

# NEWSLETTER 2018



## FROM THE DESK OF TOM STURGEON



As we complete our 84th year in business (and start our 5th year of new ownership), we have accomplished a tremendous amount of work in those years. Started small in 1935 with one employee to over 250 employees at our peak in the summer becoming the 3rd largest Maine owned heavy highway and paving contractor in the State of Maine. We also support the communities, schools, and of course employees which are the reasons we have grown to where we are today. As I sit here penning this memorandum, we have the largest backlog in the history of the company (by almost double), but what does that mean? It means that we have the workload to go strong into another year and continue our growth both professionally and personally. But what it does not mean is that we can get complacent and neglect what has gotten us here. Our Mission, vision, and values must always be in the forefront. These are why we are what we are today. Our Mission is to provide superior quality materials and services while maintaining the safety of everyone and striving to exceed all expectation with minimal impacts. Our Vision is to sustain long-term growth through a strong work ethic, superior performance and valued partnerships. Our Values are spelled out in the acronym S.A.F.E. (Safety, Accountability, First-rate, and Ethical). If we want to continue our great company, we must

follow these values and exceed them as well as encourage fellow co-workers to follow them.

One major challenge we have as a company, in the coming years, starts with skilled workforce. We all know that finding skilled labor is tough, so it is up to us to train new willing employees that want to move up and succeed. We must take the time to encourage those who want to learn and develop new skills. That is incumbent with all of us. Those who are more experienced (and old like me), have to remember what it was like when you were a "greenhorn" and didn't have the knowledge or experience you have today. Take the time to encourage those who want to learn and reward them. Not only is it good for the company and the employee, but it gives one great satisfaction in seeing someone grow in the company and know you had a part in it. We have been very fortunate to find some good new employees and we continue to recruit them. Remember that we have incentive programs which many people have taken advantage of.

In closing, congratulations on another good year, but we all know we can do better and be safer. Never stop striving to improve and make our workplace a safe environment. I am proud to have been with Crooker Construction for 30 years and look forward to many more.

Tom Sturgeon, *President & CEO*



## SAFETY UPDATE

Three Quarters of 2018: The total number of injuries are 36% less than the 13 year average. The BIG number that stands out for me is that last year by the end of September we had 22 injuries. This year we have 11. Concern over our Mod rate has been very influential. Wearing gloves company-wide, foam gasket sealed safety glasses in the Shop, the Boot program, the Respirator program, safety training with Shane and Jill hiring healthy candidates, have also helped greatly. We have only had one 2018 injury where treatment lasted more than 30 days. The FREE Flu Shot Clinic in the Drivers Room on Friday, October 12th was a success with 38 employees getting quadrivalent shots. That is 10 more employees than last year. A Workers Comp Board Judge, Evelyn Knopf, was here on Wednesday, October 17th to review a Return To Work offer job position we made to an employee. First time an Administrative Law Judge has gotten involved on that level.

We have marked out 162 DigSafe's so far for 2018 and once again are having a very busy year. In June we did have one substantial injury accident, but besides that our General liability claims are 43% less than the 13 year average. Two backing up

accidents happened in January and since then we have had none. 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.

Safety Training has been ramped up this year with Shane Rector indoctrinating new employees, some of whom received their Intro to MSHA Part 46 and others who are certified in Flagging. Eighty employees were OSHA 10-Hour trained, sixty-one received the full MSHA 8 Hour Refresher, ten were certified in Work Zone Traffic Control and forty-six employees were certified in First-Aid, CPR and AED for two years. A standard operating procedure manual, PPE, respirator fit testing and engineering solutions were all put in place for OSHA's new silica dust rule.

Keep up the good work, focus, pay attention, do your research and let's all finish the 4th quarter of 2018 being safe, healthy and happy.

Richard W. Perkins, *Safety Director*

## SAFETY IN THE FIELD

The Crooker shop has brought pro-active safety to the job site! Doing service work on trucks in the field can be a risky task but the Crooker Road Mechanics are equipped now with these bad boys, "Dump Locks". The old days of just a body locking arm or wooden blocking as the safety procedure are gone. These 50,000 lbs. per pair crush hazard preventers will do the job of keeping the mechanic safe. This simple added safety idea, takes us forward into a safer future.



Crooker will be producing a newsletter each November and May. If you have any employee announcements (births, marriages, etc.) you would like to share please send them to [jill@crooker.com](mailto: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.

## 401(K) PROFIT SHARING PLAN

We are happy to report to the participants of the Plan that the conversion from Mass Mutual to the American Funds Plan Premier platform is complete. Thank you all for your patience and cooperation in this process. As



of 9/30/18 the participation rate of all eligible employees is 96% and the average weekly deferral rate is 6.3%.



Crooker Construction, LLC has an investment committee that is made up of John Duffy, our professional investment advisor from Cribstone Capital Management, Carl Graffam, Patty LaChance, Ray Bishop, Craig Kroot, Jill Rivas, Alex Stone, Ian Pinette, Branielle Bergeron and Kylee Turcotte. We meet twice a year to discuss topics such as Plan performance, expense ratios and other items brought to the committee by all of you. We encourage all Plan participants to speak to any committee member with comments and concerns for the committee to address.

The total salary deferred to date this year to the 401(k) is \$376,034.92 and the Company match is \$215,675.52 for a 2018 total of \$591,710.44.

## SLOGAN CONTEST

Thank you to everyone who submitted a slogan idea. After much discussion, the selected slogan is a combination of 3 submissions provided by Jared Gagnon, Laurie Hardy, and Shane Rector. Congratulations to our 3 winners!

*Constructing Maine's future with a tradition of excellence*

Follow us on  



## CONSTRUCTION UPDATE

2018 has been a year of opportunity for the construction division and we seem to have taken advantage. We had a very busy spring/early summer, working on projects such as finishing the Botanical Gardens in Boothbay, Union Street Improvements in Brunswick, Cook's Corner Self Storage in Brunswick and finishing Hatch Hill Landfill in Augusta.



We had a successful year with our repeat clients, and we are still working on many of their projects to date. Priority Group had a good year re-developing the new Andes Store in Warren, Rusty Lantern in Lisbon and miscellaneous projects at the new Wayfair Facility in Brunswick. The Highlands has kept crews busy all year as well, working on phase III construction and going strong on Sycamore Extension. Brunswick Sewer District did another one of their signature pump station replacements on Mill Street, with another design-build project on the books. LL Bean had us rehab their Discovery Park, along with reconstructing sidewalks, structures and parking lots throughout the summer. BIW has kept crews busy as well, between general



maintenance upgrades, the Preservation Line Project and countless grading and paving projects. JHR Development started another phase of the Rivers Edge Condominiums along the Bath Riverfront, which we are still working on. Botany Place Condominiums have been on-going, with Crooker on site at various points throughout the season. These customers keep coming back because they know Crooker will give them a quality product in a timely fashion, so thank you for your hard work to satisfy our clients.

Along with all our private work, we managed to pick up two of the largest projects in company history. Morse High School and Mt. Ararat High School were both great additions to our workload, providing \$27 million worth of work within 15 miles of our shop. The local community members and owners (RSU1 and MSAD No.75) are thrilled Crooker was able to pick up this work, as they know our commitment to excellence and our skilled local labor force will provide a quality product. From the estimating and project development to the first bucket in the ground, this has been a great milestone for



Crooker as a company. We have got off to a great start on both projects, staying ahead of schedule and on budget thanks to great production from our crews.

As we head into the late fall and winter months, we will continue to be working on Morse and Mt. Ararat along with the start of a new project, the Cooks Corner Connector Road. This project connects Route 24 in Brunswick to Admiral Fitch Avenue, with all new utilities and storm drain within the roadway. BIW has also

expressed a busy fall, providing an update that there are many facility projects they would like to get done before the snow flies. We will be starting the demolition and initial groundwork for a new carwash in Brunswick this fall, along with finishing sites we have worked on this summer.

Estimators are busy chasing down work for next spring/summer so we can make sure next year is a busy season as well. Keep up the good work and stay safe!



Change has been the theme for the paving division this year. After three years operating three production crews and a hand crew, this year we operated two production crews and a hand crew. Even through the loss of a crew, we have still managed to average about 20,000 tons per month.



This past year's customers gave us many different projects, challenging us and our skills to every extent possible.

Projects of note this year have been the Hannaford projects, including Auburn, Lewiston, and Falmouth. The Town of Durham put out a large bond contract in addition to their annual paving which included four roads that were reclaimed, fine graded, ditched and base paved this year. We did five projects with the MDOT this year which ranged from a

small reconstruction project in Sabattus to a night time mill and fill on the I-295 off ramps. We kept busy with our typical town customers with the Town of Brunswick, Town of Topsham, Town of Wiscasset, etc. We also did plenty of paving this year for our friends at Sargent Corp and Dearborn Construction, highlighted by surfacing State Street in Portland, paving the new track at Lewiston Schools, Wendy's in Auburn, Philbrook Ave. at the Maine Mall and all of the Hannaford projects.



And once again, we made sure to take care of our own construction work,





highlighted by Andes store, Lisbon Rusty Lantern, various LL Bean lots, Union St in Brunswick, wrapped up the Botanical Gardens, and we still have lots of paving left to do at BIW before shutting down the plant.



This year's tonnage has not come easy. The way the jobs fell, we took on more small tonnage roadways and parking lots than usual and had less of the big tonnage road contracts than we have had in the past.

Thank you to all the of paving employees for pushing through all those projects with dedication and all of your hard work this season!

Looking forward to 2019: A brief glimpse into next year shows a lot of promise. The four roads on the Durham Bond contract will need to be surfaced, as well as the majority of the roads we reclaimed this year (Yarmouth, Brunswick, Boothbay Harbor, etc.) and the Lewiston Elementary School for Sargent.

The Maine DOT is expanding its new Cyclical Pavement Resurfacing program (CPR) with many projects to be advertised in our area, as well as many other resurfacing and reconstruction projects.



On top of all of the typical paving work next year, it looks like the construction division will be looking for continued support from the paving division with several large tonnage phases at Mt. Ararat and Morse.

As a parting message, we would like to challenge all of you. For our company to thrive we must be proud. Proud of our equipment, proud of our coworkers, proud of our employees and bosses, and proud to say we work for Crooker. We all have the chance to work for one of the largest construction contractors in Maine. One of the most respected, and one of the most trusted. This cannot be done without employees like you, and we are proud to have you in our Crooker family. So, we challenge you take pride in your work, your company, and your community and to continue our legacy of "Constructing Maine's Future With A Tradition Of Excellence."

-Plossay-

## QUALITY CORNER

### Greetings from the Lab!

Although this season has been a bit slow compared to the last few, I thought you might be interested to know how many samples are actually done in a year. As of October 20, 2018, we have tested approximately 161 Hot Mix Asphalt samples. In addition, we have processed 575 aggregate samples for Crooker Construction and Precast of Maine. Dozens of nuclear density tests have been performed in the field as well.

We have recently updated some of the older lab equipment to improve accuracy and reduce testing time. And I am pleased to say that pay factors from this season's MDOT work are mostly positive, which means we are earning bonuses. Keep up the good work!





### QUARRY

As everyone knows this is where it all starts, blasting at the quarry. After the crusher crew loads the holes and the blast event takes place, all the rock is separated and loaded into the quarry trucks and hauled to the crusher. The quarry has produced over 275,000 tons of rock for projects so far this year. Bob Selmer does a great job keeping things going and people safe at the quarry.



that feeds the secondary crusher which is run by Maurice Morgan. The work on the ground done by Zachary Keach, Mike Mercier, and Daniel Taggart keeps it all moving.

### YARD

The rock from the quarry goes to the yard to be processed for many different jobs and the asphalt plant throughout the year. The crew out back works hard keeping everything running and making the different materials. Ken Cochran sets the pace for the day. James Trusiani runs the primary crusher



### MORSE PORTABLES

For large projects, like Morse High School, we utilize portable crushers which are placed right on site. This helps to reduce costs and increase efficiencies. The crew there keeps the portable crushers going and producing material for the job. Dale Morgan is running the New Metso Crusher L120 and Scott Bernier and the new addition



to the crew, Eric Candler, keep the 2nd Metso running. Together they have produced over 129,000 tons on site.

## WHITEFIELD

This year has started a new phase to the Whitefield pit. We have introduced blasting on the Alna side of the pit. Craig Roberts does a great job keeping this busy place moving. He could not do it without Tony Russell running the crusher, Benny Demerchant loading the off-road trucks, and John Baird and Jason Pease feeding the crusher. It is a pleasure working with such a great group of guys.

Thank you to all the employees involved in the crushing process! Without this material, we would not be able to complete so many aspects to our projects.



## PRECAST UPDATE

So far this year, production has been very steady. We have had many large projects with Crooker, Shaw Brothers, RJ Grondin, Michel's Power, Coutts Brothers/CMP, and many other contractors. Here are just a few highlights.

We teamed up with Crooker to make an arch culvert for the Highlands. We used our 6' diameter manhole form to make these units. This is the 2nd arch that we have made for Crooker.



Often, as with the Arch, we use one form for something completely different than what we purchased that form for. In Portland, we used a 38Y Electrical vault (6' x 12') for a large drainage structure. This was the Bedford Street job that we did with Shaw Brothers Construction. This vault has a 60" ADS

N-12 Pipe exiting the structure on one side and dual 42" ADS N-12 pipes coming into the other side.



At Colby College we were asked by Weston and Sampson to make a couple of surge tanks for the new Athletic Complex. These were 2 commercial tanks with a volume of 8,000 Gallons each. These tanks will house a lot of the piping for the new Competition Pool being added to the Complex. RJ





Grondin is also on site and we have produced many products for them including 89 light pole bases and over 65 manholes/catch basins.

Another Crooker/Precast team is the boxes we are casting on the outside of the manholes. Because we can not always install boots for easy as pie installation, Crooker/Precast came up with a box that we cast onto the outside of the structure with a piece of 36" pipe cast into it. The increased work in the Precast shop is well worth the significantly faster install time in the field. We made these on the Union Street job and are now making them for the Morse job.



Precast was awarded a job this year in Hudson, New York. We made over 170 Precast Cable trenches for a substation. We only have 3 forms so that is a long lead time. While only being able to ship 7 Trenches in a trip, we teamed up with Chapman Trucking to help with a lot of the loads.

Overall, we have had a good year so far but it is far from over. We still have an extremely busy fall to finish up the year and have a lot of winter work ahead of us. Plenty of slabs for Crooker/BIW to make and many retaining walls to deliver. We currently make 8 – 10 Light Pole Bases/day along with making Manhole Stock, residential items, more retaining wall to finish up for current orders and stock, Utility Vaults, and much more.

The Precast team has been very busy and safe this year and I want to thank each and every one of them for all of their hard work and dedication!



## SHOP UPDATE

What an unbelievable year it has been. With so many new pieces of equipment and trucks to service and maintain along with our existing fleet, it sure has been busy!

Because of the great mechanics already on board, the new mechanics who recently joined our team, and the amazing effort by all the shop employees, we have been able to keep a steady pace in order to better our equipment and truck repairs to be in tip top shape!

We are making progress with daily reports and tracking mileage and hours but, we still need help from all of the drivers and operators. Having accurate data is a huge thing when it comes to planning appropriate preventive maintenance. Catching any defects or issues during your pre-trip inspection and filling out your daily report only takes a minute of time, but has the potential to save a great deal of time and money.

Before the machine gets going for the day, or even if you are just jumping in the machine for a little while, please walk around and look for any issues that might be a safety or mechanical issue that could be a costly repair and extended downtime.

Thank you to everyone who communicates with the shop and for reaching out to Scott Evans as the primary contact to reduce confusion and helping with creating a priority system. This has been very effective for dispatching road mechanics and making sure nothing was missed.

By everyone working as a team, we are better positioned to have a larger positive impact on overall shop performance than any of us would be able to contribute as an individual.

We look forward to continuing to review and enhance processes and communication in order to serve everyone in an efficient manner with whatever the winter and spring may bring.



# WELLNESS CONNECTION

## BUILDING A HEALTHY LIFESTYLE

*By Samantha Belanger*

Creating and maintaining a healthy lifestyle means making choices to cultivate healthy habits. While most of us are aware that we are in charge of our work-life balance, a study from the American Sociological Association found that 70 percent of Americans struggle to find an achievable and long-term plan. In order to establish this balance, we must make small but significant choices about our daily routine, including understanding the benefits of exercise, knowing facts about how the human body works, making sure to take time away from work, and practicing activities that lead to personal development and growth.



If you've heard the saying, "A journey of a thousand miles begins with one step," then you're familiar with how making small changes to your daily routine can improve the overall quality of your life.

- Choose healthier foods
- Get daily exercise
- Take time to unplug and unwind

Creating a healthy lifestyle means cultivating healthy eating habits, including portioning; eating high-quality, low-calorie

## WHAT DO HEALTHY EMPLOYEES ADD TO THE COMPANY'S BOTTOM LINE?

PROFITS. PRODUCTIVITY. POSITIVITY. IMAGE.

foods; and planning meals to help with accountability and consistency. There are several strategies for weekly meal planning, such as portioning out several meals ahead of time, bringing lunch from home instead of eating out, and planning meals and ingredients to help stay on track.

## INCREASE YOUR FRUIT AND VEGETABLE INTAKE

Healthy eating starts with being mindful of the types of foods we include in the meal plans. Fruits and vegetables contribute several essential vitamins, minerals and other nutrients, such as phytochemicals, to our diets. Healthy foods can help in many different ways:



- Improving digestion
- Warding off nutrient deficiencies
- Reducing disease risk
- Improving cardiovascular function
- Solving weight problems

While we can try to replace the nutrients found in whole foods with supplements, there's no substitute for the compounds and fiber found in fruits and vegetables.

**Websites:**

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

[www.hsph.harvard.edu/nutritionsource/healthy-eating-plate](http://www.hsph.harvard.edu/nutritionsource/healthy-eating-plate)

## BENEFIT FROM DAILY EXERCISE

One of the most beneficial activities to engage in is physical exercise. Exercise is a stress reliever and releases endorphins into the body, which improve our sense of well-being and overall mood. Certain exercises, such as running or yoga, can put people in a type of meditative state. Physical exercise can be as easy as taking the stairs instead of the elevator or getting outside for a 10-minute walk during the lunch hour, or it can be as involved as dedicating an hour to yoga or training for a race.

In addition to reducing stress and increasing endorphins, exercise has many other positive effects on the human body.

**Toxin Release:** When we exercise, we sweat. This naturally increases body temperature and also releases toxins. Increased body temperature means increased energy, which is why the human body feels better after a good hard round at the gym.

**Improved Resting Heart Rate:** Exercise also affects our resting pulse rate and target heart rate, improving heart health and lowering the risk of heart disease. The heart gets stronger with exercise (as all muscles do), allowing the body to work harder and longer with less strain. Increased exercise also reduces your resting heart rate — the number of beats per minute when sedentary — because a stronger heart uses less effort to pump blood through the system.

**Reduced BMI:** Exercise can reduce the body mass index (BMI), which is the measure of a person's body fat in relation to his or her overall weight and height. According to the Centers for Disease Control and Prevention, studies show that a person's BMI is "strongly correlated with various metabolic and disease outcomes."

## UNPLUG & UNWIND

One of the simplest healthy habits to cultivate in your daily routine is unplugging from technology. People who are successful at creating a work-life balance can turn off and put away their electronic devices in order to focus on activities they enjoy without checking email or social media. By compartmentalizing the amount of time spent looking at a screen, you allow time for other activities, such as meditation, human interaction, art creation or some other enjoyable activity.

# WE WANT TO HELP YOU STOP SMOKING!

*By Samantha Belanger*

Have you been struggling to kick the nicotine habit?

As you all may or may not know, Crooker will reimburse you up to 100% of a smoking cessation product that will help you accomplish your goal. We all know by now that quitting smoking is one of the best ways to begin your new healthier lifestyle journey. Just bring your receipt to the office.



**Did you know?** Your body starts to repair itself as soon as you take your last puff.

- **Within 8 hours** your oxygen levels go back to normal and carbon monoxide levels drop.
- **Within 72 hours** Bronchial tubes have restarted their cleaning mechanism, so breathing is easier.
- **Within 6 months** you will see improvements in coughing, sinus congestion, tiredness, shortness of breath and colds.
- **Within 5 years** your risk of having a stroke is now reduced to that of a non-smoker.
- **Within 15 years** the risk of dying from a heart attack is the same as a person who has never smoked at all.





# COMMUNITY INVOLVEMENT

## CAMP SUSAN CURTIS

Camp Susan Curtis is a summer camp in Stoneham, Maine that provides the opportunity for low income children to get out and experience the outdoors. Kids take part in activities like fishing, canoeing, hiking and navigating their way through a ropes course. Camp Susan Curtis’ mission is “to ensure that economically disadvantaged Maine youth develop the individual character, self-confidence, and skills essential to becoming independent, contributing citizens”. Crooker has been donating employee time, materials and equipment for over 25 years. This year we donated, delivered and placed 75 CY of reclaim in an existing parking lot. We had multiple employees work on a Sunday to ensure we were able to finish the project. While there we also helped clean up assorted brush and downed trees to free up the roadways.

## TRAVIS MILLS FOUNDATION

The Travis Mills Foundation was established by Travis Mills, a quadruple amputee, to provide wounded veterans a place to vacation and enjoy the outdoors.



The retreat, located in the Belgrade Lakes region, is all-inclusive and all-expenses paid for its attendees. This year our handwork paving crew paved a sidewalk that provided handicap access to a playground.

## BRUNSWICK CAL RIPKEN BASEBALL SPONSORSHIP

Crooker sponsored the “Rockies” Cal Ripken Baseball team in Brunswick this Spring. Our donation went towards paying for the kid’s uniforms which made baseball more affordable for families of all income classes.



## EAGLE SCOUT DONATION

Crooker donated and delivered a load of crushed stone to a young gentleman who was working on his Eagle Scout Service Project with Troop 45 in Freeport.

The Scout worked directly with the Freeport Historical Society to improve a set of dangerous timber steps on a hiking trail at Pettengill Farm.

Other organizations/entities to which Crooker/PCOM has donated include but are not limited to: Maine Maritime Museum, Wounded Warrior Project, University of Maine Foundation, Lisbon DARE Program, Bowdoin Rec Department, Topsham Rec Soccer, Brunswick Area Youth Football League, Coffin School, Morse Boosters, MSAD 75, Merrymeeting Arts Center and The Rotary Club.



## INTERNS AT CROOKER

This summer we had the opportunity to bring on 4 student interns; Jeff Gordon, Nate Sinibaldi, Cam Cox, and Justin Prather.



Jeff Gordon is currently in his final year at the University of Maine in Orono. He will be graduating in May with a Bachelor's Degree in Construction Engineering Technology and a minor in Surveying. Prior to working at Crooker, Jeff served in

the US Army and spent time working at a builders and home improvement company. During the summer Jeff worked with Justin Goranson on the Durham project, with Alex Stone at the Highlands, and with Matt Williams at the Mt. Ararat High School project.



Nate Sinibaldi is in his second year at the University of Maine in Orono. He is working towards a Bachelor's Degree in Civil Engineering. This past summer was Nate's first experience working in the construction industry. During the

summer Nate worked with Matt Ouellette in Randolph and with Fred Libby's paving crew on a variety of projects.



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. Prior to working at Crooker this summer, Cam spent time working at

a golf course and for the Town of Freeport Water District. During the summer Cam worked with Mike Rowe, with Alex Stone at the Highlands, and Matt Williams at the Mt. Ararat High School project.



Justin Prather is currently in his first year at the University of Maine in Orono. He has entered the Engineering program. This was Justin's first experience working in the construction industry. Prior to working at Crooker this summer, Justin worked in the

restaurant industry. During the summer Justin worked with Matt Ouellette in Randolph and Tim Leeman in Brunswick.

In addition to the valuable experiences each of those interns gained, Crooker also received many benefits from them. These benefits included gaining a fresh perspective, the opportunity to teach, the opportunity to learn, the ability to have more staff on a project, and being able to build a connection with schools and programs teaching the next generation of employees.

We are grateful for the experiences the interns provided to us. We were impressed with their interest in learning, their work, and their dedication. We are looking forward to Jeff returning as a full time Junior Foreman following his graduation and hopefully we will see the others return for a 2nd internship at Crooker.

# RECRUITING THIS SEASON



In 2018 we brought on 62 new employees. That is an astounding amount! Thank you to all the managers who sat in on interviews, drivers who conducted road tests, employees who conducted walk throughs, and supervisors who took the time to discuss what skills would be beneficial for new employees to have.

Of those 62 new employees, 34 heard about the company by current employees. What a great success of our Employee Referral Program! On June 1st, 2019 the employees who referred those new employees will be eligible for their first bonus payment of \$300 if the employee they referred is still working here. We hope we can process all 34 of those bonus payments!

Bringing on new employees is not always an easy task. It takes a lot of work for the crews and supervisors. Even new employees with a lot of experience and a strong set of skills need to be trained and

go through an adjustment period on how Crooker approaches jobs.

Adding a new employee to a well-oiled crew is an adjustment for all. The work and communication that happens without having to say a word is incredible to watch but can also leave a new employee without information on what needs to be done. Training and communicating what some feel should already be known takes a lot of time and energy at times. While there never seems to be enough time, the more a new employee can be set up for success with training and expectations in the beginning, the better off the new employee as well as the whole crew and the company will be in the long term.

We look forward to watching these new employees grow as they move into their second season.

# 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 our of 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 our first employee spotlight, we would like to have you meet Matt Williams.

## **Matthew P “Matt #112” Williams**

From Hampden, Maine

Lives in Topsham, Maine

Graduated from Hampden Academy

Graduated University of Maine, Orono

Caddy at West Palm Beach Florida



Foreman H.E. Sargent – Tukey’s Bridge; Scott Paper Hinkley – used a golf bag to carry grade stakes and survey gear; Machias Sewer – dug thru a graveyard...

Foreman Hubbard Construction – Housing Subdivisions, MOB Brunswick; MOB Greenland NH; Seawalls

Foreman/Superintendent Harry C. Crooker & Sons/Crooker Construction (23 years) – Highland Green; Brunswick AMTRAK Layover Facility; Bow Street Market; LL Bean Retail; Delorme; BNAS Housing and Airfield Projects

Wife – Donna “Cooz”; Daughter Casey

Avid Detroit Tigers Fan

Plays Golf

Horse Racing Afficianado

College Hoop – March Madness

College Hockey – Maine/Bowdoin

AM Radio – Talk Shows (Sports & Current Events)

Music – “Old Crow Medicine Show,” “Jimmy Buffett”

Comedy – George Carlin

Always looking for a deal at an Estate Sale

Likes to spend time with family & friends up to Sebec Lake (upta’ camp)

Comments from employees:

“Matt is truly one smart construction supervisor.”

“He is great to work with and a great person.”

“I’ve had the opportunity to work side by side with Matt, he truly is a man of knowledge”



## HOLIDAY NOTICE

**CHRISTMAS AND NEW YEAR'S:** We will be closed as paid holidays for Christmas and New Year's Day on Tuesday, Dec 25th and Tuesday, Jan 1st. We will also be closed on Monday, Dec 24th and Monday, Dec 31st. If you would like to be paid for these Mondays you will need to submit vacation slips.

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



# YEARS OF SERVICE

## 50 + Years

Robert Emerson

## 40 - 49 Years

Blaine Atwood  
Randy Marshall  
Arthur Melville  
Richard Morgan  
Jeffrey Morrell  
Joseph Mulligan

## 30 - 39 Years

Robert Andrews, Jr.  
Raymond Bishop, Jr.  
Ronald Bisson  
Robert Cartwright  
Catherine Dodge  
Richard Gower, Sr.  
Stewart Huey  
Craig Kroot  
William Larrabee  
Leonard Madore  
Larry Marshall  
Maurice Morgan  
Dennis Mosier  
Dale Spratt  
Andrew Yenco

## 20 - 29 Years

Terry Adams, Jr.  
Paul Beers  
Samantha Belanger  
Braniele Bergeron  
Matthew Child  
Frederick Cressey  
Benjamin Demerchant  
Ian Elliott  
Carl Graffam  
Matthew Grant  
Glenn Hall  
Dale Harvell  
Marc Laliberte  
Jeffery Lamoreau  
David Loeschner  
Don Mitchell

Dale Morgan  
W Richard Powers, Jr.  
Sean Riley  
Craig Roberts  
Robert Selmer  
Dana Shulman  
Dean Staples  
Thomas Sturgeon  
Tracy Thomas  
Lawrence Turcotte  
Matthew Williams  
William Wyman  
William Yearsley

## 10 - 19 Years

John Baird  
Brandon Beaulieu  
Sean Breton  
Robert Carver  
Kenneth Cochran, Jr.  
William Crooker  
Adam Gilpatric  
Justin Goranson  
Garret Hamrick II  
Laurie Hardy  
Stephen Jackson  
Justin Johnson  
Paul Kazanovicz  
Darrell Lewis  
Frederick Libby III  
Larry Marshall, Jr.  
Kevin Mayberry  
Paul Morin  
Samantha Morrell  
Richard Perkins  
David Phelan  
Aaron Pratt  
John Rogers  
Anthony Russell  
Aaron Sayler  
Michael Schwab  
Isaac Strong  
Bradley Sturgeon  
James Trusiani  
William Wood

## 5 - 9 Years

Ian Bresnahan  
Michael Cormier  
Justin Damon  
Nathaniel Gerrish, Sr.  
Abraham Kane  
Jerald Leech  
Timothy Leeman  
David Lyons  
Ian Messier  
Ethan Moody  
Robert Mosley  
Eric O'Connor  
Mathew Ouellette  
Michael Rowe  
Don Smith  
John Thibeault  
Russell Vannah

## 1 - 5 Years

Melanie Abrams  
Jacob Adams  
Derek Alves  
Raymond Archer  
Kamar Banton  
Carlton Banton, Jr.  
Adam Bard  
Tyler Barter  
David Bennett  
John Bennett, Jr.  
Ian Benson  
Scott Bernier  
Shawn Bernier  
Michael Bessler  
Andrea Boynton  
Michael Bradley  
Quentin Brooks  
Kemoy Burrell  
Derek Cameron  
Eric Candler  
Shannon Candler  
Zachary Canning  
Darryl Cook  
Neal Coro  
Stanley Costello

Gary Cunningham  
James Daigle  
Shawn Daigle  
Michael Daniels  
Scott Evans  
Douglas Fadden  
Roger Fortier, Jr.  
Adam Foster  
Nancy Frost  
Jared Gagnon  
Tony Galipeau  
Matthew Gentilini  
Amy Gillis  
Bryan Goodwin  
Linda Gower  
Jacob Grandchamp  
Brian Hallowell  
Larry Hallowell  
William Hamel  
Joseph Hanna  
John Hibbard  
Cory Higgins  
Daniel Hinkley  
Devery Johnson  
Daniel Jordan  
Terry Joyce  
Stanley Kalis  
Zachary Keach  
Timothy Keizer  
Jamiel Kidd  
Michael Knowlton  
Patty LaChance  
Dustin Larlee  
Christopher Lee  
Nathan Leeman  
Jonathan Linton  
Sean Little  
Andrew Lufkin  
Joseph Madore  
Chadd Mayo  
Scott Mayo  
Ethan Menard  
Michael Mercier  
Vincent Migliano  
Remy Miller

Christopher Moody  
Douglass Moore  
Jonathan Morgan  
Joshua Murphy  
Martin Neely  
Robert Nibarger  
Eric Nielsen  
Nancy Nolet  
Chad O'Connell  
Dominic Owen  
Dwayne Palmer, Jr.  
Larry Paul  
Caleb Peacock  
Jason Pease  
John Perron  
Andrew Peterson  
Benjamin Peterson  
Ian Pinette  
Brett Plossay  
Adrian Pomeroy  
Nicholas Pratt  
Shane Rector  
Ray Reed  
Jill Rivas  
Justin Sewall  
Clell Sigler  
Jonathan Simmons  
Rufus Smith  
Jeromy Soiett  
Curtis Sprague  
Shoshanna Starks  
Alex Stone  
Daniel Taggart  
Joseph Thompson  
Joseph Toner  
Joel Toothaker  
Anthony Tozier  
Ryan Tremblay  
Kylee Turcotte  
James Vasoll  
Scott Wallace  
Paul Warman  
Arthur Williams  
Woodrow Woods

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