

TransTopix

Spring 2015



Employees and equipment gear up for a full load of summer projects

Twin Falls sugar factory tour is the next step in the seed to sugar bowl series

Company welcomes new Vice President of Equipment Adolfo Siqueiros

President's Corner

When our employees speak, we listen

Transystems Cultural Value: My voice will be heard – I seek information, listen to others and share my ideas.

How does “My voice will be heard” impact Transystems key result that Transystems will be fully staffed? How can every employee contribute to the key result?

At the end of each sugar beet campaign Transystems holds meetings for employees. During these meetings employees have the opportunity to sit down with the company's President and Division Managers to discuss ideas, problems and potential solutions.

The end-of-campaign meeting is not the only opportunity for feedback and the exchange of ideas, but the end-of-campaign meeting is a formal process for seeking information, listen-



Scott

ing, and sharing ideas.

Holding the meetings after operations have concluded gives managers time to

reflect on the information and ideas shared during the meetings.

The purpose of the meetings is not to solve every problem or implement every positive suggestion on the spot. The meetings are listening sessions. Managers listen to line employees and vice versa. Employees listen to one another.

The meetings are team building events that need open minds and positive attitudes to succeed.

Seeking information, listening to others and sharing ideas build a safe, enjoyable and productive place to

Cultural Beliefs

Leader of Safety: I take action and respectfully address unsafe acts and conditions.

My Voice Will Be Heard: I seek information, listen to others and share my ideas.

Own It: I choose to stay above the line and always ask, “What else can I do?”

Innovate: I explore and share my ideas.

Unleash Potential: I am eager to learn. I am eager to teach. I am eager to grow.

work. This is how everyone supports the key result that Transystems will be fully staffed.

I look forward to these meetings. They have made a great contribution to the success of the Transystems family.

*Scott Lind,
President and COO*

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ON THE COVER: In a continual search to provide better service to the customer, the Idaho Division experimented with loading sugar beets with an excavator.

Rion Sanders photo

Summer employment opportunities

Summer packed with work opportunities

Employees and equipment travel far and wide for busy construction season

Hot on the heels of successful sugar beet campaigns, Transystems rolls straight into a summer schedule crammed with projects, providing extended employment for the company's drivers, loader operators and supervisors.

This spring, Transystems had to make the switch from sugar beets to summer construction sooner than usual. Short crops in Minnesota and the Red River Valley saw campaigns ending sooner than expected. In Idaho, some beets were transported by rail, resulting in a shortening of the campaign there.

That head start on summer may turn out to be an advantage for the company and employees.

While the bidding season started out slowly, it really picked up in April, Errol Rice, Vice President of Marketing, said. "Overall, the



Working with a new customer, Transystems' equipment and employees return to familiar territory this summer in North Dakota. Three dozen Transystems employees are working on the Mayo Watford City stockpile. 2014 file photo

total volume of work, especially with the earlier start ups, should set us up for an even better summer than last year."

This summer, the company is partnering with customers old and new to keep the wheels turning and scores of employees on the payroll.

Errol offered a summary of the projects.

Mayo Watford City Stockpile

Thirty-eight Transystems employees and three technicians already are hauling and

maintaining equipment on the Watford City stockpile job.

Later in the summer, a few more trucks may be added. Eric Escobedo is overseeing the project, which is based out of Fairview, MT. Employee housing is available in Sidney.

"We expect to have a steady few weeks of hauling before a designed break in the schedule.

During the break, we hope to add more work in the area

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Summer work

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to keep the drivers busy. We hope to have the project wrapped up in July,” Errol said.

The project teams Transsystems with Mayo Construction, a company Transsystems has bid several jobs with recently.

“We are excited to add another quality contractor to our mix of customers,” Errol said.

Knife River Idaho Airports

“We are currently booked on two separate airport projects for Knife River in Idaho, which should keep 10-15 drivers and two technicians going,” Errol said. “We got an early start on the Mountain Home project, although funding issues may hold up the schedule for a few weeks.” Aaron Litz is Project Manager for Mountain Home.

The second KR project is in Hailey and will begin in late April. Aaron Woolman will oversee this project.

“We have done a lot of work with Knife River in Idaho and look forward to another great year,” Errol said.



Equipment and employees are hard at work on the first of two airport projects near Mountain Home, ID. Aaron Litz photo

South Heart County Road, McKenzie CR 30, Dickinson, ND, Stockpile

Working with Knife River North Dakota, Transsystems has three projects.

The first is a project that will see 17 Transsystems drivers hauling material from near Glendive, MT to a stockpile site near Dickinson, ND.

Two technicians will be working on this project.

The next project is a big haul to stockpile dry paving aggregates on the South Heart County Road project. The haul is a long one, from Fairview to a site north of Dickinson. This project is a big one; about four dozen drivers and three technicians will be needed to staff both shifts on the project. Additional work is expected to be added as the project pro-

gresses.

Josh Kayl is overseeing the job and employee housing will be available.

The third Knife River project is the McKenzie CR 30 project. Transsystems will haul material from the Sidney area to south of Alexander, ND. About 28 drivers and two technicians will be needed and housing will be available. A Project Manager has not yet been selected for this project.

“We had a very successful project with Knife River North Dakota last year and expect this summer will go even better,” Errol noted.

McKenzie CR 53 and Pennington County Millings

Transsystems returns to the Dakotas to work again with Border States on a pair of

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Summer work

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projects.

“Border States continues to be a strong partner for us in the North and South Dakota markets,” Errol said.

In North Dakota, the McKenzie project is very near the site of last year’s project with the company. Work should start early, with additional opportunities expected as the summer goes on.

Rick Larson is Project Manager. Initially, about 40 employees, including two technicians, are needed, but the next series of work could create additional demand for drivers.

In South Dakota, Transystems will be hauling millings from the grade and a stockpile to Murdo. It’s familiar territory.

“We have actually worked out of the same pits and destinations as this project,” Errol noted.

About 30 drivers will be needed to drive double-shifted singles.

Nick Leach is Project Manager.

Fryburg and more

Transystems is partnering with a new customer, Nelcon of Kalispell, MT, on this project.

“We are excited to add a

The spuds are on a roll



In early April, Transystems Idaho Division hauled the first load of potatoes for new customer, Simplot. The company team, led by Kirk Ellingford, started out on the right foot. Simplot’s Approved Director Fleet Operations Bill Moad wrote, “Your operations folks arrived this morning and have been asking my dispatchers great questions, very thorough, wanted to know the little details that make the difference in a quality carrier ... I’m sure this is just the start of a good relationship between our companies.” Jason Strunk photo

partner with a lot of Montana experience,” Errol said.

About 30 employees, including two technicians, will be needed to haul around Glendive, stockpiling material in support of paving work in North Dakota.

“Technically this is a North Dakota DOT job, but by working only in Montana we are able to take advantage of higher gross vehicle weights,” Errol said.

Transystems again is team-

ing up with Kane Transport in both Marshall, MN and Fargo, ND, on projects that will start in May and June. Scott Pederson is the Project Manager.

“There will be steadier volume out of Fargo with the recent capital improvements to the load and unload facility,” Errol said.

“We are looking to selectively add another job, but from here on out our focus will be on adding work for 2016.”

Transsystems welcomes new vice president

Transystems welcomed a new Vice President of Equipment this spring with the arrival of Adolfo Siqueiros. Adolfo left sunny California behind to oversee Transsystems' equipment fleet and manufacturing operation.

Clearly, it wasn't the wintry weather that attracted him to Transsystems' Service Center in Great Falls.

"First and foremost, it was the great people of Transsystems that drew me to the job," Adolfo said. "I also considered how I could add value to the company in my role as VP of Equipment."

"Always keeping safety paramount, I hope to improve upon Transsystems' existing processes, systems and methodologies through the process of standardization," he added.

Adolfo is eager to take on the challenges and opportunities Transsystems offers.

"I truly believe the people of Transsystems are eager to



Adolfo

see improvements and will welcome changes that create value," he said. "Our team members' positive attitudes will certainly simplify the 'buy-in' process."

The California native is no stranger to the trucking industry. After graduating from California State University Long Beach, with a Bachelor of Science in Business Administration with a specialization in Management, Adolfo began his career in fleet management with Coca-Cola. He stuck with Coca-Cola for a quarter century before retiring. Retirement did not suit him, so Adolfo rejoined the trucking industry as corporate fleet manager for National Construction Rentals, a large construction service company. Later UPS came calling, and Adolfo

joined that company as a fleet manager based in Southern California.

He was recruited by CR England to serve as director

of maintenance. Before joining Transsystems, he was director of fleet assets at Air Liquide out of Houston, Texas.

While he is no stranger to trucking, Adolfo is new to the geographical area Transsystems calls home.

"This region is new to me," he said. "Before visiting Great Falls during the interview process, I had only spent a couple of weeks touring the region during an extended business trip several years ago."

Montana's wide open spaces will offer Adolfo plenty of opportunity to enjoy one of his favorite hobbies, long-distance cycling. He said that he also enjoys home improvement projects, classic car restoration, gardening, boating and entertaining. His love of travel was nurtured early. When he was in his teens, his family spent six years living abroad in Mexico, Spain and Portugal.

"I enjoyed that opportunity to experience my ethnic roots," he said. As a young adult, he settled in Long Beach "which my wife Carrie and I considered home until now," he added.

Adolfo has one daughter, Suhai, and four sons, Adolfo Jr., David, Christian and Patrick.

"I truly believe the people of Transsystems are eager to see improvements and will welcome changes that create value. Team members' positive attitudes will certainly simplify the buy-in process."

**Adolfo Siqueiros,
Vice President
Equipment and
Manufacturing**

Innovation

Manufacturing never stops innovating

The innovation never ceases at Transsystems' manufacturing facility in Twin Falls. Derek Torix's small but clever crew keeps cranking out one improvement after the next.

Last winter, Vice President of Safety Rich Carl and Division Safety Manager Ryan Fiala asked the Manufacturing Project to come up with



Derek

a better design for ladders on wheelloaders. The goal was to improve the safety of the loader operators as they enter and exit the machine. The factory-installed stairs are cumbersome and difficult to climb, especially in icy conditions.

It didn't take the manufacturing team long to solve the problem.

"We went over a couple of ideas and developed a vague general plan," Derek said.

"Then we went to work and pretty much designed it on the fly. Manufacturing Design Coordinator Jordan Kisler helped, drawing certain parts as the concept de-



Derek Torix and his crew in Twin Falls created a stairway that makes entering and exiting a loader safer.

veloped.

"After getting the first prototype, we made several tweaks along the way to ensure the model would work correctly," Derek said. "We put those steps on and off the loader so many times, we could probably do it in our sleep now," he added.

One of the biggest challenges the innovators faced was getting their hands on a loader. The beet campaign was in full swing when the request came in.

"We got the main concept done in about a month, but with the loaders still running in beets, we had limited access to the equipment," Derek said.

"Once we got the loader into the shop, it only took a

few days to create the wider upper deck. We also added additional safety railing."

The new stairs are not as steep and the wider upper deck provides plenty of room to maneuver.

The end result: Life is easier and safer for Transsystems' loader operators.

Combilift makes moving easy

When they aren't fabricating solutions to problems, the men and women of manufacturing are keeping a sharp eye out for equipment that will make their jobs safer and more efficient. The new Combilift is one such piece of equipment.

"The Combi is basically a forklift, with improve-

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Innovation

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ments,” Derek said.

“This gives us the advantage of carrying long pieces into tight spaces,” Derek explained. “For example, it is very useful when carrying 40 foot beams through 12 foot wide doors. Also we had a special spreader bar with longer forks on it made so that we can use the Combi to lift a trailer off of the jig and move it to the next bay and set it on saw horses while we install the hoppers and suspensions.” That was a huge improvement over the way trailers used to be moved in the shop.

“In the past, we had a device that we built that would lift the trailer up and allow us to slide a piece under it like a big table on wheels. Then we could push the trailer to the next bay,” Derek said.

That process took about an hour, using all available workers in the shop, totaling five to seven man hours in all. With the Combi, three people can move a trailer in about 15 minutes.

It all starts on the drawing board

Manufacturing recently



The manufacturing division’s new Combilift simplifies moving long pieces of material in tight spaces. A special spreader bar with longer forks allows the Combi to lift a trailer and move it from bay to bay. Rion Sanders photo

upgraded its computer drafting program to Solidworks®.

“We are just starting to scratch the surface on this stuff,” Derek said. “Jordan Kisler, the drawing guy, is going to classes to learn all that Solidworks® can do for us. This will make the program very valuable.”

The new program makes changing the drawings faster than the previous program and improves and increases the number of tests that can be run on the trailers, too.

One is a stress test.

“We can figure so many pounds per square inch on the gates and that they open

so many times in a day, week, month, or campaign and it will show us where the weak places are and approximately how long until it starts to crack and where it will crack,” Derek explained.

“This helps us to decide what materials to use as well as thicknesses. We actually checked this out and were surprised how it worked. After running the test on the gates, we saw on the computer that they were cracking in the exact places that we have fixed in the past,” he added.

“We are still learning all the program can do,” he added.

Administrative Report

Actions match beliefs for office staff

Administrative staff works together to find solutions to many problems

My voice will be heard: I seek information, listen to others, and share my ideas.

Transsystems administrative staff members believe their voices will be heard and their actions support this belief.

We use our individual strengths and knowledge to come to solutions as a team.

Here is what “my voice will be heard” looks like to me.

Before the sugar beet campaign started, Tracy Magnus, Hillsboro Project Clerk, conducted training for all new and returning Red River Valley project clerks on entries into Transystems’ Information and Production System (TIPS).

Tracy continually asks questions to find the right and most efficient way to work. Her suggestions have changed division and company procedures from iCer-



Kari

Administration Coordinator, is always looking for ways to streamline the hiring process and make it easier to learn and execute for the project and division locations.

This year Stacy spent many hours redoing the new and rehire employee hire packets so they are clear on what needs to be done to hire or rehire an employee.

Stacy then put together a reference manual and conducted online training for all administrative staff on the new hire packets. Stacy is always thinking of new ways to help the project locations with hiring paperwork.

Danielle Clark, Twin Falls Project Clerk, shared her project’s process on how to incorporate hiring paperwork with the interview.

Joel Garrison, the Twin

Falls Project Manager, or Danielle set up the interview appointment with the applicant. Joel conducts the interview and qualifies candidates.

Stacy Radovich, Great Falls Personnel

Administration Coordinator, is always looking for ways to streamline the hiring process and make it easier to learn and execute for the project and division locations.

Qualified candidates then work with Danielle to complete the pre-hire portions of the hiring packet.

Danielle works with the employee candidate to complete paperwork and gather any necessary copies. This frees Joel to conduct another interview.

This process makes interviewing and hiring less chaotic and better organized, allowing the project manager to focus on interviews. Danielle’s process now is used throughout the company.

These are just a few examples. I thank all of the administrative staff for being a part of the Transystems team.

I recognize all of the administrative staff for the solutions you have been part of by believing “My Voice Will be Heard.”

*Kari Franks,
Senior Administration
Manager*

History

Off-hour delivery pays off in early days

One of the constraints on efficiency during Transystems' early days was the inability to deliver to customers around the clock.

Many establishments were open only during limited hours. For example, many filling stations were open only from 7 a.m. until about 6 p.m. Some country grain elevators that also sold fuel were open for only a few hours per day during the non-harvest season.

Restricted hours for deliveries meant that Transystems and other carriers needed more equipment to make all deliveries during a short window of time.

Transystems addressed the issue by offering discounts to customers that would ac-

Editor's note:

This is another in a series of articles about the history of Transystems

cept deliveries outside standard business hours.

Initially consignees (the businesses receiving fuel or other goods) worried about keeping staff on hand to provide access to storage tanks and observe the volume of fuel delivered.

Transystems and other carriers addressed these concerns with simple, low-tech solutions. Transystems would deliver fuel during the night with no consignee on hand. Transystems' drivers had keys to the consignees' tanks. Consignees could measure the amount of fuel

before and after delivery to verify the quantities delivered.

Following a few years of reluctance by consignees the practice of off-hours delivery took hold. Transystems applied the practice to all sorts of goods. In one instance a customer in San Francisco did not wish to take deliveries of meat from Alberta outside regular business hours on weekdays. When Transystems offered a discounted freight rate the customer arranged to have an employee on hand to receive deliveries on 24-hours' notice.

Delivery of sugar beets is an excellent example of efficient delivery while measuring only a small fraction of the loads.

Standardizing equipment an early innovation

For many years, Rice Truck Lines, one of Transystems' predecessor companies, operated Mack® trucks and tractors. Indeed, the company was a Mack® dealer.

The company bought one or two tractors at a time. (Transystems preferred tractors to trucks. A tractor is a power unit that pulls one or

more trailers. A truck is a power unit that is fitted with a box, bin or tank for hauling cargo. A truck also may pull a trailer. Transystems prefers tractors because when the power unit is out of service, the cargo carrying equipment remains available.)

During the late-1960s, the company decided to step out

and make a "large" purchase of power units. The big purchase was twelve Diamond Reo® power units, 11 tractors and one truck.

The tractors pulled tank trailers for the company's fuel hauling business. The truck was fitted with a tank and pulled a trailer. The truck and trailer made "city"

See EQUIPMENT, next page

New retention, recruitment manager on board

Transystems employees and potential employees will be seeing a lot of the company's newest hire. Josh Rec-tor signed on only a few weeks ago, but he already has jumped into the field. As part of Josh's job interview, he spent time meeting Trans-systems employees and man-agers in Idaho and the Red River Valley.

"I look forward to meeting more Transystems people, visiting our operations and seeing the communities we live and work in," Josh said. Josh's role is to assist Divi-sion and Project Managers in achieving Transystems Key Result: to be fully staffed. "As Scott Lind would say, I was hired to make some noise in the job market-place," Josh said. "Working



Josh

with the team, it is my job to create and execute separate and unique mar-keting cam-paigns to meet staffing goals in each loca-tion."

He has set a lofty goal in his new position.

"My goals are the com-pany's staffing goals," Josh said. "One day, I hope that other companies that are struggling with staffing will call us and say, 'What are you people at Transystems doing to keep your company staffed so well?' I want Transystems to be a leader in the industry by using a blend of traditional and new media to attract the right people. I have no doubt we will be in-

novators because the culture of Transystems is one of continual improvement."

A Glasgow, MT native, Josh attended the University of Montana, Missoula. He then went to work for Food Services of America in Havre for several years be-fore coming to Great Falls to work as a market consultant for KRTV, CBS.

Family-focused, hardwork-ing and fun-loving, Josh's values and roots are clearly in Montana, with family members scattered through-out the state.

His summers are usually full with camping and fish-ing, but this summer will be different. He and his fiancée, Gabby Hopkins, are plan-ning a July wedding in Great Falls.

Welcome, Josh.

Equipment

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deliveries of fuel to filling stations where access was limited. The truck and trailer took less space than the combination of a tractor and trailers.

The operation of a number of identical power units made Transystems more effi-cient. Drivers and techni-cians liked standardization

of equipment.

Dispatchers liked knowing that every tractor weighed the same when calculating carrying capacity. (That in-formation did not make much difference to Jack Rit-ter, who was featured in *TransTopix* a few years ago. Jack knew the weight and cargo capacity of every piece of equipment operated by Transystems.)

The Diamond Reo® power units provided reliable serv-ice for many years and Tran-systems continues the practice of standardizing equipment in similar opera-tions.

The company also contin-ues to purchase equipment in larger numbers. But today, the cost of one new power unit is about the cost of all 12 of the original Diamond Reo® units.

There's more than one way to get paid

Payday just got simpler for Transystems' employees. There are now three ways to bring home the bacon: traditional paper paycheck, direct deposit or a pay card.

Every other Friday, Transystems employees are paid for work performed the previous two weeks. Service Center employees alternate paydays, handling checks and deposits for the Red River Valley and Minnesota Divisions one week and those for the remaining divisions the next.

Some government funded summer construction projects may require that employees are paid every week.

About 75 percent of the company's employees opt for direct deposit, an option Transystems has offered for a dozen years.

"Direct deposit is an electronic deposit directly into the employee's bank account," Vice President of Finance Ann Powers explained.

It's easy to get onboard with direct deposit. Employees simply complete an authorization form, which includes basic personal information and the employee's financial institution information. With direct deposit, employees are able to have their pay deposited into more than one bank account such as checking and savings.

An employee can include a

voided check with the authorization form, or the employee can contact the financial institution for assistance in completing the form.

Completed forms are given to Project Managers, who scan and electronically route the form, using a secure website, to the payroll department at the Great Falls Service Center. The original form is shredded.

The payroll department enters the employee's direct deposit information into payroll software. As a further verification, the banking information is transmitted through the federal banking system to confirm the information provided is valid, Ann added.

This process takes 10 to 14 days. After that, all future wage payments to the employee are made directly into the employee's account.

"The advantage to direct deposit is the money is already in the employee's account on the morning of payday and the money can be accessed immediately," Ann said. "Another advantage to direct deposit is employees never have to worry about a missing paycheck or sending the check home to get deposited – especially those employees working on summer construction projects."

Put it on a card

Although Transystems has always had a pay card option,

it was not widely used. That's about to change.

"We recently enrolled in the WEX rapid! PayCard plan," Ann said. "With the plan, an employee is issued a card, which looks just like a debit card that can be used at any ATM to withdraw funds or used at a merchant for purchases just like a debit card."

A pay card benefits employees who do not have a traditional checking account.

"Most employees who don't have a checking account and receive a paper check are then forced to find a place to cash the check," Ann said. Checking cashing fees often apply, and the employee typically carries large amounts of cash.

Others who may benefit are employees from a foreign country working temporarily in the United States or employees who already use a pay card from a retailer that has large monthly fees and load fees. The pay card is a prepaid card and requires only an identity check, not a credit check; so most people qualify.

"The card allows the employee to collect and spend his pay without any hassle," Ann added.

Employees interested in learning more about the pay card option should contact their Project Managers.

Safety

To be heard, you must speak up

Being heard assumes speaking up. Transystems' safety process includes at least two excellent ways to speak up: the safety audit and the safety committee.

The safety audit process seeks employees' observations about unsafe conditions and acts.

The line employee communicates observations by completing a safety audit report.

Immediate reporting is essential to success of the safety audit process. Immediacy is important because prompt reporting means that the manager can address a safety issue quickly.

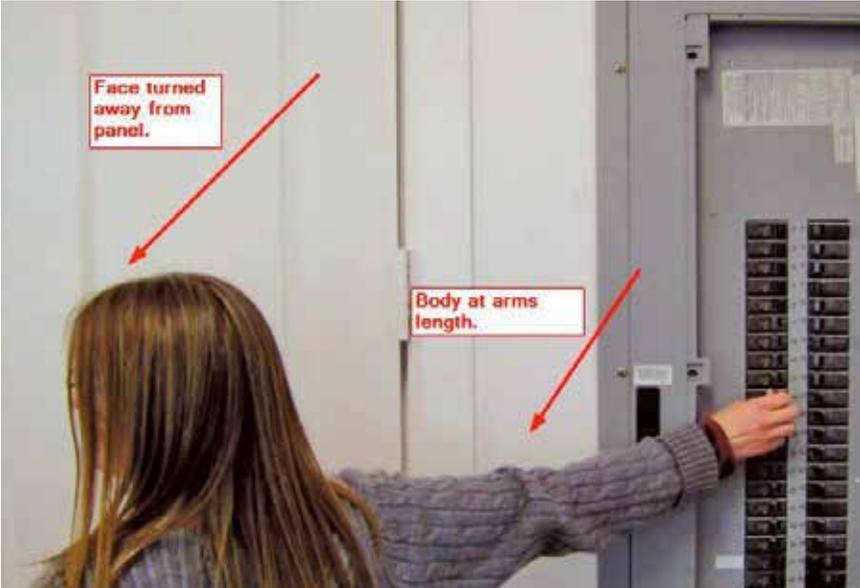
A tardy audit report may not be helpful. For example, a day old report of an icy intersection may not be relevant to current operating conditions.

The safety audit is a great example of: "My voice will be heard."

Another example is participation is a safety committee. Every Transystems site has a safety committee.

An effective safety committee anticipates safety risks and recommends appropriate responses.

Safety Tip



Each year more than 2,000 people are treated in U.S. hospitals for burns resulting from electrical arc flashes. A significant number of these injuries occur while switching common circuit breakers.

Here are a few tips on how to reduce the risk of injury from an arc flash from a faulty breaker.

Stand at arm's length from the breaker. Turn your face away from the breaker before moving the breaker switch. Anyone not switching the breaker should stay at least 10 feet from the breaker and face away from it.

Participation on a safety committee is a great way to make one's voice heard.

Not every recommendation about how to improve safety needs to go through a safety audit or safety committee. At Transystems everybody should be committed to looking for and correcting unsafe conditions and acts.

"My voice will be heard"

does not apply only to communications to managers.

The voices of Transystems people also should be heard as reminders to fellow employees to follow safe procedures such as using the three-point hold.

*Rich Carl,
Vice President of Safety*

Division Reports

Rocky Mountain Division does what it takes

Hauling beets, selling equipment all part of our season's work

Things run a little differently in the Rocky Mountain Division. While other divisions were still hauling beets and managing piles, we wrapped up Worland's 47th campaign and turned our attention to other company matters.

On the top of that list were several dozen tractors that we needed to sell. Dan Brennan supplied a contact list and we went to work. It didn't take long to dispose of all the tractors, some from Sidney, one from Minnesota and the majority from Idaho.

Buyers from as far away as Texas jumped at the chance to purchase Transystems' well-maintained used equipment. We started selling in mid-February and finished in early March.

What was especially rewarding was the fact there was no dead time for the trucks. We sold them when we were still hauling beets with them. We got paid before we were finished using them. It was a pleasure.



Steve

Also on our division's unique task list is a pilot project working with Pacific Steel & Recycling. We are working out the details on what could prove to be a big job hauling loads from all over Montana and Idaho to Billings and Boise.

Those unusual assignments never stop us from helping out other divisions as needed. Worland employees headed out to Sidney and Idaho to help wrap up those beet campaigns. Now our drivers are gearing up for summer construction work.

We will be dispersed among all the summer jobs and everyone is looking forward to a good, long season.

After a non-eventful, safe campaign in Worland, our employees held off celebrating until March when the drivers who worked at other projects would be back in town.

Everybody showed up for the banquet held at a steak house in Worland. Retiring loader operator Ron Weir took home the grand prize, a

40-inch flat screen television. It's a suitable exit for Ron. He's leaving some big shoes to fill.

The Worland drivers were saluted for achieving a 2/10 percent increase in miles per gallon. Mike Hughley and Craig Tinlin were in luck when their names were drawn for \$500 prizes based on the mpg goal.

We are lucky we have a corps of drivers we consistently can count on to go where we need them, when we need them.

I commend Skyler Crump, a young technician based in Sidney, for his work during the campaign. He dove into the project and has really proved to be an asset.

Worland is gradually improving its fleet. We added a new tractor from the Idaho Division this year. And we look forward to a good year for staff retention.

We are steady in Worland. With 80 percent of our drivers out on summer work, we anticipate the return next campaign of our steady, dependable employees.

*Steve Torix,
Manager
Rocky Mountain Division*

Division Reports

Spring is a time to refocus, switch gears

We're switching gears in Minnesota, taking time to listen to our employees and to refocus.

During the campaign it is all about production. It's go, go, go. After the campaign wraps up, we take time to look toward summer construction and think about ways to take care of our employees. Our focus is on people and demonstrating appreciation for the value they bring to the division and the company.

We are on target with our normal retention and recruitment plan and continue to look for ways to stay connected with our employees, be it with barbecues, parades or picnics.

Coming off its ninth successful beet campaign, the Minnesota crew is pulling its weight to prepare for the summer work that lies ahead. We want to help the company finish the business year strongly with a safe and successful summer schedule. Our part in that is making sure the equipment is ready to roll and the drivers' seats are full. We are hot on the trail of those goals. The technicians are getting



Mike

equipment ready and doing any necessary updates. It's also the time of year when we look forward to training sessions. We will be spending time sharpening our skills and working on ways to get our job done as safely as possible.

This campaign wasn't a bin-buster, but we added a beet site and increased the fleet a bit. Next campaign will bring another new beet pile and another bump up in fleet size.

As a team, we are clicking right now. The proof of that was evident in our end-of-campaign meetings and a big turnout at our banquet March 19. Few complaints and lots of good ideas came out of the meetings. Our employees know their voices will be heard. We enjoy listening to them and getting their feedback.

The banquet hall was full when close to 100 employees and family members gathered to celebrate the end of the beet season. A highlight of the evening was a salute to our safety commit-

tee and teardown crew.

Five teardown workers were recognized because they had zero damage this year. Brad Lund stood out of that pack, marking four campaigns without damaging a pipe. Each of the 8,000 pipes we move costs \$1,200. Our customer was very pleased with the teardown crew's performance.

We are looking forward to a great summer and will oversee two of the company's construction projects. Scott Pederson will be the Project Manager on a hot oil haul for Kane Marshall. We will start with four trucks and ramp up to a dozen running locally out of Marshall, MN. The project starts in May and ends in August. Nick Leach will oversee the Dickinson stockpile job, hauling 30,000 ton of base aggregate from Glendive, MT to Dickinson, ND. It is a 17 truck job operating a dayshift.

Thanks to all members of the Minnesota crew who worked so hard and so well during the sugar beet campaign. We are looking forward to a safe and productive summer season.

*Mike Rood, Manager,
Minnesota Division*

Division Reports

RRV is poised for a busy summer season

Thanks to dedicated employees, Red River Valley is having a great year

One word describes the crew in the Red River Valley: Busy. The sugar beet campaign is wrapping up just as summer construction work and planning ramps up.

That means a quick turn-around for both people and equipment.

This year's sugar beet campaign was a joy. We had a smaller crop than usual, about 1.5 million tons less than normal, but everything ran well. It was one of the most successful efforts I've seen in a long time.

We had just enough cold weather which helped keep the beets in great condition.

I really want to thank all the Red River Valley employees for making this a great year.

Special thanks to some employees who helped fill different roles. Chuck Hunt, Duane Rasmussen, Aaron McCann, Mike Swang, and Stephen Franke all stepped in and helped out everywhere



Troy

we needed them. Tim Higdem's efforts in our northern area really paid off.

We had a lot of good team work. And we are happy to add another member to our team. Tracy Magnus has joined us as a Supervisor in our Drayton, ND project.

As the tractors and trailers come in off the campaign, we are in the midst of our summer maintenance plan, getting the equipment ready for next season. We are down to running yard beets, hoping to finish up by the end of April or early May.

That is not a moment too soon with a handful of construction projects looming in North Dakota.

The Watford City, ND stockpile project already is up and running. Project Manager Eric Escobedo started it up March 23 and, with help from a hard working crew, has the bugs worked out.

Eric has been a staple on our North Dakota construction for a few years now. Thank you, Eric, for all the hard work you have put in to

help us grow in the Bakken. Watford is running smoothly with 30 drivers from throughout the company pitching in to keep it that way.

Those employees are based in the Sidney area, taking advantage of the company housing units there.

The McKenzie County Road 53 project begins May 1.

Once again, we are working with Border States. Three dozen drivers will be on the project, many of them staying in Red River Valley housing units which will be positioned in Tumbleweed Campground near Watford City.

One of our longer aggregate hauls is the South Heart County Road project which will begin June 1. Forty-eight drivers will be working out of the Bakken pit on a haul that ends south of Killdeer, ND.

Red River Valley housing units will be available for these employees.

It's going to be a busy summer and we are ready for it.

*Troy Carl, Vice President
and General Manager
Red River Valley Division*

Division Reports

Idaho puts company front and center

Idaho crew gets a head start on summer work with Air Force project

The Idaho Division will be putting the company's best trailer forward when it shows up for parades and picnics this summer. We had the last of the new trailers built for Renville polished to within an inch of its life.

With a mirror finish and hooked up to one of Boise Project's sleeper tractors, we are sure to make an impression.

Jason Strunk is working on the timeline, scheduling our participation in as many events as possible. Transystems will be seen a lot of places this summer.

It is all part of the retention and recruitment plan that we count on to keep our trucks filled with drivers and our loaders staffed.

Our 14th sugar beet campaign was a pretty good one. Our biggest challenge was the impact the warmer than normal winter weather had on beet storage.

We worked closely with



Kevin

Amalgamated, moving from pile to pile, to manage the beets. We bounced around a lot but it paid off. With the extra effort, we kept discarded beets to a minimum.

Because of potential water shortages, more of the sugar beet planting is moving to the Upper Snake River area. It's a tight year for moisture on the western side of Idaho and into Oregon. It is worrisome, but we've been through worse.

We have to catch a real winter one of these years. More snow in the mountains would solve a lot of problems.

With the campaign wrapped up, we gathered to celebrate in late February. This year, it worked out that Boise and Nampa could have a joint banquet. It doesn't happen often, since Boise usually is running, but it worked out this year and some 300 employees and family members crowded the banquet hall.

This was Jim Woodward's

first campaign as Project Manager at Nampa and he did an outstanding job. Everyone did a good job this year, working safer and smarter.

We are heading into summer construction work a little earlier than usual with two jobs in Idaho already running.

We are working on one job at Mountain Home Air Force Base and gearing up for another at the Hailey airport.

We've got a lot of folks heading to North Dakota this summer and have already started mobilizing equipment.

We do maintenance on the tractors here, ensuring they are ready for the summer work ahead. Then we line up a crew to move the tractors and trailers, following with a van to bring the drivers back home.

It's a three day trip. We will have north of 45 sets of tractors and trailers heading east.

It will be a busy summer for us and we look forward to it.

*Kevin Iversen, Vice President
and General Manager,
Idaho Division*

From seed to sugar bowl

Factory turns beets into sugar

Only six hours after a load of sugar beets travels across the flume of water at The Amalgamated Sugar Company LLC's Twin Falls factory, it comes out the other side as pristine White Satin® sugar.

A whole lot of science and constant monitoring make that seemingly magical transformation. State-of-the-

Editor's note:

This is the fourth in a series that follows the production of refined sugar from the seed to the sugar bowl.

art computer systems operate and monitor equipment. On a step-by-step, 90 minute tour of the White Satin® plant in

Twin Falls, Production Manager Mark Branham explained how it is done.

Noise, odors, heat and PPE are all part of the process. Everyone working in the plant or touring it is outfitted with a hard hat and ear and eye protection. A hairnet is added during the final part of the tour through the final product part of the plant.

Tour members should come



The Amalgamated Sugar Company LLC's Twin Falls factory pumps out 1,200 tons of sugar each day. Left, after sugar beets are sliced into cossettes, they go through a steamy bath.

Rion Sanders photos

prepared for a hike. It's a lot more aerobic than most tours. The sugar factory towers more than seven stories high, and the tour goes up and down flight after flight of stairs.

Each day, the 98-year-old Twin Falls factory pumps out 1,200 tons of sugar and 335 tons of beet pulp. The sugar factory is important to Twin Falls. During harvest, about 500 people work at the

factory and piling grounds. After the beets are in the piling grounds, that number goes down to about 400, Mark said. The workforce is composed of mechanics, operators, laborers, chemists and many computer experts, among others.

Into the factory

Transystems drivers dump trailer loads of beets into a

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Factory

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watery flume. The beets bob along on their way to the beet washer. From there, it's on to the slicer where the beets are made into thin strips called cossettes, which look like cross-cut French fries.

The idea is to have as much surface area as possible exposed, Mark explained. The disc shaped knives used to slice the beets are changed at least twice a shift. Unlike some sugar factories, Twin Falls still sharpens the knives in-house.

Cossettes then travel down a conveyor in a steamy bath to the diffuser. The diffusion process produces raw juice. The hot water not only moves the beet slices, but it also kills microbes that may have made it into the diffuser.

"We use hot water, rather than a biocide," Mark said.

A parting of ways

At this point, the pulp and syrup part ways. The wet beet pulp heads in one direction where it will be mechanically pressed to remove excess water. After pressing and drying, it is sold in bulk as cattle feed.

Meanwhile, the sucrose-packed raw juice heads for carbonation tanks where lime and carbon dioxide are



Above: Twin Falls Production Manager Mark Branham explains how the cossettes, seen through the third-floor diffuser window, travel on to the pulp dryer. Lower left: Juice extracted from the beets is monitored every step of the way through the factory. The container at left holds juice after its second carbonation. The right container is juice after its first carbonation. Lower right: In the raw juice screen room, additional pulp is removed from the juice.

Rion Sanders photos



used to purify it. Clarifiers and filters remove impurities from the juice which then goes into softener cells where calcium and magnesium are removed. If the



juice is not softened, it will scale the heating vessels, Mark explained. Soda ash is used to help soften the juice. The sugar making process is

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Factory

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hundreds of years old, but the plant's engineers still find ways to innovate and improve the process. From the softeners, the thin juice goes into evaporator supply tanks.

Using high heat in the evaporators, the thin juice is concentrated into thick juice, which resembles maple syrup. About 1,300 gallons per minute go into the tank; 275 gallons per minute come out, Mark said.

The thick juice is then enriched with raw sugars in a high temperature melter. Then it is filtered twice before being boiled.

After it is filtered it is called standard liquor. It is then further concentrated in large vacuum pans. Then comes the magic. Small sugar crystals, called fondant, are injected into the vacuum pans and the sugar crystals start to grow. When they reach the right size, a high speed centrifuge harvests the crystals.

Sugar crystals are dried, cooled, weighed and sent to storage.

Thrifty maneuver

Nothing is wasted in a sugar factory. The residual syrup is crystallized two more times, producing raw sugars which are used to en-



Top: Sugar crystals growing to size inside a white sugar vacuum pan. Above: In the separator evaporation plant, additional products from molasses are thickened. Rion Sanders photos

rich thick juice into standard liquor. The final lowest purity syrup is molasses.

The first molasses off the beets is processed in a system called a separator to re-

cover as much sugar as possible, Mark explained. This will be used to make more white sugar. The molasses

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produced after that will go to cattle feed or other customers. This molasses is called extract molasses.

All sorts of sugar

The sugar that comes out of the Twin Falls factory is sugar-bowl ready. However, that is not the end of the sugar story.

Granulated sugar is further processed to make other sugars that consumers want. Here's more sugar magic.

Brown sugar is regular granulated sugar mixed with coating syrup, which is a mixture of sugar cane molasses (beet molasses is too bitter), invert sugar (regular sugar slightly acidified to break down into glucose and fructose), and water.

"We make coating syrup at the Nampa factory, and then ship it to our Nyssa, OR, facility where it is mixed with sugar and packaged," Mark explained.

Powdered sugar is simply regular granulated sugar that has been pulverized into fine powder and mixed with a tiny amount of cornstarch to prevent caking. Amalgamated produces powdered sugar at the Nampa Factory.

Raw sugar: Sugar beet factories have nothing to do with those fancy little packages labeled raw sugar. That



White sugar inventory scales are used to keep track of how much sugar is produced at the Twin Falls factory.

A few sugar factory facts

The average sugar content in a beet is 17 percent. It takes 6.5 tons of beets to produce 1 ton of finished sugar. "Remember," Mark said, "a beet is 75 percent water."

The Twin Falls factory can produce 28,000 CWT (100 pound bags) of sugar in 24 hours.

The Twin Falls factory slices beets and makes juice from September to March. In the spring and summer, the factory brings

in juice from storage. The entire year, the factory runs molasses through its separators.

The Twin Falls factory ships bulk sugar by truck and rail to Amalgamated customers.

The plant at Nyssa packages brown sugar. Nampa packages retail sugar (under 25-pound bags), industrial and powdered sugar (25-pound bags and larger). Mini Cassia also packages industrial sugar.

The bulk sugar is moved by truck and rail to customers to be used in their products.

is cane sugar that has not been fully purified by the refining process. It still has more impurities left on the crystals.

Sugar cubes: The market

for sugar cubes is so small that few facilities produce them.

The Amalgamated Sugar Company does not make sugar cubes.

Good news

Banquets, meetings mark campaigns' end

Spring is a time of celebration for Transsystems. At the end of successful and safe sugar beet campaigns, company employees gather at banquets in every division.

Spring also means end-of-campaign meetings, where employees' voices are heard as they share their experiences and concerns.

Thanks to all for a job well done.



The Bly family, Curtis, Cindy and Chad, joined in the fun at the Nampa banquet. Curtis, left, and Chad, right, have worked in many locations for Transsystems. Jason Strunk photo



Left to right, Nampa driver Steve Burton and his wife were pleased with a door prize. Tyler Morris, the son of driver David Morris, also took home a door prize. Folks lined up to savor the fare at the Nampa banquet. Jason Strunk photos



End of campaign meetings at East Grand Forks, left, and Renville, right, ensured that employees' voices were heard. Rick Larson photo, left. Photo courtesy Mike Rood, right

Good news

Happy Birthday

May

2. David Ruiz, Dwight Schwindt.
3. Quentin Hurtado, Baldemar Tellez-Olmos.
4. Tessa Svaleson.
5. Garth Campbell, Gerald Steffan.
6. Mark Koller.
7. Estanislao Orihuela.
8. Walter Barton, Henry Broner, Joseph Clark, Kimberly Frasier, Brian Hapka, Kyle Sommers.
9. John Brydon, Jairo Macias Quinones, Joseph Rathbun, Warren Tvedt.
10. Nicholas Bangle, Jason Roberts, Nicholas Rood.
11. Leonardo Avila Ochoa, Charles Passa, Aaron Perusse, Mathew Schaefer, Lloyd Terry.
12. Steve Schenck.
14. Rodney Larson, Kaysha Messick, Joel Pedraza Cantero.
15. Eric Hurd.
16. J Brooks, Kevin Orton.
18. Verlo Bush, Dion Carlson, Hazen Hendrix, Chance Johnson, Dustin Leonard, Michael Rood.
19. Jesus Arteaga, Troy Carl, Marcus Ellis, Dustin Gram, Talisa Scott, Donald Trujillo.
20. Gary Heins, Carl Holman, Ricardo Izaguirre Acuna, John Mat-era, Daniel Wolfe.
21. Michael Schindler, Maurice Stansbury.
22. Jeffrey Grochow, Ronald Toscano.
23. Karen Gifford, Lacey Newton.
24. Renee Lillehaugen.
25. Francisco Cazares Valencia, Eliseo Rodriguez.
26. Keith Crooks, Mitchell Hawk.
27. Veronica Jasso, Aaron Ouellette.
28. Colten Hoyt, Arvid Ophaug, Dennis Qualley.
29. Steven Gabica, Elton Hill, Cindy Hotchkiss, Clifford Lockhart, Ralph Weigel.
31. Jason Holm, David Morris.

June

1. Brian Gardner, Billy Holum.
2. Rafael Arellano Cabrera, Tom Brown, Scott Weigel.
3. Eugene Brown, Dave Hohnhorst, Rexann Larocco.
5. Klain Christensen.
6. David Elsing, Jim Henderson, Angela Leavitt, Larry Walls.
7. William Biby, Saul Gaxiola Mariscal, Jean Morris, Aric Olson, Steve Olson, Hugo Rodriguez Valdez.
8. Barbara Albro, Michael Roth.

Our newest family member



Nate Hunt and Idaho Division receptionist Destani Hill welcomed their first child April 2. Kendrick Joe Hunt weighed in at 6 pounds and 13 ounces and was 19.5 inches long. Kendrick comes with a Transystems pedigree. Not only is his mom a member of the Idaho crew, but so are his grandparents. Jodie Hunt is the Idaho Division Administration Manager and Dennis Weigt is a Twin Falls loader operator. "They live in Twin Falls, just down the road from me, so I get to visit all the time," proud grandmother Jodie commented. Kendrick's other grandparents include Shannon and Leif Egertson, John and Michelle Hill and Carl Hunt Jr.

9. Kathy Barton, Curtis Dolter, Sheila Hoffland, Bradley Lund, James McClellan, Teresa McElhinney, Steve Radovich, Tanner Rood.
10. Daniel Dailey, Sean Scott.
11. Christopher Clelland, John Nelson, Michael Swang.
12. Manuel Araiza Reyes, Vaughn Durfee, Matthew McCracken, Patrick Rice, Jeff Steer.
13. Jeffrey Barnhill, John Jones, Phillip Martin, Victor Parra Aguirre, Thomas Taylor.
14. Dene Demoss, Daniel Watson.
15. Shauna Meyer.
16. Lavonn Bjornson, Daniel Bruley, Momir Simic, Alexander Torkelson, Gary Tvedt.
17. John Kinney, Gregg Schake.

18. Gary Hansen, William Herdman, Larry Hoffland.
19. Julian Garza Hernandez, Aaron Nelson, Robert Rounds.
20. Curt Ellingson, Aaron Vigness.
22. Cynthia Derijk, Melissa Mahoney.
23. Gary Golemon, Tracy Magnus.
24. Donald Hiatt, David Mays, Jesse Tunnell.
25. Nicholas Gardner, Stacy Radovich.
26. Shelby Meier.
27. Devin Christenson, Jeremy Ekman, Jeff Thomas.
28. Dean Hartwig, Gary Nicklaus, Paul Swenell.
29. Michael Boulduc, James Rodriguez.

30. Terry Bergman, Roberto Cano, Travis Patton.

July

2. Herbert Kleinsasser, Michael Sharp.
3. Larry Christensen, Laura Hartwig, Virgil Mudersbach.
4. Shaun Andreasen, Thomas Bartley, Michael Watson.
5. Craig Draper, Juan Perez Rubio, Marcos Villarreal.
6. Jerald Anderson, Gregory Howard, Marc Paschke.
7. Rodrigo Flores.
8. Robert Fish, Jason Holt, Terrence Sieving.
9. Heather Degurse, Jessie Hill, Cindy Wang Anderson.
10. Thomas Harper, Robert Ortega, Candy Woods, Timothy Zblewski.
11. Julio Bueno, Jan Devlin, Earl Ryan, Gregory Simmons, Jessica White.
12. Darryl Poulsen.
13. Johannes Coetser, Mark Dodge, Edward Reynolds, Matthew Vig.
14. Steven Holyoak, Richard Larson, Douglas Stack, Todd Winmill.
15. Isidro Apodaca Blanco, Jesse Comacho, Charles Hunt, Heath Marx.
16. Edward Anderson, Ander Bishop, Thane Butterfield, Mark Henscheid, Gene Mendes.
17. Clayton Brame, William Felts, Niel Hergert, Robert Petty.
18. Eddie Jorgensen, Matthew Keating.
19. Shelly Brummond Neault, Roger Huntington, Kay Udy.
21. Osvaldo Oropeza Flores, James Rutherford.
22. Ryan Gilk, Wade Hamby, Jimez Lambus, Robert Miller, Anthony Ruiz, Randy Saint.
23. Michael Scott.
24. Dennis Bekkerus, Kari Franks, Harvey Bell.
25. Seth Butterfield, Dale Grindahl, Kim Linzy.
26. Vaughn Clark, Jay Knowlton, Larry Nelson, Marcus Newton, Karla Shepherd, Jeromy Spence, James Stroud.
27. Laine Almqvist, Julio Gonzalez, Gary Goodwin, Johnnie Mai, Robin McGhee, Rockie Miles, Billy Smith, Mario Vega.
28. Duane Rasmussen, Gerald Wahlen, Donald Workman.
29. Jesus Nunez Marquez.
30. Geoffrey Glenn, Joshua Kayl, Clyde Miller.
31. Willard Johnson.

Parting shot



Transystems Chairman Dan Rice traveled to Twin Falls to bid farewell to John McCann. The company's Director of Training retired this spring after 18 years of service to the company.