



FROM THE NORTHWEST CORNER OFFICE

Happy New Year! I hope everyone was able to spend some quality time with friends and family over the holidays. With the new year upon us, I'd like to reflect on the previous year as well as establish new goals for the upcoming year. On a personal note, I only accomplished about 50% of the goals I set for myself. I did pull the trigger on a family trip we've been postponing for years, and it was well worth it.

My goals for the company had a higher succession rate at 80%. Although we had a couple minor recordable injuries, the Frattalone Companies team successfully completed another construction season without a single lost time injury. For 2015, this was 365 days and 292,905 hours worked. More importantly, it has been 696 days and 591,234 hours worked since our last lost time injury. Congratulations to you all on this amazing accomplishment!

Heading into 2016 what are your goals? Do you have any? If so, did you write them down in a place where you can go back and review frequently to keep you on track? If not, why? Remember, unwritten goals are only wishes.

Thank you and congratulations on the success you all contributed towards Frattalone Companies in 2015. Here's to another mutually successful year for all in 2016!

Best Regards,
Nick Frattalone

PROJECT SPOTLIGHT

SUPER CITY PLACE

Since September of 2014, Frattalone Companies has been performing civil site work at the old State Farm Campus, now known as City Place, at the intersection of Radio Drive and I-94 in Woodbury. The project, a partnership between Kraus Anderson and Elion Partners, will transform the 100 acre site that sat vacant for nearly 10 years, into a new mixed use, commercial, retail, office development.

Sr. Estimator David Nelson was instrumental in negotiating our initial contract with Kraus Anderson. David's history with the property goes back to the original construction for State Farm.

Using our core skills of quality, creativity and commitment, we have leveraged our original \$2.24 million contract into 4 contracts with a total value of \$7.38 million. This includes additional work with Kraus Anderson as well as with Hardrives, Schweiger Construction and TMI Hospitality.

The completed development will feature a Whole Foods store, Bank of America, Tria Orthopedics, a Residence Inn Marriott Hotel as well as several office buildings and many small retail shops.

Con't. On Page 2

SEPTEMBER 2014



OCTOBER 2015



[CLICK HERE TO CHECK OUT THIS PROJECT.](#)

Con't. from Page 1—Project Spotlight

Frattalone's major items of work consist of 408,000 cubic yards of mass grading and 23,000 cubic yards of onsite pavement recycling. One unique feature on the project is the 5100 lineal feet of tree trenches that improve storm water infiltration throughout the site.

These trenches have an 18" corrugated metal drainage pipe in a sand backfilled trench which is then covered with a granite rock/topsoil mixture which trees are then planted in. The drainage pipe is then connected to the storm sewer system.

Work will resume again this spring with final completion of the original contracts scheduled for 2016, however 5 sites within the project remain to be started giving us the opportunity for work beyond this year.

Mark Krause is handling the project as general superintendent with Todd Johnson serving as site superintendent. Thomas Kinmonth is the project manager for the civil site project and Paul Pearson is managing the Bank of America project.

SAFETY SANDBOX

MEET OUR NEW SAFETY DIRECTOR - JEFF VINER (VINNY)

Vinny was recently promoted to Safety Director; however he has 18 years' experience with Frattalone Companies. He started in 1998 as a laborer/Operator and most recently a foreman. Vinny resides in Scandia with his wife Angela and their 8 month old son Vincent.

Get to know Vinny!

- 1) What would you be doing if you weren't the Safety Director at FCI?
"I would be a chef, and possibly a restaurant / bar owner."
- 2) What word best describes you as a child? *"Rambunctious"*
- 3) How do you recharge? *"Weekend getaways: fishing, hunting & Harley rides and hanging with Angela & Vinny."*
- 4) If you had to thank anyone for making you become the person you are today, who would they be and what did they do? *"My parents. They instilled and taught me a great work ethic, nothing is given to me, I have to work for my rewards."*
- 5) Favorite Movie? *"National Lampoons Christmas Vacation"*
- 6) If you really knew me, you'd know...? *"I am to the point, I don't sugarcoat things, and usually don't have a filter. I'm going to tell you the truth whether it's what you want to hear it or not."*
- 7) What characteristic do you most admire in others? *"Organization"*
- 8) Who is your favorite music artist? *"Anything but Hip Hop or Rap"*
- 9) What kind of impact do you believe you have on people? *"Try to be positive, upbeat, wear a smile, these things make me approachable and can help to ease stressful situations."*
- 10) Favorite vacation spot? *"Cayman Islands"*
- 11) Most important lesson you've learned? *"Don't Eat Yellow Snow"*
- 12) Favorite NHL Team? *"Detroit Redwings - Born in Detroit"*
- 13) Favorite Project at FCI? *"Clear Channel Monster Truck LOAD OUT process at the Metrodome."*



JEFF VINER (VINNY)

*"Safety doesn't happen by accident."
- Author unknown*

7 DAILY HABITS OF HIGHLY PRODUCTIVE PEOPLE

BY: ALINA GONZALEZ

Oh, to be more productive. It's what we all want, right? In every office (and every social circle), there are those people who just seem to "get it done," and get *more* done, faster than the rest. *How do they do it?* We took it upon ourselves to answer that question by doing a little research into the top habits of highly productive people.

1. **They Prioritize Prioritization:** Productive people know that no matter how exciting or non-exciting a task is, it's irrelevant: The reality of a task's level of importance—not their preference for doing it—is what determines their workflow. The inherent nature of prioritization is that to-do lists are created and ordered based on how soon something actually needs to get done, which is most often determined by external deadlines beyond our control. In the morning, try making a to-do list of the very most essential things that need to be completed that day, in order of importance, not preference.



2. **They Don't Just Set Goals, They Assign a Timeline:** A goal without a timeline is like a recipe without ingredients. Creating goals with a timeline, you'll feel less lost and overwhelmed, and more driven to avoid distractions, while keeping your eyes on the prize.

3. **They Set Limits:** Burning the candle at both ends always ultimately leads to, well, *burnout* where you're the opposite of productive. This is why productive people set limits that they adhere to. They let go of perfectionism on a daily basis, honoring the essential tenet of productivity that sometimes (if not all the time), things just need to get done (versus be perfect). They work in sprints and pushes that have hard stops (i.e. "I will do as much on this proposal as I can within this hour"), to avoid getting burnt out on any one task or project (or work and life in general).



4. **They Control Technology, Not the Other Way Around:** Productive people understand that it's counterproductive to be a slave to technology. Productive people set aside time blocks—with hard and clear end times—to check and answer emails, or catch up on their Facebook feed, and then step away from the technology so that it doesn't have the power to sneakily steal their time.

5. **They Take Breaks Strategically:** Many productive people force themselves to take a break, even for just three to five minutes, every 90 minutes or so. It prevents them from getting too caught up in the weeds of one thing, and provides a quick focus shift—a brain- and body-healthy breather. Stand up, stretch, go get some water (or refill your coffee cup), then sit back down and get back into it.



6. **They Don't Multitask:** Even with competing priorities, highly productive people focus on doing *one* thing at a time really well, not switching back and forth between four things at once. Single-focus work is also the best way to gain momentum and celebrate small successes. When you've done one thing start to finish, you feel accomplished and propelled to tackle the next thing, also start to finish.



7. **They Make Sleep a TOP Priority:** Not getting enough sleep is a *guaranteed* saboteur of productivity. The day after sleeping less than seven hours a night (let alone consecutive nights with less than seven hours of slumber), you're slower, less focused, and less motivated. Productive people know that sleeping the requisite minimum of seven hours a night is not a luxury, nor an option, but a *necessity* for living an optimally productive life. With this in mind, they organize their days and prioritize their work around getting into bed and waking up at a consistent time, so their minds and bodies function at peak ability.

For More Information [Click Here](#)



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SEVICE AWARDS



MARCELLA



BRAD



DAN



TOMMY



TONY



RED



FRANK



NATE ADAMS

PLEASE EMAIL PERTINENT INFORMATION YOU WOULD LIKE TO SEE PUBLISHED IN THE FRATTALONE SCOOP TO: SHELLYB@FRATTALONECO.COM

THE DIRT

COMPANY EVENTS

Volunteer - Cornerstone Advocacy Center

Thank you to the 12 FCI team members that helped take down, pack and move MANY holiday decorations for Cornerstone's annual Holiday Shop Event in a snow storm. We were able to do what normally takes about 2 days in 2 hours! Great Job Team!

Frattalone Companies' Holiday Party

Thank You to all who were able to join us for the Holiday Party on Saturday, January 9th at Rudy's Redeye Grill in White Bear Lake. Congratulations to the following employees who received their 'Years of Service' Recognition Award:

- | | |
|------------------------------|--------------------------------|
| 10 years - Marcella Mossberg | 30 years - Tommy Frattalone |
| 20 years - Brad Kelley | 35 years - Tony Frattalone |
| 20 years - Dan Sebesta | 40 years - Arlen Richter (Red) |
| 45 years - Frank Frattalone | |

ANNOUNCEMENTS

Oh Baby

- Nate Banaszewski (*FCI Operator*) & his wife Rachel welcomed their daughter **Claire Ann Banaszewski** on 11/6/15.
- Andy Collova (*FCI Foreman*) & his wife Sara welcomed their son **Samuel David Collova** on 11/18/15.
- John Borell (*FCI Laborer*) & his Molly wife welcomed their daughter **June Margaret Borell** on 12/16/15.
- Bob Bruley (*FCI Utility Superintendent*) and his wife Pam welcomed their granddaughter **Allie Mae Schlipp** on 12/31/15.
- Amy Wight (*Fra-Dor Administration*) & her husband Arron welcomed their son **Nicholas Jay Wright** on 1/8/16.

Welcome

Frattalone Companies would like to introduce the newest member of the our team, Nate Adams.

Nate brings over 25 years of experience as an Earthwork Estimator and Project Manager with heavy focus on residential developments and alternative energy (wind) projects.

Nate and his family live in Northfield, MN. Welcome to the team!

Congratulations!

From the Hook

Reminder: Send all Fishing Contest Entries to ShellyB@Frattaloneco.Com

For contest rules, please visit employee information on our web site @ www.frattaloneco.com.



FRATTALONE PHOTO BOOTH



CORNERSTONE
ADVOCACY
CENTER



2015
Holiday Moments



Dan S & Tony F—Komatsu WA900 Wheel



LOOKING FOR A SUPER BOWL SNACK?

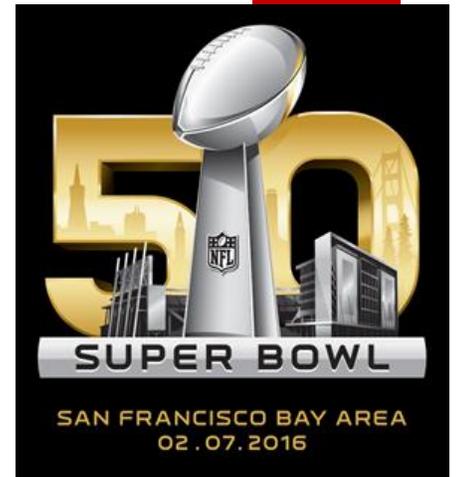
Smokin' Joe's Jalapeno Poppers

- Recipe Submitted by Joe Herkenhoff

- 12 - 14 Jalapenos
- 1 - 8oz. Block of Cream Cheese
- 1/2 cup - Shredded Cheddar Cheese
- 1 pkg - Hidden Valley Spicy or Fiesta Ranch Dressing (I use 1/2 pkg. of each)
- 1 lb. Bacon (cut in half)
- Toothpicks

- Preheat oven to 400 degrees
- Mix cream cheese, cheddar cheese & powder ranch dressing in bowl
- Cut tops off jalapenos and split in half
- Fill jalapeno with cheese/ranch mix
- Wrap stuffed jalapenos in 1/2 strip of bacon, secure with toothpick and place on baking sheet (with tin foil)
- Bake for 10-15 minutes or until bacon looks browned and cooked through

Enjoy!



 **WEAR GLOVES WHEN
PUTTING THESE TOGETHER!**
~ BEN EILER