



FROM THE NORTHWEST CORNER OFFICE

WHAT THE.....?

That seems to be the consistent expression I have when reflecting on the past 30 days. What started as extremely strong virus isolated in China, quickly became a global pandemic that has significantly impacted us here at home in Minnesota.

As you all know, our industry has been classified as “Essential/Critical” and has been allowed to continue operations during this statewide shutdown. One of the main reasons for this was not just the actual work we produce, but for the safety policies and procedures our industry already had in place and practices consistently throughout our jobsites. The construction industry is full of hazards which we encounter each day. Not only do we encounter them, but we overcome them by working smart and working safely at all times. This pandemic is another hazard we face and WILL overcome. Together, through your commitment to Team Frattalone and the safety of your co-workers (and families), we will move beyond this to better days.

No one is above the policies we have set. Since I traveled in mid-March, I too have been in self-quarantined almost two weeks now. In addition to working from home, I now have five new “co-workers” who are at home completing their schooling through the E-Learning process. Yes, seven us under one roof...all day...every day.

Although challenges have come within this process, I have found more grateful moments that I have come to appreciate. I’ve had time to clean my garage and toss the football with my 10 year-old son on our “noon recess”. But the most rewarding thus far was to watch my 5 children sit at the kitchen counter after dinner and just tell past stories and laugh with, and at, each other. This laughter brought a joy to my wife and I and reminded us there are more good things than bad.

Control what you can control. Your attitude and efforts will determine the way you feel. Keep those positive and moving forward. Please remember, we live in the United States of America... the greatest country on this planet and the best place to be in a time like today.

Stay Safe and Healthy!

Nick Frattalone



COVID 19 FRATTALONE COMPANIES POLICIES *effective immediately unless otherwise notified*

Office Employees: Working remotely from home for those that can do so feasible. For employees that cannot work remotely, you are able to come to the office while keeping practice with social distancing.

Field Employees: You not able to work remotely and are expected to report to the location assigned by their supervisor. It is essential for the well-being of all that you perform your duties while also:

- o Keeping a six (6) foot distance from others
- o Wear gloves and continually wash your hands throughout the day.
- o Cover you cough with your elbow
- o Do not enter job site trailers
- o No sharing of tools or equipment
- o Properly sanitizing your work space and equipment before and at the end of each shift

ALL EMPLOYEES

o If you have traveled by cruise ship or airplane, mandatory self-quarantine period of 14 days. Due to the rapid increase of the virus within the United States, this applies to both domestic and foreign travel.

STAY HOME IF YOU OR A FAMILY MEMBER ARE SICK

Mandatory self-quarantine period of 7 days after the last day of illness symptoms for you or someone you live with.

SAFETY STATS: (INFO AS OF 3/21/2020)

Last Lost Time Injury was February 21, 2014

Days: 2,220 Hours: 1,987,702.75

Last Recordable Injury was September 13, 2019

Days: 190 Hours: 170,075



YEARS OF SERVICE AWARDS

Congratulations to the employees who received 'years of service' awards at the 2019 Holiday Party!

10 Years: Pat Botten, Taylor Frattalone, David Kaiser, Justin Timm

20 Years: Mike Ahlberg, Josh Dickhausesn, Kory Kunza,
Paul Pearson, Merlin Stokes

25 Years: Brad Kelley & Dan Sebesta

30 Years: Steve Kohler

35 Years: Tommy Frattalone

40 Years: Tony Frattalone

Retirement: Brent Romanowski



THE DIRT

50TH ANNIVERSARY CELEBRATION!

The Frattalone Companies' 50th Anniversary Celebration will be held at our office on **Thursday, October 1st** from 3:00pm-7:00pm. More information to come!

COMPANY SAFETY MEETING

The 2020 All Company Safety Meeting dates are as follows:

- **Spring - Thursday, TBD**
- **Summer - Thursday, 7/23/20 - 4:00pm**
- **Fall - Thursday, 10/22/20 - 4:00pm**

BLOOD DRIVE

We are hosting a blood drive on **Tuesday, 6/23/20** from 8:30am - 3:00pm. It will take place in a bloodmobile provided by Memorial Blood Centers in the office parking lot. Please email shellyb@frattaloneco.com if interested.

FRATTALONE HARLEY RIDE

The 21st Annual Frattalone Bike Run will be **6/19/20 - 6/21/20**. For more information or to sign up for the ride, please email shellyb@frattaloneco.com.

22ND ANNUAL CLC GOLF TOURNAMENT

The Central Lakes College Golf Tournament will be held on **Monday, 6/29/20** at Indian Hills Golf Club in Stillwater, MN. All proceeds from the tournament benefit the Heavy Equipment Program at the college located in Staples, MN.

PHOTO CONTEST

Please submit your photos to photos@frattaloneco.com. Top photos are posted on the Frattalone Companies' [Facebook](#) (click link) page. The photo with the most votes by the date listed is the winner of a \$50 Amazon gift card. Happy snapping!

ANNOUNCEMENTS

OH BABY

Chris Niemand (Director of Demolition) and his wife Hayley welcomed their baby boy, **Braeden Christopher Niemand** on 2/9/20.

Derek Campbell (Heavy Equipment Mechanic) and his wife Shelby welcomed their baby girl, **Lydia Arlene Campbell** on 3/14/20.

TIED THE KNOT

Austin Blum (Assistant Project Manager) and Kialea Kutter were married on 1/18/20.



FRATTALONE COMPANIES' FISHING CONTEST

The Frattalone Companies' fishing contest runs from April 1st to March 31st and is open to all employees and their immediate family members. For details, please visit our website www.frattaloneco.com. Current standings:

Bass

1st Ben Eiler 18.5"
2nd Tom DeBace 18"

Crappie

1st Dale Gamboni 13"
2nd Sara Eiler 12"
3rd Jim Paul 11"

Northern

1st John Mossberg 34"

Sunfish

1st Shaun Kelley 10"
2nd Blake Eiler 8.75"
3rd Hayden Eiler 8.5"

Walleye

1st Sheldon Wood 28.5"
2nd Joe Paddock 28"
2nd Levi Johnson 28"



STRETCH & FLEX

Friendly Reminder: Please keep "Stretching and Flexing" prior to the start of each shift and periodically as needed throughout the day to warm up muscles, keep them strong, reduce fatigue, improve flexibility along with range of motion, and help prevent soft-tissue injuries. "Stretch and Flex" is a daily reminder to put safety first and foremost! A series of six new "stretches" to incorporate and learn will be unveiled, explained, and presented at the next All Company Meeting by Onsite Solutions Physical Therapy. This alone is worth its weight in gold and well worth attending for this sole reason! Also, at that time you will receive copy of these stretches along with a brief explanation on how to safely perform each "stretch". In the meantime, please keep incorporating "stretching and flexing" into your daily pre-shift routine. I look forward to another exciting, safe, healthy, and productive season.

Jeff Viner, Safety Director