

Recently Awarded Contracts

South Liberty Parkway Phase 2,
Clay County (Sub), \$3M

KCI Rehab Taxiway B, \$18.8M

Rosecrans T-Hangar Taxilanes
Reconstruction, \$1.3M

Route 29, Clay County, \$2.4M

Route 24, Jackson County, \$2.7M

QuikTrip #181R Gladstone, \$23K

Pleasant Valley Road, City of
Gladstone (Sub), \$900K

Route 29, Clay & Platte Counties,
\$14.1M

Current & Recently Completed Projects

Wheeler Airport Runway 1-19,
\$1.4M

KCI Rehab 1R-19L Phase 2, \$26M

KCI Runway 9-27, \$1.5M

Rosecrans Assault Runway 13-31,
\$5.4M

Route 92, Clay County, \$1.8M

Route I-29 Platte County, \$3.9M

Route 291 Clay County, \$1.4M

Route 24 Jackson County, \$4M

Route W Jackson County, \$3.1M

Route 13, Caldwell County (Sub),
\$120K

Route I-35, Johnson County,
\$15.7M

Ideker, Inc.

Fifth Edition, December 2016

Welcome to Ideker INK, our annual newsletter. It contains articles on our projects, accomplishments, people, industry news, and our plans for the future. We hope this newsletter will be of interest to our customers, partners, friends, and primarily to all the dedicated men and women who work for Ideker giving it their all each and every day.

**Check out our
new website
www.ideker.net**

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Milling Crew Proves Beneficial to Asphalt Projects

Long days and varying shifts are a challenge but Marz and crew always find a way to ‘Get the job done’

Three years ago Ideker hired Robert Marz and added milling operations to the company’s portfolio. The asphalt division has seen continued growth and having a milling crew in-house has provided more control over the projects. “The crew has been extremely beneficial from a scheduling perspective and we have seen less downtime for our paving crews,” Asphalt Division Project Manager Jack Neel stated.

Marz supervises a crew of twelve, most of which have worked together for several years. Two members of the crew, Scott Moody and Richard “Dickie” Stogsdill came with Marz when he started at Ideker in 2014. Moody, Stogsdill, and Marz all live in Rolla, Missouri but spend the construction season residing in the Kansas City area. The other nine crew members were hired by Robert the past few years and live in the KC area. “Robert found the right mix of guys who all have a strong work ethic and who work well together as a team,” Mill operator Scott Moody stated. “Robert’s a really good boss and someone we all respect and enjoy working for.”

Typically, the milling crew starts their day at 6:30 am and will work 10-16 hour shifts. Most asphalt projects require the existing pavement to be milled prior to laying the asphalt. Since asphalt paving crews work both day and night, one of the biggest challenges for the milling crew is the constant switching of shift

times during the construction season. “Robert’s crew is always up for the challenges and his whole team has a great attitude. The asphalt division has the greatest confidence that Robert and his crew will get the job done no matter what is needed,” said Neel.



The Ideker Milling Crew

Back row (left to right) German Sanchez (Mill Ground/Grade Control), Dwayne Boone (Truck Guide/Clean Up), Kenny Roberts (200 Mill Operator), Travis Phillips (Mill Operator/Skid Loader Operator).
Second row (left to right) German Sanchez Jr. (General Labor/Clean Up), Shon Sigrist (Skid Loader Operator and Sweeper Truck), Richard Stogsdill (Brooch Broom/Low Boy Operator/Service Truck Mechanic), Wesley Neel (Mill Grade Control Ground Man), Richard Cain (Skid Loader Operator), Alan Engle (Teamster Water Truck/Full Truck Driver), Robert Marz (Crew Foreman). Not pictured Scott Moody (220 Mill Operator).

Several factors contribute to their success - for starters, the crew performs all their own maintenance on the milling and clean-up equipment. “Dickie runs the service truck and knows how to fix just about anything,” Marz stated.

“Stogsdill knows quite a bit about vehicle maintenance...as a hobby, he fixes up race cars in his spare time.” Another main advantage is the work ethic of each of the crew members. “They all know exactly what they need to do...and every day, they show up ready to go and I appreciate that,” Marz said.

Clean up is also very important on a milling crew. The milled road has to be clean and as smooth as possible. “Travis and our clean-up crew do an excellent job making sure that everything is swept and ready to be paved,” Marz said. “Some days it’s hard to keep up, but we always find a way to get the job done.”

Employee Profiles



Steve Sellars

Position: Concrete Paving Foreman
Years with Ideker: 6 years
City of Residence: Platte City, MO
Spouse's Name: Stacey
Children: Kiran 20, Erica 20, Skyler 12, Brody 8
Motto: Never give up
Favorite movie: Lawless
Favorite band: Eric Church
Hobbies/Interests: Family time, racquetball, basketball, and old cars
Work experience/background: I built houses for 8 years with my parents then began with Ideker for the last 6 years
Accomplishment I am most proud of or something interesting that people may not know about me: most proud of my family..... something interesting is that my favorite food is Indian food



Coy Higgenbotham

Position: Asphalt Superintendent
Years with Ideker: 8 months
City of Residence: Troy, KS
Spouse's Name: Susan
Children: Shawn 34, Ryan 32, Danielle 29, Misti 19
Motto: Tomorrow has no guarantee so make today count
Favorite movie: A Few Good Men
Favorite band: Shine Down
Hobbies/Interests: Building street rods/ anything with an engine
Work experience/background: 28 years in Heavy Equipment Operators Local 101
Accomplishment I am most proud of: I am most proud of my concrete paving awards for KCI airport apron rehab in the 90's



Kevin Hardee

Position: Asphalt Engineer
Years with Ideker: 1.5 years
City of Residence: Lees Summit, MO
Spouse's Name: Jackie
Children: Fletcher 3-1/2yrs, Kinley 6 months
Motto: Work hard, play hard
Favorite movie: Anchorman
Favorite band: Eric Church
Hobbies/Interests: Wood working & sports
Work experience/background: Civil Engineering Graduate from the University of Kansas, spent 3 years with MoDOT designing plans and putting contracts together with an emphasis on overlay and reconstruction, 7 years experience with SemMaterials and Road Science specializing in asphalt technology from spraypaving to hot-in-place recycling

Asphalt plant upgrades lead to more efficient, higher quality mixes

The asphalt plants received upgrades this year that will increase efficiency and improve product quality. A dust collection system, variable frequency drives, and an additional recycle bin were added to the plants this spring to allow further control over the ingredients in the mix and reduce energy costs. “Every off-season we do maintenance and make modifications. We continuously strive to get better and more efficient,” Plant Manager Doug Farrier said.

The Dust Collection System will allow the dust that is collected during the production process to be metered back into the mix. Before the upgrade, the amount of dust returned into the mix could not be controlled. The system can meter the dust into the mix immediately, store for future use, or left for waste. Being able to control the amount of dust returned to the mix

allows room for a higher level of Recycled Asphalt Pavement (RAP) to be used, up to 10-15% greater than what was previously incorporated. The dust can also be added to mixes that require a higher percentages of dust content, such as Stone Mastic Asphalt (SMA) mix designs. “It is very beneficial for us to be able to store and use when we need it; when we can consume more RAP in our mixes and use less virgin binder materials it is much more economical,” Asphalt Project Engineer Kevin Hardee said. “We have seen significant cost savings since the system was installed.”

A variable frequency drive (VFD) was added to the Mosby plant’s exhaust fan. Without the VFD, the motor runs at 100% at all times. The drive allows the speed of the fan to be manually adjusted and creates a much more energy efficient process. VFD’s were added to each of the drying drums at both plant locations. On the drying drums, they allow optimization of the veil for each individual mix. Optimizing the veil allows the plants to use higher RAP percentage mixes and increases efficiency for each mix.

A third recycle bin was also purchased for

the south Kansas City asphalt plant. The additional bin provides more flexibility. “Because we crush and screen RAP into two fractions, we now have the means to feed multiple fractions of RAP and shingles into the mix simultaneously. This has given us more flexibility from both a design and production perspective,” said Farrier. “We’ve been very pleased with the efficiencies gained from the modifications and believe this has made us even more competitive.”



Ideker’s asphalt plant in south Kansas City, Missouri



Milling crews work to mill four inches off of existing runway at KCI airport.

A Glance at Ideker Farms



Welton Ideker had an entrepreneurial spirit and a true passion for building something great out of nothing. Ideker Farms is a perfect example of how he turned land that was thought to be unusable into a profitable business.

Farm Operations Team

Farm Management
Ron Ideker

Farm Operations
Ivan Kent
Chris Kephart

With only a 8th grade education, Welton taught himself the business of buying, selling, and trading. “He was always making deals. He had a good feel for people and for business,” Welton’s eldest son, Ron Ideker said. After the “Missouri River Flood of 1952”, Welton saw an opportunity to buy land along the river at a discounted

rate. He purchased his first plot for just \$20 per acre. The heavily treed and flooded land was unattractive and thought to be of little value. For the next several years, Welton would continue acquiring patches of land adjacent to this property. Welton referred to the land, located just west of Craig, Missouri, as the “Bar Farm” because of the many sandbars on the west side and has since kept its name.

Welton spent much of his time clearing the land and building levees to protect it from future flooding. He purchased two bulldozers and attached tree cutters to take out the trees. “It worked great until he realized that he had all the stumps to deal with,” Ron said.

Welton ended up burying much of the debris and stumps. With the help of Darwin Keaster, they were able to transform the once unusable wilderness into farmland. Keaster went on to work for Ideker, Inc. and retire from the company in 1993.

Most of the land Welton acquired was sold once he cleaned it up. However,

the Bar Farm was different. “He fell in love with that land probably because he worked so hard on it for so many years,” Ron stated.

During this time, Welton became a subcontractor for earthmoving companies in Kansas City. The bulldozers and other equipment were used to build and repair many of the levees along the Missouri and Kansas rivers. Welton quickly became known as a “dirt mover”. In 1958, his company began constructing Interstate 29 in Buchanan County and go on to complete many other state-funded projects.

Although retired from the construction side of the business, Ron Ideker continues to oversee the farming operations. In 1970, Ron hired Ivan Kent to farm the land. “Ivan was just 21 years old. Some questioned his ability to handle it all at such a young age, but he did fine. I had a feeling he would work out and 40 some years later, he is still there.” Ideker stated. “That farm has been his life, his top priority and we could not be more appreciative of his service to us for all these years.”

Ideker’s Bar Farm and their other tracts of farmland total 2,000 acres. The Bar Farm of 1,400 acres remains the largest contiguous farmland in Holt County. Although cattle were grown and fattened on the land for a number of those early years, it has mostly been used to farm corn and soybeans. Today, Ideker Farms produce an average of 1,000 acres of soybeans and 1,000 acres of corn each year.

In recent years, the farmland has been victim to flooding but has maintained and continued to prosper. Ideker Inc. crews and equipment continue to help build and repair levees for the farm just like they did over 50 years ago.



Ideker's Bar Farm near Craig, Missouri



From the President - We Must Not Settle

Ideker is very fortunate to have such dedicated and hardworking employees. I have always said that any company can buy equipment that can do the job, but not everyone can hire, evaluate and maintain good people. It is our people that make the difference. Starting with my Grandfather and continuing on through my Uncle and Father, they have always found honest, hardworking people.

In today’s world, it is not uncommon to hear “Well he/she shows up every day” or “I’m just glad they passed a drug test” -we cannot settle for mediocracy. We have good high paying jobs that require skilled, safe and hardworking individuals. If we allow this attitude inside our culture it will rapidly spread like cancer and ultimately be our demise. In today’s political

climate... with issues such as right to work and prevailing wage repeal on the verge of becoming law in Missouri, we must continue to prove our value and worth. Currently, operator wages (including fringes and burden) are approximately \$70 per hour. At this rate, it seems ludicrous to ever utter the words “he/she is a warm body”.

We have to demand 100% from each other. We cannot tolerate poor attitudes. We may not be able to solve society’s issues, but we do not have to continue to enable, promote, or perpetuate such entitlement within our organization. We may not be able to control issues such as right to work or prevailing wage repeal but we do control our own destiny when it comes to Ideker, Inc. No matter what happens in Washington DC or Jefferson City, I strongly believe if we continue to surround ourselves with top performing

employees, we will always stay competitive and succeed in the long run. Good companies have some of these people, great companies have a lot of these people. Take a look around...I find myself patronizing places where I know I will get fast, friendly and quality service. I enjoy being around people that work hard and have positive attitudes. Just like a bad attitude and poor work ethic can be contagious, a good attitude and great work ethic can be just as contagious.

As the new season approaches, I want everyone to reflect and ask yourself “Am I settling for mediocracy?” If we demand excellence in the work place from each other and ourselves, I’m confident we will have continued success. Thanks for everyone’s hard work; let’s support each other and have a safe and productive 2017!

AWARDS & RECOGNITION



Paul Ideker, Brandon Kendall, and Cody Phillips accept the 2015 ACPA National Excellence in Paving award in Austin, TX.

MO KAN Concrete Paving Association

Military and Commercial Airports - Rosecrans Memorial Airport
General Aviation - Maryville Airport
Airport Overlay - KCI Runway Rehabilitation Phase 2

The Asphalt Division dominated again in 2016 winning three state awards. For the past three years, Ideker’s asphalt crews have received more awards than any other contractor in the state of Missouri!

The Concrete Division received state recognition for three projects and a NATIONAL award for the 2015 construction of Runway 1R-19L Rehabilitation - Phase 1 at KCI!

Congratulations Ideker crews!!



Mark Allegri, Kevin Hardee, Doug Farrier, Paul Ideker, Brian Wood, Jack Neel, and Robert Marz accept the Missouri Asphalt Paving awards.

Missouri Asphalt Paving Association

1st Place Minor Road Overlay - Route A, Clay County

1st Place Airport Paving - Runway 9-27, Kansas City International Airport

2nd Place Primary Route (Greater than 50,000 tons) I-35, Clay County

SERVICE AWARDS

These loyal employees were recognized at the annual company meeting last February for their dedication and service!

50+ years

Roger Ideker

35+ years

Rickey Roup

30+ years

Kenny Burks

25+ years

Rocky Cain

Danny Holyfield

Ken Ideker

Jack Neel

20+ years

Brandon Kendall

Mike Wilson

15+ years

Theresa Blair

Joel Barnes

Sam Bennett

Scott Lene

John Pulley

Gilberto Escamilla

Kasey Gebbie

Tim Etherton

Franklin Walz



Kenny Burks retired after 34 years of service

Kenny Burks retired from Ideker in November 2016 after serving as a field mechanic for nearly 34 years. He is the last Ideker employee who was hired by the late founder, Welton Ideker.

Kenny spent his time at Ideker repairing machinery and equipment as needed on the job sites. “Kenny was one of Ideker’s most respected and loyal employees,” Roger Ideker stated.

Kenny plans to spend his retirement riding his motorcycle, fishing, hunting, and fixing up his ‘57 Chevy that has been sitting for 37 years!

Thank you Kenny for your outstanding and dedicated service! We wish you a wonderful retirement!

American Royal BBQ

Congrats to Mark Allegri and his team for placing 69th out of 557 entries in the brisket category BBQ contest this year!

Congratulations to Scott Lene for the company 2016 MVP award and Kenny Burks for the 2016 Heart of a Champion Award!



Missouri AGC

Paul Ideker has been elected to serve as the Missouri AGC Heavy Highway Infrastructure Division Chairman for 2017.

Ron Ideker served as the Missouri AGC Chairman in 1989.

Crews recognized for outstanding quality and workmanship in 2016



Rosecrans Memorial Airport

St. Joseph, Missouri

Project Manager – Cody Phillips
Project Superintendent – Mike Wilson
Concrete Paving Superintendent – Brandon Kendall
Base Superintendent – Jerry Holsten
Quality Control Managers – Adam Brooks, Kevin Johnson

This project called for the complete removal and reconstruction of the Assault Strip Runway 13-31. The length of this runway, primarily used and funded by the military, is 4500' long by 75' wide. Twelve inches of fly ash treated subgrade and six inches of cement treated base were installed beneath the 13-inch thick concrete runway. With only 120 days to complete the work and strict specifications, crews did a great job of planning and keeping on schedule. The wet spring made it even more challenging, however, the accelerated project was completed prior to the deadline.



KCI Airport - Runway 9-27 Mill & Overlay

Kansas City, Missouri

Project Manager – Jack Neel
Project Superintendent – Danny Holyfield
Asphalt Paving Superintendent – Brian Wood
Asphalt Paving Superintendent - Coy Higgenbotham
Milling Superintendent – Robert Marz
Quality Control Managers - David Wilson, Kevin Hardee

This project required the existing runway and taxi ways to be milled and replaced with four inches of asphalt. The asphalt mix was placed in two 2-inch lifts totaling 4800 feet and over 12K tons of asphalt. In order to improve the quality of the runway, Ideker followed the echelon-paving practices. Using two pavers allowed the crew to pave the next lane while the first lane was still hot, resulting in better compaction between lanes. Ideker overcame several challenges including drying the 4-inch deep milled areas after rains and getting trucks escorted in and out of the work area without having to stop the two paving operations.



Northwest Missouri Regional Airport

Maryville, Missouri

Project Manager – Cody Phillips
Project Superintendent – Mike Wilson
Concrete Paving Superintendent – Brandon Kendall
Quality Control Managers – Adam Brooks, Kevin Johnson

This project required the reconstruction of Runway 18-36 as well as the connector taxiway and the hammerhead turnaround. Crews began by crushing and removing the old runway. The rock was recycled and incorporated into the subbase. Beneath the base rock was 12" of fly ash treated subgrade. Next, crews paved six, 4,000 foot long passes. One challenge of this project was getting the materials to the job site. With no local materials available, all of the concrete materials came from Kansas City and Louisville, Nebraska. This award winning project was completed in the fall of 2016 with a smoothness profile index of 0.0.



Interstate 35

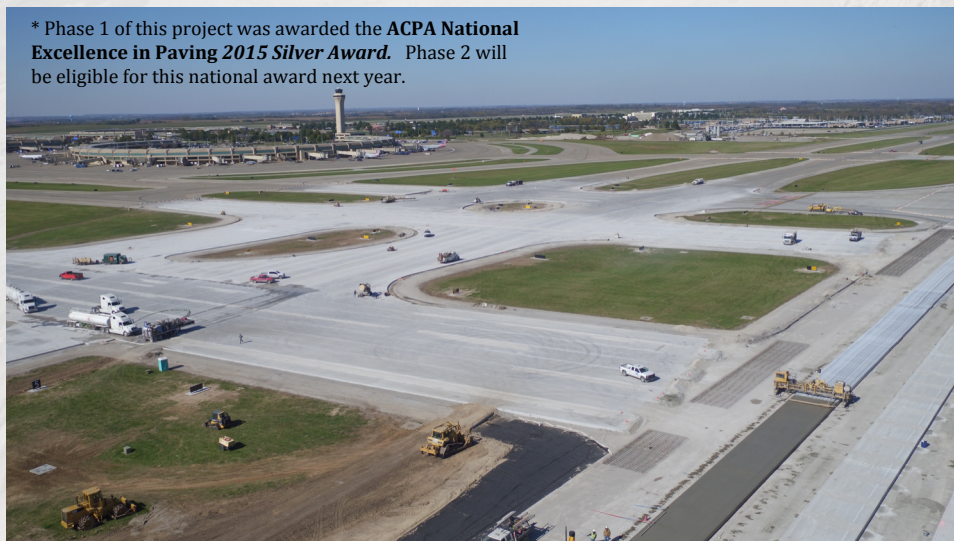
Claycomo, Missouri

Project Manager – Jack Neel
Asphalt Paving Superintendent – Brian Wood
Asphalt Paving Superintendent – Coy Higgenbotham
Milling Superintendent – Robert Marz
Quality Control Managers – David Wilson, Kevin Hardee

This project consisted of paving three miles between Vivion Road and Route 69 at Claycomo, Missouri. The project included building four bridges and placing 64,000 tons of Superpave material that ranged from 2.5" to 12" thick of asphalt pavement. The project began in May of 2015 but was delayed multiple times due to bridge work delays and errors in the plans. Any work requiring a reduction in lanes had to be completed at night between the hours of 8:00 pm to 5:00 am. The crew was faced with many challenges on this project but overcame them by working together. The project was completed one month earlier than contractually required.



* Phase 1 of this project was awarded the ACPA National Excellence in Paving 2015 Silver Award. Phase 2 will be eligible for this national award next year.



KCI Airport - Runway 1R-19L

Rehabilitation Phase 2

Kansas City, Missouri

Project Manager – Cody Phillips
Project Superintendent – Danny Holyfield
Concrete Paving Superintendent – Brandon Kendall
Quality Control Managers - Adam Brooks, Kevin Johnson

This project is the second phase of the runway rehabilitation at KCI. It consisted of complete removal of over 152K square yards of runway and reconstruction of 17 inches of PCCP on two runways and several taxiways. With the massive amount of work to be completed in 190 days, scheduling and weather were two of the biggest challenges. This award winning project was completed on-time in December 2016.



Route A (Clay County)

Kansas City, Missouri

Project Manager – Jack Neel
Asphalt Paving Superintendent – Brian Wood
Asphalt Paving Superintendent - Coy Higgenbotham
Milling Superintendent – Robert Marz
Quality Control Managers - David Wilson, Kevin Hardee

This 5.6 mile project ran from 104th Street in Liberty to Route 92. It consisted of building a two foot wide shoulder, as well as patching and overlaying the roadway. Crews were challenged with rain delays, rework, and slope stabilization due to the large amount of rain over the course of the project. They were also restricted from working during the opening and closing hours of school each day. Even with the set backs, the team was able to complete the project nearly one month ahead of schedule.

