

Virginia Ready-Mixed Concrete Association Newsletter

January 2017

NVCAC January 2017 Monthly Business Meeting
“NRMCA Selling Concrete Parking Lots Workshop”

Phil Kresge, VP of Local Paving with The National Ready Mixed Concrete Association was invited by NVCAC Paving Committee to conduct a Selling Concrete Parking Lots Workshop for NVCAC members. This is one in the series of programs offered by NRMCA to assist members in growing their share of the parking lot pavement market. Other programs include Promotion Training for the Concrete Professional and the popular Concrete Parking Lots Boot Camp.

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VRMCA is on Twitter! Follow us @VReadyMix or view the Twitter feed at www.vrmca.com

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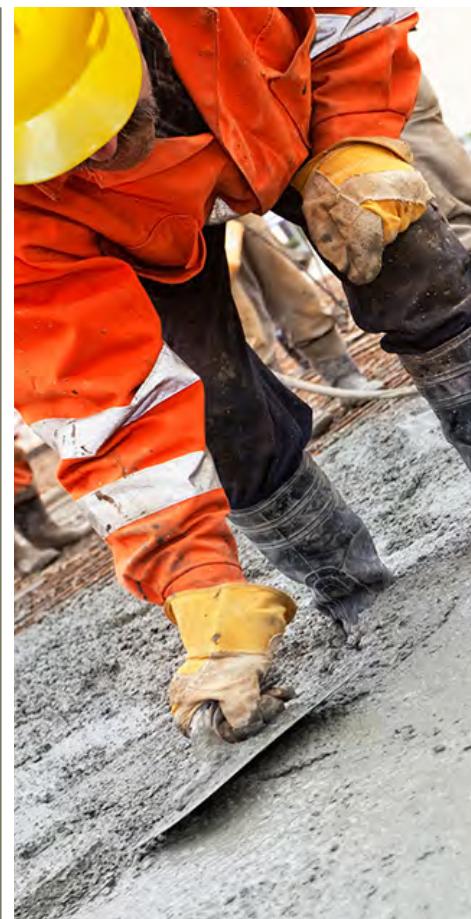
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In this training, Phil discussed the following topics;

- Identifying Key Local Target Markets
- Identifying the Decision Makers
- Catalytic Cracking Units & Coker Refiners
- Listening to Customers' Wants & Deciphering their Needs

• Reasons to choose concrete:

1- Economic Reasons:

- a- Lower LCC/ less maintenance
- b- Reduced lighting cost
- c- Reduced light bulb replacement cost
- d- Reduced energy for cooling
- e- Concrete is less prone to slips and falls (less liability to the owner)

2- Design Reasons:

- a- Concrete can be integrally colored or stained.
- b- Concrete can be stamped or textured to replace most any material.
- c- Concrete is a "cool pavement", reduces Heat Island Effect and offers sustainable design.

3- Construction Reasons:

- a- Concrete parking lots can be placed early in the project schedule, providing a work and storage surface that can speed up the project especially in bad weather conditions.
- b- Large paving machines and laser screeds can install concrete parking areas more efficiently and much faster.

- Understanding ACI 330
- Comparing Asphalt & Concrete Pavements
- Introduction to Concrete Pavement Analyst (CPA)
- Introduction to Design Assistance Program (DAP)

To view this presentation in its entirety, please click on the link below:

<http://www.vrmca.com/regions/default.aspx?region=4>

Philip Kresge is a Vice President of Local Paving for the National Ready Mixed Concrete Association (NRMCA). Phil has been with NRMCA since October 2004. As part of NRMCA's Local Paving Division, Phil works with state, regional and local promotion partners to help deliver concrete parking and street paving projects by supporting promotion, design and construction activities. He continues to work closely with the US EPA, the GSA and the Army Corps of Engineers, as well as numerous commercial accounts and their consultants. Phil is well-versed in design and construction of conventional concrete pavement, pervious concrete, roller-compacted concrete and concrete overlays of existing asphalt pavement. Prior to his appointment with NRMCA, Phil served as Executive Director for the Pennsylvania Concrete Promotion Council (PCPC). He has twenty-eight years of experience in the Ready Mixed Concrete Industry. Phil holds a Bachelor's Degree from Syracuse University. He currently sits on the Transportation Research Board's subcommittee on Paving Materials and the Urban Climate, the US EPA's Heat Island Reduction Initiative, and the EPA Region III Green Highways Partnership.



VRMCA Offers The Best Educational Opportunities



2017 is going to be a great year for VRMCA! We have lots of amazing educational and business development opportunities on the horizon, for all our members. These range from our new Best of the Best program, designed for leadership development, to seminars for engineers and everything in between. If you are looking to learn something new, educate others, or help increase the amount of concrete on jobs then this new year is looking bright for you! Recently, you may have seen an email about our Best of the Best program! This is a remarkable new program,

designed to help develop those individuals in your company that have shown the potential to rise above and become the next generation of leaders. Whether it is a mixer driver who goes above and beyond daily, an exceptional sales person, or that one dispatcher that always seems to be able to handle the toughest customers; teaching them the leadership skills necessary to mature into management is the basis for this program. (see page 9 for more details)

There is a lot going on in the Southwest Council. As you saw in last month's newsletter, the council hosted a seminar for local engineers on concrete fibers. This led to a lunch and learn for another firm that could not make it to the event. The lunch and learn will be presented to 10 additional engineers this month! On top of that, there are plans in the works to partner with the local home builder's group to organize a presentation for both the home builders and the finishers.

The Blue Ridge Council is also gearing up for an exciting 2017. A seminar, very similar to the one that the Southwest council hosted, is slated for February 8th. Michael Carter, of Swope and Associates, will be offering his presentation on Macro, Micro, and Steel Fibers in Concrete. The event is sponsored by Lehigh and The Sefa Group; it will be held at the Stonewall Jackson Hotel in Staunton and include lunch. The reservations are pouring in and availability is already limited. If anyone needs to rsvp please do so quickly! In addition, the council has appointed Todd McCoy and Brian Bocock to chair a golf tournament fund raiser! More details on this event will be coming soon.

The Central Virginia Council has been busy as well. First, they will be hosting a Pervious Concrete Technicians class in the beginning of March. This will be an especially great class for all finishers who need to have three technicians to meet the specs on most new pervious jobs. Secondly, in March the Paving Committee is looking to hold an open house on the large Roller Compacted Concrete(RCC) parking lot of a trucking center. The committee plans on inviting engineers, architects, VDOT employees, and state officials. The plan is to have the open house while the contractor is there in order to answer questions. This will also present the opportunity to watch RCC being poured, as well as some that will be a few days old. As construction progresses more details will be announced.

The Hampton Roads Council is planning big things in 2017. In January, the council voted to consider two seminars designed for engineers, architects, city officials, and so forth. The first of which would take place in the spring. Due to being so wildly successful elsewhere, Fiber Reinforced Concrete was the lead on topics. Second a committee led by Bill Denison, is looking at a symposium on sustainable building in the fall.

As you can see, the councils all seem to be working towards educating both the members and outside forces on the benefits of concrete. As these events continue to take shape, more details will emerge. If you would like more information on any event described above please feel free to contact Jason Connor at 757.777.7848 or Jason@vrmca.com. We encourage you to please attend your local advisory council meetings and we look forward to seeing you there!



SAVE THE DATE

Virginia Ready-Mixed Concrete Association

SPRING CONVENTION

May 7-9, 2017

The Greenbrier
White Sulphur Springs, West Virginia

www.vrmca.com

ON THE HORIZON *Calendar of Upcoming Events*

February 8, 2017

Blue Ridge Concrete Advisory Council Meeting
11:30 AM – 2:30 PM
Stone Jackson Hotel
Staunton, VA

February 9, 2017

NVCAC Monthly Business Meeting
11:30 AM – 1:30 PM
Wyndham Garden Inn
Manassas, VA

February 14, 2017

Hampton Roads Council Business Meeting
11:30 AM – 1 PM
Location TBD

February 15-16, 2017

VRMCA Winter Board Meeting & Legislative Visits
Omni Hotel
Richmond, VA

February 16, 2017

Central VA Advisory Council Meeting
3 PM – 4:30 PM
Country Club of Virginia

February 28, 2017

Southwest Advisory Council Meeting
8 AM – 9:30 AM
Roanoker Restaurant
Roanoke, VA

April 10, 2017

VRMCA Truck Roadeo
Meadow Event Park
Doswell, VA

May 7-9, 2017

VRMCA Spring Convention
The Greenbrier
White Sulphur Springs, WVA

October 1-3, 2017

VRMCA Fall Convention
Hilton Oceanfront
Virginia Beach, VA

Separate vs. Combined Leave Policies - The Pros and Cons

LEGAL REVIEW

This legal review should in no way be construed as legal advice or a legal opinion on any specific set of facts or circumstances. Therefore, you should consult with legal counsel concerning any specific set of facts or circumstances.

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*John G. Kruchko

paid sick leave policies or an all-inclusive paid time off (PTO) policy. There is no right or wrong answer to the question and, instead, many factors should be considered such as the size and structure of the company, the number of locations in places requiring paid sick leave, the industry norms for the amount and type of expected paid leave (i.e. what the competition is paying), and state laws on how paid leave is administered, among other factors.

To further evaluate whether to have a single PTO policy or separate policies for vacation, personal days, and sick leave, below are some of the pros and cons of each. Some of this analysis will focus on jurisdictions in which paid sick leave is now or will soon be mandatory, but even if the employer's jurisdiction does not require paid sick leave, the discussion is still instructive.

Payout of Leave upon Termination

Many states require employers to pay out earned but unused vacation upon termination, regardless of any company policy or practice. Paid sick leave and other wage laws generally do not require payout of sick leave upon termination (unless the company policy requires it). Therefore, if sick leave is combined into PTO, all unused time must be paid out upon termination. If the leaves are kept separate, this reduces the amount payable upon termination to only the unused vacation/personal time.

Carryover of Accrued Leave

Most state wage laws, including Virginia, allow employers to prohibit carryover of unused vacation time, as long as the employee has a reasonable period of time in which to use it. Most paid sick leave laws, however, provide that an employee must be allowed at least some carryover of sick leave into the new accrual year. Therefore, with a combined PTO policy, the employer will have to allow carryover consistent with paid sick leave laws, which necessarily includes the carryover of some vacation and personal leave as well. The carried over time will also come at a higher cost if the employee receives a raise before taking the carried over time off or at termination. This might also encourage employees to try and save time in one year knowing that when they take the carried over leave the next year, it will be worth more. With separate leave policies, an employer can limit the time that can be carried over to only sick leave, which will also limit how much unused leave must be paid out upon termination and at what rate.

Executive Summary: With more and more jurisdictions on local and state levels enacting paid sick leave laws, and likely more to come, a frequent question from affected employers is whether it is preferable to have separate vacation/personal leave and

Tracking of Leave

Whether it is easier to track combined or separate leave policies will vary from company to company. Some employers are set up electronically to track hours worked and leave taken, and some are still tracking manually. With separate leave policies, an employer can easily determine how much vacation an employee has taken and what vacation will carry over (or not) to the next year. Tracking paid sick leave can be a bit more challenging since an employer must determine whether the reason for the leave qualifies under either its policy or applicable laws. Since paid sick leave laws specify how much leave can be carried from one year to the next, however, the tracking should theoretically be reasonable. On the other hand, some employers may find it easier to track combined leave because they only have to track one set of available leave hours, and do not have to determine the purpose of leave being taken (or evaluate the validity of the excuse if it is for something medically related).

As a further tracking benefit, companies with locations in multiple jurisdictions (some that require paid sick leave and some that do not) can have the same policy for all employees, as long as it meets the minimum of the strictest jurisdiction in terms of paid sick leave and other administrative matters relating to other forms of leave.

How and When Leave is Earned

Paid sick leave required by law is frequently earned by the number of hours worked, as opposed to vacation and personal leave, which is more commonly earned by the employee's length of service. Although many companies do not provide vacation and other personal leave to part time or temporary employees, most of the current paid sick leave laws apply to part time and temporary employees. With a combined PTO policy, this may require employers to provide vacation or other personal leave to part time employees, even when not desired. The employer could draft separate leave policies, one for full time employees providing PTO, and one for part time or temporary employees that minimally complies with state or local laws on paid sick leave. Because avoiding providing part time or temporary workers paid vacation would require separate written policies, employers would lose the benefit of having only one policy for all employees.

Waiting Periods for Accruing and Using Leave

Most jurisdictions that regulate vacation time allow employers to require employees to work a certain length of time (perhaps six months or a year) before they begin to accrue and/or use vacation or personal leave. On the other hand, many paid sick leave laws require accrual to begin immediately upon hire (though some do allow a waiting period for an employee to begin taking paid sick leave).

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With a combined PTO policy, employers in jurisdictions that require paid sick leave to accrue upon hire will not be able to require a waiting period for accrual, and the waiting period for accrual and use of vacation and personal time will need to be consistent with

applicable paid sick leave accrual and use laws. This would potentially also lead to having to pay out more accrued but unused leave upon termination.

Flexibility and Morale

PTO policies allow for more flexibility to employees on how to use their time off. An employee who does not often get sick can take more vacation, while an employee with a large family to care for will have a better opportunity to receive pay while attending to family medical issues. PTO policies may also improve employee morale in terms of allowing this additional flexibility in how leave is used, without having to justify the reason for the use. Employees can be encouraged to use all of their PTO time to avoid burnout, while it would not be possible to encourage employees to use all their paid sick leave if they do not actually need it for one of the reasons allowed in the various laws or by company policy. Combined PTO policies also have the potential to reduce resentment among other employees towards those they perceive to be abusing their paid sick leave, and also to eliminate the need to lie about the reason for the leave.

Privacy Issues

For an employee to use paid sick leave, he or she must divulge to the employer the reason for the leave (at least a bare minimum so that the employer can determine whether the sick leave is being used appropriately either under the company's policy or relevant law). With a combined PTO policy, in which it does not matter the reason for the time off, an employee can keep private medical issues private and will not have to divulge details to the employer. Not having to divulge the reason for the absence may also encourage more sick employees to actually stay home rather than fearing reprisal for taking time

off and also potentially getting others sick at the same time. On the other hand, it may be argued that having a combined leave policy might encourage sick employees to go to work so that they can save days to take a longer vacation. This would not ultimately affect the total payout, but it could cause inconvenience for a longer vacation absence. Companies can separately institute limits of the amount of vacation that can be taken at one time to alleviate these concerns.

Employers' Bottom Line

There are many good reasons for separate or combined leave policies. Because every company is different, and states and local municipalities may have laws pertaining to various types of leaves, it is important for each company to evaluate its own needs, using some of the above considerations as a starting point.

By John G. Kruchko and B. Patrice Clair*



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VDOT Anticipated to Allocate \$1 Billion for Local Roads This Year



VINCENT VALA/
STAR-EXPONENT

Warrenton Town Manager Brannon Godfrey asks a question during a VDOT informal meeting about this year's Smart Scale Program funding allocations held Wednesday at the Culpeper District office on Orange Road.

About \$1 billion in state funding is expected to be available for road projects in Virginia through the state's Smart Scale program, a VDOT official said Wednesday.

The Culpeper District of the Virginia Department of Transportation hosted an informational meeting Wednesday afternoon to receive input on the second year of local project funding through its Smart Scale program.

Under the program, Virginia localities, planning district commissions and urban development authorities annually submit applications for road projects to VDOT.

The projects are assessed, scored and ranked through the office of the Virginia Secretary of Transportation. The Commonwealth Transportation Board then reviews the proposals to determine which projects will be accepted each year, said VDOT Commissioner Charlie Kilpatrick, who led Wednesday's meeting in the Culpeper District office on Orange Road.

It takes most projects about six years to move through the planning and construction process, he said.

"It helps us significantly," Kilpatrick said. "It helps us focus on projects we can actually deliver."

Kilpatrick said Smart Scale arose from proposals from the governor and has replaced most of the formulas and other

former methods of allocating state funds for road projects, many of which had no funding attached to them.

Kilpatrick said the state's popular revenue sharing program for splitting road development and construction costs with localities is still in operation.

Kilpatrick said Smart Scale is expected to receive about \$1 billion to allocate to state road projects this year.

The program has received more than \$9 billion worth of project requests this year, including 35 projects in the Culpeper District, which includes the counties of Culpeper, Fauquier, Madison, Orange, Rappahannock, Albemarle, Louisa and Fluvanna, as well as the city of Charlottesville.

Culpeper is one of VDOT's nine districts.

"The good news is that this year you're not competing with the biggest projects," Kilpatrick said. "Most of those were identified and acted on last year."

Included among the projects addressed during the program's first year was the new \$3.5 billion Hampton Roads bridge and tunnel and other major urban projects located throughout the state, Kilpatrick said.

Included among the Culpeper District road project applications this year are three project requests for Culpeper County. They are widening Business

29/Route 15 with pedestrian and bike access, improvements to the Route 229 and 640 intersection and shoulder and safety improvements for Stevensburg Road.

Culpeper District Engineer John Lynch said the Culpeper District's 35 applications total about \$320 million, up from \$315 million in requests during the program's initial year of operation.

In all, 11 of the district's 17 requested projects were funded last year, Lynch said.

Included in last year's requests were the final stages of developing the western loop of Ira Hoffman Lane and the Mt. Run Lake U-turn lane project, both of which were completed and opened in December.

Kilpatrick said the purpose of Wednesday's VDOT meeting was to hear from local residents and representatives from the localities in Culpeper's District.

Kilpatrick said this year's project requests will be scored and ranked within the next few weeks.

Formal public hearings will be held by VDOT in each district to collect input on this year's project funding proposals, probably in April or May. Application approvals are expected to be announced in late spring, he said.

-2017-

**VIRGINIA READY-MIXED
CONCRETE ASSOCIATION**

BEST

of the

BEST

Leadership Program



Schedule

Session 1
**Meyers Briggs
Assessment**
Charlottesville, VA
April 6-7, 2017

Session 2
**Advocacy &
Government Relations**
Washington, DC
May 23-24, 2017

Session 3
**Team Leadership
& Assignment of
Case Studies**
Charlottesville, VA
August 10-11, 2017

Session 4
VRMCA Fall Convention
Case Study Presentations
Virginia Beach, VA
October 1-3, 2017

We are proud to announce the inaugural year of the VRMCA's Best of the Best Leadership Program.

This seven-month program is designed to provide each participant with the maximum opportunity for professional and personal growth, while broadening their network base in an interactive environment. Candidates must have a minimum of two years experience in the concrete industry and be nominated by their company's general manager. Up to 15 applicants will be selected to participate in this unique program.

Why participate in the Best of the Best Leadership Program?

- ▶ Build leadership skills
- ▶ Develop a diverse business network
- ▶ Meet legislative officials and become an advocate for your industry
- ▶ Prepare for challenges facing the concrete industry

There is a required time commitment from both the participant and their employer. Please take a moment to review the calendar and ensure that it is compatible with your schedule. Attendance at each session—from start to finish—is mandatory!

If you are interested in expanding your leadership potential, please submit the following materials by Friday, February 24th, 2017.

- ▶ Completed application
- ▶ Letter of recommendation from your sponsor/employer
- ▶ Electronic head-shot photograph
- ▶ Copy of your resume

The selection committee will meet and notifications will be made by March 10th.

If you have questions regarding the application or selection process, please contact Jonathan Williams at (804) 643-4433 x202 or email jonathan.williams@easterassociates.com.



Dewberry Announces the Promotion of Brian Batten, Ph.D. Senior Coastal Scientist Promoted to Associate



Dewberry, a privately held professional services firm, is proud to announce the promotion of Brian Batten, Ph.D., CFM, to associate in the firm's Richmond, Virginia, office.

Batten is a senior coastal scientist and project manager with Dewberry's resilience solutions group and leads the firm's sea level rise (SLR) practice. He has more than 20 years of experience in coastal marine sciences and is an expert in coastal hazards, including coastal flooding, coastal erosion, and SLR.

Batten has led research efforts on coastal erosion for the U.S. Army Corps of Engineers, as well as storm surge modeling and coastal hazard mapping for the Federal Emergency Management Agency (FEMA), and serves as a technical resource on SLR. He leads pilot studies on SLR hazard and vulnerability and risk analysis, to assist in resiliency planning to an array of clients.

He was in charge of inundation and recovery map production for the Hurricane Katrina and Hurricane Rita Recovery Mapping project for FEMA, which resulted in the production of approximately 1,700 recovery maps. He also served as a technical lead for Hurricane Sandy recovery mapping, and for recent flood impact assessments for Hurricanes Hermine and Matthew.

Recently, Batten served as project manager for the development of future coastal flood hazard information for the State of New York. This resulted in the creation of an interactive website tool developed to allow municipalities to use scientific data for resilience planning for future storms and flooding. He is also currently working with the City of Virginia Beach, Virginia, leading a comprehensive SLR and recurrent flooding risk analysis to develop SLR adaptation strategies. He has authored or contributed to more than 80 technical reports or publications on coastal hazards, the most recent being published in Environmental Science & Policy about a collaborative study on the nation's public opinion on SLR and inundation. Batten holds a doctorate in coastal oceanography and a master's degree in marine environmental science from Stony Brook University, and received his bachelor's degree in marine environmental science from Coastal Carolina University. He is a certified floodplain manager in Virginia, and a member of the American Society of Civil Engineers and the Association of State Floodplain Managers.

Vulcan Materials Company Announces Senior Management Changes in Winston-Salem, North Carolina

(Winston-Salem, NC) – Effective January 1, 2017, S. Martin Thorpe will succeed William Kim Duke as President of Vulcan's Mideast Division, which has its headquarters in Winston-Salem. Mr. Duke will assume the role of President in Vulcan's Southeast Division, which has its headquarters in Atlanta, Georgia.

Mr. Thorpe joined Vulcan with the acquisition of Tarmac in 2000 and has served the company in a variety of management roles including Manager of Marine Operations, General Manager for sales and operations in Maryland, Pennsylvania and Delaware before becoming Vice President and General Manager of North Carolina in 2015.

Commenting on the changes, Vulcan's Chairman and Chief Executive Officer Tom Hill said "Martin is a well-respected leader who has played an important part in the continued growth and success of our Mideast Division. Kim has 31 years of experience with Vulcan and has made numerous important contributions to the Division and Company."

The Mideast Division has 1705 employees and 101 facilities located across North Carolina, Virginia, Maryland, Pennsylvania, Delaware and District of Columbia.

Vulcan Materials Company, a member of the S&P 500 index, is the nation's foremost producer of construction aggregates, a major producer of asphalt mix and concrete. For additional information about Vulcan Materials Company, see www.vulcanmaterials.com.

SAVE THE DATE February 16, 2017

We hope you will join us to visit with your State Legislators at the Capitol in Richmond. We will gather together on the morning of Thursday, February 16th at 8 a.m. at the Omni Richmond Hotel. A breakfast buffet and talking points will be provided. We will then proceed to Capitol Hill at 9 a.m. to visit with legislators.

If you should need a room at the Omni, please let me know. You will receive the \$179 group rate (all members are responsible for their own hotel charges).

Men should plan to dress in Coat/Tie and women in Business attire. Please RSVP to christina.sandridge@easterassociates.com if you plan to attend or have any questions.



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MAKE THE **RIGHT** CHOICE

THE **RIGHT** PRODUCT & SERVICE
IN THE **RIGHT** PLACE
AT THE **RIGHT** TIME

Roanoke Cement has supplied ready-mix producers and the construction industry with consistent, dependable, high quality cement for over 50 years.

A superior product, backed by excellent customer service, the latest technology, and reliable distribution shows our commitment to serve our customers.

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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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