

NEWSLETTER 2019



FROM THE DESK OF TOM STURGEON



2019 turned out to be a better year than 2018, but not nearly where we need to be to continue to be one of the premier contractors in the State of Maine. As we all know the challenges of the lack of labor force, we need to develop new talent in our industry. I do not see that changing for 2020 or beyond. So, just to maintain our company (and hopefully grow it some), in addition to all our normal recruitment efforts at job fairs, colleges, technical schools etc., we are going to be trying something very different early this Summer. We will be introducing “*Crooker University*” in June with the goal of training newly graduated high school seniors, as well as others who want to change careers and see what construction all is about. This will be a 3 week paid training course with both on-hands and classroom experiences. It will be taught by our employees and will cover all aspects of Crooker Construction including earthwork, paving, utilities, crushing, shop, and Precast with a strong emphasis on safety. Our hope is to bring new people into construction who might not otherwise think of a career in this industry and specifically to Crooker Construction. More information will be forth coming in early winter and we encourage

all employees to get the word out and have people apply for this unique school.

2020 will be our 85th year as a company and we should all be proud of what Harry started in 1935, as I believe he would be proud of where we are today. Recently, we completed the land purchase from Maine Gravel for the Topsham location, so now everything is owned by Crooker Construction. This was a huge undertaking to do it in 5 years. That couldn't have happened without our dedicated employees. Many people said we would never be able to continue operation as this company but not only have we, we have grown and almost doubled in size. THANK YOU THANK YOU THANK YOU!!

Let's make 2020 another great year and remember our core values and mission. We need to continue to “sustain long-term growth through a strong work ethic, superior performance, and valued relationships”. Our new slogan this year says it all “Constructing Maine's Future with a Tradition of Excellence”!

Have a great, safe and productive 2020.

Tom Sturgeon, *President & CEO*



SAFETY UPDATE

Three Quarters of 2019: So far we have a 12% loss ratio with our workers comp group trust average loss ratio being 22%, which means this is another good year for us. We only had one 2019 Lost Time injury. The FREE Flu Shot Clinic in the Drivers Room was a success with 32 employees getting quadravalent shots.

We have marked out 180 DigSafe's so far for 2019 and once again are having a very busy year. In August we did have one substantial accident with no injuries, but besides that, our General Liability claims are 28% less than our 14 year average. Only two backing up accidents to date - good work on paying attention to your surroundings. We have had two rock / windshield claims that could have been avoided by walking around the truck to inspect it BEFORE hitting the highway.

Crooker Const. and POM introduced a new safety committee. It was created to help keep our companies moving forward with Pro-Active Employee Safety. The committee meets once a month in the Crooker Conference room and is made up of a variety of fields within our two companies. Together we are addressing topics like Silica, PPE, Training, Near Misses and overall safety on the job.

Here are your current committee members. Feel free to bring up any Pro-Active Safety ideas with anyone on the list.

R. Scott Archer, *POM Batch Plant*

Brandon Beaulieu, *POM Front Shop*

Dale Harvell, *Crooker Trucking*

Craig Kroot, *Crooker Construction*

Christopher M. Lee, *Crooker Laborer*

Shane Rector, *Crooker Safety*

Mick Schwab, *Crooker Shop*

Shoshanna Starks, *Crooker Engineering*

Jamie Vasoll, *Crooker Paving*

Every job has its own variety of safety concerns for our employees and the many subcontractors working around us. Proactive safety is a huge goal and can't be fully achieved unless we all see something, say something and do something as a company. We are committed to keeping everyone on our job sites safe and healthy. Remember to stay vigilant and don't fall prey to complacency. Watch out for your fellow employees and the general public because safety for everyone is our number one goal!



Keep up the good work, focus, pay attention, do your research and let's all finish the 4th quarter of 2019 being safe, healthy and happy.

Shane Rector, *Safety Engineer*

Crooker will be producing a newsletter each year. If you have any employee announcements (births, marriages, etc.) you would like to share please send them to jill@crooker.com

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.

CROOKER CONSTRUCTION 401(K) PROFIT SHARING PLAN

As many of you know, our investment advisor, John Duffy, has left Cribstone Capital Management and has started a new company. He is still our investment advisor, but going forward will be known as Broad Cove Capital.




We have rolled out a Roth component to our 401(k) so those interested may now defer salary contributions after taxes. This became effective on October 1, 2019. There will be more about this at our annual spring company meeting.

The total salary deferred through the first of November to the 401(k) in 2019 is \$429,904.08, and the match is \$240,392.64. Just as a reminder employees are allowed to roll over 401(k) accounts from previous employers into the Crooker plan.

Remember you can log into your account online and see your quarterly statements and monitor your investments and performance. If you need assistance, stop by the office.



The **2020 Crooker Construction company meeting** will be held at the Ramada Hotel and Conference Center in Lewiston, ME on Friday, April 10th starting at 6 a.m.

Follow us on  



CONSTRUCTION UPDATE

As we are all aware, 2019 has been a busy and eventful season for the construction division. With the continuation of the two school projects, along with an influx of private and negotiated work, we have continued to maintain a busy schedule throughout the entire season.

The theme of the spring and summer was schedule crunch, as we had loads of work with tight deadlines. We had to push to finish the Cooks Corner Connector Road before the completion



date, but as always, we got it done. The summer break at Mt. Ararat High School consisted of three months of non-stop production to install new utilities, construct new parking lot and build a new road all before school was open. Our crews pushed, and not only did we open the road early, we provided the owner more parking than was expected. Along with Precast of Maine, we also were able to install the River Road Culvert in less than the 5-day allowable road closure, including restoring the town water. Morse High School saw the completion of the sitework associated with the building, the start of the bridge construction, the completion all mass excavation and blasting, and the start of the binder pavement for the parking lot. With a site that size and limited resources due to our busy crew schedule, that is an impressive feat! The Maine Maritime Museum saw an initial push through the Spring with sitework continuing throughout the year. We managed to hit the necessary deadlines for openings, weddings and events, leaving the owner very satisfied with our work.

As shown above, it is amazing what the Crooker Construction team can do when we work together. This production and the quality product we produce is why customers continue to hand us work in a negotiated fashion. This was key with the L.L. Bean Corporate Expansion Project, which is \$6 Million worth of work that was handed to Crooker because of our reputation. This work was started in the fall and will continue throughout 2020 with interior and exterior sitework, slope repairs and further utility construction. Other negotiated projects this year included Fast Eddies Car Wash, Stephen's Drive Roadway Reconstruction, Highland Green Phase III, Crescent Street Water Main Replacement, Hanson Drive Sewer Main Replacement, Lot6C Parking Lot Construction, Town of Durham Bond Project, Midcoast Senior Health Expansion and many others. What an impressive list!

In between all these projects, we also found time for over 55 time and material and 10 Contract projects at Bath Iron Works! From the turnstiles and steam line repairs at the Main Yard, to water line repairs at the Ace Warehouse, to Burn Table projects at the Hardings Facilities, Crooker faced all sorts of challenges this year for BIW. Seems as though every time we thought there was going to be a break in the action another project popped up, often bouncing between four and five projects at a time. Thanks to our crews for being flexible and working the countless hours, including nights and weekends to keep the BIW facilities running strong.



We are already looking at a strong backlog of work heading into the 2020 season, including continued work at L.L. Bean, Morse High School (including the offsite construction on Congress Avenue) and Mt. Ararat High School. We are also looking at a substantial amount of work at the Brunswick Landing, including nine large apartment buildings that are expected to start in the Spring/Summer. We also have projects lined up at the MRRR Terminal Building and the West Bath District Court House, which we have started this fall. The estimating team is still busy, with new bids and projects coming into the office every day.

Though the labor market has been one of our greatest challenges, we have managed to hire some new personnel in 2019. I would encourage all employees to lend a hand in teaching those with less experience the correct way to do things and help them learn new skills. This will allow us to continue developing the next generation for this company. As always, we thank you for your continued hard work and dedication, working safely, productively and professionally to keep our clients calling for the next project!

Ian Messier
Chief Engineer



PAVING UPDATE

This year's theme for the paving division was efficiency. Last winter there were several meetings held, with all aspects of paving to discuss how to become more efficient. Ideas that were implemented this year include, but are not limited to, working to increase communication through increased use of the radios, training the new guys and cross training each other and increasing the use of RAP by adding a screen at the plant. We can gladly say that all the ideas implemented this year have helped to improve our efficiencies, but we know we can always do more to improve.

Looking back at 2019, many will notice the shakeup in crews. We ran with three crews again this year, but at the helm of the crews were, Dave Bennet and Fred Libby leading the production crews, and newcomer Rob Costello leading the handwork crew. There was also a slight changeup in the crew makeup to allow each crew to be properly staffed to reach maximum efficiency. Looking back, our crews were certainly efficient and lean with the labor shortage the construction industry has been faced with this year. We thank you all for your continued hard work and dedication.

Projects of note in 2019 include surfacing the four roads on the Durham Bond contract for 2018, as well as many of the roads we reclaimed last year in Yarmouth, Brunswick, Boothbay Harbor, etc. Durham came out with a new bond which gave us five new roads to reclaim and pave in 2019, with a sixth road change ordered into the contract. The Maine DOT expanded its new Cyclical Pavement Resurfacing (CPR) program, and Crooker landed both Route 209 in Phippsburg, as well as





Route 130 in Bristol. Crooker also performed a shim and overlay on Gilman Road in Yarmouth, and a mill and fill on the Cousins Island Bridge for the Maine DOT. The Lewiston Elementary School was completed early in the year for Sargent Corporation. Town work in 2019 stepped up from last year, with Brunswick, Freeport, Durham and Yarmouth having contracted with us for several thousand ton apiece of their annual paving work. Even with all this work, we also did work for Hannaford including a completely redone parking lot in Augusta and some rehab work in Auburn and Yarmouth. Other big customers of note include Dearborn, Sargent, Town of Topsham and the paving divisions number one customer, the Crooker construction division. Once again, the construction division looked for the paving divisions support on projects including; Mt. Ararat, Morse, the Connector Rd., Maine Maritime Museum and numerous other projects.



Looking into 2020 it appears that again, there will be plenty of work with towns already talking with us about next year's projects. We have plenty of roads to surface that only received base pavement this year. Maine DOT appears to have several projects within our reach. And the construction division will be pushing hard to continue Mt Ararat and Morse, along with starting many other projects that will need to be paved.

Every day we are getting numerous phone calls and requests from clients looking to add work to our backlog for next year. Many of these clients are only requesting pricing from us, as they have grown to know and expect the level of quality that we provide. For that, we want to commend you all on your work. But also, we challenge you to keep it up, continue to strive to do better every day, and to be efficient.

-Plossay-

QUALITY CORNER

Greetings from the QC Department!

First, we would like to welcome Courtney Littlefield to the QC staff. Courtney joined us last Spring, and many of you have met her over the summer. She is doing a great job and plans to get the Quality Assurance Technologist certification next Spring.

It has been a busy year for your QC team. As of November 1st, we had processed 145 Hot Mix samples and 626 Aggregate samples from the Topsham yard. From Morse High we tested 94 aggregate samples, and 95 more from the Whitefield pit. Aaron and Courtney also performed in excess of 300 density tests in the field.

As for MeDOT paving projects, we struggled with less than desired Pay Factors early on. I am happy to report, however, that by the time the projects were complete we had erased the monetary penalties and ended the season with a small bonus. Thanks to the paving crews for that! I also heard some positive comments from some of the MeDOT staff about our work this season, so thanks again to all involved.

Enjoy the Holidays!





OPERATIONS UPDATE

ASPHALT PLANT

The plant had a good year. We had only two lost time days for breakdowns over 9 months. The silos did well, we put 18% of our production in the silos and less



wear on them. However, we do have some major maintenance work this winter, and we will get thru it. We upgraded the RAP system this year also, and that seems to be working well. Crooker has been manufacturing our own cold patch for the past few years which has also been doing very well.

BLASTING - PEJEPSCOT & ALNA

2019 saw Maxam pull back their supply of explosives in our area. Austin Powder Co. is our new supplier and, as with any change, we have experienced growing pains learning each other's work habits and demands. For instance, Austin bore tracks each face hole on every shot along with profiling the face. This is a change from the time consuming tape and weight over the face that most of the industry still uses today. It has now settled to a great working relationship and safer work atmosphere.

The continual blasting in the Alna quarry will allow us to meet the demands for fractured faces of our stone which helps in making tight specified materials for our many projects, keeping Crooker Construction competitive. Crooker went for our first permit renewal in 2019 and was successful in gaining approval for a 40+ acre quarry versus the previous one acre quarry we had in 2018.



CRUSHING

Topsham was a typical year with production although Mt. Ararat increased some aggregate needs from the Topsham crushing facility. This year reclaim was a big seller. We started the year with the largest pile ever and needed to make more as the year went along. Washed products were steady, however, we kept up and were able to stop washing before freeze up for the first time in years.

The Morse job site used 2 track mounted jaw crushers, a track mounted cone crusher and the Finlay screen to produce materials onsite for the project, other Crooker projects and material sales as well. Surplus material from the Morse project was hauled and stock piled to the Cooks Corner lot, West Bath lot and to the Topsham plant for future needs. It was a long year but needs were met though there is still material to be removed. After one jaw crusher had done the bulk of the production of at Morse, it was moved to Pejepsot to replace the Pegson crusher which was moved to Alna.

The pluses and minuses of crushing material ahead of time at the Pejepsot quarry which requires additional cost and efforts had to be weighed. The ease on trucking is a large plus along

with the productivity of the loading process. Other considerations include an additional one million dollars of equipment added to the operation. Another upside is the additional time for preventive maintenance. All this will allow for a quicker turn around for winter to summer change over. Communicating material needs and concerns may also ease stress and assist with planning.

Again, this year, one of the welding shop's projects was to fabricate two new conveyors for the winter crushing operation. As we all know, Crooker would not be as competitive as we are without the efforts of the fab/ welding shop building and maintaining our equipment.

Thanks to the whole TEAM for a great season.



PRECAST UPDATE

We started 2019 with a very low inventory due to an extremely busy year last year. Our production shops never slowed down over the winter and have continued to be very busy all spring, summer, and fall.

I would like to highlight one of our products that is becoming more and more popular over the years. We offer a concrete invert in sewer and drain manholes and are very proud of how these come out. It is a multistep process. We make the manhole base, core the holes where they need to be, set up the form in the base, pour the invert, strip the forming out,



and then stone it down and make it very smooth. Some of the inverts then get a special 2 part epoxy paint on them.

We teamed up with Auburn Concrete and Crooker Construction on the River Road project. Precast made a box culvert for this job.

Another job with Crooker is the Morse High School. We produced over 575 pieces of MSE wall so far. We still have about 40 pieces left to make.





Just like last year, this year is again the year of retaining walls. We did many walls with RJ Grondin, Shaw Brothers, and Storey Brothers. (Just to name a few) This was one of the larger walls we did with RJ Grondin at Scarborough Public Safety Building.

Spring/Summer was light base season for us. So far this year we have shipped 843 of them down the road!

Fall is going to be very busy for us and so is this winter. Our inventory is very low and we will be working all winter long to build it back up for next summer. Even though we are busy, safety is still a really big focus for us, and we have had no lost time injuries since before 2016. Great job by everyone!



ENVIRONMENTAL UPDATE

First, we would like to extend our gratitude for the continued support we have received from all departments for environmental compliance. Compared to where we were just a few short years ago, Crooker has really turned around our stance and standards when it comes to compliance, and it clearly shows. We have built solid relationships with many offices of the Maine Department of the Environmental Protection who now look at us in a new light; as a company who cares and tries to maintain its facilities to follow the specified regulations. This follows along with our Mission Statement, as it is always our goal to “minimize environmental impacts”.

As many of you are aware, 2019 saw the completion of the stormwater relocation project here at the Topsham Shop. This involved re-constructing the sediment pond out front, installing a pump station and forcemain to bring stormwater to a new oil water separator out near the power lines and discharging to the man-made wetlands for additional filtration. We have seen significant improvement of our stormwater samples because of this upgrade, which is thrilling to both us and the Maine DEP.

We also been working on expanding the resources available within our pits and quarries. Recently we drilled (4) additional

monitoring wells for our Alna Quarry which will allow us to monitor groundwater and eventually go below the water table in the quarry. After a similar successful monitoring process in 2018 at our Jack’s Pit, we were able to start extracting material this year below groundwater, opening up a large portion of material we previously did not have access to. At our Marshalls Pit, we are now able to take dredge spoils for beneficial use, a backup as needed during posted roads when Bath Iron Works has us removing and disposing of river dredging.

We also would like to thank the shop and operations departments for all their help with the air permit inspection we had in 2019, along with the renewal of our non-hazardous waste transportation license. There is lots of background work that goes into these processes, meaning teamwork is needed to ensure the information can be obtained and is accurate.

On a reminder note, please remember to call environmental coordinator Shoshanna Starks with all spills, no matter the size (phone number 617-922-4347). She should also be notified whenever crushers, conveyors or screens are moved (to ensure proper reporting to towns & state).



WELLNESS CONNECTION

STRESS MANAGEMENT TIPS

Learning to manage stress can lead to a happier, healthier life. Here are some tips to help you keep stress at bay:

- Keep a positive attitude.
- Accept that there are events that you cannot control.
- Be assertive instead of aggressive. Assert your feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
- Learn and practice relaxation techniques; try meditation, yoga, or tai-chi for stress management.
- Exercise regularly. Your body can fight stress better when it is fit.
- Eat healthy, well-balanced meals.
- Learn to manage your time more effectively.
- Set limits appropriately and learn to say no to requests that would create excessive stress in your life.
- Make time for hobbies, interests, and relaxation.
- Get enough rest and sleep. Your body needs time to recover from stressful events.
- Don't rely on alcohol, drugs, or compulsive behaviors to reduce stress.
- Seek out social support. Spend enough time with those you enjoy.
- Seek treatment with a psychologist or other mental health professional trained in stress management or biofeedback techniques to learn healthy ways of dealing with the stress in your life.

HIGH BLOOD PRESSURE AWARENESS

Hypertension, often referred to as high blood pressure, affects nearly half of American adults and many don't even know they have it!

- Hypertension is when the pressure of blood flowing through the blood vessels is consistently too high. Stage 1 hypertension is classified as 130-139 or 80-89.
- Prolonged hypertension can lead to heart attack, stroke and many other health threats.
- It can be lowered through a well-balanced low-sodium diet, exercise, quitting smoking, lower alcohol consumption and various other methods.
- There are many places that offer free blood pressure checks including the pharmacy at Hannaford here in Topsham. Everyone should periodically check their blood pressure even if they are feeling healthy!

CROOKER WANTS TO HELP YOU QUIT SMOKING

Chantix, Patches and gum are supposed to be effective for quitting within one month!

- Chantix is covered 100% by the insurance you have with Crooker.
- If you are not covered under Crooker's insurance and get a prescription for Chantix, Crooker will reimburse your out of pocket expense for up to 2 months.
- If you prefer the patches and gum, Crooker will reimburse you the cost for up to 2 months based on your personal experience while quitting.

DEAF AND BLIND AWARENESS

Hearing loss affects 48 million people in the United States and can occur at birth or develop at any age.

- 48 million Americans have a level of significant hearing loss.
- 14% of those ages 45-64 have some type of hearing loss.
- Tinnitus (ringing in the ears) affects 50 million people in the United States.

Visual impairment impacts around 285 million people worldwide; 39 million of them are blind.

- Throughout the world, most people with impairment are age 50 or older.
- Cataracts untreated are one of the leading causes of blindness globally.
- Threats to your vision can be particles entering an unprotected eye, light, wind blast, heat, sea spray, dirt, sun.

ALZHEIMER'S AND BRAIN AWARENESS

Every 67 seconds someone is newly diagnosed with Alzheimer's.

- We can be tested for genetic predisposition of the disease.
- Recognize the warning signs:
 - Memory loss.
 - Difficulty performing familiar tasks.
 - New problems with writing or speaking.
 - Confusion with time and place.
 - Poor or decreased judgement.
 - Problems with abstract thinking.
 - Misplacing things and losing the ability to retrace steps.
 - Changes in mood or behavior.
 - Trouble understanding visual images and spatial relationships.
 - Withdrawing from social activities.
- The difference between dementia and normal age-related memory changes are the extent and permanence, for example forgetting part of an experience vs. forgetting the entire experiences or gradually able to follow directions vs. usually able.
- Speak to your doctor if you notice the symptoms!

Ideas on how to keep your brain well:

- Exercise at least 3-5 times a week.
- Hobbies like puzzles, games or other mental stimulation.
- Eating a Mediterranean diet.
- Sleeping for six hours or more per night.
- Connecting with family and friends as well as socializing regularly.

TRY THESE QUICK AND EASY RECIPES ON YOUR JOURNEY TO EATING HEALTHIER.

California Grilled Chicken (from Delish.com)

Ingredients:

¾ c balsamic vinegar	4 boneless, skinless chicken breasts
1 tsp. garlic powder	4 slices mozzarella
2 tbs. EVOO	4 slices avocado
2 tsp. Italian seasoning	4 slices tomato
Kosher salt	2 tbs. fresh basil, for garnish
Black pepper	Balsamic glaze, for drizzle

- In a small bowl, whisk together vinegar, garlic, honey, oil and Italian seasoning with salt and pepper. Rub over chicken and marinate 20 minutes.
- When ready to grill, heat grill to med-high heat. Oil the grates and grill chicken to an internal temperature of 165° (approx. 8 minutes per side).
- Top chicken with mozzarella, avocado, and tomato and cover grill to melt (approx. 2 minutes.).
- Garnish with fresh cut basil and drizzle with balsamic glaze.

Greek 7 Layer Dip (from skinnytaste.com)

Ingredients:

8 oz. hummus	Freshly ground black pepper
1 C 0% fat Greek Yogurt	2 tbsp red onion (minced)
1 clove garlic (finely minced)	1 C English cucumber (diced ½" cubes)
1 tsp. chopped fresh dill	1 C Roma tomato (seeded, ½" diced)
Juice of ½ lemon	¼ C crumbled feta cheese
Pinch kosher salt	¼ C Kalamata olives (sliced)

- In a small bowl, combine yogurt, garlic, dill, lemon juice, salt & freshly ground pepper.
- Set aside.
- In an 8" X 8" glass dish, layer the hummus, yogurt mixture, red onion, cucumber, tomatoes, feta and olives.
- Serve with your favorite healthy chip replacement.

Oven Roasted Brussels Sprouts

Ingredients:

1.5 lbs. brussels sprouts
3 tbs of good olive oil
¾ tsp of kosher salt
½ tsp freshly ground black pepper

- Preheat oven to 400 degrees
- Cut off brown ends of the brussels sprouts and pull off any of the yellow outer leaves
- Mix sprouts in a bowl or large Ziploc bag with olive oil, salt and pepper. A sprinkle of cayenne pepper or small amount of siracha can add a refreshing spiciness to the dish.
- Place sprouts on a sheet pan and roast for 35-40 minutes until crisp on the outside and tender on the inside.
- Shake pan from time to time to brown the sprouts evenly.
- Add another dash of salt and serve immediately!



COMMUNITY INVOLVEMENT

Crooker Construction is focused on being a leader in social responsibility and strives to be a forerunner in our community. We are excited to announce the establishment of a community involvement and donation committee whose goal is to better contribute and innovate the way in which we give back to the people and environment around us. The committee will present employees with volunteer opportunities as well as aid in decisions regarding the programs and organizations we donate to.

We are honored to announce that Crooker is receiving two special awards this year, the Susan L. Curtis Charitable Foundation Community Partnership Award and the Big Brothers Big Sisters President’s Award!

Camp Susan Curtis is a Stoneham, Maine summer camp that provides low income children the opportunity to get out and experience the outdoors. Children participate in activities like fishing, canoeing and hiking!

Big Brothers Big Sisters is a non-profit organization whose goal is to help all children reach their potential through professionally supported, one-to-one relationships with volunteer mentors. The President’s Award is given to long-term supporters of the organization through one

or a combination of monetary gifts, volunteerism, or in-kind contributions that advance the mission of the organization.

A big THANK YOU goes out to all Crooker employees who have provided invaluable amounts of time and effort volunteering in our community this year - we would not be receiving any awards without their hard work! There are many more volunteer opportunities coming up in the next year - please contact the Crooker office if you have interest in lending a hand!

MONETARY DONATIONS

- Maine Maritime Museum
- Camp Susan Curtis Foundation
- University of Maine
- Topsham Public Library
- Mid Coast Hospital
- United Way
- Little League Baseball
- Boy Scouts of America
- Big Brothers Big Sisters of America
- Rotary Club of Topsham
- Southern Maine Chamber of Commerce
- Maine Better Transportation Association Scholarship Fund
- Alzheimer’s Association
- Maine Cancer Foundation
- Bowdoinham Community School
- Maine State Troopers Foundation
- Miss Maine Scholarship Fund
- Gardiner Sports Boosters
- Dempsey Center





INTERNS AT CROOKER

During the 2019 summer we were fortunate to have 5 interns working at Crooker! The interns included Nate Sinibaldi, Cam Cox, Zach Caouette, Steve Johnson, and Chris Perkins.



Nate Sinibaldi is in his third year at the University of Maine in Orono. He is working towards a Bachelor's Degree in Construction Engineering Technology. This was Nate's second summer as an intern at Crooker. While his first summer was spent in the field with a paving crew, this summer he transitioned to working in the quality control department. Nate spent his time learning about the variety of material we produce and use on projects, gathering samples, and running quality tests.



Zach Caouette is currently in his sophomore year at the University of Maine in Orono. He is working towards a Bachelor's Degree in Construction Engineering Technology. During his summer at Crooker Zach worked under Ronnie Bisson and Matt Williams. Zach was able to learn about layout, grading and elevations, and the several pieces of equipment necessary to complete the required work on projects. Zach was able to spend some time this summer operating a roller, a skid steer, and even managed to get a bit of time operating the dozer.



Cam Cox is currently in his junior year at Western New England University in Springfield, Massachusetts. He is working towards a Bachelor's Degree in Civil Engineering. This is Cam's second summer working as an intern at Crooker. Last summer he spent time in the field on a variety of earthwork projects. This summer, he worked in the office supporting the Chief Engineer and the Project Managers. His summer consisted of learning basic layout skills, the dig safe process, take-offs, the billing process as work was completed, and he had the opportunity to attend pre-bid meetings.



Steve Johnson is currently in his junior year at the University of Maine in Orono. He is working towards a Bachelor's Degree in Construction Engineering Technology. Prior to working at Crooker, Steve spent his time working on his family's farm and as part of their construction company. While at Crooker, Steve spent most of his time working on the Mt. Ararat High School project. Given his previous experience he was able to not only labor but also operate quite a bit of equipment on the project. A great deal of his time was spent operating the dozer and helping out wherever was needed on the project.



Chris Perkins is currently in his senior year at the University of Maine in Orono. He is working towards a Bachelor's Degree in Construction Engineering Technology. This summer was Chris' first experience working in the construction industry. He spent most of his time this summer working at the Morse High School project. While at Morse, he fulfilled multiple tasks and gained exposure and knowledge of all the moving parts that are necessary to complete a project of that size and scope.

We hope the summer at Crooker was as valuable to the interns as it was to the company and the employees who worked with the interns! The employees each intern worked with had positive feedback to share about their experiences with the interns as a whole throughout the summer. Each employee tried to pass along their knowledge and were excited about the knowledge they were able to gain from each of the interns.

Thank you to all the interns for your hard work and dedication over the summer! We wish you a great year at school!

RECRUITING THIS SEASON



What a season! Things are now wrapping up but everyone has been busy all season long. To date we have hired 67 new employees in 2019! Recruiting has been a challenge but we have been lucky to bring on some great new team members!

Many of our new employees are not only new to the company but also new to the industry. Having new people enter the industry is both great and challenging at the same time. Construction is a great field to get into which many people do not know or think about when thinking of career options. The more we as employees can get the word out and share stories of personal experiences the more aware we can make people about this great industry as a career opportunity.

When employees are new to the company and also new to the industry it takes everyone on the crew working together and training to provide the information necessary to build their skills and knowledge. Instead of just telling someone to go do something, ask them first, have you done this task before? If the answer is no, taking a few extra minutes to show them and explain what needs to be done will go a long way. When someone tries something and

doesn't do it correctly, show them how to correct it so they can avoid doing it incorrectly the next time.

Taking the extra time in the beginning to provide thorough training and instruction will save so much time in the long run. Remember, there was a time when you did not know how to do all the tasks either.

As many of you are feeling, we are still in need of more employees. All crews are running lean and we are grateful everyone is stepping up to cover all the roles to complete the projects. This spring we will be hitting the road hard with recruiting in hopes to staff up all the crews and areas of the company. Don't forget about the company's referral program! Do you know of anyone who would be a great addition to the team? If so, you could receive bonus payments of up to \$800 for each new hire you refer!

Our company job fair has been scheduled for Saturday, March 28, 2020 at the office. Look for more details as we get closer so you can share the information with those you know who may be interested in working at Crooker or Precast.

Our 2020 job fair will be held on Saturday, March 28th from 7:00am – 12:00pm at the Crooker main office.

EMPLOYEE SPOTLIGHT

In each newsletter we are very excited to proudly highlight some of our most hard working and dedicated employees from our entire team! Due to the nature of our jobs, some employees go entire seasons without being able to connect with each other. We hope these spotlights will help everyone get to know others a few employees at a time. For this year's employee spotlight, we would like to have you meet Craig Roberts.

331 Craig "Sunshine" Roberts

1991 Hallowell High School Graduate

Second Generation Crooker "Family" – Dennis "Hawkeye" # 302 Roberts

First day working at Crooker was in 1993

By 1995 he was working on pipe crews running loader for the likes of Rick Quarton, Mike Bernier, Bob Emerson & Tracy Thomas. Enjoyed seeing projects finished and moving on to the next one.

In 1997 Craig was "Introduced" to The Whitefield Pit – Feeding the crusher with an old CAT 988 Loader.

By January 2000 Craig was working on the crushers in Topsham, and one day was asked to "Go to Whitefield Pit for a few days to cover pit operations". 20 years later he is still there and going strong.

Craig has put a lot of miles on loaders at Whitefield over the years – He has worn out a 966D CAT (never kept track of the miles); put 74,000 miles on a CAT 950G (first loader to keep track of miles), and is



currently at 64,000 miles on his CAT 972K and counting....

He has seen the pit develop/grow over the the years to what it is now – Whitefield Pit and Alna Quarry.

Craig grew up next to and worked on a farm. He spent a lot of time running a farm tractor/loader and thought it was the last thing he would ever want to do when he got out of school. Now, looking back he realizes operating loaders and overseeing the pit operations is one of the best choices he could have made when deciding on a career.... A very good career that has provided for he and his family.

His football loyalties are split between the Kansas City Chiefs and the Green Bay Packers.... But he will still root for the Patriots when they play... Craig is also a long time Kyle Busch (CHAMP!) fan and has followed him thru the Truck/Xfinity and Cup Series.

In his spare time Craig likes to go to camp in Jackman and go fishing. He loves to "Throw a worm out on a hook in an old beaver bog" to unwind. He also likes to spend time hunting at a "special game preserve"

Craig is married and has a daughter who recently graduated from high school.

He finds it ironic that people think he is grumpy—the reason for his nickname "Sunshine". The fact is that his sense of humor has been a big part of his life/career and it has helped him keep/maintain a positive outlook.



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

Beginning December 01, 2019 all Crooker and PCOM employees will be 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 10 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



HOLIDAY NOTICE

2020 HOLIDAYS AND SHUT DOWN DAYS

Wednesday, January 1st – New Year’s Day

Monday, May 25th – Memorial Day

Friday, July 3rd – Independence Day

Monday, September 7th – Labor Day

Thursday, November 26th – Thanksgiving Day

Friday, November 27th – shut down day, may use vacation

Friday, December 25th – Christmas Day

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



