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Transforming the
Way America Builds
Through **Technology,
Reliability & Safety**

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Harper Industries, Inc
at 270-442-2753
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for more information.



A Message from Billy

As Harper Industries continues to move into the 21st century, our greatest strength will

come from the know-how and skills of our employees. Our workforce will have a continuous need for enhanced knowledge and skills to keep pace with technological and economic change. Our growth will depend upon the commitment of our employees to continue to learn new skills, deal with constant change and apply new technologies in the workplace.

Lifelong learning in the workplace is a joint responsibility of Harper Industries and our workforce. It requires support and commitment. All parties need

to cooperate to provide resources, opportunities and facilities. We also need to recognize learning as an essential part of work.

Harper University is an accessible learning environment that will benefit our employees, companies and the community. From an employee side there is a freedom in education; freedom to pursue a better job and freedom to realize your full potential. From an employer side, we are investing in our company's future and the future of our employees. Harper University helps attract high-quality, new employees and re-trains our current employees in critical skills. From a community side, educated workers

attract new businesses and help retain and grow established ones. Education can help assure that our communities don't stagnate as technology advances.

Our goal is to promote learning as a standard feature of the workplace and give access to opportunities for education and training. In turn, this will provide knowledge and skills relevant to any juncture in a life dominated by continuous change and innovation. I ask you to support our efforts and realize that everyone benefits from enhanced skills learned at HU.

Respectfully,
Billy Harper

Harper Industries Sponsors New Business Journal



Paxton Media, publishers of the Paducah Sun, have announced the creation of a new publication called Four Rivers Business Journal. Harper Industries is a primary sponsor of the venture, along with Dialog Telecommunications, Murray State, Pepsi MidAmerica, Regions Bank and Western Baptist Hospital.

The business to business monthly will feature businesses throughout the region, highlighting successful entrepreneurs,

business tips and issues, practices, etc. The journal will be sent to Chamber members in 18 counties in western Ky. and southern Ill. It will be published the fourth Thursday of each month beginning April 24.

Harper Industries C.E.O. Billy Harper said, "Western Kentucky is a great place to do business, and I am excited that we now have a venue to showcase our successful businesses."

Tornado Alley

Harper Industries' companies, once again hosted customers at the Southeastern Conference basketball tournament.

This year's event was in Atlanta, Georgia. As many of you witnessed, either first hand or on national television, the tournament was interrupted Friday night by a tornado that tore through downtown Atlanta and tore holes in the roof of the Georgia Dome (one directly above the HI hospitality tent). The storm did major damage to the dome and the



Downtown Atlanta aftermath of the storm

downtown area. After several hours, the dome was evacuated and the remainder of the tournament was played out at Georgia Tech -closed to all but family of players. Regrettably, the storm hit just prior to the UK Wildcats game, forcing a re-schedule the following day with no UK fans allowed to attend.



KRMCA Awards FMC

The Federal Materials Company Paducah Plant received the Kentucky Ready Mixed Concrete Association 2007 Overall Excellence in Safety Award for the lowest accident frequency rate per 100,000 cubic yards of production for a plant stationed with 10-19 concrete trucks.

Other KRMCA awards include recognition of No Lost Time Accidents for:

- FMC Bardwell Plant
- FMC Cadiz Plant
- FMC Calvert City Plant
- FMC Mayfield Plant
- FMC Murray Plant
- FMC Paducah Plant
- FMC Princeton Plant

A Special KRMCA Design Award for the Super Flat Floor was presented to Federal Materials and Broughton Construction of Louisville for Lowe's Home Improvement of East Paducah. Broughton Construction received the Golden Trowel Award during the World of Concrete for the flattest floor poured in the country!

For Guess...It's Yes!



The answer is yes!

That's the answer Craig Guess, president of Vanguard Contractors, has often given to those asking for his leadership skills and his volunteer time.

In 2007, Craig said yes to taking on the chairmanship of the Associated General Contractors and the Kentucky Chamber of Commerce (only the second Paducah person to hold the position). Awhile back, Craig said yes to the chairmanship of the Paducah Area Chamber of Commerce.

Craig says his answer is yes for one reason—it makes a difference. "For local communities or entire states to become better places to live and work, it takes people who are willing to lend their expertise, their energy and their enthusiasm. We all have something to offer, but in order to make a difference, we have to step up and be willing to be a part of the solution. I think it's important for everyone to choose something they're passionate about and lend a hand."

As Craig handed off the gavel to the incoming Kentucky Chamber chairman, the president of the organization had some nice things to say about Craig's year-long leadership. "We had one of the most productive years in the history of the Kentucky Chamber," said David Adkisson, "and Craig's leadership style was critical to that success. He is one of the most enthusiastic leaders I've ever worked with."

Under Craig's guidance, the Kentucky Chamber set a record level of

membership exceeding \$2 million in revenue and a record amount of revenue from events and publications. His most far-reaching goal, says Craig, was the initiation of Kentucky's New Agenda, an effort to encourage creative thinking by people throughout the state to meet the many challenges Kentucky faces in the years ahead.

"Our goal was to present Kentucky's new governor with a proposed action agenda that represents the best thinking of the state's business and civic leaders, young entrepreneurs and other citizens who reflect Kentucky's geographic and demographic diversity," Craig adds. "This is not another report that sits on the shelf. What we want to do here is create fresh approaches to some vital issues like education."

And speaking of education, a second initiative that was close to Craig's heart was a review of a 1997 plan for the improvement of post-secondary education in the state. "This year we convened to determine how much progress has been made and what work remains to be done if Kentucky is to reach the national average in per capita income by 2020," Craig explained.

Not only are these efforts beneficial to the Paducah community and the entire state of Kentucky, they are of mutual benefit to Harper Industries. "When we build a better working environment and seek to improve the condition of the places where we live and operate, we ultimately enhance the opportunities for our own companies. We also gain a wider network of potential partners. It's a win/win situation."

"Mission Possible" Working at Metro Ready Mix

The Metro Ready Mix Team is working together to achieve our goal of Zero Accidents and Zero Incidents proving "It can be done." Safety is paying off in many ways: Over 30 sets of Predator's Hockey Game Tickets have been awarded to Team Members that were observed conducting themselves in a safe manner or watching out for the safety of others.

We're also promoting Safety to family members as well as our Team Members because Safety should be a way of life. In our most recent Newsletter we announced an Art and Essay contest for the children of our Team Members. The theme of the contest was "How my parent works safely at Metro Ready Mix." Our Safety Committee will choose the winner for each age category. The winner of the art contest (ages 5-10) will receive a bicycle and the winner of the essay contest (ages 11-15) will receive an IPOD Nano MP3 Player.

Metro Wins Awards

Metro Ready Mix received awards for "Best Commercial Building" (The Viridian) and "Best Interior Decorative Project" (concrete countertop) during the Tennessee Ready Mixed Concrete Association's Annual Awards Banquet in February.



Lunch For Literacy

The Precision Steel team recently hosted a lunch for former University of Kentucky basketball star Kenny Walker. Walker played for the Cats during the 1980s and is the second all-time leading scorer in Wildcat history. Walker and Precision Steel customer, Dennis Smith, president of Pinnacle Construction, were making the rounds promoting literacy for kids. Walker keeps a busy schedule holding basketball camps, coaching private lessons, and speaking at corporate and charity events.



Pictured: The Precision Steel "Dream Team." UK basketball star, Kenny Walker, (center); Precision Steel customer, Dennis Smith is at the far right.

MARCH "SAFETY" MADNESS at Morsey

SAFETY MARCH MADNESS

March Safety Madness 2008

How It Works:

- Safety audits will be conducted at each jobsite
- Each jobsite will receive a safety score
- The highest score advances to the next round
- Accounting is included with the Racers
- The Calvert Office is included with the Marshals

How Can Your Team Score Points:

- Follow safe practices to score well on safety audits
- Complete safety handbook training
- Conduct safety observations
- Work accident free

Schedule:

- Round 1: March 18th thru March 22nd
- Round 2: March 23rd thru March 25th
- Round 3: March 30th thru April 5th
- Winner: Announced April 7th

What's at "Steak"?

- Bragging rights
- Food for each winning team
- Prizes for each winning team
- Prizes and a steak lunch served by management for the overall winner!

CHAMPIONS

Newburgh Hoosiers

To follow-up on the successful Mission Possible rollout where the focus has been on working with zero accidents and incidents, Morsey introduced a novel approach to keep the ball rolling.

Capitalizing on the March Madness basketball craze, Morsey created the March "Safety Madness" program whereby various jobsites were classified as teams and bracketed. Each jobsite was given a safety score based on safety audits, completion of

safety handbook training and foreman observations. The teams with the highest scores advanced to the next round of competition. Bragging rights, food (always an incentive) and prizes were at stake, as was a real steak, as in dinner, served by Morsey managers to the overall winner.

The competition was fierce, and safety practices abounded. Each team took its best shot. But in the end, only one team could claim victory. And that

team, with a score of 107, was the Newburgh Hoosiers (the folks working at the Alcoa project in Evansville) besting the Kingston Volunteers who, although performed admirably, scored 104.

Robert Stallins, Jeremy McKinney, Leroy Cates, Phillip Stevens and the Alcoa jobsite put together an impressive performance conducting over 130 safety observations and scoring a perfect safety audit in the final round. But the best part is that that were zero accidents in March, so everyone is a winner!

Highlights of the program included:

- Over 200 Safety Observations conducted
- Over 1100 Safety Contacts made
- Over 100 Employee received Safety Handbook training



Metro Family Matters

In February, tornados tore through Middle Tennessee and destroyed several homes, and disrupted the lives of many families. Some of these families affected are members of the Metro Ready Mix Team. The MRM family donated time, money and needed items for those who lost homes, and family members.

In March another Team Member, Sherry Mocerri was touched by tragedy when her home was nearly destroyed by fire. The MRM team again pulled together donating clothing, household items and money to help out. Sherry and Jeremy are currently living in a temporary location while their house is being rebuilt.

FMC Opens Murray Products Store

The Federal Materials Company recently opened a Murray Construction Products Store at 61 Sunset in Almo (on the corner of Sunset and 641, near Murray). The store will carry decorative supplies, sealers and curing compounds, polyethylene sheeting, concrete and masonry tools, saw blades, mesh wire and rebar, bagged grouts, expansion joint and anchor bolts. For product and delivery information, please call Larry Fields at 270-217-3330.

Federal Materials Employee News

- Mixer Operator **Richard Lipford** received the following compliment while driving to a job site:

A call was received regarding observations of Richard Lipford (Mixer #67) staying within and observing the proper speed limits, using turn signals properly and allowing ample time to make lane changes so that any vehicle that may have been in a blind spot had appropriate warning of the lane change. In addition, Richard allowed the proper distance between him and any vehicle in front of his truck.

The caller wanted to stress that this driver, by observing these simple traffic safety laws, exemplified professionalism in his driving habits and was very conscientious of his surroundings.

- FMC Plant Managers **Tommie Vied** of Princeton and **Dale Langston** of Cadiz successfully completed recertification of ACI Technician Level I and KRMCA Technician Level II in February.

- **Justin Hughes** was recently named

plant manager of the Federal Materials Company Calvert City Plant. Hughes joined FMC as a mixer operator in October of 2006. He lives in Mayfield with his wife, Tia, and son, Darrell, who turns two in June. Hughes's interests include playing the guitar, modifying cars and remodeling his home.

- **Gary Thompson** is now FMC Director of Operations and is responsible for ready mix operations at all plant facilities.

- **Jeff Brandon** is now FMC Director of Maintenance and Materials and will handle all Fleet Maintenance and Materials hauling.

- **Sarah Bynum**, marketing director for Federal Materials Company, recently won the Kentucky Business and Professional Women Southwest Region Young Careerist Speech Competition. She will compete in the BPW state competition in June in Bowling Green.



Morsey Branded Items Now Available Online At Company Store



You may be seeing the Morsey name popping up on everything from clothing to baby bibs now that Morsey employees have their very own online company store to shop from!

A complete line of merchandise featuring shirts, jackets, outerwear, work clothes and more, all with the Morsey logo, can be found at www.morsey.com. All you do is click on the company store icon, and you will be taken to the Morsey store where you can use your credit card to purchase anything your heart desires...at discounted prices! Morsey has negotiated great pricing for employees, and the company is planning special sales where every

employee purchase will receive an additional discount paid for by Morsey. Plus, Morsey will pay for all shipping charges for employee purchases!

The process is simple. All you do is go to www.morsey.com and click on the company store icon and start selecting your merchandise. You also have the option of choosing the Morsey logo in three colors; blue, black or white. Logos will be placed on the left side of shirts and jackets. You may also elect to place a Morsey logo on a sleeve or collar. Additionally you may order additional embroidery on items, for instance names. When you are finished shopping for an item, you simply add the item to your cart and proceed to check-out, where you will be asked for credit card information, all within state-of-the-art security that protects your credit information.

Note: Embroidery charges will be added to the price of the item. You will see your total charge at check-out. FREE SHIPPING!

Now you can shop for great looking Morsey-branded items from the comfort of your home.

EXCEEDING EXPECTATIONS Winner Announced



Exceeding Expectations is an initiative that Morsey embarked upon to enhance the culture of excellence within the organization. Exceeding Expectations can be seen throughout the Morsey organization: on the walls, in promotional materials...and in our people.

At Morsey, it is understood that it is not the organization that makes the business great, it is the dedicated people in the field, in the office, in safety, estimators, project managers, the guy down the hall, in short, the people working together toward a common goal.

So important is exceeding expectations, that we made it our mission. The Morsey Mission statement, in abbreviated form is, Exceeding Expectations. A part of communicating this initiative throughout the organization included a contest whereby employees submitted nominations on behalf of fellow associates they deemed deserving of exceeding expectations accolades. Monthly winners received a personal

day off. We received several excellent nominations throughout the year. From the pool of monthly winners, an overall winner was chosen whose performance best exemplifies the exceeding expectations mission.

Eric Smith won the contest and was presented \$1000 for going above and beyond the call of duty.

Eric is an ironworker foreman who worked on the conversion building at the Uranium Disposition Services (UDS) project in Paducah, Ky. He was given the task of supervising a crew that was to perform layout, drill holes, install anchors in the holes using epoxy, drilling matching holes in steel plates and install the plates on the walls of the conversion building.

Eric was given a set of plans showing the layout and a set of instructions with all the QA limitations. Instead of simply giving the plans to his crew and proceeding with the layout as shown, Eric studied the plans. In doing so, he discovered a discrepancy in one of the QA limitations. By catching this and asking about it before proceeding, Eric saved the company many engineering hours, installation retrofitting hours, equipment cost, material cost and schedule delays.

For his diligence, Eric deserves our congratulations! Exceeding Expectations pays!

FMC and KRMCA Awards Essay Winner

The Federal Materials Company and the Kentucky Ready Mixed Concrete Association presented the KRMCA Wm. T. Robertson Essay Contest Award to Katie Knecht of Reidland High School on Thursday, April 3.

Finley Messick, executive director of the Kentucky Ready Mixed Concrete Association, Robbie Robertson, owner of Concrete Materials Company in Richmond and Chris Bright, president of Federal Materials Company, presented the award, named in honor of Robertson's father.

"We applaud Katie's creativity, willingness to participate in this essay competition and interest in our industry," said Chris Bright, president of Federal Materials Company.



(Front row from left): Sloan Knecht; Robbie Robertson, owner of Concrete Materials Company; Katie Knecht, senior at Reidland High School; Bridget Thompson, teacher at Reidland High School. (Back row from left): Mark Knecht; Robert Richey, Principal of Reidland High School; Finley Messick, executive director of the KRMCA; Chris Bright, president of Federal Materials Company.

Harper Industries to Roll Out WELLNESS PROGRAM

The overall health of our employees, and the health of their families, is our company's primary concern. As such, Harper Industries, and all operating companies will be administering a Wellness Program for all employees. The intent of the program is to get fit and stay healthy.



All employees and dependant participants have been asked to complete a Humana Health Risk Assessment, the results of which are intended to give guidance as to what each employee can do to live a healthier lifestyle. Additionally, Humana provides coaching tips on topics like: back care health management, nutrition management, smoking cessation, weight management, and stress management. Humana also provides a monthly wellness calendar, with tips for a healthy attitude about wellness, posters and an employee assistance program.

Each Harper company will be rolling out wellness programs tailored specifically to their respective organizations. Many companies have elected to initiate a "Biggest Loser" weight loss contest, based on the popular television program by the same name. Other companies are starting walking programs.

Employee health and wellness is every bit as important as safety at Harper Industries. Healthy lifestyles for you and your loved ones should be everyone's goal!

FMC Supports Child Watch as Non-Profit Philanthropy



The Federal Materials Company has named Child Watch Children's Advocacy Center, Inc. as its official non-profit philanthropy of choice.

"Child Watch is responsible for providing educational, medical and counseling programs to children in eight counties in western Kentucky. They also educate the communities about the reality of child abuse. Not only does this organization need financial support, they also need volunteers. We hope to provide both,"

said Chris Bright, president of Federal Materials Company. Sandra Fellows, executive director of Child Watch said, "With active fundraising efforts and community awareness, Child Watch programs can grow to reach all children who need help in Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall and McCracken counties."

In recognition of Child Abuse Prevention Month, Child Watch hosted a reception on Tuesday, April 1. Judge Van Newberry and Mayor Bill Paxton presented a joint child abuse prevention proclamation, Family Court Judge Cynthia Sanderson was the guest speaker, three foster care agencies and several school partners were honored.

Child Watch Playhouses, built by Paducah Area Technical Center students, are for sale and on display at Paducah Power Systems, located at 1500 Broadway in Paducah and at the Child Watch office, located at 1118 Jefferson Street, Paducah.

Harper University/WKCTC INFORMATION

*All courses will be held at the Harper University classroom at 960 North H.C. Mathis Dr. unless noted otherwise.

- ~ All courses start at 8:00 am (yet subject to change)
- ~ A minimum of 8 participants is required or the class will be cancelled.
- ~ To register for a class, e-mail bmogan@harper1.com or call Bill at 270-442-2753 Ext.1716



Morsey Awarded Major Contract On Largest Capital Project In Southern Illinois



Morsey Constructors, the industrial contracting arm of Harper Industries, has been awarded the multi-million dollar rebar package for the Prairie State Energy project in Lively Grove, Ill. Morsey is the general contractor responsible for installing over 14,000 tons of rebar.

The Prairie State Energy Campus is a \$2 billion, 1500-plus megawatt electricity generating station and coal mine currently under construction. The campus will provide clean, low-cost electricity, create up to 500 permanent jobs and revitalize the area by annually injecting nearly \$125 million in direct benefits into the Illinois economy.

Prairie State is among the largest private capital projects ever constructed in Southern Illinois. The plant will be fueled by more than six million tons of coal annually and will provide electricity to 1.5 million Midwest families.

Morsey, Precision Steel Recipients of AGC Safety Accolades

Morsey Constructors and Precision Steel were chapter winners of the Western Kentucky Construction Association's Associated General Contractors (AGC) safety awards for 2007. Morsey won the award in the general contractor division with over 75,000 hours worked category. Precision Steel won in the Service Provider/Associate division with over 45,000 hours worked category.



Pictured from left: Eric Watts, Vanguard Contractors; Brian Hovecamp, Morsey Constructors; Susan Otey, Harper Industries; Brian Sayner, Morsey; Gretta Rose, Morsey; Ashley Poyner, Morsey; Belinda Hedden, Precision Steel; Monte Schell, Precision Steel.

Harper Industries, Inc.
960 North H.C. Mathis Dr.
Paducah, KY 42001

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