hard, and help in the efforts of making Crooker a great place to work. It takes all of us from every direction and I am honored to be surrounded by so many great people.

Cheers to a healthy 2024 to you and your families with the hope everyone can find peace in their lives.

Cheers,  
Tom Sturgeon, *President & CEO*



*Edward Little High School, Auburn*

Red Sox great Ted Williams told the NY Times in the 80's: "I've always said that hitting a baseball is the hardest thing to do in sports. The hardest thing - a round ball, round bat, curves, sliders, knuckleballs, upside down and a ball coming in at 90 miles to 100 miles an hour, it's a pretty lethal thing." Current MLB playoff format 'awards' a bye to the two divisional winners with the best record in each league for the first round of the playoffs (i.e., they don't have to play until the second round).

Receiving a bye this year were the Orioles, Astros, Braves and Dodgers, meaning, after playing six games per week since April they didn't play a baseball game for about a week. When the second round of the playoffs concluded, 3 of these 4 teams lost their series and were out of the playoffs. Two were swept out (didn't win a game). Some argue this is because their baseball routines changed because of the bye. That's a fair argument, but no one really knows for sure.

What can't be argued is the importance of routines in our daily lives. It could be a long-term routine like eating healthy, or a short-term routine like letting the dog out before going to work. Speaking of work life - while our work doesn't ALWAYS require the high and precise skill of a MLB player - a broken routine (or a routine carried out that should have changed) can have serious if not dire consequences.

I've been thinking and muttering about routines after several incidents this year that occurred because of a broken routine or one that was kept and should have been broken due to different circumstances in play at that time.

Routines are a collection of habits and actions that we form to get things done. Going a little technical. A habit is a behavioral

pattern that we repeat often, or in regular intervals, such that the repetition serves to improve our ability and familiarity with the behavioral pattern. Eventually, after a certain amount of repetition, we display the behavioral pattern without any conscious thought about it.

Much of our work is detail-oriented and dangerous. Whether you are striking a shovel, bucket, blade or hammer to the ground; lifting a precast form or precast structure; loading a truck or hauling a load; turning a wrench or adjusting valves; welding iron or manganese; installing a tire or removing one - unless you are new to the task and being instructed what to do - you are following your own routine.

The more seasoned you are at the task or activity the more likely your routine is unconscious in nature. If you are consciously forming a habit, you will want think carefully what the behavioral action(s) of your routine will and how best to execute it day in and day out.

Don't underestimate the effect of a broken thought, or a change in conditions or circumstances or plan of action. Situational awareness in the moment is critical.

The more hazardous the task the more focused you want to be on keeping your routine (and others should be about not distracting you) and the more you want to be on the lookout for what may be different this time around that could require a change in your routine.

Go home from work the same way you arrived.

Crooker Safety

# MISSION

To provide superior quality materials and construction services while maintaining the safety of all people, striving to exceed expectations, and minimizing environmental impacts.

# VISION

We will sustain long-term growth through a strong work ethic, superior performance, and valued relationships.

# VALUES

**SAFETY:** We always put safety of people first. The safety of ourselves and others overrides cost, speed, and other job-related concerns. We strive for zero harm to employees, to the public, and to the environment. We evaluate options and exercise prudent judgment before taking actions that may result in unnecessary risks.

**ACCOUNTABILITY:** We accept individual accountability and responsibility. We all make decisions and recognize that we are responsible for the outcome.

**FIRST-RATE:** Our goal is to be the best in the industry and provide the highest level of customer service. We promote innovation, teamwork, and employee development. We welcome the opportunity to learn and teach. We embrace change as part of growth.

**ETHICAL:** We are committed to the highest ethical standards in the industry. We achieve this through honesty, trust, and respect. Our word is our bond and our actions are the basis for our relationships.

## 401(K) RETIREMENT AND PROFIT SHARING PLAN

Between January 2023 and September 2023 employees contributed **\$577,005.83** of their salary and the company matched **\$298,568.64** into the 401(k) plan. In addition to the individual matches, the company also contributed **\$203,006.03** of profit-sharing funds into eligible employee accounts in September 2023.



All employees, at least 18 years old, are eligible to participate in the company's 401(k) plan beginning on day one of employment. Currently, 78% of eligible employees contribute each week to their 401(k) account. Of those 78% contributing; 76% contribute on a pre-tax basis, 18% contribute on a roth post-tax basis, and 6% contribute with a combination of both pre-tax and roth post-tax money.

American Funds is the company we partner with to manage all the 401(k) funds and individual employee accounts. If you have not already registered your online account with American Funds you can do so at <https://americanfunds.retirementpartner.com>.

Employees are now also able to review and update beneficiary information within their account online. Every year all employees should look at who they have listed and make any necessary updates.

This past fall we worked with American Funds to provide more data each week with our payroll upload so employees are able to utilize more planning tools within their account. Within your American Funds account you can set goals and see the impact of adjusting your weekly contribution amount.

### Employee Match

Each week, the company matches a portion of money each employee contributes by making a match contribution into the employee's account on their behalf. The company matches 100% of the first 3% an employee contributes and 50% of the next 2% an employee contributes. To maximize the FREE MONEY in the form of a company match, if you contribute 5% each week, the company will deposit an additional 4% into your account along with your 5%.

### Financial Advisor

Are you interested in talking to someone about your 401(k) account, your weekly contribution amount, or to see if it would be better for you to make pre-tax or roth post-tax contributions? The Financial Advisors at DDMP are available at no cost to help you whenever and however it is convenient for you; by phone, by video, or in person once a quarter when they come onsite. You can contact the DDMP team anytime to talk about your 401(k) account and financial retirement goals.

Rhonda Maloney, 610-858-9236, [Rhonda.maloney@raymondjames.com](mailto:Rhonda.maloney@raymondjames.com)

Celeste Rau, 717-803-2924, [Celeste.rau@raymondjames.com](mailto:Celeste.rau@raymondjames.com)



## CONSTRUCTION & PAVING UPDATE

*Market Basket, Topsham*

Challenge and adversity. These two words seem to come to mind the last few years when writing these newsletter updates. Between the labor shortage, price increases, equipment needs and availability, project designs (or lack thereof) and schedule implications, the days of a cut and dry project seem to be long in the past. It is no longer the simple system of winning the bid, completing the preconstruction documentation, executing the work in a timely manner and turning the project over to the owner. Each of these steps now requires an additional level of scrutiny, thought process, teamwork, and commitment. It seems that this will now be the new norm.

That being said, the two magic words of 2023 will be resilience and opportunity. We (as human beings) tend to get so bogged down in the details, the dilemmas, the challenges that we simply don't think to sit back and look at what we've accomplished. It has been a challenging year for all areas of the company, as people are wearing many hats, but when you take a moment to think back on what you built, it is truly remarkable and something this entire organization should be proud of.

Starting off the year, we were busy right out of the gate. We had tight deadlines on several projects, but one of the main focuses was Edward Little. The push was on to get the track and field ready at the school and be ready for when the turf arrived. This state-of-the-art facility had thousands of feet of drainage, subsurface chamber systems, and a new turf field with running track and parking/concession facilities. Crooker pushed hard to complete this and turn it over to the owner so the field could be put in to use. We also had to make sure we had the resources to finish parking lot construction and finishes as the turnover for the new school was looming quickly. As we head into the

late fall the new school is now turned over to the community and demolition has begun on the existing school. The Auburn community is thrilled with our product and happy to be in their new school!

It has also been another banner year at Bath Iron Works right from the start. We had multiple contract projects to wrap up, including the Kitting Building and GFE, but also had lots of BOA work to complete, including the remaining North End Utilities work. As the year progressed, we finished the Kitting and GFE, and focused on pavement restoration all around the North End. Bath Iron Works also added substantial projects for the fall, including the Executive Parking Lot and HBM Foundation project. Overall, a very productive year at the shipyard, with the many challenges we had in front of us.

LL Bean once again was as busy as can be. With a looming deadline for phase III work to be complete, the focus was wrapping that project up in time for their facility grand opening. With all hands-on deck, we were able to turn the facility over on time and provided a first-class facility for their employees. We also had several facilities maintenance projects for LL Bean, which we were happy to get the call for. Parking improvements were completed at the Desert Road complex, and additional work was conducted at Casco Street for additional parking lot rehab. In the early fall we also had crews at the Freeport retail headquarters for the remodel/addition happening at this campus. While keeping an active store going, this work requires much coordination between the owner, trade partners and general contractor. This work will continue through the early winter.

Crooker completed a couple utility/roadway reconstruction projects in 2023 as well. We started the year on Green Street in Bath completing storm/sewer separation work. Another cross country, backyards contract, this challenging work was completed prior to reconstructing the road proper. The roadway was entirely reclaimed and paved, with new curb and sidewalks on both sides of the road. We also completed storm drain repairs on McKeen Street in Brunswick, which proved challenging tying into such old infrastructure. This road was milled, shimmed and overlaid, and some curbing and sidewalk work was completed as well. Overall, these projects provided much needed improvements to local infrastructure and roadways.

In the very early Spring, Crooker got started on the new Market Basket project in Topsham. This required a substantial amount of structural fill right off the bat, as there were tapered fills of over 13' to bring the building to subgrade. Over the course of this Spring/Summer, Crooker has completed all mass earthwork, utilities, storm drainage, parking lot construction, partial paving and curbing and building construction. This project also included an offsite roundabout to serve Topsham Fair Mall Road that has been on-going through the summer as well. We look forward to completing this project in the Spring as it is an exciting project for the greater Topsham community!

As opportunity arose, Crooker also completed sitework on some key projects within the community. The MARC Athletic Field will be substantially complete, including new Pickle Ball Courts, Skateboard Park, and walkways for the Town of Brunswick. This project is very important to the community, and the area is full of excitement and happy to see us on schedule for this work. We also have been working on the sitework for a new Car Barn for EJ Prescott. This one-of-a-kind facility will provide a showroom and storage for the classic cars of PEP. Additionally, work has been completed for the Bath Landfill Intermediate Cover project. New gas piping, leachate collection and cover installation were included in the scope, a requirement of the Maine DEP to operate a Landfill. These projects are vital to their local communities and people are excited to see the Crooker name completing them!

With this lengthy list, Crooker still had more to complete. Water main installation was completed for a future Tedford Housing shelter in Brunswick, water main and roadway improvements have been completed in Yarmouth, and many time and material projects have been completed throughout the season!

On the paving end, there was no shortage of work to complete as well! All the mentioned projects had paving components, with some very substantial work needed on a few on the sitework projects. There was technical work associated with

these as well, including porous pavement, track pavement (very tight tolerances) and very tough designs. Other paving work completed this year included finishing off last year's contract with the town of Brunswick which included surface paving six different roads, as well as starting the work for this year's Brunswick contract, and completing a mill and fill on McKeen Street. A ton of work was completed for the town of Topsham, including getting all of the Bay Park subdivision shimmed in preparation for a new surface in the spring. The town of Westport Island reclaimed and repaved two roads, the Town of Brunswick reclaimed and repaved one road, and the Town of Yarmouth did one as well. The crew laid down some tough tonnage this year for sure! No matter what the case this year though, the paving crew could not have done anything without the work by the crew in the hot top plant, thank you for keeping the mix coming!



L.L. Bean, Freeport

As you can see, with all the challenges we faced, opportunity and resilience prevailed. We had a great deal of work to bid on right in our area, which we took advantage of strategically based on what we saw for gaps in the schedule. We had many challenges to overcome for this work as we all know, but when the dust settles, we have had an incredible year to look back on and reflect. Our crews have made the best of the challenging times, and it is truly something to be proud of and we are all thankful. A big thank you goes out to the materials division as well, as it has been a record year for aggregate needs to include this extensive list of work. We hope we can continue this momentum into 2024, and we hope everyone in the company can take a second to reflect on what was accomplished. Truly remarkable.

Ian Messier, *Chief Engineer*  
Brett Plossay, *Director of Operations*



## HELLO FROM THE LAB

*Market Basket, Topsham*

Coming in to the 2023 season, we knew we'd have a full schedule of work. With many projects carrying-over from the 2022 season, we couldn't go after much DOT work. With that said, that's not always a bad thing. We had our usual list of town work, Edward Little surface paving, track and tennis courts and L.L. Bean surface and porous paving. Although these were not held to MeDot specification, we treated them as they were, and our workmanship showed.

Along the way in 2023 we picked up the MARC and Market Basket. As of writing this we have yet to surface MARC, however the binder layer of asphalt was well within tolerance. Market Basket is still a work in progress as we are currently trying to base pave the site before winter hits. Again, this project so far has been in specification and exceptional density readings have been recorded both in the parking lots and roundabout.

With paving down, our aggregate testing has been way up. The amount of gravel needed for Market Basket was unfathomable.

With weekly testing of the material, our drying tarps have been filled most of the year.

With more time spent in the lab this year compared to years past, it has given me time to work intricately with our new aggregate manager, Darren Wedge. We have been able to adjust, change and streamline some of our procedures and processes. This has been an ongoing adjustment, and we thank you for your openness to try new things from both a quality and production standpoint.

As tensions run high this time of year, and deadlines to meet, the lab thanks you for your efforts made in producing quality products. It says a lot to our customers to show up to our jobsites with quality products which have been installed properly.



Pejepscot Quarry, Topsham

## MATERIAL INFORMATION

Hard to believe how fast time flies by. We have been very busy producing materials to keep up with the high demands from outside customers and our own projects. Here is a comparison from 2022 to 2023 on total volumes sold through October:

Plants YTD	2022	2023	Difference
Topsham	170,435 tons	422,543 tons	252,108 tons
Whitefield	117,500 CY	123,000 CY	5,500 CY

As you can see, we have moved a lot of aggregates from the Topsham yard. I appreciate all the hard work from Kenny and his crew to keep the crushers going and keeping up with the demands.

Craig and his crew in Whitefield have also had a challenging year with early year breakdowns and waiting on equipment to arrive at the plant, they too have had to overcome playing catch-up all year, and they deserve a large congratulations for keeping their customers and Crooker projects going.

Year to date we have blasted, processed, and shipped over 200,000 tons from the Pejepscot quarry. Shawn and his crew have done a great job taking on new and additional ways to produce quarry rock. Producing additional materials at the quarry has been a great addition to increasing additional products for Crooker Projects.

It all comes down to teamwork and thinking outside the box to achieve and meet hard deadlines for production. We plan on producing as long as we can and as long as Mother Nature allows us to keep going.

I appreciate everyone's hard work and welcoming me into the Crooker Family.

Thank you,  
 Darren Wedge  
*Aggregate Manager*



## PRECAST UPDATE

While the success of 2022 carried over into the winter, the expectations to continue revenue growth in 2023 compared to the previous year seemed unlikely to many of us. However, a steady stream of housing, infrastructure and commercial projects continued to pour in. Challenges with “too few people and not enough time” continue to persist. The dedicated team we have in place always finds a way to meet demands safely and with quality craftsmanship.

Price increases from suppliers and vendors leveled out and have become more predictable. As construction schedules compress, the convenience and speed of precast concrete continues to be a benefit. Light bases, pipe bollards and manhole inverts are a few examples and have been virtually in non-stop production in 2023.



Precast of Maine was proud to partner with Shaw Brothers as they built the Cherry Hill Farm complex in Gorham.

We produced over 300 fence posts that will keep the herd contained and stand the test of time.



Other noteworthy projects so far in 2023 are: Market Basket in Topsham with Crooker Construction, Mt. Auburn Ave Apartments with Gendron & Gendron, The Shops at Falmouth with Chase Excavation and Cloverleaf Development in Saco with Dearborn Brothers Construction. All included a heavy mix of underground utilities, drainage, and retaining walls. These types of site development projects have been the bread and butter of our production stream.

Projects along the Maine Turnpike have been keeping us busy over the past couple of years. In 2023 we finished the Portland section widening project with Shaw Brothers. We also started the new Saco exits project with Sargent Corp which includes 75 manholes and 95 light and sign bases.





Pump station work has seen a surge over the past couple years and 2023 is no exception. Several projects with great customers like RJ Grondin, Risbara Bros. and Quirion Construction have consisted of large diameter manholes with pumping equipment outfitted in the field by our vendor partners Champlin and Stevens Electric & Pump Service.

Residential sales, including septic tanks and lift stations, have been steady and dependable. Timely delivery and quality



product are critical in this market and our truck drivers make it happen every day.

We have been fortunate that the overall economic conditions in the Maine construction industry have been strong. However, it takes a seasoned and dedicated team to capitalize on those opportunities and keep customers coming back on the next project. Everyone at Precast of Maine continues to do this year after year and it is greatly appreciated!



## ENVIRONMENTAL UPDATE

Environmental health has become more important than ever as we become more aware of the hazards of all kinds of contaminants. From customer concerns on PFAS to town ordinances for increased monitoring to ever more stringent project requirements; we need to be more diligent in our reporting and more conscience of the impacts of our work.

Though it may seem inefficient compared to old methods, in the long run we all win. The material testing and proper disposal in hazardous landfills containment protects local wells, our seafood, our gardens. The air monitoring and regulations, the tier 4 machines, the gas meters in manholes and silica protections preserve our lungs. Everything ties together.

Take a walk through the woods, along the river, around a pond and breathe the fresh air. We live in a truly special place and we need to protect our resources. Helping the environment helps our mental health too. It feels good to do the right thing and it feels good to get out and enjoy our wonderful world!

The environment appreciates YOUR work! From making stone for construction entrances and paving to keep the dust down to the storm drain and sewers that keep our waters clean, we reap the benefits of our work every day. This is a team effort and every piece is essential from safety to accounting. Thank you all for doing your part!

Crooker Environmental Coordinators



## BENEFIT/INSURANCE PLAN UPDATE

Crooker's insurance benefit plans are effective each year from June 1st to May 31st. Open enrollment occurs towards the end of April for elections to go into effect the following June 1st. It is always our goal to stay with the same carriers year to year to reduce the impact and burden on employees that occurs when we switch.

For our June 1, 2023 renewal we were fortunate to be able to keep all insurance carriers the same as the previous year with the exception of our dental carrier. We heard loud and clear through feedback from many that our previous dental carrier did not have many local providers and using the insurance was a hassle and sometimes not possible for employees. Due to that feedback, it was decided to switch to Delta Dental. So far, feedback on that switch has been great and we hope to stay with Delta Dental in coming years.

In addition to the short-term disability, long-term disability, and life insurance, which the company pays 100% of the costs, the company also offers 6 other voluntary insurance options! Medical, dental, vision, accidental injury, critical illness, and additional life insurance.

Here are the current enrollment rates for each of the insurances; Medical – 71%, Dental – 67%, Vision – 53%, Accidental injury – 52%, Critical illness – 34%, Additional life insurance – 27%

Late winter / early spring we will receive renewal information from the carriers to make plans for our next benefit plan year

beginning June 1, 2024. The information for next year's benefit options will be communicated as soon as we have it to allow proper time for employees and their families to review the options.

### A few insurance definitions:

**Deductible** - The specific dollar amount you as the member are responsible for paying each calendar year before full insurance coverage kicks in for medical care that is subject to the deductible. Deductibles always run calendar year (Jan 1st to Dec 31st). When we renew each year on June 1st and stay with the same insurance carrier, that carrier will honor what was spent in deductibles January 1st to May 31st.

**Coinsurance** - Your share of the costs of a covered health service after your deductible has been met.

**Copay** - A fixed amount you pay a doctor's office for a covered healthcare appointment at the time of the appointment. The PPO \$2,500 plan has \$30 copay for primary care visits and \$50 copay for specialist visits. The HSA HDHP \$3,000 does not have any copays

**Out-of-Pocket Max** - The most you could pay during a calendar year for your share of your covered health services

If you have any recommendations or requests for additional insurance options (i.e. pet insurance) please pass that along to Jill.

# BENEFICIARY DESIGNATIONS

As a Crooker and Precast employee, you could have up to 3 separate accounts which need a beneficiary designated.

As a rule of thumb, it is recommended people review their beneficiary designations at least every 2-3 years, if not more often, and also after every significant life event.

Here are the 3 plans/accounts that you could have through the company that require a beneficiary to be designated.

**Life insurance** – All employees have company sponsored life insurance equal to their annual salary up to \$100,000. Some employees have also elected to add additional coverage.

Beneficiary data for the life insurance plan is kept on file in the Crooker office. To review or change your current designation contact Jill in the office.

**401k** – All employees who enrolled in our 401k plan, plus those who have been here for over a year and are eligible for our profit-sharing benefit, have a 401(k) account with the company through with American Funds.

Beneficiary data for the 401k plan is kept with American Funds. To review or change your current designation, log into your account at [myretirement.americanfunds.com](http://myretirement.americanfunds.com) or contact Jill in the office.

**HSA Bank** – Employees who elected to enroll in the PPO HDHP HSA \$3,000 medical insurance plan were also enrolled in a health savings account with HSA Bank.

Beneficiary data for accounts at HSA Bank is kept with HSA Bank. To review or change your current designation, log into your account at [www.hsabank.com](http://www.hsabank.com).

# EMPLOYEE PORTAL

**My Earnings History** in the Employee Portal will allow you to view or print payroll information in one quick stop. In the document selection field, select the dates you want to view and then pick the document.

In the download section, select the document(s) to print and click download. The View and Download links will allow you to access these same documents individually.

Document	Date Posted	Type
<input checked="" type="checkbox"/> Timecard (Processed) - WE 09/23/23	09/27/23	Timecard (Processed)
<input type="checkbox"/> Timecard (Processed) - WE 09/16/23	09/21/23	Timecard (Processed)
<input checked="" type="checkbox"/> Timecard (Processed) - WE 09/09/23	09/14/23	Timecard (Processed)

The web address for the employee portal is: <https://crookerconstructionllc-hff.viewpointforcloud.com>  
Once you are there, select Employee Tools and then Earnings to view Earnings History.

Don't hesitate to contact payroll for assistance if needed.



MARC, Brunswick

## COMMUNITY INVOLVEMENT

The Crooker Construction Community Involvement Committee is now in its fifth year. The committee has been tasked with reviewing donation requests as well as finding volunteer opportunities for employees to participate in. The committee's mission statement is: *We strive as a company and as individuals to build successful partnerships to add value and bring positive and measurable change to our local communities.*

The Committee continued to sponsor Project Graduations and scholarship opportunities, 5k's for Cancer research and enrichment programs, youth sports teams, Oasis Free Clinics, Pine Tree Camp, Mid Coast Literacy, Winter Kids, Kora Shriners, and Maine Veterans Project to name a few. We also made a special donation to the Kennebec Valley Humane Society in remembrance of Tony Russell.

We are continuing our "giving tree" tradition, and in 2023 we will team up with a Christmas Program to help make Christmas a little brighter for some families in need. We also held a Food Drive in the month of November to benefit the Midcoast Hunger Prevention Program, which serves 6 counties.

As a company we continued our annual support for Camp Susan Curtis, Big Brothers Big Sisters, The United Way, Make-a-Wish Foundation, and Maine State Music Theatre.

### **OTHER ORGANIZATIONS SUPPORTED BY CROOKER IN 2023:**

- Maine Maritime Museum
- MTA Project GROW- Greenhouse build
- Gardiner Sports Boosters
- Mt Ararat Baseball
- Mid Coast Humane Society

Thank you to all employees involved on one level or another. Whether it was donating your own money, donating to the food drive, or purchasing items for a family in need through the giving tree, it is great to see the huge level of caring and generosity of Crooker employees.

The Community Involvement Committee is looking for new members. We meet quarterly and discuss current requests and other ways in which the company can help the community around us. Please contact Amy Gillis ([amy@crooker.com](mailto:amy@crooker.com)) for more information about joining our group.



## WELLNESS UPDATE

### **A great year in the books!**

We sponsored Wellness checks at the Annual Company Meeting in the spring and had a great turn-out, Our Tender Soles farm shares continue to be well received by employees, and we've gotten a lot of great feedback from you!

Gym memberships are available at New England Fitness, in the Topsham Fair Mall, to Crooker and Precast of Maine Employees at no cost. Employees are also eligible to be reimbursed up to \$20 a month for the membership fee if they would like to workout at a different facility.

Keeping it simple and achievable is how to get it done. Staying hydrated, getting a good night's sleep, and making some healthier food choices can make a big difference over time. You don't have to be radical to get big change, you only need to be consistent.

If you have any questions, you can reach out to any of the Wellness Committee Members:

- Brian Doe
- Adam Foster
- Amy Gillis
- Richard Gower
- Craig Kroot
- Patty LaChance
- Brett Plossay
- Jill Rivas
- Rufus Smith
- Shoshanna Starks

**The Wellness Committee would like to wish you and your family a very happy and healthy New Year!**

### **Avocado-Feta Dip**

Foodnetwork.com

#### **Directions:**

Cook 1/2 diced red onion and 1 diced seeded jalapeno in olive oil, 6 minutes. Puree with 1 diced avocado, 1 cup cilantro, 3/4 cup crumbled feta, 1/4 cup lemon juice, 3 tablespoons vegetable oil and salt to taste. Serve with toasted bread and vegetable sticks.



# EMPLOYEE SPOTLIGHT: LARRY “MIKE” MARSHALL, JR.



Larry Marshall Jr (Mike) came to us in 2007 to start his career with us in the tool room and tire shop. A couple of seasons later he had worked his way out on the crusher. For another few seasons, he was in the welding shop, and then out onto the milling crew.

Today, Mike operates and runs all our milling gear – from the small mills on skid steers up to our giant Roadtec reclaimer. When not milling and reclaiming, Mike fills in on the sweeper and water truck. He also does lowbed moves, operates loaders and excavators on site, and fabrication/welding.

Mike earned his CDL license through our company-sponsored program.

After several seasons of snow removal at

Midcoast Hospital, Mike now heads up the snow removal team there.

In between all his other duties and responsibilities, Mike also helps maintain all the tires that keep our fleet of trucks and loaders moving.

Mike has taken each advancement as an opportunity to gain experience for a new skill– building on the knowledge and skills learned before to master the next need/responsibility – learning from the guidance of others in the Crooker Family.

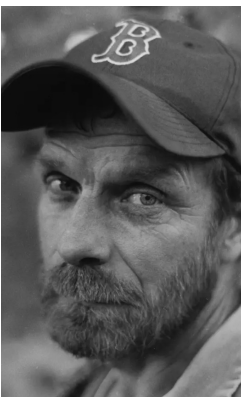
Although we are a family, it has a special meaning to Mike. He is a third generation Crooker Family member. His grandfather, (Roger - retired), father (Larry Sr. 1987 - current), and numerous uncles and cousins have and are here working with

Mike. Family means a lot to Mike, and we are fortunate to be able to help him continue the Marshall Family Legacy here at Crooker!

In his off time, Mike enjoys the outdoors, and you guessed it, with his family. He enjoys weekends and vacations at the family camp at East Moxie. Hunting, fishing, and snowmobiling are his favorite spare time activities. Mike especially likes to fly fish – tying his own flies.

The Moose Hunt of 2001 is one of Mike’s cherished family memories – sharing the hunt with his sister, grandfather, and the rest of the Marshall family.

Mike is also a New England sports fan – following the Red Sox, Patriots, Bruins, and Celtics.



## IN REMEMBRANCE OF TONY RUSSELL

APRIL 2023

Tony was raised in Vermont where he then started a family. In 2002 Tony moved to Gardiner Maine. Tony worked many labor-intensive jobs growing up, which led him to work with heavy equipment. After working for many towns in Vermont, Tony moved to Maine and joined the crushing crew here at Crooker in 2002. Tony worked as a crusher operator in Topsham as well as in Whitefield. He was a very hard-working employee who loved working outside, spending time with his family, working on home improvements, and enjoyed watching sports.

# SAVE THE DATE

The all employee company meeting has been scheduled for Friday, March 1, 2024, at the Hilton Garden Inn in Freeport. More details to follow closer to the event.

## HIRING IN 2023

To date this year, we have hired 43 employees! Out of those 43 new hires, 11 were employee referrals. We still have a shortage of employees, but we are continuing to work hard on hiring in the hope of helping make a difference.



This year as a company we have done an amazing job helping teach the new hires. We have doubled our new hire retention percentage compared to 2022. One recruiting event that we attended and sponsored was Maine Construction Career Days inspiring high school students to join the industry.

This year we hosted another in-house job fair. In Topsham 11 people attended and we extended 8 offers. This year we attended 14 additional job fairs and recruiting events. We plan on attending 6 more by the end of the year.

In hopes of reaching more candidates and showing others how great Crooker and Precast are we plan to kick off the hiring season in 2024 with an in-house career fair at our office in the spring. Also, next spring we have already signed up for 6 high school job fairs and have plans to sign up for more recruiting events as dates are announced.

## REMINDER – CROOKER HAS AN EMPLOYEE REFERRAL BONUS PROGRAM!

The Company would like to encourage and recognize current employees for finding and referring qualified candidates to the Company. As a thank you, all full-time employees are eligible for up to \$1500 for each new hire he/she refers to the company.

### Payments are processed in two installments:

1. A \$1000 payment will be paid to the referring employee if the new hire is actively employed at the end of their 2nd month.
2. An additional \$500 payment will be paid to the referring employee if the new hire is actively employed on April 1st of their 2nd season.

**There is no limit** – the more new hires you refer the more payments you will receive!

## GYM MEMBERSHIP



The wellness committee is offering you the opportunity to continue or gain a healthier lifestyle.

The only catch is, you must put in the effort to make it happen.

### WHAT

All Crooker and PCOM employees are eligible to exercise at New England Fitness, located in the Topsham Fair Mall, at NO COST to the employee.

### HOW

- Let the person at the counter know you work for Crooker or PCOM and they will give you a key fob.
  - The fob will allow 24/7 access to the facility and is your way of checking into the facility.
- Because we want this opportunity to make a difference in your healthy lifestyle goals, you must work out at least ten times per month to qualify.
  - Upon arrival you must check in.
  - The wellness committee will get a printout to track the number of times attended.
  - If you do not attend the qualified number of visits, your fob will be deactivated.
- Fob will be re-activated after the qualifying visits are made in a following month.
- If you are already a member of NE Fitness, have them roll your membership into the Crooker/PCOM plan.
- If you have any questions or concerns, please see Brett Plossay or Patty LaChance.

### WHERE

#### New England Fitness

49 Topsham Fair Mall Rd, Ste #25  
Topsham, ME 04086  
207-373-0907  
newenglandfitness.net



# YEARS OF SERVICE

## 50 + Years

Frederick Cressey  
Joseph Mulligan

## 40 - 49 Years

Blaine Atwood  
Raymond Bishop, Jr.  
Ronald Bisson  
Robert Cartwright  
Richard Gower Sr  
Dennis Mosier

## 30 - 39 Years

Matthew Grant  
Glenn Hall  
Joseph Hanna  
Stewart Huey  
Craig Kroot  
Marc Laliberte  
Jeffrey Lamoreau  
Larry Marshall, Sr.  
Dale Spratt  
Thomas Sturgeon  
Tracy Thomas  
William Yearsley  
Andrew Yenco

## 20 - 29 Years

Brandon Beaulieu  
Paul Beers  
Branielle Bergeron  
Sean Breton  
Matthew Child  
Kenneth Cochran  
Adam Gilpatric  
Dale Harvell

Justin Johnson  
W Richard Powers, Jr.  
Craig Roberts  
Michael Schwab  
Matthew Williams  
William Wood

## 10 - 19 Years

Ian Bresnahan  
Justin Damon  
Justin Goranson  
William Hamel  
Garret Hamrick II  
Abraham Kane  
Darrell Lewis  
Frederick Libby III  
Larry Marshall, Jr  
Kevin Mayberry  
Ian Messier  
Ethan Moody  
Eric O'Connor  
Mathew Ouellette  
Aaron Pratt  
Aaron Sayler  
Don Smith  
Bradley Sturgeon  
John Thibeault  
Arthur Williams

## 5 - 9 Years

Jacob Adams  
Derek Alves  
Kaylee Bergeron  
Scott Bernier  
Shannon Candler  
Thomas Chadwick

Kelli Connor  
Richard Coston  
Cameron Cox  
Austin Damon  
Douglas Fadden  
Roger Fortier, Jr.  
Adam Foster  
Nancy Frost  
Amy Gillis  
Jeffrey Gordon  
Daniel Jordan  
Michael Knowlton  
Patty LaChance  
Chadd Mayo  
Brian Mclarrin  
Ethan Menard  
Michael Mercier  
Joshua Murphy  
Dwayne Palmer, Jr.  
Kip Patten  
Brett Plossay  
Matthew Plummer  
Adrian Pomeroy  
Justin Prather  
Gary Pulsifer  
Jill Rivas  
Jonathan Simmons  
Rufus Smith  
Jeromy Soiett  
Shoshanna Starks  
Davidson Stevens  
Alex Stone  
Joseph Toner  
Joel Toothaker  
James Vasoll  
Scott Wallace

Paul Warman  
Woodrow Woods

## 2 - 4 Years

Greg Althenn  
Keven Andrews  
Stewart Benner  
Jesse Bennett  
Kasey Bergeron  
Austin Bingham  
Travis Bright  
Quentin Brooks  
Andrew Bunnell  
Brian Doe  
Melissa Fitzgerald  
Kris Goranson  
Jeffrey Grant  
Dustin Gurette-Somerville  
David Hagar  
Michael Hall  
Kayla Hooper  
Benjamin Hinkley  
Cody Holman  
Marianne Ireland  
Katelyn LaChance  
Trevor Lamoreau  
Alex MacLaren  
Roger Marshall  
Bruce Mattison  
Timothy Moin  
Michael Moyer  
Deanna Niemeyer  
Kyle O'Brien  
Larry Paul  
Jeremy Porter  
John Rogers

Jon Rosebush  
Shane Stewart  
Danita Storey  
Nicholas Sweeney  
Nathan Sweeney  
Kyle Tourtelotte  
Ronald Wilson  
Spencer Wright  
Robert Zemla

## Hired in 2023

Tyler Andresen  
Joseph Bellevue  
Shawn Bernier  
Brian Carver  
Richard Couture  
Mark Cromwell  
Chad Cyr  
Gary Dumais  
Chance Emerson  
Alexander Gaidola  
Caleb Gardner  
Jacob Grandchamp  
Noah Hutchins  
Gordon Jasper  
Timothy McCrater  
Mark Mosher  
Paul Pelletier  
Ann Roderick  
Spencer Ross  
Keenan Sweeney  
Jessica Tillson  
Brian Waterbury  
Darren Wedge  
Christian Williams

*Thank you for all of your hard work and dedication!*

## 2024 HOLIDAYS AND SHUT DOWN DAYS

Monday, January 1st – New Year's Day  
Monday, February 19th – President's Day  
Monday, May 27th – Memorial Day  
Thursday, July 4th – Independence Day  
Friday, July 5th – Shutdown Day (may use vacation or EPL)

Monday, September 2nd – Labor Day  
Thursday, November 28th – Thanksgiving Day  
Friday, November 29th – Day After Thanksgiving  
Wednesday, December 25th – Christmas Day

*We hope you enjoy the time off with your family and friends!*



[www.crooker.com](http://www.crooker.com)



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