



# Paving our way to the future!

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## What's New At Mark Sand & Gravel Co.

As we wind down in 2023 and reflect on the past Road Season, we realize our accomplishments and recognize our challenges moving forward in to 2024. Our Workforce Recruitment/Development Consultant Sal Di Leo will be working diligently on finding more qualified help to take the load off our team. He will be looking across the US and abroad, attending career fairs and other events to help us build an even stronger team of dependable help that will better meet the demands of the future.



## Community Outreach

Mark Sand & Gravel Co. was a vital contributor to the new play area project at the Bemidji Area Boys and Girls Club. We were able to donate the materials and labor to help make this project happen. Great work team!



## 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.

### January Birthdays

Amy Thorson	1st
Todd Johnson	2nd
Emily Egersdorf	6th
Jolene Roeder	7th
Daniel Vornbrock	14th
Lucas Nelson	14th
Amanda Eischens	15th
Jacob Smith	27th
Kalea Hatlewick	29th

### \$100 January Lucky Pick

**December Winner: Randy Keep**  
Guess a number from 1-100 and send it to [PAYROLL@marksandgravel.com](mailto: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 ⚠

The Three P's of Safe Winter Driving: **PREPARE** for the trip; **PROTECT** yourself; and **PREVENT** crashes on the road.

**PREPARE:** Maintain Your Car! Check battery, tire tread, and windshield wipers. Keep your windows clear, put no-freeze fluid in the washer reservoir, and check your antifreeze.

Have On Hand: flashlight, jumper cables, abrasive material, shovel, snow brush and ice scraper, warning devices and blankets.

Stopped or Stalled? Stay in your car, don't overexert, put bright markers on antenna or windows and shine dome light. If you run your car, clear the exhaust pipe and run it just enough to stay warm.

Plan Your route: Allow plenty of time (check the weather and leave early if necessary), be familiar with the maps/ directions, and let others know your route and arrival time.

**PROTECT YOURSELF:** Buckle up and use child safety seats properly. **Never place a rear-facing infant seat in front of an air bag.** Children 12 and under are much safer in the back seat

**PREVENT CRASHES:** Drugs and alcohol never mix with driving! Slow down and increase distances between cars.

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

### Quote Of The Month

"Those who give more, usually receive more!"  
- Jimmy Stewart

