

NEWSLETTER 2021

FROM THE DESK OF TOM STURGEON



2021 started out with the vaccine and the hope the pandemic would be ending. It ends with pandemic still getting worse in some locations, yet we have survived as a company. We started out with the largest backlog in history, with hopes of this being one of the best years we ever had, but weather, labor crisis, and supply/inflation issues slowed everything down. Much has changed in the last year for sure.

However, one thing that has not changed is the **Crooker & Precast of Maine employees stepped up to the plate once again and got things done despite all the issues.** It happened with less workers, more hours, and significant stress, but got it done. I cannot thank you enough for everything you do every day. With the stresses of the world today, you come to work every day and put forth a great effort to “Do your Job”. I know that everyone has personal issues in their life, whether its Covid, daycare, inflation, health, family members but somehow you put it aside to get your work done. THANK YOU.

I hope that most people see their jobs as more than just a job, but as a career and another family away from home. I was told by one

of my first bosses, that you better like what you do, or you will be miserable. You work 2/3's of your life and hopefully enjoy your job. I try my best to help where I can, balancing our work, while keeping our 86th year old company going for many more years. It's a challenge every day, but like most of us, it is the trials and successes that's what we enjoy and feel a sense of accomplishment.

We have completed some major projects in our community over the last year, which everyone should be proud of including Morse HS (Build Maine Award), Mt Ararat HS, numerous MDOT projects, EJ Prescott new laydown facility, BIW projects, Priority group projects, LL Bean Corporate expansion, Waterville Downtown rehabilitation, infrastructure work for several clients, along with many smaller but important projects. Precast of Maine has had a record setting year and should be proud of what they have accomplished all over the State and beyond for their clients.

Congratulations to the entire Crooker and PCOM teams. Let's hope for a good, healthy, prosperous 2022. Stay safe and THANK YOU ALL!

Cheers,

Tom Sturgeon, *President & CEO*



SAFETY UPDATE

Safety Is Personal

Safety has many slogans. They are good reminders to help keep safety top of mind in the work we do and in our daily lives.

- Think Safety
- Safety First
- Be Aware Take Care
- Safety Matters
- Safety Pays

It's not a catchy slogan, but Safety Is Personal hits home. Personal choices made every day dictate the results. With the time, knowledge, tools, and the materials to do the task right; personal action or inaction or lack of planning is what dictates whether or not an injury is the result of your work. If you don't think you have the right setup and planning before getting started, stop and say something! At the very moment someone is injured it's a game-changer. Now it's much more than personal.

For example, looking beyond the personal pain of an injury, there's a good chance that you won't be much help. You won't like seeing the crew work their tail off while you look on, searching for meaningful things to do. They won't like it either. Light duty is no picnic, less so the longer it lasts. Game-changer. Especially this year with the workforce being so thin.

Losing hours and wages (the first 7 days of an injury), another game-changer. If you haven't had that experience, good. Medical/PT appointments in the middle of your workday? A real pain, if not a game changer when there seems to be no end.

What if it's a debilitating injury? Loss of use or function. Limited mobility. Hearing loss. Loss of sight. Huge game-changers, life changers actually. Don't think that will happen to you – think again. One wrong move, one split-second, one inch or two might put you or someone else in a world of hurt, or worse.

Got your attention? Good. Those types of game-changers are costly. Physically. Productively. Emotionally. Financially.

Now let's look at game-changers in the other direction. The rewarding ones. Fortunately, we've had a good year. Not great, but moving in the right direction. We have 8 fewer OSHA/MSHA recordable injuries than this time last year (53% reduction). This is a key metric. Thank you! When looking at other key safety metrics (all incidents, insurance claims filed) we're at the same level we were last year.

Keep up the good work! Let's finish strong and start off next year focused on taking it up a notch.

Remember, a risk avoidance discussion at start-up and when conditions, circumstances and tasks change is the best way to stay safe at work. Talk to yourself if you work alone, with your co-workers if part of a crew. This means having brief, pointed conversations in the context of the work to be done, what to watch out for, and doing what it takes to avoid unnecessary risk. If you are ever unsure if something is safe, stop, think/talk it through, and be sure before moving forward.

Go home in the same shape you arrived.

Crooker Safety

MISSION

To provide superior quality materials and construction services while maintaining the safety of all people, striving to exceed expectations, and minimizing environmental impacts.

VISION

We will sustain long-term growth through a strong work ethic, superior performance, and valued relationships.

VALUES

SAFETY: We always put safety of people first. The safety of ourselves and others overrides cost, speed, and other job-related concerns. We strive for zero harm to employees, to the public, and to the environment. We evaluate options and exercise prudent judgment before taking actions that may result in unnecessary risks.

ACCOUNTABILITY: We accept individual accountability and responsibility. We all make decisions and recognize that we are responsible for the outcome.

FIRST-RATE: Our goal is to be the best in the industry and provide the highest level of customer service. We promote innovation, teamwork, and employee development. We welcome the opportunity to learn and teach. We embrace change as part of growth.

ETHICAL: We are committed to the highest ethical standards in the industry. We achieve this through honesty, trust, and respect. Our word is our bond and our actions are the basis for our relationships.

ONLINE EMPLOYEE CLOTHING STORE

Looking to purchase clothing with the company logo? Look no further! In 2018, Crooker partnered with Winter People Marketing (now owned by Geiger) and launched an online store for all employees. Employees are able to purchase individual items of their choice to be embroidered with the company logo!

To access the store, visit <https://crooker.brandingbygeiger.com/>. When selecting your item, you can add either the Crooker or Precast logo. Orders will be shipped directly to you or remain in the Freeport Winter People store for pick up.

For questions or additional item recommendations, please see Jill in the office. Happy shopping!

CROOKER CONSTRUCTION 401(K) PROFIT SHARING PLAN

The Crooker Construction 401(k) Profit Sharing plan is a valuable benefit. Remember, if you are interested in maximizing the free money into your account with the company match program you need to contribute 5% of your income to your retirement savings in the 401(k) plan.



By contributing at least 5% the company's match program will add an additional 4% into your account. For someone that makes \$40,000/per year that equates to saving \$2,000 of your own money for retirement and an additional \$1,600 deposited into your retirement savings from the company in just one year. If you would like to sign up or change your contributions, please see Sam Morrell in the office.

Between January 2021 and November 2021 employees contributed **\$432,267** of their salary and the company matched **\$252,113** into the 401(k) plan. In addition to the individual matches, the company also contributed a total of **\$176,895** of profit-sharing funds into eligible employee accounts in September 2021.

Do you still have a 401(k) plan with a previous employer? Don't forget, employees are allowed to roll over 401(k) accounts from previous employers into the Crooker plan.

Curious how your account is doing? Employees are able to access their account online through American Funds at americanfunds.retirementpartner.com. You can view quarterly statements, make changes to your contribution amount, adjust your investments, monitor your performance, and more.

If you need assistance reviewing your contributions or making adjustments, stop by the office.

Crooker will be producing a newsletter each year. If you have any employee announcements (births, marriages, etc.) you would like to share, please send them to jill@crooker.com



CONSTRUCTION UPDATE

2021 has been a year of excitement, challenges, and changes in the world of construction at Crooker Construction, LLC. After dealing with a hard fought 2020 season through the COVID pandemic, this year brought labor shortages, material shortages and general price increases across the board. Material that has always taken a day or two to receive is now taking weeks, even months, with some standard items doubling and tripling in price (and certain materials not available at all). As if our schedules aren't tight enough with hard deadlines, we are now challenged to work strategically based upon product availability and crew availability.

As we always do, we have learned to adapt and rise to the occasion. This year saw Crooker spread our wings geographically and in our general scope of work. We kicked off the year landing a very large project in Waterville, sending a message to the construction industry that Crooker can take on large and complex projects outside of our normal working radius. This project involves road reconstruction and realignment, storm drainage, sidewalks, and finishes, all with heavy vehicle and pedestrian traffic in the heart of downtown. Crooker has accomplished a large portion of work on this site in 2021, with lots left to go next year as well. We have also been working along the coast, with two projects in Camden (sewer replacement and boat yard facility) and one in Damariscotta (parking lot reconstruction). Though reaching out has not come without its own set of challenges, we have done a great job overcoming the setbacks and accomplishing the task at hand.

This year saw us wrap up our two large, long duration school projects, Morse High School and Mt. Ararat High School. With satisfied owners and thrilled communities, we are proud to have

our name on these facilities. Crooker received the Build Maine Award in the Municipal Division for Morse High School, a testament to all the hard work this company put in to make the project a success! While we were busy wrapping these up, the opportunity arose to land our largest construction contract to date, Edward Little High School. We looked hard at this project, realizing it was a great fit for our schedule and a nice overall project. This project has been unique to date, as we have bought a decent charge of material from other companies to get the site out of the ground, which we have not done much of in the past. Now that much of the ledge has been removed from the site, we are working on processing our own material for parking lot gravels, structural fill and a variety of other projects. We are off to a great start on this project and look forward to its continued success.



2021 has also shown the importance of taking care of our long time, repeat customers. As we head into winter, we are currently wrapping up the first two phases of the L.L. Bean Corporate Expansion, about to head into Phase III, the largest phase to date. This project involves heavy sitework, utilities, drainage, parking lots, retaining walls and miscellaneous demolition.

Crooker has been integral in the planning on this phase, helping with value engineering items to help to ensure this project becomes a reality for L.L. Bean. Along with these large projects,

L.L. Bean continues to have additional projects throughout the year, relying on Crooker's experience and knowledge to continually improve their facilities.

Bath Iron Works has also kept Crooker very busy through 2021 with facilities upgrades and appears it will be the same through 2022. With contract work for outside vendors in the yard, storm water repairs at Hardings, Fairpoint and Main Yard, paving maintenance, racking systems and general utility repairs, Crooker has been involved in a vast variety of projects to date this year for BIW. This work is always challenging with soil issues, existing utilities and the like, but our crews have done a great job with limited resources to ensure BIW's projects are completed in a timely fashion.

Another one of our long time customers, Priority Real Estate Group, has kept us busy developing in Lisbon and Brunswick as well. With a large office building at the Brunswick Landing, new bank in Cooks Corner and finishing construction of the expansion of Springworks Farms in Lisbon, we have continued our valued relationship with Priority Real Estate Group and look forward to many upcoming projects.

Overall, we have accomplished lots of work in a short time frame. All the above work plus a large sewer reconstruction project in Topsham, water main and road reconstruction on Cedar Street in Brunswick, continued work at Botany Place in Brunswick, plus countless time and material projects, water breaks, crane work and carry over projects from 2020. It is remarkable what we have accomplished, all with limited staffing and limited material resources, and it is something to be proud of by all.

We have a healthy backlog heading into 2022, and it looks like we should have a decent winter workload for the upcoming months. It is easy to get bogged down with all the issues that arise throughout the duration of a project, but when you can look back and see what has been accomplished it makes it all worth it. Let's continue to work safe, stay positive and provide the quality of work that has built our reputation to what it is today. Thank you for all the hard work and dedication over the past year and lets have a great 2022!

Ian Messier, *Chief Engineer*



PAVING UPDATE

2021 has been a year unlike any other, and I will continue that by writing this newsletter different than any of the previous years. Rather than list off the projects done, stats, or customers, I thought I would list off a few of the biggest headlines that I am sure you have all heard this year and explain what they meant to the paving division:

COVID – There have been more long-term effects this year than direct effects, but we did have a few direct hits this year which put us out of commission for some time. Multiple times crews were shorthanded while crew members had to quarantine, and resources were pulled off other projects to keep moving.

Understaffed – This has been one of the biggest effects of Covid. We started the year out with only two crews (no handwork crew) and never gained enough to recover. Every area of the company was pulled on to help out, including site crews doing their own handwork.

Burnt out – Being understaffed means everyone has more of the workload added to their plate. When this happens day after day it is tough to keep going, burning people out. This was a big issue for us all this year, including days where five people had to do what is normally done on an eight-person crew, and unfortunately, this seemed to be the norm most of the year.

Rain – Unlike last year, we had to deal with our fair share of rain this year. The month of July has typically been our best production month, but 2021 had other plans. We saw the wettest July in over one hundred years, cutting typical July production by over half, and delaying many other projects down the line. This caused significant downtime through the summer and continued into the fall where we also dealt a very showery October.

The first headlines we all think of are the negative ones after a year like 2021. No one will ever argue that these headlines were not big players this year, but they were not what this year was all about, or what we want to remember. Even with all those negatives, we still had some amazing positives. Let me list some of the positives:



Reach – In 2021 we proved that we can reach further than we ever have before. We started off the year paving in Camden, moved to Sebago in the middle of the summer, and spent quite a bit of time in Waterville throughout the year, but particularly this fall. To put that all into perspective, if you decided to take a road trip to all three locations in the same day, starting and stopping at the shop, you would be driving for over five hours and put almost two hundred and fifty miles on your vehicle.



New Products/Processes – 2021 was the first year in company history we have had a true MDOT mix design including RAP. This allowed us to bid more projects more competitively and complete more projects more efficiently. The plant also produced over one thousand tons of porous pavement with a new mix design using an SBS Polymer which does not need fiber blown into the plant to make. This allowed the plant to be able to run in the morning and swap to porous without having to shut down all day to accommodate the fibers. This porous pavement was also placed in two lifts, something that had not been done at Crooker before, but our crews did so with very few issues. We also took our first job this year with centerline joint densities so we purchased a notched wedge for the paver screed. This allowed us to match back into a joint which was recently placed and get higher joint densities so that joints are more stable over time and do not pull apart.

Variety – The overall scope for the work that was done this year had quite a variety to say the least. Crews in 2021 did full reconstructions, polymer, porous pavement placed in two lifts, mill and fills, 6.3mm shims with a thin lift overlay, and LCP. We paved trenches in Camden, a running track in Topsham, and parking lots everywhere. With all the variety of scopes in laydown, there was just as much variety at the plant. Every day the plant had to maneuver their way through up to three different sands, multiple stones, RAPs, shingles, and several different liquid options depending on the polymer, additive options, or supplier that was needed for a particular job. To say that all crews, the plant, and the lab had their work cut out for them with the variety of work is an understatement, and they all worked through it with flying colors.

Let's do our best to keep focusing on the positive headlines, for 2021, and every year. If we continue to focus on the positives, we will keep morale positive and help each other to grow individually, as well as a whole to continue to be the best contractor in the state. It has been a tough year, but I am proud to still be standing at the end of it, and proud of the family we have here. Thank you all for giving that little extra when needed.

Brett Plossay, *Paving Manager*



Following the success of the Crooker Construction Institute (CCI) in 2020 it was decided to continue with the program with a new set of students and recent hires.

To start the planning process a review was conducted with the 2020 participants, instructors, and members of the crews which the 2020 participants joined following the program. We discussed where the time was spent in the training program, how prepared the participants felt joining a few, what the crews were glad the participants knew, and much more. Using that information the program was tweaked for improvements.

During the fall and winter work was focused on organizing the class schedule, gathering all the training aids and materials that would be necessary, and marketing the program to potential participants for the 2021 program. Efforts were made to connect with graduating seniors at various high schools through teachers and the administrative staff, social media, radio ads, newspaper ads, and the attention getting banner on the roof of the office.

Continuing with the tag line “Make Money, Not Debt” we were hoping to get the attention of young adults to look at the construction and trades as a good alternative to college.

Classes started in June and ran for two weeks ending July 2nd. The students spent most of their days in at our Jack’s Pit facility. The team did a great job turning that garage into a great space for both classroom instruction and hands-on projects. Using Power Points, videos, daily instructors, as well as special guest speakers allowed us to vary the content and keep students engaged. With trips onto job sites and hands-on



learning built into the program the students quickly learned the ins and outs of the construction industry.

The students worked hard and completed the 2-week course which included the OSHA 10 certification. After being exposed to all aspects of the company their interests varied and each graduating participant was assigned to a division of their preference.

We again received great feedback from the participants, instructors, and guest speakers. We are looking forward to next year’s session and the opportunity to evolve the program ever further.

Thank you to everyone involved with the coordination and instruction. It takes a whole team to pull this together and everyone’s involvement is greatly appreciated!

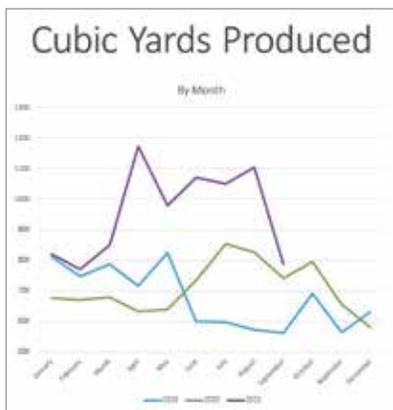
Welcome to TEAM CROOKER to each of the 2021 participants!



PRECAST UPDATE

Just when we thought we had maxed out our capacity to produce more concrete, along came 2021! Our heavy backlog of work from 2020 carried us through the winter and then some. Seems like our customers never let up on their job sites despite the tough winter conditions. The first quarter of 2021 was the largest on record, in terms of revenue and concrete poured (graph below). The downside of this fact is that we were challenged to catch up on “stock” production. Those residential septic tanks, chambers, manhole sections, barrier, etc. that are normally produced over the winter months and sold in the spring were replaced by project specific products like Stone Strong, custom slabs, light bases and MSE wall panels.

Like the rest of the industry, Precast of Maine struggled in dealing with Covid 19 issues and limited shop personnel but persevered. Our dedicated team managed to meet strong customer demands while working safely and efficiently. We were able to successfully expand our customer base, produce a huge variety of quality products and cover virtually every corner of the State with deliveries.



A few highlighted projects...

Dunkin Donuts at 420 Main Street in Lewiston: this project was primarily made up of about 6,800 sq. ft. of Stone Strong retaining wall but added light bases, catch basins, a grease trap and bollards before all was said and done. Given that we supplied several other locations around the State with concrete products, let's just say that Dunkin runs on Precast of Maine!



I-95 over Emerson Mill Road in Hampden, ME: For the Reinforced Earth Company, Precast of Maine has been producing mechanically stabilized earth (MSE) wall panels in forms they provide to us. With an MDOT spec concrete mix, strict testing and QA/QC requirements





and stainless steel reinforcing, there's no room for error. The northbound abutment walls are in place and we're now under way casting units for the southbound section. Take a second to look as you head North!

We even have made them for hot tubs! The time savings of making these in our factory as other construction progresses on site makes these slabs a quick and efficient solution for our customers!



Custom slabs of all shapes and sizes were once again in high demand in 2021. Uses range from generator installations for back up power to equipment storage foundations at BIW.

As we approach the end of 2021, we reflect on yet another record-breaking year and look forward to a strong start to 2022. Our deepest gratitude goes to our committed and skilled production staff, delivery drivers and office personnel who work safely and put in the long hours each day to make it all happen. Thank you!!

Branielle Bergeron, *General Manager*



ENVIRONMENTAL UPDATE

Another successful year for environmental reporting, renewals and permitting!

Our company wide certified erosion control contractor certification as well as both our hazardous and non-hazardous transportation licenses have all been renewed along with the annual registrations and reporting.

Underground tank improvements are underway to extend the warranty and use of our gas pumps another 10 years.

We are working with CMP to raise height and awareness of the power lines in the Topsham Yard.

Our Topsham yard stormwater analysis requirements have been significantly lowered thanks to our improved water quality from the 2019 stormwater pump project and decent housekeeping. This is a team effort and everyone's commitment is much appreciated!

Shoshanna Starks, *Project Engineer*
& Ian Messier, *Chief Engineer*



WELLNESS UPDATE

Greetings from the Wellness Committee. We have had a busy year and hope that each of you can say you have read or participated in something the committee has provided or initiated this year.

A few of the projects we worked on:

- Encouraged employee participation in local walk / run 5k races.
- Shared healthy information and recipes via newsletters monthly with employees.
- Participated in a fruit and vegetable farm share that was distributed to employees.
- Encouraged employees to exercise and will even pay \$20/month towards gym memberships if you show proof that you exercise at least 10 times per month.
- If you would like to become a member of New England Fitness, in the Topsham Fair Mall, all you need to do is let them know you work at Crooker or PCOM and they will set you up.
- Yoga classes
- Virtual step and walk challenges
- Encouraging stretch breaks throughout the day
- Providing raffle for those who participate in donating blood

We are always looking for new topics to focus on and welcome suggestions. If you would like to suggest a topic, or join our committee, please let any member of the committee know.

Are you looking for a healthier snack full of protein and fiber?

Try the recipe below....

Apple Cinnamon Breakfast Bars

(Prep Time: 10 min/Total time: 32 min)

Ingredients:

- | | |
|-----------------------|----------------------|
| 4 Tbs melted butter | 2 tsp cinnamon |
| 1/2 C peanut butter | 1.5 C oats |
| 1 tsp vanilla extract | 1 C flour |
| 3/4 C milk | 1 tsp baking soda |
| 1/2 C brown sugar | 1.5 C chopped apples |
| 1 egg | |



Instructions:

Combine the first 6 ingredients and mix well.
Add remaining ingredients and stir until just combined.
Spoon into greased 9X9 pan. Bake at 375 for 20-25 minutes.

Looking ahead!

The wellness committee would like to wish each of you good health and peace of mind as we end 2021 and move into 2022.

Wellness Committee Members:

- | | |
|--------------------|------------------|
| • Rufus Smith | • Richard Gower |
| • Amy Gillis | • Jill Rivas |
| • Shoshanna Starks | • Brett Plossay |
| • Adam Foster | • Patty Lachance |
| • Craig Kroot | • Brian Doe |



EMPLOYEE RESOURCE ADVISOR BENEFIT

EMPLOYEE ASSISTANCE PROGRAM

Did you know Crooker offers the benefit of counseling, legal assistance, financial planning services, and more to all employees? No plan to enroll in and no premiums to pay! All full-time employees automatically have this benefit.

All calls are confidential and are direct between you and the Employee Resource Advisor.

COUNSELING BY PHONE, FACE-TO-FACE, OR AN ONLINE VIDEO CHAT

When you're feeling stressed, worried, or having a tough time, you may want someone to talk to. You and your household family members can call Resource Advisor anytime, 24/7, and talk with a licensed counselor by phone, in person, or using video chat.

You and your family members are eligible for up to three counselor visits for each issue or concern, at no cost to you. Counselors can help with:

- Stress
- Parenting
- Anxiety
- Depression
- Help finding child care
- Any issue that affects your well-being
- Help dealing with illness
- Relationship or family issues
- Elder care issues and resources

SUPPORT WHEN YOU NEED IT! HERE ARE SOME OTHER SERVICES YOU CAN COUNT ON FROM RESOURCE ADVISOR

- **Financial planning** – One-on-one financial counseling with a certified professional financial planner. They can help with issues like retirement planning, saving for a child's education and more.
- **Legal services** – You can get a consultation with an attorney over the phone at no charge. If you want to meet with an attorney in person, the legal consultant can set up an appointment at a discounted fee.
- **Identity theft recovery and monitoring** – Fraud resolution specialists who can help if your identity is stolen. You can sign up for ID monitoring, get credit report reviews and place fraud alerts on credit reports.
- **Online tools to help with life's issues** – The website has tools to help with many of life's challenges, such as creating a will, parenting, aging, healthy living, household support, referrals, funeral planning and more.

SUPPORT WHEN YOU NEED IT!

Employee Resource Advisor is available 24 hours a day, 7 days a week.

1-888-209-7840

www.ResourceAdvisor.Anthem.com





COMMUNITY INVOLVEMENT

The Crooker Construction Community Involvement Committee is now in our third year. It was started to help the company represent its employees in its continued goal of being a socially responsible company and has been tasked with reviewing donation requests and making recommendations to management as well as finding volunteer opportunities for employees to participate in. The committee's mission statement is: We strive as a company and as individuals to build successful partnerships to add value and bring positive and measurable change to our local communities.

If this sounds like something that interests you, the Community Involvement Committee is looking for new members. We meet quarterly and discuss current requests and other ways in which the company can help the community around us. Please contact Samantha Morrell (samantha@crooker.com) for more information about joining our group.

Covid-19 was a barrier once again this year, weather and staffing shortages also made it difficult for employees to participate in many volunteer activities. We did however help support many organizations with their individual needs.

In an on-going effort to show our support to Veterans on a local level, Crooker once again donated funds to be used to build the Veteran's Plaza on Maine Street in Brunswick.

Although a volunteer opportunity did not present itself this year, we contributed to a Make -a- Wish Night allowing us to continue to support this great organization.

We are continuing our "giving tree" tradition, and in 2021 we will team up with the Maine Children's Home Christmas Program in Waterville to help make Christmas a little brighter for some families in need. We held a Food Drive in the month of November to benefit the Midcoast Hunger Prevention Program, which serves 6 counties.

We continued our annual support for Camp Susan Curtis, Big Brothers Big Sisters, and The United Way.

We finished two major builds this year at Morse H.S. and Mt. Ararat H.S. We donated the Morse H.S. scoreboard and contributed to the Mt. Ararat H.S. scoreboard. Go Shipbuilders! Go Eagles!

The Town of Harpswell received a grant in 2020 to help make the first half mile of their popular Cliff Trail ADA accessible. This will make a half mile smooth-surface path along the shoreline of tidal Strawberry Creek. They reached out to see if we could help. We donated crushed stone, gravel, erosion control mix, and helped coordinate volunteers to truck materials from Crooker to the jobsite at the Town Office in Harpswell. We were honored to be asked to be part of this project. We are looking forward to hitting the trail!

Other organizations supported by Crooker in 2021:

- WinterKids Foundations
- Maine Maritime Museum
- Mid Coast Hospital
- University of Maine Foundation
- Gardiner Sports Boosters
- Brunswick Rotary Club
- Ararat Baseball
- United Way
- Big Brothers Big Sisters
- Food Drive

Committee Members:

- Sam Morrell
- Amy Gillis
- Craig Kroot
- Jamie Vasoll
- Rick Powers
- Ian Messier
- Ginny Chaput

Thank you to all employees involved on one level or another. Whether it was volunteering time, donating your own money, donating blood, or purchasing items for a family in need through the giving tree, it is great to see the huge level of caring and generosity of Crooker employees.



INTERNS AT CROOKER

With COVID impacting the ability to do in person interviews and visit college campuses to talk to college students we were concerned about our summer internship program. Thankfully, our concerns were quickly quieted with the news of a return of one of the interns from last summer and the acceptance of joining us from a new intern.

We were thrilled not only to have those two college interns but also 5 high school students working for the summer. The high school students were a mix of both recent graduates and current students who were interested in learning more about the industry.

Kyle Brennan returned to Crooker for his 2nd season this summer. He is now in his senior year at the University of Maine in Orono and is looking forward to grading with a Bachelor's Degree in Civil Engineering. This summer Kyle worked with our Surveyor learning all about the surveying process and how to complete the layout needs on a project.

As a 1st summer intern **Cody Holman** spent his summer working on the Mt. Ararat High School project in Topsham. His duties varied from general laboring, shadowing the on-site supervisor, learning how to operate and work around small equipment, and understanding the daily requirements necessary to bring a project to completion. Cody is a sophomore at the University of Maine in Orono and is working towards a Bachelor's Degree in Construction Engineering Technology.

We truly appreciate all the work our high school students and college interns did this summer. Hopefully they learned a great deal and enjoyed the time they spent here. We did not want their summers to come to an end. We wish them the best with their year at school and hope to see them return to the company in future summers.



REMEMBERING JEFF MORRELL

September 2021

Jeff spent his entire adult life operating equipment and working in this industry. It was more than just a career to him; it was his passion and he loved doing it. As a teenager he started learning from his father, Bud, who worked for Harry Crooker. Jeff then went on to work at Crooker himself and also RA Webber. He initially joined the Crooker family in 1978. After a bit of a hiatus while working at Webber he returned to Crooker in 2009 and has been here the past 12 years. While at Crooker he worked as the Crusher Foreman/Operator and also as an Equipment Operator on construction projects.

When Jeff wasn't at work, he could be found hunting, spending time with his kids and grandkids, or up North at camp.

The Crooker Family is large, far reaching, and above all – Always there for each other. Jeff was a member of this family and his absence around the yard and on projects will not go unnoticed. Rest in peace Jeff, you will be missed.



David and The Linkbelt Crane; Baldwin Dam, Saco River

EMPLOYEE SPOTLIGHT – DAVE LOESCHNER

Believe it or not, Dave Loeschner is a weightlifter. Yes, he doesn't look like a weightlifter and has a passion for sports (Boston Bruins and The Patriots!), but Dave earns a living by "picking things up and putting them down", and he does it like a heavyweight. Dave is our crane operator and part of the heavy haul team.

Dave joined the Crooker Family back in 1990 after operating cranes traveling around the state and New England for a heavy industrial/bridge contractor. Prior to that Dave served our country in the US Air Force where he started honing his skills.

Dave is responsible (and licensed) for our fleet of cranes including not just operation of them, but also the maintenance, repair and annual required inspections and certifications.

In addition, Dave also makes site visits before performing his heavy lifting to develop a lift plan and the rigging that will be needed to safely and successfully execute a lift.

Our fleet of cranes includes:

- Unit 240-3090 – a 30-ton capacity truck mounted Manitex crane
- Unit 306 – an 82-ton capacity Linkbelt HC-218 crane
- Unit 343 – an American 998 dragline crane

The Manitex is primarily used for "small" lifts and lifts that

require minimal set up time (jobsite deliveries and asphalt plant/crusher maintenance).

Dave uses the Linkbelt to do the heavy lifting and long reach work. Routine lifts range from 5 tons to 25 tons with boom/jib lengths of up to 200 feet. During the 1990s and early 2000s Dave routinely set structural steel on jobsites throughout southern and midcoast Maine for building contractors. We also fill a niche by performing dredging activities at numerous hydroelectric dams throughout the state removing silt/trees/debris from the penstock intakes. To date we have worked on the Saco, Androscoggin, Kennebec and Union Rivers.

The American is used to efficiently remove large quantities of soil/sand at our pits that are primarily underwater. Dave recently led the effort to relocate the massive crane to Jack's Pit, an effort that required the unit be dismantled and reassembled.

When not doing crane work, Dave operates our largest low bed that transports our largest pieces of equipment (excavators and crushers) on up to 8 axles with a total weight in excess of 140,000 lbs and up to 14 feet wide.

One thing stands out about everything Dave does. His attention to detail and pride in his work. Some of the machinery he is responsible for is nearly 50 years old, but his skill, talent and pride keeps the gear running as if they were brand new.

RECRUITING THIS SEASON



It comes as no surprise that we had a reduced number of candidates this season. Careers fairs are still being held virtually and many potential employees are still nervous to jump into the workforce with so many unknowns with COVID.

Between 2018 and 2020 we averaged over 700 applicants a year. In 2021 we had just over 525 applicants. Of those applicants in 2021 we saw an increased percentage of candidates who have never worked in the construction industry.

Many applicants came to us from the restaurant and retail industries. They were eager to learn and work in the trades but had no experience to help ease their transition to the team. Many were great hires and with the coaching and training from our employees, were able to pick things up quickly and become a great asset. Thank you for those who helped with the training, coaching, and general guidance. It makes a huge difference and impact on the success of a new employee.

In 2021 more candidates applied because of a current employee referring them than we have seen over the past few years. Employees spreading the word about how great it is to work at Crooker is helping the crews gain new employees! And each of those employees who referred a new employee will receive a bonus payment of up to \$800 for each new employee.

We were fortunate to bring on 57 new hires this season! To date that is 10 more than we had last year at this time!

In hopes of reaching more candidates and showing others how great Crooker and Precast are, we partnered with a video team to record and produce videos and online marketing ads. The first few ads hit the internet in the fall and received huge reviews and comments. With those videos and in person career fairs beginning to return we are excited about the potential for bringing on new team members in 2022.

To kick off recruiting in 2022, we are looking forward to hosting a successful in-house career fair at our office in the spring! Look for more details to come as we get closer so you can share the event with all of your friends and family for the opportunity to increase your chances of receiving the referral bonus payment.

EMPLOYEE REFERRAL BONUS PROGRAM

The Company would like to encourage and recognize current employees for finding and referring qualified candidates to the Company. As a thank you, all full-time employees are eligible for up to **\$800** for each new hire he/she refers to the company.

Payments are processed in two installments:

1. A **\$300** payment on June 1st of the new hire's second season
2. A **\$500** payment on June 1st of the new hire's third season

There is no limit – the more new hires you refer the more payments you will receive!

GYM MEMBERSHIP



The wellness committee is offering you the opportunity to continue or gain a healthier lifestyle.

The only catch is, you must put in the effort to make it happen.

WHAT

All Crooker and PCOM employees are eligible to exercise at New England Fitness, located in the Topsham Fair Mall, at NO COST to the employee.

HOW

- Let the person at the counter know you work for Crooker or PCOM and they will give you a key fob.
 - The fob will allow 24/7 access to the facility and is your way of checking into the facility.
- Because we want this opportunity to make a difference in your healthy lifestyle goals, you must work out at least ten times per month to qualify.
 - Upon arrival you must check in.
 - The wellness committee will get a printout to track the number of times attended.
 - If you do not attend the qualified number of visits, your fob will be deactivated.
- Fob will be re-activated after the qualifying visits are made in a following month.
- If you are already a member of NE Fitness, have them roll your membership into the Crooker/PCOM plan.
- If you have any questions or concerns, please see Brett Plossay or Patty LaChance.

WHERE

New England Fitness

49 Topsham Fair Mall Rd, Ste #25
Topsham, ME 04086
207-373-0907
newenglandfitness.net



YEARS OF SERVICE

50 + Years

Robert Emerson
Joseph Mulligan

40 - 49 Years

Blaine Atwood
Ronald Bisson
Richard Gower Sr
Richard Morgan

30 - 39 Years

Robert Andrews Jr.
Raymond Bishop, Jr.
Robert Cartwright
Stewart Huey
Craig Kroot
David Loeschner
Larry Marshall, Sr
Maurice Morgan
Dennis Mosier
Dale Spratt
Thomas Sturgeon
Tracy Thomas
Andrew Yenco

20 - 29 Years

Paul Beers
Branielle Bergeron
Matthew Child
Frederick Cressey
Benjamin Demerchant
Ian Elliott
Matthew Grant
Glenn Hall
Joseph Hanna
Dale Harvell
Marc Laliberte
Jeffery Lamoreau
Dale Morgan
David Phelan
W Richard Powers, Jr.

Sean Riley
Craig Roberts
John Rogers
Matthew Williams
William Wood
William Yearsley

10 - 19 Years

Brandon Beaulieu
Sean Breton
Kenneth Cochran, Jr
William Crooker
Justin Damon
Adam Gilpatric
Justin Goranson
Garret Hamrick II
Justin Johnson
Jerald Leech
Darrell Lewis
Frederick Libby III
Larry Marshall, Jr
Kevin Mayberry
Ian Messier
Samantha Morrell
Mathew Ouellette
Aaron Pratt
Anthony Russell
Aaron Sayler
Michael Schwab
Bradley Sturgeon
John Thibeault
Russell Vannah

5 - 9 Years

Jacob Adams
Derek Alves
Raymond Archer
Carlton Banton, Jr.
Jesse Bennett
Scott Bernier
Shawn Bernier

Andrea Boynton
Michael Bradley
Ian Bresnahan
Derek Cameron
Gary Cunningham
Roger Fortier, Jr.
Nancy Frost
Jared Gagnon
Jacob Grandchamp
William Hamel
Daniel Jordan
Abraham Kane
Joseph Madore
Roger Marshall
Ethan Menard
Michael Mercier
Christopher Moody
Ethan Moody
Eric O'Connor
Dwayne Palmer, Jr.
Brett Plossay
Adrian Pomeroy
Clell Sigler
Jonathan Simmons
Don Smith
Alex Stone
Kylee Turcotte
James Vasoll
Scott Wallace
Arthur Williams
Woodrow Woods

1 - 4 Years

Ali Al-Baghdadi
Keven Andrews
Kaylee Bergeron
Zachery Blair
Shannon Candler
Thomas Chadwick
Virginia Chaput
Kelli Conner

Richard Coston
Cameron Cox
Austin Damon
Brian Doe
Douglas Fadden
Adam Foster
Amy Gillis
Kris Goranson
Jeffrey Gordon
Jeffrey Grant
Alexander Hanks
Dawn Haywood
Terry Joyce
Michael Knowlton
Patty LaChance
Alex MacLaren
Chadd Mayo
Brian McLarrin
Terry Merrill
Robin Moore
Douglass Moore
Joshua Murphy
Doug Nichols
Kip Patten
Jason Pease
Benjamin Peterson
Matthew Plummer
Ryan Poitras
Justin Prather
Gary Pulsifer
Thomas Purinton
Joseph Richards
Jill Rivas
Nancy Schwab
Rufus Smith
Jeromy Soiett
Shoshanna Starks
Davidson Stevens
Nathan Sweeney
Bruce Thurman
Joseph Toner

Joel Toothaker
Ryan Tremblay
Olivia Vaillancourt

Hired in 2021

Stewart Benner
Austin Bingham
Travis Bright
Quentin Brooks
Andrew Bunnell
Zachary Canning
Ethan Chase
Joseph Coolen
Richard Crossman
Alison Donovan
Christopher Dostie
Kenneth Douglas, Jr
Linwood Edwards
Travis Frith
Lori Funari
Joshua Garland
Hunter Glidden
Jordan Goff
Michael Hall
Coleman Hays
Zachary Herrick
Katelyn LaChance
Trevor Lamoreau
Matthew McNulty
James Moody
Elliot Mullen
Kyle Murray
Jeremy Porter
Nicholas Sweeney
Caden Temple
Kyle Tourtelotte
Michael White
Spencer Wright
Derek York
Robert Zemla

Thank you for all of your hard work and dedication!

2022 HOLIDAYS AND SHUT DOWN DAYS

Friday, December 31st – New Year's Day
Monday, May 30th – Memorial Day
Monday, July 4th – Independence Day
Monday, September 5th – Labor Day

Thursday, November 24th – Thanksgiving Day
Friday, November 25th – shut down day
(may use vacation)
Friday, December 26th – Christmas Day

We hope you enjoy the time off with your family and friends!



www.crooker.com



www.precastofmaine.com