

The George & Lynch Internal Newsletter! News & notes from the company.

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The George & Lynch Quarterly has returned!

Thank you for taking a minute to read about all things George & Lynch! In this issue you'll find:

- Chris' Corner: A Message from Chris Baker, VP of Operations
- Safety Meeting Recap with Len Brooks, VP of Business Development & Administration
- The Hot Mix + Plant News with Kevin Jones, Manager of Asphalt Services
- Grab your G&L gear at the company store!
- George & Lynch Gives Back
- Team G & L Announcements & Celebrations
- Upcoming Birthdays

The next newsletter will be sent June 30th. Please send any ideas and announcements to jconnell@geolyn.com by June 15th! Thank you!

Chris' Corner

I hope everyone enjoys the re-generation of the newsletter. For newer employees, we used to do this regularly for a number of years. It stopped for a while due to retirements of previous editors. Thank you, Jenn Connell, for accepting the challenge to get this going again.

Spring is here! As advertised at the safety meeting only a few weeks ago, new jobs are starting and others that were shut down for the winter are re-starting. To keep up with the new work, we have been busy hiring; particularly for hot mix crews, dump truck drivers, and mechanics.

House Bill 283 - Anyone with an email address known to the company should have received an email regarding proposed legislation that would have a MAJOR impact on our business and many employees. HB283 has three components: a hiring goal to help veterans, a requirement for Delaware funded projects in each representative's election district to employ 30% of project workers from that district, and a requirement that all workers on Delaware funded projects participate in project labor agreements (PLA). No one is opposed to hiring veterans, in fact, we nearly met the goal without even trying. The second part is unmanageable for contractors and state agencies, and would likely lead to several lay-offs, at least short-term. The last part solely benefits labor unions. We are opposing this bill through our membership in three business organizations, a lobbyist engaged specifically for this purpose, letters to sponsoring legislators, and personal contacts with politicians. The more people that make their opposition known, the better chance this proposal will be defeated. **I urge you to contact your legislator if you are a Delaware resident!** [Click this link to contact Delaware legislators directly through the Associated Building Contractors website.](#)

Awards – We take time at each annual meeting to recognize crews that worked on award-winning projects. We don't do it enough, but I want to take this opportunity to also thank employees for being good citizens. I recently received an email from a woman in Ocean City that had lost her wallet. She was thankful that **Jeff Rhinehardt** and **Rusty Reed** had stopped a pedestrian from getting away with it and saw that it was returned safely to her with all cash and credit cards. I stopped on the job following the email to thank Jeff and Rusty for their good deed, and they gave credit to another employee, **Russell Rippel**.

Thank you guys, and anyone else that has gone above and beyond to continue George & Lynch's reputation as a caring and giving company.

We know you have other employment options, so thanks for choosing George & Lynch.

Have a prosperous year and be safe!



From The Desk of
Len Brooks

George & Lynch Annual Safety Meeting

The 34th annual George & Lynch Safety meeting was held on February 26, 2016 at the Modern Maturity Center in Dover.

The annual all employees meeting was filled with information from our Benefits Providers, a safety message from our Travelers Risk Control Consultant and a presentation from our Safety Director, Ken Heinsch, outlining the new OSHA Confined Space Requirements for Construction.

There were 41 employees that were recognized for their years of service. Among those were our new Quarter Century Club employees: **Phil Morris, Rick Stoops, Billy Pearson and Chris Wallace.**



G & L Quarter Century Club Employees:
PHIL MORRIS, RICK STOOPS, BILLY PEARSON & CHRIS WALLACE

From The Desk of
Kevin Jones

The Hot Mix

Spring is time of renewal and thoughts of the outdoors. It also means the ladies and men that are willing to place 320-degree hot mix asphalt on a 95-degree day are getting back to work.

The smell of the “black stuff” in the air is a welcome odor for this special group of employees, and they will tell you that you have to love it to work it.

I am very excited to announce that the backlog for 2016 is the largest in my career. The type of jobs varies from large volume, single location jobs like the projects on Coastal Highway in Ocean City and the SR 26 project connecting western Sussex County to the beach to paving small patching projects. Every job is important and we are proud that the George & Lynch, Inc. Asphalt Services group continues to push for the same excellence started decades ago.

We have been employing some new employees in key skill positions, please welcome these folks and show them the reason why it is important they have joined the G&L team. In addition, this year we welcome **JD Gray** on as a Hot Mix foreman and **Brian Gsell** has switched his duties from Hot Mix Foreman to Paving Superintendent. As we evolve things do change and one cannot take their eye off the future. I want to take time to thank **Glen McNatt** for the effort and order he provided the asphalt service group during his time as Asphalt Superintendent and wish him luck in his new position as Job Site Superintendent. The logistics and attention to detail required to pave a project has improved during Glen's tenure. **To use Glenn's words “there is a lot of moving parts” to keep four paving crews operational.**

Before any road can be paved the subbase must be right. The majority of the subbases we place mix on have been prepared by the rotomilling crews lead by **Don Eastburn**. George & Lynch, Inc. has long been considered a leader in this function. The Wirtgen Corporation has sent people getting into rotomilling to observe and converse with our guys to understand “how it is done correctly”. Between **Todd Yetter, Earl “Pud” Ward, Don Eastburn, Shane Edwards, Brian Schaffer, and Adam Legg** the lineage has produced some great milling personnel. Maybe one could say **the force is strong** with these guys? *Yea, that's corny - just forget I wrote that.*

We have added a new Wirtgen 210 to our fleet this season equipped with an 8' triple rap drum. This drum is designed for grinding, a requirement on Maryland State Highway projects for years but only recently enforced. George & Lynch, Inc. was able to use our standard drum only because of the skill of our operating foreman. Keeping the moldboard in proper condition, changing the teeth correctly provided the smooth finish desired by the MSHA. Poor performance by others have forced the DOT's hand to enforce this specification.

Plant News

The hot mix asphalt plants have performed all the winter maintenance and have started to produce the black rocks we love so much. The plants are all coming off a moderately successful years and are looking forward to a busy season.

Many of you have heard or experienced interruption of service from the plants last season associated with available coarse aggregate (aka stone) shortages. In my three decades in this

industry this was uncharted territory. How could that be? **How can a quarry run out of stone?** Well it can be a bit complicated but we are experiencing a perfect storm of sorts that allows those shortages to be a reality.

Our surrounding neighboring states have passed gas tax bills and are taking advantage of the cash to fund highway projects. The Dover Air Force Base replaced a major runway and the State of Delaware has let seven major projects. If you have driven on Route 1 around Delaware City, you may have seen the double rail system filled with tank cars. These deliveries have superseded stone deliveries and have slowed down our supply to the peninsula. With all this work ongoing, the available production at the quarries can barely keep up with the demand. So yes, aggregate shortages are real and there is a reason. Hopefully the stockpiles produced this winter will overcome demand and nobody will hear the words “out of stone” this season!

Final Thoughts

Getting back to thoughts of spring and renewal, there are two times a year that most accidents happen, the beginning and the end of the season. It makes sense, getting back into the swing of things and usually new employees are introduced in the spring. Then at year's end complacency sets in and we let our guard down. **The point is - take an extra effort to be safe and watch out for the new guys. We all want you to go home in the same way you came to work.... safe and healthy.**

Need to re-stock your G & L gear for the season? Contact [Jenn Connell](#). Here's what we have in stock:

Pocket T-Shirt, Forest Green (S-XL)...\$8.00
Pocket T-Shirt, Forest Green (XXL)... \$9.50
Pocket T-Shirt, Forest Green (3XL)...\$10.00
Pocket T-Shirt, Safety Green (S-XL)... \$6.00
Pocket T-Shirt, Safety Green (XXL)... \$7.50
Pocket T-Shirt, Safety Green (3XL)...\$8.00
Pullover Hooded Sweatshirt (L- XL)...\$15.00
Pullover Hooded Sweatshirt (4X -5XL) \$15.00
Hooded Zip-up Sweatshirt (L-3XL)... \$23.00
George & Lynch Hats... \$9.00

Clearance Items



Company Store



Green travel chair with carry bag...\$10.00

G&L Soft Cooler... \$10.00

G&L Travel Blanket... \$10.00

G&L Aluminum Travel Mug... \$10.00



Gives Back

**To date, in 2016 George & Lynch
has given back to the following
community organizations:**

- American Heart Association (The Heart Ball)
- Southern Lights of Life (Delaware Breast Cancer Coalition)
- Mom's House
- Meals on Wheels
- ASHE - Diamond Sponsor
- Special Olympics Golf
- Delaware Tech (Gourmet Gala)

- Modern Maturity Center Gala
 - Delaware Contractors Association
 - Milford Auxiliary
 - Kent County Tourism (Beer & Wine Festival)
 - Central Delaware Chamber of Commerce
-

CONGRATULATIONS!



OZZIE JAYNE PREECE

DAUGHTER OF STEPHANIE & PATRICK PREECE
BORN FEBRUARY 2ND, 2016 ★ 8 LBS. 1 OZ. 21 1/4 INCHES

Bliss
Carly
Jones

6 LBS, 14 OZ, 19.5 INCHES

Born January 30th, 2016

Daughter of Derek & Lori Jones
Granddaughter of Kevin & Carol Jones



Ava Grace Angel Corson

Daughter of James & Crystal Corson

Born December 31st, 2015 ★ 7 lbs, 10 oz, 18 in.



Madalynn Lorea

Daughter of Jordan & Brandy Lorea

March 14th, 2016 ★ 7 lbs 15 oz, 20.5 in

Congratulations to Larry Conway & Lisa Kendowski
who were married on St. Patrick's Day.



Congratulations to Kaylee Gillespie, daughter of Joe
& Christina Gillespie for being chosen to represent
Delaware in the national competition for the title of
"America's Princess." The competition will be held in
Orlando, FL this summer. Good Luck!

HAPPY

Birthday!

April

Austin J. Johnson 1st
 Alfred Lee Allen 2nd
 Jeremy P. Lynch 2nd
 Kinyock Matthews 3rd
 Michael J. Hall 5th
 David W. Holleger 7th
 John A. Merritt 7th
 Joseph L. Wyatt 9th
 Bruce Kenney Jr. 11th
 Paul H. Martin III 12th
 Garry Clough 16th
 Jeff L. Rhinehardt 16th
 John A. Donophan 17th
 Adam K. Legg 18th
 James E. Mosley 18th
 Terry L. Cronic 18th
 James Stanley 21st
 John Paul Lister 23rd
 John C Short 24th
 Charles D. Knott 26th
 Kathleen F. Macon 26th
 Angel F M Arzuaga 29th
 Robert W. Evans 30th

May

Shallie M. Sudler 3rd
 Brian M. Wirts 4th
 John E. McGee III 5th
 Heath Madden 10th
 Patrick DiMichele 10th
 Randy S. Hufnal Sr 10th
 Thomas R. McNabb 10th
 Domingo Valentin 11th
 Kathryn A. Murphy 12th
 Mark G. Parton 12th
 Kenny E. Silves 13th
 John S. Groff 16th
 Kenneth C. Johnson 16th
 Newal S. Isaacs 16th
 Clinton Durham, Jr. 17th
 Eric W. Courts 17th
 Gina M. Zuchelli 17th
 Michael R. Bursich 17th
 Louis H. Seeney, Jr. 19th
 Alovie Fene 22nd
 Eleuterio R. Garcia 26th
 Michael Orndorff 26th
 Kevin R. Jones 28th
 Brandon M. Cintron 29th
 Preston Ayars 29th

June

Jonathan D. Little 2nd
 Richard W. Sterling 2nd
 Brent M. Cintron 3rd
 Timothy H. Smith 4th
 Michael Moore 8th
 Sharon Brown 9th
 William Wright 9th
 Dale J. Gray 10th
 Ellis A. Brown 10th
 Francisco Rodriguez 10th
 Joseph M. Walbert, Sr. 10th
 Stephanie Jackson 10th
 William Hearin 10th
 Allen Cronic 13th
 Jaime A. Guerrero 13th
 William E. Strand 13th
 Wesley E. Wales 15th
 Bobby Watson 17th
 Mary M Rispoli 18th
 Tyrone L. Clark 20th
 Rhiannon M. Harper 23rd
 Ronald G. Messick 28th
 Donald F. Stratman 30th



“George & Lynch will always be the preferred company that provides high-value added services to safely build, operate and maintain infrastructure that supports the continued quality of life in our communities.”



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G & L Employee

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