

Recently Awarded Contracts

- KCI Rehab Taxiway Bravo Phase 2
Kansas City, MO, \$13M
- Route C, Clay and Clinton County,
\$3.7M
- Route 49, Cass County, \$5.8M
- Route 49, Cass and Jackson Counties,
\$4M
- Route 71, Jackson County, \$6.3M
- Canberra Bridge Stabilization, \$138K
- I-69, Clay County, \$3.8M

Current & Recently Completed Projects

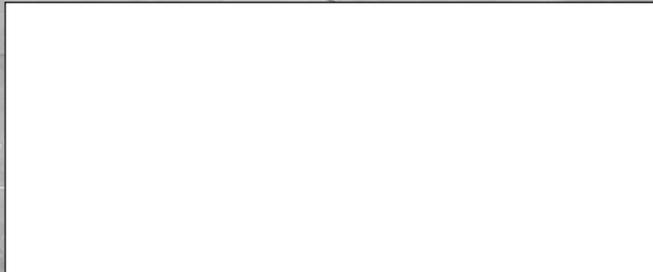
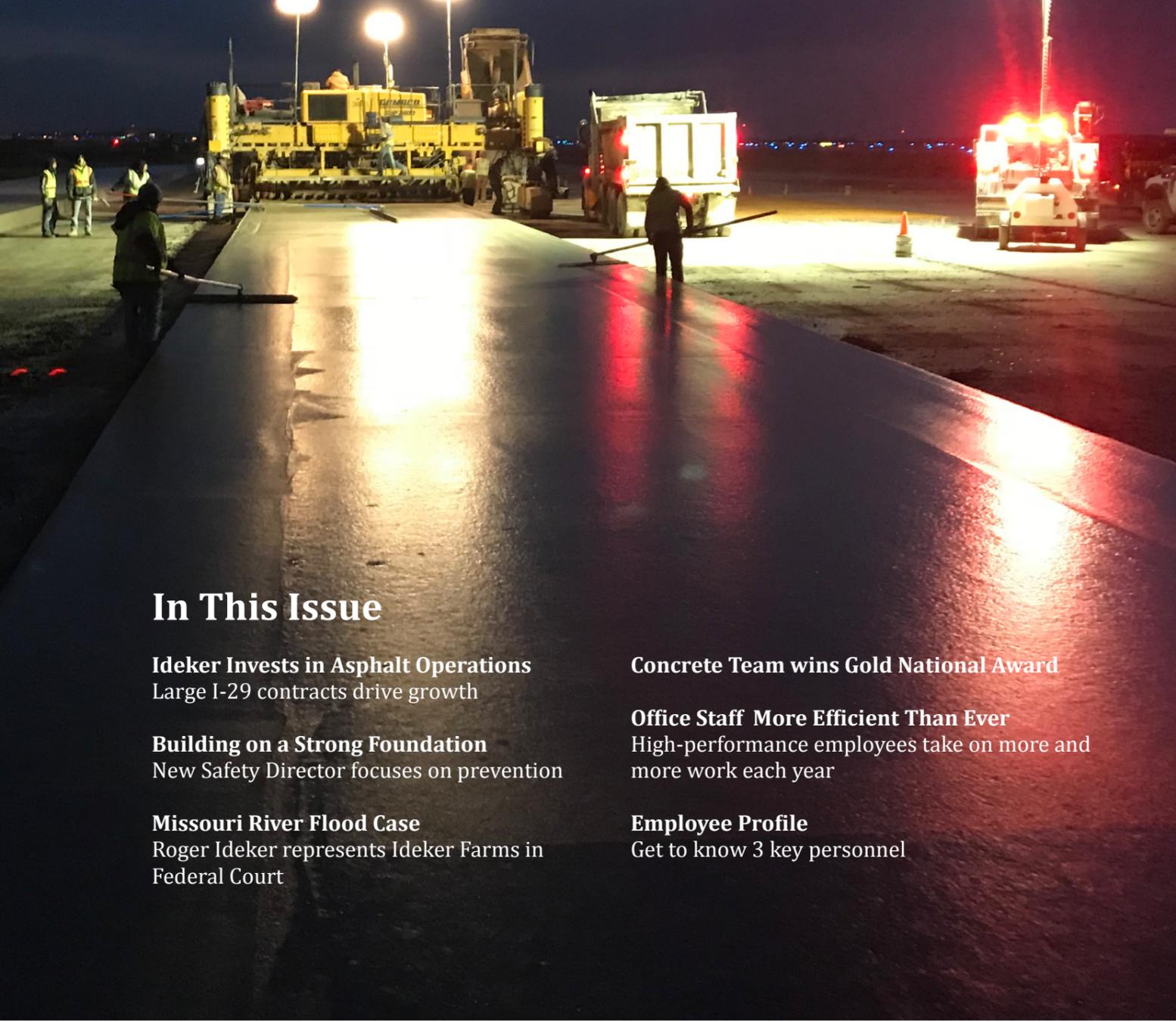
- KCI Rehab Taxiway B, \$23M
- Rosecrans T-Hangar Taxilanes
Reconstruction, \$1.3M
- Route 29, Clay County, \$2.4M
- South Liberty Parkway Phase 2,
Clay County (Sub), \$3M
- Maryville Apron Reconstruction.
Maryville, MO, \$900K
- MoDOT Job Order Contracts, \$1.3M
- Route I-470 (Sub), \$2M
- Route 24, Jackson County, \$2.7M
- QuikTrip #181R Gladstone, \$23K
- Pleasant Valley Road, City of
Gladstone (Sub), \$900K
- Route 29, Clay & Platte Counties,
\$14.1M
- Route 29, Platte Counties, \$3.9M
- I-35, Clay County, \$9.8M
- KCI Repair Taxiway Foxtrot
Kansas City, MO, \$1.5M



Ideker INK

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Ideker, Inc.




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Ideker, Inc.

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High-performance employees take on more and
more work each year

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Asphalt Division Expands

I-29 contracts provide opportunity for growth

Since entering into the asphalt business in 2006, Ideker continues to grow and prosper.

The company started 2017 in a great position; committed to 15 asphalt projects with over 325,000 tons of asphalt for production.

A large portion of the work consisted of three major projects containing over twenty-two miles of asphalt milling and paving on Interstate 29 north of the Missouri River. In early 2017, land was located adjacent to the I-29 project that would be well suited for a portable asphalt plant. This would allow a plant to be close to both the KCI airport project and nearby I-29 projects. The decision was then made to purchase a portable asphalt plant and hire additional crews to support the increase in work. The leadership team agreed to bring on an extra milling and paving crew, plant laborers, and quality control technicians. "The acquisition of the plant and expanding our asphalt division allowed us to keep up with demand and reduce our freight expense. This served us well on the I-29 projects and hopefully will continue to make us more competitive on future projects as well," President Paul Ideker stated.

In January 2017, a 500 Tph Dillman Portable asphalt plant was purchased in Vicksburg, Arizona. The Dillman plant is the largest portable plant on the market capable of producing up to 500 tons per hour. Plant managers Doug Farrier and Josh Etherton had the task of reassembling and ensuring it was operational before the season started. Farrier and Etherton flew to Arizona and were on-site as the plant was dismantled for shipping. Two months later, all the disassembled parts arrived in Kansas City. "This was a challenge to say the least. We had several maintenance issues to work through but we managed to push through and get it up and running on time," Farrier said. "This plant gives us the



Asphalt crews pave I-35 near Kearney, MO

advantage of being able to set up wherever our work is; we become more versatile and are able to fulfill our customers' requests," Farrier added.

To support the significant workload, a third paving crew was hired in the spring of 2017. Asphalt Superintendent Danny Stepp hired and managed the eleven-person crew. "Danny did an excellent job stepping in and overseeing the new crew," Asphalt Division Manager Jack Neel stated. "Having the additional team was key to cutting down the long hours and giving them the rest needed to work smart and safe."

Because most of the asphalt work required milling the roadway prior to paving, a second milling crew was necessary.



Danny Stepp's crew paves the new South Liberty Parkway in Liberty, MO

Robert Marz hired the six-person mill crew and managed both crews this season.

Kevin Hardee took over the management of the asphalt quality control staff. Two quality control technicians were then added to the asphalt QC team; Chris Brown and Mike Salyers joined Clayton White and Bruce Suito.

"There were some growing pains, but everyone did a great job of working through them. Buying equipment is always easier than getting the good people to make it all work," Neel said. With the new equipment and personnel, Ideker finished the season's asphalt work ahead of schedule and sold over 600,000 tons of materials out of all the three plants.

Quality Control Lab Supervisor Chris Brown tests an asphalt sample



The Dillman Portable Asphalt Plant was setup near the I-29 projects

2017 Asphalt Leadership

- Project Manager
Jack Neel
- Asphalt Paving Superintendent
Brian Wood
- Asphalt Paving Superintendent
Coy Higginbotham
- Asphalt Paving Superintendent
Danny Stepp
- Milling Superintendent
Robert Marz
- Quality Control Manager
Kevin Hardee
- Quality Control Manager
Mark Allegri

Employee Profiles



Danny Stepp

Position: Asphalt Superintendent
Years with Ideker: On and off since 2008
City of Residence: Kansas City, MO
Children: Hayden (9) and Zoey (4)
Motto: If you ain't first, you're last
Favorite movie: Step Brothers
Favorite band(s): Chris Stapleton and CCR
Hobbies/Interests: Spending time with my family and friends, and fishing
Work experience/background: I have been doing asphalt work for 14 years. Previously, I was an independent contractor building loft apartments.
Accomplishment I am most proud of: My biggest accomplishment are my kids. I'm also very proud of my crew. They did an excellent job of working together to give us the best product possible. They took pride in the work we did knowing our names are on these jobs.



Jill Mears

Position: Payroll Accountant
Years with Ideker: 1 year
City of Residence: St. Joseph, MO
Children: Layni (11), Cameron (18) and Dakota (22)
Motto: Life's too short to be anything but happy!
Favorite TV shows: HGTV, American Pickers, Impractical Jokers, Overhaulin'
Favorite band: Country new and old is what I listen to the most.
Hobbies/Interests: Antique shopping, refurbishing furniture, painting, remodeling, redecorating. Motorsports of all kinds
Work experience/background: Payroll & HR at a dealership for 10 years, before that I was in the Insurance field for 8 years
Accomplishment I am most proud of: surviving all of life's events being a single parent



Chris Brown

Position: Quality Control Lab Supervisor
Years with Ideker: 9 months
City of Residence: Shawnee, KS
Motto: Creating Positive Thoughts Everyday
Favorite movie: The Road to Perdition
Favorite band: Pink Floyd
Hobbies/Interests: Playing games with friends, solving puzzles
Work experience/background: 10.5 years of work experience with Geotechnolgy, Inc. (Engineering Consultant) A.A.S. in Civil Engineering Technology from Johnson County Community College
Something interesting people may not know about me: Eagle Scout

ANNOUNCEMENTS AND AWARDS

In Memory Of

E. E. Neel, Jr.
1944-2017



E.E. Neel, father of Asphalt Division Project Manager, Jack Neel, passed away on July 7, 2017 at the age of 73. E.E. retired from Ideker in 2006 after 20 years of service as a Chief of the surveying team.

Darwin Keaster
1928-2017

Darwin Keaster passed away on February 11, 2017. He retired from Ideker in 1994 after over 40 years of service in various positions. Darwin was 88 years old.

ACPA National Excellence in Paving 2016 Awards

Gold Award for Reconstruction at Northwest Missouri Regional Airport in Maryville, Missouri

Missouri Asphalt Paving Association 2016 Awards

1st Place Airport Category for Taxiway Bravo, Kansas City International Airport

2nd Place Longevity Category for Clay County Route 69

2nd Place Primary Route (less than 50,000 tons) for Clay County I-29



American Royal BBQ

Congrats to Mark Allegri and his team for another successful year in the BBQ contest!

Out of 475 teams, the Ideker team placed:
73rd in Brisket
87th in Ribs
113th in Chicken

Congratulations to Robert Marz for the company 2016 MVP award and Brian Wood for the 2016 Heart of a Champion Award!

Missouri River Flood Case Goes to Trial

Ideker Farms is the lead plaintiff in federal government litigation

It was 2011 and the river basin landowners in northwest Missouri just experienced their fourth major flood in five years; Roger and Ron Ideker were concerned about their farmland. Flooding began to be the topic of conversations during hunting and fishing outings with close friend, Dan Boulware. "We would drive the grounds and talk

about the devastating impacts to farmers year after and year and how the river was just not the same," Roger Ideker said. "The river has changed...it floods faster and more often than it did in the past. It only takes a few heavy rains to be at flood stage"

Boulware, being an attorney, was determined to help. After the flood of 2011, farmers along the Missouri River from Bismarck, North Dakota all the way down to south of Leavenworth, Kansas started to take notice. There was much talk of some changes the Army Corps of Engineers had made to their water management guidelines in 2004. Landowners also noticed the degradation of wing dikes and revetments and what seemed to be accelerated construction of shallow water habitat and restoration of chutes along the river.

Boulware and his team investigated and found that in 2004, the Army Corp made changes to the Water Control Manual. The changes deprioritized flood control and placed it on an equal basis with all other river uses. For decades wildlife and environmental protection groups have been applying pressure on the federal government to take action in order to save threatened and endangered animals. In order to replace the wildlife, a large amount of shallow water habitats needed to be created along the river. In 2004, a federal judge agreed to their plea and demanded the Army Corp to change their procedures in order to comply with the Endangered Species Act.

In 2013, a similar case involving the Mississippi river, the U.S. Supreme Court made clear that when the government repeatedly and deliberately floods property owners land, the resulting damage qualifies as a "taking" for which "just compensation" must be paid under the Fifth Amendment. This was encouraging news, which further confirmed the case.

However, the law firm would need a substantial amount of impact to justify the suit. The lawyers went on the road, spending months listening to landowners tell stories of personal loss and hardship due to the flooding. They personally observed the farms, businesses and communities that had been impacted by these changes and strongly desired to fight for and represent them. A year later, on March 5, 2014, an official lawsuit was filed against the U.S. government. Polsinelli PC in Kansas City and Cohen Milstein Sellers & Toll of Washington DC partnered to represent 372 plaintiffs. Their lawsuit claims are brought under the Fifth Amendment for the unconstitutional taking of private property without compensation.

Three years after the initial filing on March 6, 2017, the trial began. Federal Judge Nancy Firestone presided, listening to forty-four bellwether plaintiffs present their cases in the Kansas City U.S. District Courthouse over a six-week period. Roger Ideker gave testimony to the court representing Ideker Farms. His 4-hour detailed testimony outlined the flooding and damage the farm experienced since 2006. All expert and government witness testimony was given in Washington D.C. and concluded in late June 2017. The U.S. Government and Army Corps maintain there have been no changes in the management of the Missouri River and therefore no impact to landowners.



Lawyers and plaintiffs get together for a picture outside the Federal Claims Court in Washington D.C.

Farmers hope that they can recover their losses and be compensated for the land now used for the repopulation of endangered wildlife. "Our hope is that the management of the river changes to be more conducive to flood control" Ideker said.

Ideker farms flooded in the years of 2007, 2008, 2010, 2011, 2013, and 2014 with most of the farmers affected by significant and on-going drainage and river seepage. Today farmers along the river prepare each year for flooding as it has become the norm rather than the exception. A decision from Judge Firestone is expected in January 2018.



Taking Safety to the Next Level

Ideker continues to maintain an excellent safety record. Working smart and safe comes as second nature for many employees but as the business expands, leadership is committed to do more to ensure safe working conditions.

To take safety to the next level, Scott Duncan was hired in July 2017 to lead the Safety Program. Given his background, Duncan knows the business well. For the past 13 years he was assigned to Ideker as the Loss Prevention Manager for George J Siebers & Co, now Truss. "Scott's extensive background with safety prevention, industry knowledge, and familiarity with our company made him the perfect person for the job," President Paul Ideker stated.

"I want to help create a culture where everyone feels empowered to be proactive with no fault, no finger pointing." Scott Duncan

Accident Prevention

Ideker's primary focus is on prevention and Duncan is committed to building on their strong foundation. "My goal is that we spend 90% of the time we devote to safety to prevent accidents from happening. Toolbox talks, training, inspections, and winter equipment improvements all fit in this category. The other 10% of our time would be devoted to address any aftermath from accidents. I would rather we spend our time inspecting for dangers and training our people on the latest safety knowledge in order to prevent an accident from occurring," Duncan stated.

Duncan is preparing to take full advantage of a safety module within Heavy Job. Heavy Job is a tracking software already in use by supervisors to manage their jobs. The smartphone and iPad compatible application offers versions for both managers and field personnel. Employees at any level can quickly and easily record positive or negative "near miss" observations, providing the opportunity to fix hazards before accidents occur. "I want to help create a culture where everyone feels empowered to be proactive with no fault, no finger pointing," Duncan stated. "When accidents occur, non-personal details of the event can be shared and employees can learn from the accident."

To encourage proactive behavior, Ideker also plans to begin using recognition and rewards throughout the year. Incentives for identifying and eliminating safety hazards may vary from peer recognition and gift cards, to tickets to local events.

On-going inspections are another crucial part of preventing incidents and injuries. Duncan performs periodic jobsite reviews as well as more detailed Job Hazard Analysis (JHAs) of tasks with greater risk of injury. JHAs heavily involve the employees and usually lead to positive changes. Results from the inspections and analysis can now be tracked within the safety module. Employees can also record their safety concerns and recommend corrective action. This type of reporting quickly brings awareness to management to evaluate and address concerns.

Tracking of skillsets and certifications for all employees is another proactive tool being implemented. Duncan will be able to remind

employees when certifications are approaching expiration and assist in scheduling training and/or time off work to ensure it is completed. This includes flagger training, Department of Transportation certifications, license expirations, etc.



Safety reporting will be tracked within the Heavy Job safety module

Training

Within the Heavy Job safety module, Supervisors have access to presentations and videos on construction related safety topics. These 10-15 minute "Toolbox Talks" increase safety awareness and promote lines of communication for process improvement suggestions. "My goal is to make training and safety materials more available to our staff. Toolbox talks are one way we can constantly educate our people on the safety requirements we expect to see," stated Duncan.

The training program for newly hired employees will also be expanded. Duncan will build upon the current program to ensure a unified message of the importance of safety across the company. Improvements will include distribution of safety manuals, checklists and a safety video during orientation.

"Ideker, Inc. has always had a core group of excellent superintendents and field staff who are intimately concerned about the safety of our people and the traveling public. It has been such a pleasure to work with these fine folks as a consultant for all of these years. We will continue to build on an already solid foundation," Duncan said.

Get to know Scott Duncan



Where did you grow up?
Between Golden City and Lamar, Missouri. Farm kid. Oldest of two boys.

What is your schooling background and/or related training?
Studied Automotive Systems, Industrial Management, and Industrial Electronics at Southwest Missouri State University. Graduated in 1988 with a B.S. and two minors. All of my safety experience and training came from my work at Aetna and Traveler's Insurance as a Loss Control Representative from 1988-2003. I then worked for George J. Siebers for the next 13 years.

Tell us about what you like to do outside of work?
I have one son, Colt, who is 17 years old. He's the reason I get up each morning. I enjoy woodworking, playing really bad golf, and tearing perfectly good mechanical things apart to see how they work. We also love Jeep fourwheeling, ATV's, and target shooting. My favorite sports teams are Royal's baseball, Oklahoma football, and Kansas basketball.

Hard working Office Staff handles growth with greater efficiency



Ideker Office Staff

From left to right: Don McCamy, Jordan Ideker, Theresa Blair, Jill Mears, and Adam Miljavac

While Ideker continues to grow and expand, the number of back office support staff has remained constant. With a focus on continuity, quality, and process improvements, the team has been able to increase efficiency and

support twice the amount of work that was required nearly ten years ago.

The office staff has historically consisted of five positions which Controller Adam Miljavac has managed the past five years. "Retaining quality personnel has been the key. Having that continuity allows us to do so much more within the accounting department and really adds value as opposed to just trying to keep up with all of the bookkeeping," Miljavac said.

Miljavac is responsible for the accounting and financial analysis.

Welcome those new to Ideker in 2017!

Chris Brown
Asphalt Quality Control

Scott Duncan
Safety Director/Risk Manager

Mike Salyers
Asphalt Quality Control

Jill Mears
Payroll Accountant

Dalvin Barnett
Asphalt Mechanic

Williard Sobotka
Shop Mechanic

Chris Mattox
Quarry Scalehouse

Craig Hill
Airport Mechanic

Alyssa Wilkinson
Administrative Assistant

"Adam has all the accounting knowledge that you want in a controller. He is very astute in his financial abilities. He often quickly generates specific, and most importantly accurate reports, so that he and our management

team can make smart planning decisions," Vice President Ken Ideker said.

Don McCamy, who joined the team six years ago, manages accounts receivable and subcontractor payables. "Don is very dedicated...he is often the last one to leave the office in the evening. You can always count on him to get the job done," Miljavac said.

The Accounts Payable Specialist works with amazing speed and efficiency. Theresa Blair, who fills the role, has been with Ideker for 20 years. "I would estimate that Theresa processes around 20,000 invoices in a given year. Her speed and her excellent organizational skills allow us to take advantage of early pay discounts and revenue sharing on various purchasing products offered by the bank. Her enthusiasm is infectious and her work is of the highest quality," Miljavac stated.

Jill Mears, Payroll Accountant, wears a number of hats in the office covering human resource related matters in addition to her payroll responsibilities. "Jill is new to the team but has caught on very quickly. She has done a great job of getting acclimated to a new accounting system along with all of the intricacies that are unique to the construction industry," Miljavac said.

The office team welcomed Jordan Ideker in May 2017 to provide some additional support. Jordan assists in managing the reporting data that comes into the office from the field. According to Miljavac, Jordan performs a variety of tasks, but one of the most helpful has been his review of weekly time cards which is the source of all labor and equipment data that is uploaded into the accounting system.

"They are a hard working, dedicated team and I'm so proud of what they accomplish each year. We are lucky to have each one of them working for us," Ken Ideker stated.



Left to Right: Williard Sobotka, Kasey Gebbie, Shawn Goodson and Christopher Rader

Crews continue major airport rehabs in 2017

Rehabilitate Taxiway Bravo

Kansas City International Airport

The project consisted of removing and replacing approximately 135,000 square yards of concrete pavement. The demolition on this project was challenging as most of the concrete pavement was 30 inches thick. This required the demolition crews to remove the pavement in two lifts. Upon completion of the pavement demolition, Ideker grading crews imported dirt to bring all the subgrade up to the new desired grade. Several steps were required to complete the remainder of the pavement section. These included the following: Installing 9" lime treated subgrade, geotextile installation, 6" aggregate base, 6" lean concrete and 16.5" of concrete pavement. In addition, a complete overhaul of the drainage system was completed including 20,000 linear feet of pavement edge drains, 4,500 linear feet of concrete pipe and over 30 concrete field inlets and manholes. This project included 10,000 tons of asphalt pavement to be installed for various taxiway connectors and temporary pavement to keep traffic moving throughout the project. This \$23M contract was completed in 254 calendar, 17 day ahead of schedule.



Rosecrans T-Hangar Taxilanes Reconstruction

St. Joseph Missouri

The project consisted of removing approximately 9,200 square yards of asphalt pavement in and around three T-Hangar buildings. The old asphalt was milled and recycled off-site by Ideker's milling crew. After removal, Ideker crews installed approximately 2,000 linear feet of concrete pipe and 14 aircraft rated drainage inlets that substantially improved the drainage on this section of the airfield. In addition to the concrete pipe, the subgrade was then stabilized with a 12" fly ash subgrade. Six inches of aggregate base and 6" concrete pavement were installed around 52 T-hangars. The project was completed and opened to air traffic in 84 days, 6 days ahead of schedule.

2017 Concrete Leadership

Project Manager
Cody Phillips

KCI Project Superintendent
Danny Holyfield

Maryville and Rosecrans Project Superintendent
Mike Wilson

Concrete Paving Superintendent
Brandon Kendall

Base Foreman
Jerry Holsten

Quality Control Manager
Adam Brooks

Maryville Apron Reconstruction

Maryville Missouri

The project consisted of removing and replacing the 40 year old apron pavement at the Maryville Airport. Ideker demolition crews removed the existing concrete on this project. In lieu of wasting the old concrete, Ideker rubblized the concrete to a size that could be adequately handled by the City of Maryville maintenance crews and the material was hauled to Mozingo Lake to be utilized as erosion control. After removal of the concrete the project was rough graded, concrete pipe and inlets were installed and 12" fly ash stabilization was completed. The 7,500 square yard project then required 6" aggregate base to be installed. After completion of the aggregate base, 6" of concrete pavement was installed. In addition to the apron reconstruction this project required 5,000 cubic yards of dirt to be removed off of the south end of the runway to comply with the new safety requirements for the FAA. Ideker crews completed the project in 63 days, 12 days ahead of schedule.

