



Paving our way to the future!

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Issue 12

What's New At Mark Sand & Gravel Co.

Workforce Recruitment/Development Consultant Sal Di Leo and Vice President of Administration Jeff Hatlewick will be attending the NDSU & UND Career Fairs in February to help us find a reliable workforce to help us build an even stronger team of dependable help to better meet the demands of the future.



Community Outreach

Mark Sand & Gravel Co. is proud to help Someplace Safe by providing a donation to support critical programming and services, that the agency provides to local victims and survivors of crime in our local communities, including Breckenridge and Fergus Falls. Please check out their link if you would like to learn more about their programs and how you might be able to help support their cause at <https://www.someplacesafe.info/>



Winter Equipment and Truck Maintenance

We are servicing everything over the winter. Please check with Greg Forbord if you have information that may be helpful during our maintenance season to help us get ready to go in the spring.



Employee Referral Program

Mark Sand & Gravel Co. is looking for new hires. If you refer an employee who stays for at least 6 months, you will receive a \$500 Referral Bonus! For more information, contact VP Jeff Hatlewick at 218-736-7523.



Special Notice

Mark Sand and Gravel Company has always been concerned for the safety and well being of all of our Employees. Harassment/Bullying is in no way condoned by Mark Sand & Gravel Co. Management. There is zero tolerance for being rude to any of our employees. If you are being bullied or know of someone who is, please report this to Management immediately with complete confidence of confidentiality. We are a company that cares about your wellbeing.

Mark Sand & Gravel Co.- Management Team.

February Birthdays

Randy Keep	6th
Seth Fossell	11th
Brian Janey	16th
David Harper	24th
Paul Weir	26th

\$100 February Lucky Pick

January Winner: Randy Keep
Guess a number from 1-100 and send it to PAYROLL@marksandgravel.com. Correct or closest guess wins \$100. Ties will be split.
Company Employees Only

Free CDL Training!

We now offer free CDL Training in house. This is an \$8,000 value open to current employees as well as incoming workforce!



Your Safety Matters

Many of the safety precautions you apply at work can be applied at home i.e. ladder, electrical, power tools, etc.

Some additional things to think about and plan for at home:

- Make sure smoke and CO2 alarms are present, maintained and tested.
- Fire extinguisher are present, inspected and replaced as necessary.
- Develop and practice a home emergency plan.
- Keep doors and windows locked
- Keep medicines in a secure location. Don't share what medications you have in your house with others.
- Keep the floor dry! Slips, trips and falls...?
- Turn on security lights at night. Install security cameras.
- Keep the laundry room locked. Make sure small children know that it is out of bounds.
- Baby proof your home if you have small children or may have visitors, i.e. electrical sockets, cabinets, stairs, appliances, window blinds.
- Never share your personal information over the phone or internet.

For any other specific questions or concerns, please reach out to Greg Forbord, Director of Safety and Compliance, at 218-770-9827

Annual MSHA and Safety Meeting

Location: Bigwood Event Center, Fergus Falls, MN

MSHA (Select personnel): Tuesday, March 19th, 8:00 – 4:30

Safety (All): Wednesday, March 20th, 8:00 – 4:30

A hard copy letter will be sent out mid-February with more information and individual requirements.

Quote Of The Month

"Sometimes it is the people no one can imagine anything of who do the things no one can imagine."
- Alan Turing

