

The

# READY-MIXER

Virginia Ready-Mixed Concrete Association

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## newsletter

September 2006

### What You Missed at Wintergreen!: Fall Convention Update

If you were not at Wintergreen for the VRMCA Fall Convention, you should have been. With a crowd of 165 and many great speakers, the members thoroughly enjoyed themselves. In addition to great speakers from outside the Association, we also heard from our own.

A report from our Safety Committee started off the day on Monday. Pete Hawes from Allied Ready Mix Company and Bill Shipe from Allied Concrete Company addressed such issues as the upcoming VRMCA Truck Rodeo and safety statistics regarding losses that companies can suffer if safety is not a primary concern. This was well-received by our members and many expressed a desire to become part of this committee.

Dr. Yvan Beliveau, Professor and Department Head, Building Construction, College of Architecture and Urban Studies, at Virginia Tech gave our members a chance to learn more about the commitment that our members have made to this department. For our monies, a lab in the new Building Construction building will be named by the Association. He was joined by Dr. Georg Reichard and Dr. Annie Pearce who answered the many questions our members had.

There was a suggestion made that we have Dr. Beliveau back at some future date to give us an update on how things are going with the department.

We also brought back John Buteyn from Colorado Hardscapes. He talked to us in the Spring about the decorative concrete work that his company is doing.



VRMCA President Diggs Bishop makes announcements before the Sunday reception.

There was such an interest in his product, that we asked him back to tell us how to achieve these results. We adjourned for our sporting events of the afternoon and then got together for dinner followed by a Casino Night.

Wintergreen did a great job and all our members enjoyed them-

selves, especially those who won the prizes. On Tuesday, we had a report on ACI's Excellence in Concrete Award program followed by Carol Whitley, District Service Manager for Volvo Trucks / Mack Trucks and Kerry Miller, Senior Truck Engine Account Manager, for Carter Machinery. They spoke about how the new engine emission regulations will affect our industry.

Our main speaker of the day, Dr. Jerry Teplitz from Jerry Teplitz Enterprises, spoke to both members and their spouses about achieving excellence in our personal and professional lives.

He demonstrated how much another person's feelings can affect our own in either a positive or negative way and what we can do to change all encounters to a positive experience for ourselves.

He had us pair-up and put us through exercises that never failed to amaze. He was well-received and several expressed an interest

in having him speak to us again in the future. The convention ended with a report by Nick Collins from Allied Ready Mix Company, Bob Neal with Lehigh Cement Company and Roy Heaps from Titan America from our Technical Committee. VDOT has issued some new regulations regarding the use of concrete that will have a great impact on our industry here in Virginia.

We would like to thank Nick Collins for all the hard work he did to put together this in-



Dr. Jerry Teplitz performs demonstration with Boo Twohy of Capital Concrete, Inc. (front and center), Morgan Nelson of S.B. Cox Ready-Mix, Inc. (far right) and Dr. Georg Reichard of Virginia Tech (far left).

formative agenda. The VRMCA staff would like to thank Diggs Bishop for a job well-done on conducting his first convention as President.

We look forward to working with him during his term. Lastly, we would like to remind everyone that they can feel free to contact either me or any of our staff with any questions or

comments you might have. Also, we look forward to seeing everyone at The Homestead in May.

Be sure to see page eight for more photos! ♦

## Coming Soon!



### 3rd Annual Mixer Truck Rodeo



November 1st -- Richmond Raceway

See the enclosed registration form!

For more information, call Vicki Stec at:

434-977-3716.



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***For safety related links,***

**please visit the safety committee section of the VRMCA website:**

**[www.vrmca.com/about/](http://www.vrmca.com/about/)**



## A Note from the VRMCA Safety Committee

**S**afety is not a trade secret. That was the message conveyed by Chairman Gary Woolard and the members of the Safety Committee at their August 22, 2006 meeting at the Association's headquarters. It is something, however, that should be taken very seriously by every member and employee.

The Safety Committee recognizes that not every company has the resources to design and implement a unique safety-training program for their employees. For this reason the Association maintains a library of safety materials at headquarters.

This information is available free of charge as a service to all members. The materials have been provided by member companies, and a list of available videos and documents is available on VRMCA's website at <http://www.vrmca.com/membership/videos.aspx>.

If you have any safety material that you would like to add to the library, please contact the Association Headquarters at (434) 977-3716.

The Safety Committee is also hard at work preparing for the Mixer Rodeo on November 1, 2006. They encourage everyone to send your best drivers to compete for a \$500 prize and fully paid trip to the Association's Spring Meeting. ❖



## FYI

**The next meeting of the Safety Committee will be Thursday, October 26th, here at Association Headquarters in Charlottesville. Please contact Vicki Stec at 434-977-3716 for more information.**

## Southwest Virginia Council Hosts First Golf Outing

by Bob Nablo, Director of Industry Services, Western Region

**F**ollowing the example set by other regional councils, the Southwest Virginia Council sponsored a golf outing for VRMCA members, local architects, builders and contractors at Ashley Plantation in Daleville, Va. Adhering to another recent tradition, weather forecasters were calling for heavy rain, but fortunately they were wrong.

Forty-four golfers attacked the par 73 course on a spectacularly beautiful day, including two groups of Roanoke-area architects, a team of local homebuilders and a group from the VDOT – Lynchburg District Office. Because this was the first year for the outing there was no attempt to structure foursomes by handicap, and teams were encouraged to form and play together.

The day began with registration and box lunches, moved to a shotgun start, and concluded with a very fine cookout and awards event. The Southwest Virginia Council thanks the Ashley Plantation Pro Shop staff for its help in running a very smooth outing, and the Sunset Grille Catering staff for excellent food and organization.

The winning team, sponsored by Boxley Corp. and captained by Jack Cunningham, played to a remarkable 17-under-par score of 56 and walked off with the first place gift certificate prizes. Other individuals won prizes for closest-to-the-pin, longest drive and longest putt made contests, and a special prize was given for an "orange ball" contest.

Thanks to Boral Materials, Boxley Corp., Chandler Concrete, Marshall Concrete, Roanoke Cement, Salem Ready Mix and VRMCA for sponsoring the outing, and to these same companies plus Solomon Colors for providing prizes. The Southwest Virginia Council hopes to make this and annual event and attract many more teams in the future. VRMCA members statewide are encouraged to play next year and enjoy a very attractive and challenging course. ❖



**Southwest Virginia Council golfers enjoy the post-match barbeque.**

## "Will You Sponsor Me for a 'Green' Card?"

By John G. Kruchko and Kathleen Talty\*

**A**s the workplace becomes increasingly more diverse, employers, who initially sponsored an alien/employee for a H-1B specialty occupation visa, are frequently being asked to then sponsor the alien/employee for a "green" card<sup>1</sup> or "Permanent Resident Card". The procedure to secure a Permanent Resident Card involves steps that bear names similar to the procedure to obtain a H-1B non-immigrant visa. However, the process is more detailed and, due to revisions in the applicable regulations by the Department of Labor ("DOL"), requires an employer to undertake a number of pre-filing steps. This article will address the initial considerations to filing for a Permanent Resident Card. Namely, the article will focus on the prevailing wage rate provision and the pre-filing recruitment efforts that are attached to the labor condition application or the Program Electronic Review Management ("PERM") application, which is the procedure under which all labor condition applications must be filed after March, 2005.

### Prevailing Wage Rate:

The Immigration and Nationality Act ("INA") requires that the hiring of a foreign worker will not adversely affect the wages and working conditions of U.S. workers working in the occupation in the area of intended employment. To comply with the statute, the DOL's regulations require the wages offered to an alien must be the prevailing wage rate for the occupational classification in the area of employment. Under the revised DOL regulations, the employer must pay the alien at least 100% of the "prevailing wage," as opposed to being able to pay the alien 5% less than the prevailing wage that was allowed under the prior regulations.

The new regulations also require the employer to obtain the prevailing wage rate from only one source and that source is the appropriate State Workforce Agency. The prevailing wage rate data is provided on four levels for the different occupations and the differences in the wage levels are due to degree of experience, independence and supervision that is required.

The different State Workforce Agencies have their own Prevailing Wage Determination Form ("PWDF") that must be completed by the employer. In completing the form, the employer must list the education, experience and training that is required for the position in question, and not what is possessed by the alien. For example, if the alien possesses a Masters Degree, but the position only requires the incumbent to hold a Bachelor's Degree, it would not be appropriate to list in the educational section of the form that a Masters Degree is required.

While the regulations do not require the employer to obtain the prevailing wage rate before the employer undertakes the required pre-filing

recruitment steps, it is advisable to secure the prevailing wage rate before initiating further steps. The employer will want to obtain the prevailing wage determination before commencing its recruitment campaign to ensure that the wage offered during the recruitment process meets or exceeds the prevailing wage for "similarly employed" workers in the area of intended employment. Also, any delays in obtaining the prevailing wage determination may jeopardize the use of prior recruitment undertaken to support the later filed PERM application.

### Pre-Recruitment Efforts

The DOL regulations now require certain mandatory recruitment efforts and then additional recruitment efforts for professional positions, as defined as those requiring a college degree or higher, be completed before the filing of the labor certification application or PERM. The mandatory recruitment efforts include the placement of advertisement on two different Sundays in a newspaper of general circulation. There is an exception to the Sunday edition requirement when the employer is located in rural areas and the local newspaper does not publish on Sundays.

The content of the newspaper advertisement must contain the name of the employer, direct the applicants to send resumes to the employer, provide a job description that is specific enough to apprise the potential applicants of the job opportunity and requirements, and the geographic location where the position is located. The inclusion of the wage rate in the advertisement is not mandatory. If a wage is included, however, it may not contain a rate lower than the prevailing wage rate. If a wage range is included in the advertisement, the bottom of the range may not be lower than the prevailing wage rate. Additionally, the job requirements that are set forth in the print advertisement for the position must essentially mirror the requirements that were listed on the prevailing wage request form.

The other mandatory pre-filing recruitment step is the placement of job order for the position with the State Workforce Agency. The actual job order, which includes the requirements for the position, must be filed by the employer after opening an account with the State Workforce Agency. The job order also must remain open with for a thirty (30) day period in order to solicit potential resumes/applications in response to the job order. The mandatory recruitment efforts must be completed at least 30 days, and commenced not more than 180 days, prior to filing the labor condition application.

In addition to the two mandatory pre-filing recruitment steps, the regulations also require that additional recruitment efforts must be taken when the position in question is a professional position.

The list below includes the acceptable sources:

- Job fairs;
- Employer's website;
- Job search website;
- On-campus recruiting;
- Trade or professional journals;
- Employee referral program that contains incentives;
- Campus placement offices, where the position does not require a degree;
- Local and ethnic newspapers; and
- Radio and television advertisements.

As was the case with the mandatory recruitment efforts, the additional recruitment for professional positions must be completed at least 30 days, but not more than 180 days, before the filing of the PERM application. Therefore, the pre-filing recruitment process is time sensitive.

After securing the prevailing wage determination and completing the necessary pre-filing recruitment steps that are now required under the DOL regulations, the employer is in a position to begin the preparation of the PERM application that is now electronically filed with the DOL. When the PERM application is approved by the DOL, the employer will then be able to file the necessary documents with the United States Citizenship and Immigration Services with the ultimate goal of obtaining the "green" card or the Permanent Resident Card for the alien.

*Continued on page 5*

## Mark Your Calendar!

### Truck Rodeo

**November 1st, Richmond  
International Raceway**

### 2007 Spring Convention

**May 20-22, The Homestead**

### 2007 Fall Convention

**September 9-11, Hilton  
Virginia Beach Oceanfront**



# A Monument to Honor, Courage and Commitment: The National Museum of the Marine Corps and Heritage Center Quantico, Virginia USA

by Hessam Nabavi, R.A., Director of Industry Services, Northern Virginia

Is this a sculpture or a building? This is something you might want to know!

From a distance two tall massive concrete walls are opening their arms and inviting you to a very large open space which is paved in colored concrete—black, special gray and taupe. As you are stepping into the plaza you are greeted by a row of seven black concrete pedestals on either side. These pedestals are commanding a sense of order, and with their silence inviting you to visit the greatness.

Now you find yourself walking into history. Fentress Bradburn Architects won a national design competition for the United States Marine Corps Heritage Center project.

The museum will display the 230-year history of the Marines, the sacrifices they have made and their contribution to the freedom enjoyed by everyone in America. This is what the architect says about his inspiration for the design.

“Initial inspiration for the museum came from the sense of strength evoked by the Flag Raisers at Iwo Jima. The inspiration evolved into a soaring 210-foot mast. The mast now recalls more than simply the Flag Raisers; it

evokes notions of swords at salute, Howitzer cannons ready for fire, upward and onward images of powerful aircraft take-offs, bayoneted rifles held in advance and drawn swords at their apogee. The dramatic composition of structural

lines creates a poised image of strength and stability and interprets the spirit of the Marine Corps.”

Project Highlights:

- \* Earth berms reduce thermal load variations
- \* Green roof system over exhibit galleries
- \* Limited, permanent, highly efficient irrigation system reduces water use



- \* 20 % overall energy savings over ASHRAE 90.1-2001 despite high lighting load and 24/7 operation
- \* Increased ventilation effectiveness and CO2 monitoring to system performance feedback
- \* Water side economizer during cold weather provides chilled water

using cooling tower without chillers

- \* Rotary enthalpy heat exchanger to precondition outside air by transferring energy from the exhaust air stream to the entering air stream
- \* Low water consumption plumbing fixtures

\* Daylit atrium, offices and cafeteria with picturesque views of naturally wooded site

From the Marine Corps Heritage Foundation's website, “Currently under construction and scheduled to open in November 2006, the National Museum of the Marine Corps will be a lasting tribute to U.S. Marines -- past, present and future. Situated on a 135-acre site adjacent to the Marine Corps base in Quantico, Virginia, the museum's soaring design evokes the image of the flag raisers of Iwo Jima and beckons visitors to its 100,000 square foot structure.

World-class, interactive exhibits using the

most innovative technology will surround visitors with irreplaceable artifacts and immerse them in the sights and sounds of Marines in action.

The building features a 210-foot tilted mast and the glass atrium houses a massive Leatherneck Gallery containing suspended aircraft and various other large artifacts. Era galleries will surround the Leatherneck Gallery and take visitors through the 225-year history of the Marines, including pivotal battles and other vital contributions to the preservation of America's freedom.

The finest museum technology and multimedia effects in our exhibitions will re-create pivotal moments in history, like the landing on Iwo Jima on D-Day in 1945, and the 1968 Khe Sanh siege during the Vietnam War.

Visitors will be able to experience the intensity of boot camp...or test their rifle skills with a M-16 at the Marine Corps practice range ...engulfing themselves in the sights and sounds of Marines in action. Thousands of artifacts, including the flag raised over Iwo Jima, pay witness to the Marine Corps' contribution to our Nation's security.

Other Museum facilities include a restaurant, gift shop, large-screen state-of-the-art theater (planned), class-rooms, and office spaces. Eventually totaling some 230,000 square feet, the building will blend with the landscape, using environmentally friendly design and construction.” As engraved at the Museum's entrance, people will be able to...

“Enter and Experience what it Means to be A Marine.” ❖

## ‘Green’ Card

*Continued from page 4*

<sup>1</sup> The universal reference to the Permanent Resident Card as the “green” card is really a misnomer. The card is not green and does not represent citizenship. A green card can be revoked if a person does not maintain permanent residence in the United States, travels outside the country for too long a period of time, or breaks certain laws.

\* 2006 Kruchko & Fries

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For more information, please contact Mr. Kruchko at (703) 734-0554 or Ms. Talty at (410) 321-7310 or jkruchko@kruchkoandfries.com, or ktalty@kruchkoandfries.com. This article is published for general information purposes, and does not constitute legal advice. ❖



by Hessam Nabavi, R.A., Director of Industry Services, Northern Virginia

Recently I attended an event that was organized by Virginia Paving Company for paving contractors. Two representatives from Valero Energy Corporation, which is the number one refiner in North America, were also invited to talk about the rising price of oil and its impact on asphalt. The following is some of the information which was shared in the presentation.

#### **Oil Industry Challenges Impacting Consumers such as Asphalt Paving Contractors.**

- Crude prices in 1999 were below \$ 10.00 per barrel, 2006 prices have been moving between \$ 70.00 and \$ 80.00 per barrel.
- Oil demand will increase by 47% from 2003 to 2030. Asia, including China and India, account for 43% of the increase.
- There have been no new refineries built in the U.S. since 1976. However, U.S. gasoline consumption has increased 24% since 1990 and the U.S. government expects another 48% increase in domestic demands by 2025.
- In 1980, there were more than 300 U.S. refineries and at the end of 2005 there are only 142 operating refineries, roughly a 50% decrease.
- Increased U.S. gasoline and fuel government regulations have forced current U.S. refiners to meet these new requirements through substantial investment to their refinery units.
- U.S. refineries have refocused their production effort on the bottom of the crude barrel with new technologies and equipment, i.e. Coker units to achieve the lighter end products, such as gasoline and fuels. This will help refiners to gain product margin benefits from the bottom of the crude barrel.

#### **Other industry changes which impact the Asphalt Industry are...**

- Abundant asphalt supply or crude bottoms are not necessarily something we can depend upon in the asphalt industry any longer with increased asphalt alternatives.
- Long-term supply commitments between asphalt liquid suppliers and contractors are ceasing to exist.

#### **The Asphalt Industry looking forward...**

- Asphalt liquid prices will continue to face alternative product price pressure whether it is Coker economics, fuel oil, etc.
- Refining vs. Marketing will be the priority amongst most refiners to remain competitive in a consolidating industry.
- Asphalt liquid continues to face multiple alternatives and remains in a non-liquid market, decreasing the ability to follow pricing trends with one particular alternative value. The underlying trend to follow is crude pricing.
- Fixed price asphalt bidding/ quoting has become increasingly risky.
- Asphalt plant contractors need to diversify their asphalt liquid source of supply for better economic and supply position.

#### **Conclusion**

- Asphalt = Commodity = Pricing is never constant with many risk factors adjusting at all times.
- Minimize risks= Pricing flexibility; not constant or fixed.

What does this all mean? Well, for years the price of asphalt has increased only once a year. In the recent years price increases have been happening more frequently, sometimes more than once or twice in any given month. The asphalt price in January 2006 was \$ 250.00 per ton and in September 2006 is \$ 400.00 per ton. Over the past 18 months the cost of liquid asphalt has risen 310% and the cost to make a ton of asphalt has gone up 130%. The Commonwealth of Virginia, as of September 2006, is facing a three million ton decrease in the use of asphalt compared to 2005. Asphalt used to be one-third the cost of concrete, but now is about 12% to 15% less. Asphalt paving contractors are facing a big problem, and some can not sustain their businesses and may be forced to go out of business. These contractors are looking for alternatives. Concrete/ Pervious Concrete can offer a great solution for this group. ❖

## **Pervious Concrete Technology Symposium to be Held in Williamsburg**

by J. Keith Beazley, Director of Industry Services, Central Virginia and Hampton Roads

The plans have been finalized for the "Pervious Concrete Technology Symposium" to be held in Williamsburg on November 1, 2006. The seminar will include the basics of pervious concrete, mechanical properties, hydrologic designs, construction guidelines, production and quality control, and concrete applications. A demonstration of placed pervious pavement will be held at Busch Gardens in Williamsburg and participants will have the opportunity to view the concrete in a practical application.

Attendees will receive general information about Pervious Concrete, Storm Water Management Information, Pavement Construction Information, and Pervious Concrete Hydrological Design. Participants will also receive a package of reference materials.

Individuals who should attend include: Architects and Engineers, City and County Officials, State and Local Regulatory Agency Officials, Builders and Developers, Concrete Industry Management and Sales Personnel.

The event will be held at the Marriott Kingsmill Hotel on Wednesday, November 1<sup>st</sup>, from 8:30 a.m. to 3:30 p.m. A block of rooms has been reserved under the name, "Hampton Roads Concrete," for a special group rate. Please make your reservations by October 16<sup>th</sup>, as there is limited space available at this special rate. In addition, the Williamsburg area has a great number of hotels and rooms that will be available to book for the event in the immediate area. The fee for the seminar is \$75.00 including a Continental Breakfast, Luncheon, and Educational Materials.

A special event is planned for contractors. "The NRMCA Pervious Concrete Contractor Certification Program" will be conducted in Williamsburg to qualify contractors to place pervious concrete. This contractor event will be held the first week in December. The goal of this certification program is to ensure that knowledgeable contractors are selected to place the product and thereby minimize the chance for failure. The NRMCA Pervious Concrete Contractor Certification is modeled after ACI's Flatwork Finisher Certification.

Contractors attending will be able to become a Pervious Concrete Technician, which requires passing a written exam. A Pervious Concrete Technician is a person who is knowledgeable about proper procedures to place, consolidate, finish, edge, joint, cure and protect pervious pavements. The contractor training is of most importance to our industry for the proper training of skills associated with the placement of pervious concrete. Sales and promotion of the product must have a labor force able to promote the concrete to the customer base.

A brochure for the symposium will be mailed to industry members before October 1<sup>st</sup>; also an electronic version will also be available for distribution to interested parties to attend the event. The event is sponsored by the Hampton Roads and Central Virginia Advisory Councils and a joint committee from the two councils is planning and managing the event. The symposium is open to the state-wide membership and attendance by members of other Advisory Councils is encouraged. ❖

## What is the Accuracy of Dependent Eligibility Costing your Organization? (Part 2 of 2)

by **Becky Meade, Virginia Ready-Mixed Human Resource Consortium**

**T**o continue with the topic from last month, in this issue we will cover the four phases of the dependent eligibility audit process and the two common types of eligibility verification reviews.  
**The four phases of the dependent eligibility audit process:**

### Phase I – Planning

Identify objectives, including

- Ensure consistency of the definition of “dependents” in plan documents, SPD’s, enrollment materials, etc.
- Identify areas of concern for the employer (degree of subsidy, conflicting plan documents, areas of frequent claims, etc.)
- Evaluate any prior efforts by vendors or others in controlling enrollment (student status reviews)
- Is the employer concerned with tax implications (primarily inputting of income where dependent health is not tax excludable)
- Scope of audit & division of labor
- Thorough work-through for legal implications, penalties, ongoing monitoring

### Phase II – Amnesty Announcement

Develop communication to targeted population explaining purpose and process

- Generally a specified period allowed for correction without consequences
- Time initial announcement with open enrollment
- Clearly describe eligibility criteria and consequences for enrollment of ineligible dependents

Establish administration to respond to questions and issues arising from announcement

### Phase III – Evaluation of Amnesty Period

Compare post-amnesty enrollment to prior enrollment

- Determine patterns of reduction
- Determine any categories of ongoing concern

Determine Next Steps

- Determine satisfaction with amnesty effort and voluntary dis-enrollment
- Determine if ongoing concerns merit verification process requiring proof of dependency for some or all categories

### Phase IV – Verification of Eligibility Process

Determine Support for Call Center Services

- Assist participants with certification process
- Collect, review, process all eligibility certifications
- Reminder notices to participants who do not respond
- Follow-up to incomplete responses

Established Communication of Verification Process

- Personalized request for eligibility certification
- Details on critical indicative data for certification

Establish Responsibility for Administering Consequences

- Discuss interface with relevant vendors
- Establish strategy for enforcement

### Eligibility Verification Process Options:

There are two common types of eligibility verification reviews

- Limited duration amnesty programs
  1. Employees given limited time to voluntarily dis-enroll ineligible dependents

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## 2006 VRMCA ADVISORY COUNCIL REGIONALS

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# 2006 Fall Convention Photos



From left to right: Drew Pettit and Bobby Dunigan of Allied Concrete with Ben Steele and Durvin Corker of Martin Marietta Aggregates.



From left to right: Robert Marek of Roanoke Cement Company, Charlie Fairchilds of Allied Ready Mix Company, Buck Hamil of BASF Admixtures, Inc. and Bob Nablo of VRMCA.



From left to right: Dr. Annie Pearce and Dr. Yvan Beliveau of Virginia Tech, Sean Rose (Tech student) and VRMCA President Diggs Bishop.



Boo Twohy of Capital Concrete, Inc. with Peter Easter of VRMCA.



John Buteyn of Colorado Hardscapes presents "Decorative Concrete: Where to Start and How to Finish."



Pat Reardon of Northeast Cement Shippers Association (center) with Virginia Tech students Matt Eller (left) and Nathan Walker (right).



## Titan America Donates Truck to TCC

*Virginia-based cement company partners with Tidewater Community College to improve student experience, ease industry-wide driver shortage*

**T**itan Virginia Ready-Mix, a subsidiary of Titan America LLC, recently donated a ready-mix truck to Tidewater Community College (TCC) to help the college provide a more comprehensive and hands-on experience to students seeking their Class B Commercial Drivers' Licenses.

The industry-average cost for a ready-mix truck is approximately \$150K. Titan anticipates the cost of the donated truck will be completely offset by the added training benefit it will provide to students, whose course completion and subsequent employment may help relieve the truck-driver shortage currently plaguing the industry.

"The driver shortage, if left unaddressed, has the greatest potential to negatively impact our industry's performance," says Dan Osborne, Titan Virginia Ready-Mix General Manager, whose findings were featured in the most recent issue of National Ready Mixed Concrete Association's (NRMCA) *Concrete InFocus* magazine. "Because every truck remaining idle at our plant represents an annual average financial impact of over \$400,000 in lost revenue, we're developing strategies to both recruit and retain good drivers to our industry."

Tidewater Community College is one of only two community colleges in the state to offer a truck-driving licensure program.

Halfway through the course, Titan plans to interview selected, interested students enrolled in TCC's program for potential employment.

"We're very excited to partner with TCC in this new venture," says Kenya Manning, Titan Virginia Ready-Mix Human Resources Manager. "The market dictates that we use different resources to combat the ongoing driver shortage, and we believe this new avenue for certification and licensing is a win/win for Titan and for those seeking jobs in the Tidewater area."



Titan America handing over the keys.

Enrollment in TCC's truck-driver training program rose 114 percent from Fall 2004 to Fall 2005. Titan hopes to see that number continue to grow.

"The demand for drivers is just huge – we're doing our best to meet this need, and we plan to accommodate all of the qualified students wanting to enroll in our program," says Ann Ambrose, Dean of Business, Public Services and Technologies for TCC's Portsmouth campus. "The plans are to continue to grow the program, and the college is committed to funding and expanding it. We've just hired a new, full-time faculty member – our third so far this year, bringing us to a total of six full-time instructors for this program alone."

Registration opened Monday, July 17 for TCC's August 21 course, which will be the first class to train on the new ready-mix truck. Interested participants are advised to register early, as only 18-20 students are accepted per course.

For more information or to enroll in TCC's Class B certification program, call (757) 822-1122. ❖

## Concrete Industry and VDOT Personnel Partner for Successful ACI Examination

by J. Keith Beazley, Director of Industry Services, Central Virginia and Hampton Roads

**T**he Concrete Field Testing Technician Certification held in August in Richmond presented a challenge because of the summer's extreme heat and a very large class of 41 students.

The class was moved from the Essex Concrete facility in Rockville in Goochland County to a large building on the property, in order to provide more room for the class. The written examination was held at the Marriott Hotel in Innsbrook. VDOT personnel from the Materials Laboratory in Richmond and the Lynchburg District office volunteered as Supplemental Examiners with individuals from the concrete industry administered the practical elements of the concrete testing exam.



Angela Cable from VDOT Materials administers the slump test.

With no prerequisites in either training or experience, the examinations are designed so students passing the testing stations will be knowledgeable in the testing of concrete requiring certified testing personnel to meet specifications in construction projects. The proper testing is very important to our industry for complete and accurate records on the quality of the concrete delivered to the jobsite.

Supplemental examiners serving from VDOT were: Larry Lundy, Tommy Schinkel, Rhonda Inge, Angela Cable, Laura Layne, and Larry Johnson. VRMCA members were: Berkley Arrington, Titan; James Pearce, TCS; Hank Keiper, Sefa; Mark Townsend, Essex Concrete, George Tomaras, Roanoke Cement; Steve Kerr, Grace; Lee Flemming, Lafarge; and Bob Nablo and Keith Beazley, VRMCA. Thank you to these individuals and companies for serving in the testing cycle; without your help we would have not been successful. ❖



Larry Lundy, P.E. from VDOT Richmond supervises an ACI exam.

## VRMCA Board Member Profile: Terry Crispell

**Name?**

Terry Crispell

**Company?**

Lehigh Cement Company

**Title?**

Regional Sales Manager

**Where is your company located?**

Union Bridge, Maryland

**Where is your place of birth/hometown?**

I was born in Washington D.C. and hometown is Vienna, VA.

**What school or university did you attend?**

I received a B.S. in Political Science and a minor in Communications at James Madison University.

**How many years have you been in the industry?**

I will celebrate my tenth year this October. All of these years have been at Lehigh Cement Company.

**What current project or activity are you working on?**

We are finishing the last piece to the Union Bridge modernization project and working on the distribution plan throughout the Mid-Atlantic region.

**Describe some of your other major duties.**

I oversee the sales and marketing departments of all Lehigh's products throughout the Mid-Atlantic region. These products include gray bulk and package cement, masonry color products, white cement and lightweight aggregate.

**What is the accomplishment you are most proud of?**

I was accepted and employed by the Central Intelligence Agency (CIA) for five years.

**What is the best thing about living in Frederick, Maryland?**

The location. Frederick is close to Washington D.C. and Baltimore, MD yet still has a country, rural feel to it.



**What is the best part of the job?**

Variety, everyday offers new challenges working with my sales team and customers. I enjoy the ever-changing environment.

**What did you do before this job?**

I was a sales representative for Kodak.

**Hobbies?**

I enjoy golf and skiing.

**Where is your favorite vacation spot?**

Ocean City, Maryland.

**Family?**

My wife Kelly, 8-year-old son Connor and 3-year-old daughter Hope.

**UVA or Tech?**

Can I say the James Madison University Dukes? Probably UVA!

**Last Book?**

John Feinstein's *Open*. It chronicles the U.S. Open Golf Tournament.

**What is the perfect day off?**

Playing golf in the morning and eating MD blue crabs in the afternoon with family and friends. ♦

## Announcement

\*\*\*\*\*

**Titan Virginia Ready-Mix LLC** will open its seventeenth ready-mix concrete plant in Virginia on October 2. The plant is located in Williamsburg and is the sixth Titan plant to open in the Hampton Roads market.

\*\*\*\*\*

## Consortium

Continued from page 8

2. After amnesty period employer can ask for proof of spouse and dependent status

3. If employee doesn't respond, dependents are dis-enrolled

4. In addition,

§ Employer may discipline the employee covering the dependent, or require repayment of employer contributions or plan benefits attributable to ineligible dependent

§ If dependent not a federal tax dependent, there may be tax implications for the employee

- Periodic Eligibility Audits

1. Random or scheduled, often follow a limited duration amnesty program

2. Previously announced

3. Can target a sample of participants or particular benefit plan

4. Dis-enrollment of ineligible dependents

5. Implement verification process at time of new employee enrollment

- Random

Every dependent contract given equal probability for selection

- Stratified

Every dependent claim dollar given equal probability for selection

- Targeted Samples

Spouses aged 15 or 20 years apart

Families with seven or more dependents

Children with same date of birth

Salary level and exempt verses non-exempt status

Additional Considerations- COBRA

- Loss of coverage as a result of dis-enrollment is not a COBRA qualifying event

Please contact Becky Meade at (804) 364-0500 or bmeade@coxreadymix.com if you would like information about our group. ♦

The VRMCA Technical Committee is developing a series of Technical Bulletins in order to address various issues of interest to the ready-mixed concrete industry.

**Technical Bulletins 1-4 are now available and posted on the website.**

Please visit the VRMCA website at [www.vrmca.com](http://www.vrmca.com) to download electronic versions. You may also contact the Association Headquarters at 434.977.3716 for printed copies.

Please make every effort to distribute these to contractors, engineers, and testing labs in your area.



## "Celebrating 25 Years of Building Dreams": Theme for the 2006 Tidewater Builders Association Homearama

by J. Keith Beazley, Director of Industry Services, Central Virginia and Hampton Roads

The Homearama sponsored by the Tidewater Builders Association is celebrating the twenty-fifth anniversary of the event this year in the Estates of Pitchkettle Farms in Suffolk. Homearama is a 16-day single-site display of fully finished and fully landscaped custom showcase homes that demonstrate the latest in home construction, designs, furnishings and technological innovations. The event will be held on September 30<sup>th</sup> through October 15<sup>th</sup> and over 100,000 guests are expected over the two-week period to view the 15 homes constructed by 14 builders of the Association. The admission price is \$10 per person for the event.

The Hampton Roads Concrete Advisory Council is a participant in the event, which includes special judging and an award to a builder for the innovative usage, design, and workmanship of concrete in the exterior of the homes. Stamped concrete, integral colors, special concrete coatings, and special finishing techniques are part of the concrete work for the homes. Concrete is used in decks for pools, porches, driveways, patios, and sidewalks for the architecturally designed houses. The price range of this year's houses will be \$750,000 to \$1.5 million in a section of 59 half-acre lots in an area reserved for custom homes in the Pitchkettle Farms subdivision.



Judging will be held the Wednesday before the opening to the public and the winner and award will be posted in the houses of the winning project. The ideas and finishes for decorative concrete continue to get better and better each year and this special anniversary should be one of the best. Pictures of the winning project and a detailed description will be featured in our upcoming newsletter. ❖



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## Central Virginia Concrete Advisory Council Annual Golf Tournament

by J. Keith Beazley,  
Director of Industry Services,  
Central Virginia and Hampton Roads



The Central Virginia Concrete Advisory Council Annual Golf Tournament will be held on Wednesday, October 11, 2006. The Tournament was rescheduled because of inclement weather from the first hurricane of the season in June.

The course will be Hunting Hawk Golf Course, Glen Allen, and the check-in time is 11:30 with a 12:30 Shotgun Start. All teams scheduled for the original tournament are in place and additional teams may register for the October play if not already registered for the day.

Any questions, please contact Glenn Webb, S.B. Cox Ready Mix, 804-364-0500 or e-mail gwebb@coxreadymix.com. ❖



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*The Smart Road bridge, at 175 feet tall, is Virginia's tallest bridge. Approximately 9,647 cubic yards of high-strength concrete were used to construct the 2,000-foot long bridge.*

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