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Please contact Harper Industries, Inc at 270-442-2753

OR VISIT WWW.HARPER1.COM for more information.



A Message from Billy

Are You Committed?

Are you waiting for your goals to inspire and motivate you, and then you will jump in completely?

Many of us want a guarantee before we fully commit to our goals. If only we knew it would work out, then we would not question our choice or the direction of our future. Guess what? Your career will not give you the guarantee you are seeking. What you will get is a strong feeling inside guiding you in the right direction. Then, you listen to your gut, follow what you hear,

and work on your goals everyday. That's when momentum takes over. That's when you get inspired. That's when you reach your goals.

Many accomplishments in your career happen when you throw yourself fully into what you want to achieve. Being committed and the sooner it becomes part of your vocabulary, the quicker you will be on the road to success. Simply put, being committed is a belief in doing what it takes to complete a goal appropriately and successfully.

Sometimes it requires a considerable amount of extra effort, not to mention sacrifice on your part. Sometimes it feels like you never leave work, however it's all in how you look at it; a successful career requires a personal commitment. I am committed in all our companies and all our employees, I challenge each of you to commit to our growing and innovative company.

Respectfully,
Billy Harper

Harper Appointed To Kentucky Board of Education



Harper Industries C.E.O. Billy Harper has been appointed to the Kentucky Board of Education by Governor Steve Beshear.

Harper is one of five new members

appointed to the group that oversees Kentucky's public elementary and high schools.

Harper, who ran for Governor in last year's GOP primary on an education platform, has been active in educational issues statewide for many years. He also runs the "Race For Education" program that promotes good attendance in public middle schools in the Paducah area. The program targets sixth, seventh and eighth grade students. Billy takes the race car to area middle schools where he discusses the importance of staying in school and how it relates to drag racing by using math, physics and logic. Students are challenged to achieve perfect attendance for the school year and are rewarded in May for their efforts. Among the prizes awarded to winners are racing t-shirts, driver cards, coupons, gift certificates and cash. The program is funded by local merchants and has been expanded each year to include more schools and more prizes. The program is working. School attendance has increased by at least 15% each year it has been in place.



Vanguard Completes UNIQUE CYCLE FACILITY

Vanguard recently completed work on the new Four Rivers Harley Davidson dealership located at Exit 11 off Interstate 24 in McCracken County, Kentucky. The two-story, 37,000 square foot facility features a showroom, parts and service area, offices and conference space. Unique to the facility is a balcony that doubles as a bike display area, a mezzanine overlooking the 1st floor sales space, exterior staircases and a 5000 lb. elevator to transport bikes to the second floor. The outward style of the facility models a steam ship which captures the heritage of McCracken County and the Paducah area. The design is a unique aspect as the dealership is one of only a handful across the country that is inspired beyond the Harley Davidson theme. Ground breaking for the facility occurred in June 2007. A record hot and dry summer/fall, followed by a wet spring and site wetland

remediation presented difficult challenges for the team. Nonetheless, ingenious decisions and flexible execution such as pouring the second floor concrete first to create a "roof" over the first floor, enabled work to continue despite the conditions.

"We can not say enough about working with Vanguard and how pleased we are with the new facility. Again, thank you for making this painless!" – Jack Fares, co-owner Four Rivers Harley Davidson

We are proud to have completed this project safely, with no recordable accidents. Congratulations to everyone involved.

Vanguard would like to thank the Four Rivers Harley Davidson family and all the outstanding sub-contractors who participated in the project.

Precision Completes Big Ductwork Challenge

Precision Steel recently completed one of the largest fabrication projects in the firm's history. Precision fabricated 1000 feet of ductwork for Nucor. Each piece was 21 feet in diameter, with some sections welded at a 45 degree angle and others transitioning to smaller diameters. Sections weighed from 17-25 tons apiece.

As sections were completed, they were transported to the Tennessee River (a logistical challenge) and loaded on six barges for shipment to Blytheville, Arkansas. Gary Riley and Jeff Darnell headed up the project for Precision Steel, and they did an excellent job utilizing the Liberty Mutual Residual Risk Reduction (R3) process to analyze and plan the project. Through thoughtful planning and implementation of procedures Precision's people were able to reduce the project risk by almost 50 percent. Morsey Constructors and neighbor Bailey Port were also involved in the project and each participated in the R3 process as well.



Harper's Race 4 Education Program a Success

The 2007-2008 Race 4 Education Program was a great success! Billy Harper awarded money and prizes to more than 221 Paducah, Ky., area Middle School Students who did not miss a day of school during the year. Nineteen students had perfect attendance all three years of Middle School! The students were challenged to achieve perfect attendance for the school year and were rewarded in May for their efforts. Billy's advice to the children was that a sound education makes for a successful career, and he encouraged them to stay in the "race," and stay in school.

Billy Harper and Andy Keeling speak to Paducah Middle School students prior to handing out awards.



Precision Steel Fuels Growth With Alliance

Precision Steel, LLC and Integrity Manufacturing of Shepherdsville, Ky., have formed a strategic alliance to capitalize on each company's strengths to better serve customers and facilitate the rapid expansion both firms are experiencing.

Integrity Manufacturing operates facilities in Shepherdsville, Ky., and Louisville, Ky.; the Louisville plant is located on the banks of the Ohio River. Integrity specializes in production work and currently serves major customers in the automotive and rail industries.

Both companies are experiencing significant growth, and due to the strategic access to primary river shipping, both firms are

ideally situated to ship finished work via barge. The companies plan to approach future business opportunities together, utilizing combined sales/marketing and production capabilities to meet the needs of a growing customer base located throughout the country.

*Together...
To Serve You Better*



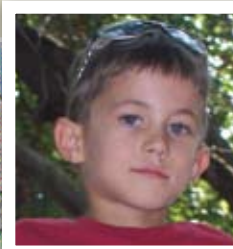
A STRATEGIC ALLIANCE

According to Precision Steel President, Edwin Donohoo, the alliance is the most efficient way for both companies to continue the rapid expansion both are experiencing without significant capital investment in the short term.

"It's a win-win situation for two aggressive and similar firms," he stated.

The Safety Vision of Children

The children of Metro Ready Mix team members were given a chance to win an Apple Ipod Nano or a brand new bicycle by winning a contest about safety. Art and essay contests were held with the theme, "How my parents work safely at work." Children ages 5-10 were to draw/paint a picture; ages 11-15 were to write an essay of how they see their parent working safely in the workplace. Heather Jackson, (Greg Jackson, Concrete Sales) won the Apple Ipod Nano for her essay, and Ethan Ponder, (Jamie Ponder, Technical Services) won the new bicycle for his drawing. Congratulations to both the winners and their parents.



Ethan Ponder



Heather Jackson

Ethan Ponder's poster took first place honors in the children's contest.

Frontier Prepares NEXT GENERATION of DRIVERS

With the help of the Texas Aggregate and Concrete Association and a Texas Workforce Grant, five local Houston area ready mix companies partnered with Lone Star College Truck Driving School to create a year long Concrete Class B CDL class.

May 19th was Frontier's first ever CDL Class. Congratulations to all four participants for passing the course and obtaining their Class B license! The next available class date for four more candidates will be August 27, 2008.



Employees seated (front row) left to right: Marvin Quintanilla worked as Spring Laborer since 4/10/08 William Aguilar worked as Spring Loader since 7/7/03 Edwin Alvarado worked as Tomball Laborer since 3/8/07 Everardo "Lalo" Lopez worked in the Yard Crew since 9/18/06

FMC Donates Concrete to Area High Schools

Federal Materials Company recently awarded Calloway County High School 50 cubic yards of concrete to complete handicap accessible restrooms and handicap accessible sidewalks leading to the Lakers baseball and softball fields.



The proposed project was one of four selected by Federal Materials under the FMC School Concrete Donation Program. Nineteen counties were invited to participate in the program, whereby Federal Materials donates up to 50 cubic yards of concrete to each selected school district for new construction or replacement projects. Schools in Livingston County, Caldwell County and Hickman County were also awarded concrete donations.

"We support economic development in 19 counties across western Kentucky and northwest Tennessee," said Chris Bright, president of Federal Materials Company. "We want our donation efforts to support the educational systems in these counties."

NEW AESTHETICS for TDOT Bridge Walls



Harper Construction recently completed pouring the Tennessee Department of Transportation's (TDOT) first exposed aggregate bridge walls, in Shelby County. TDOT chose an exposed aggregate wall because it added a warmer look than regular concrete and blended with the area near Germantown. The wall was slip-formed with a Gomaco Commander III machine and stretches 10,000 LF.

FMC Safety Committee Initiates NEW TRAINING PROGRAM

The FMC Safety Committee is working on a Train-the-Trainer program to assist trainers instructing new hires during their introductory period. They are also developing a new hire orientation program that involves more hands-on training, on-line training and newer materials. Members of the committee are: Josh Brown, FMC safety director; Blake Bremer, Paducah Plant Manager; Matt Morris, Operator from Calvert City; Curtis Mayfield, Operator from Paducah; Michael Woods, Operator from Murray; Rick Janes, Operator from Mayfield, Gary Thompson, Operators Manager, Jeff Brandon, Director of Maintenance and Materials; and David Humphrey, Sales Manager.

Summer INTERNSHIPS Provided at FEDERAL MATERIALS

Senior high school students Clay Davis of Livingston Central High School, Dylan Murphy of Lone Oak High School and Chloe Thompson of Marshall County High spent the summer interning with Federal Materials Company.



Chloe Thompson



Clay Davis



Dylan Murphy

Gary Thompson, operations manager at Federal Materials said, "The internship helps prepare the students for college and helps guide their future plans. Our industry welcomes young and enthusiastic people. It's never too early to learn a trade or get experience in a field."

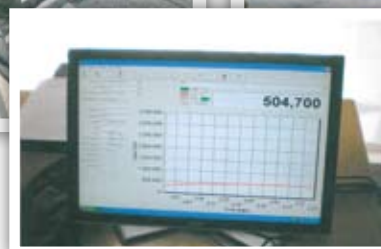
Davis, from Livingston County, is a member of the Livingston Central High School basketball team, the Beta Club and Future Business Leaders of America.

Murphy, a Paducah native, is a member of the Lone Oak High School football and baseball teams.

Thompson, from Marshall County, is a member of the Photography Club, Health Occupations Students of America club and serves as VP of Finance for the Family, Career and Community Leaders of America club.

BIG LOAD

Precision Steel made its largest load test in its history. PS fabricated a lifting beam to lift 200 tons. The beam was then tested at 125% capacity which is 250 tons. Sterrett Crane was going to do the lift, but they could not come up with the weight so Precision had to come up with an alternate testing method and still meet the deadline. PS found Yarborough Crane in Memphis, Tenn. to do the test. The beam was tested and certified.



MRM TRUCK DEDICATION CEREMONIES

When Metro Ready Mix puts new trucks into service, it's a big deal. In May, several operators were presented with new trucks in dedication ceremonies. Carlos Chicas – Nashville, Danny Brummett – Nashville, Jose Scott - Nashville, Dennis Crews - Visco, Isral King - Visco, Keith Jordan – Visco, Jason Biggs - Fairview, and Joe Miller – Lavergne were all recipients of new trucks. Pictures, as well as video, recorded the congratulating of each operator while presenting them with their new truck.



Harper Industries' Companies Set SAFETY MILESTONES

Since the launch of Mission Possible, Harper Industries' corporate-wide safety initiative in 2007, every Harper operating company has been working diligently to create a zero accident safety culture: No accidents allowed...ever!

There have been several milestones reached and many more successes reported. Since the program was rolled out, Morsey Constructors has recorded over 250,000 accident-free work hours. On July 20, the company marked one year and 325,000 hours worked with zero recordable accidents.

Harper Construction has completed a safety milestone as well, achieving over 50,000 accident free work hours. Working side by side, and establishing an effective communication strategy, safety director Josh Brown and five superintendents Gene Aldridge, Earl Schroeder, Sam McCullough, David Trimm and Kenneth Jones set the stage for the safety record.

The number one goal at Harper Industries is to create a safe working environment for our employees.

Everyone Needs a Hobby

Morsey project manager, Jeremy McKinney, looks like he could play down lineman for the Green Bay Packers: he's big! But instead of creaming opposing players and unsuspecting running backs, he opts to don a kilt (it's best not to call it a dress!) and toss cabers. Cabers? Yes, cabers, along with stones, hammers, weights and sheaf's.

aspects of the games are so well known as to have become emblematic of Scotland, such as the bagpipes, the kilt, and the heavy events, especially the caber toss. While centered on competitions in piping and drumming, dancing, and Scottish heavy athletics, the games also include entertainment and exhibits related to other aspects of Scottish and Gaelic culture. Jeremy is a weekend Celtic warrior, participating in 6-7 Highland events per year. He is a big competitor – 6'4", 280 pounds.

Aside from the numerous weight-related events, versions of which have found their way into modern track and field competitions, the two Highland events that stand out to novice onlookers are the caber and sheaf toss. The caber is a long tapered pine pole or log, and is stood upright and hoisted by the competitor who balances it vertically holding the smaller end in his hands (see photo). Then the competitor runs forward attempting to toss it in such a way that it turns end over end with the upper (larger) end striking the ground first. The smaller end that was originally held by the athlete then hits the ground in the 12 o'clock position measured relative to the direction of the run. If successful, the athlete is said to have turned the caber. Cabers vary greatly in length, weight, taper, and balance, all of



Morsey's Jeremy McKinney, clad in the customary Scottish kilt, competing in the weight throw at a recent Highland event.

which affect the degree of difficulty in making a successful toss. Competitors are judged on how closely their throws approximate the ideal 12 o'clock toss on an imaginary clock.

The sheaf toss is a bundle of straw (the sheaf) weighing 20 pounds (9 kg) and wrapped in a burlap bag. It is tossed vertically with a pitchfork over a raised bar much like that used in pole vaulting. There is significant debate among athletes as to whether the sheaf toss is in fact an authentic Highland event. Some argue it is actually a country fair event, but all agree that it is a great crowd pleaser.

Next time you see Jeremy, ask him about the games. Just don't ask him about the... dress!

Jeremy is a competitor in what has to qualify as the most intriguing hobby ever – the Highland Games. Highland Games are events held throughout the year in Scotland and other countries as a way of celebrating Scottish and Celtic culture and heritage, especially that of the Scottish Highlands. Certain



One of the most exciting events of the Highland Games is the caber toss.

Metro Ready Mix Hosts Events

ANNUAL FISHING TOURNAMENT

The Annual Fishing Tournament was held Saturday April 12th. It was a huge success with 24 boats, and 60+ attendees. First place was awarded to Trey Baine and Shane Doening (Olympian Construction) for catching a 16 lb. bass. Larry Pace with AAA Electric, Larry and Todd Bains with Flow Construction headed up the Fish Fry.

ANNUAL GOLF TOURNAMENT

The Golf Tournament was held Friday June 6th. It was the largest golf tournament in MRM history. Lunch and dinner were provided to more than 140 golfers. At registration, all players were given a gift bag with golf balls, tees, etc. Pat Johnson with Total Touch Massage Therapy provided the players a little stress relief with back massages on one of the holes. During the evening, awards were presented for the 1st, 2nd, and 3rd places in each of the 5 flights. Special thanks to all Metro employees for their help in making this one of the best tournaments yet.

Morsey's Stallins Recognized for SUPERIOR PERFORMANCE

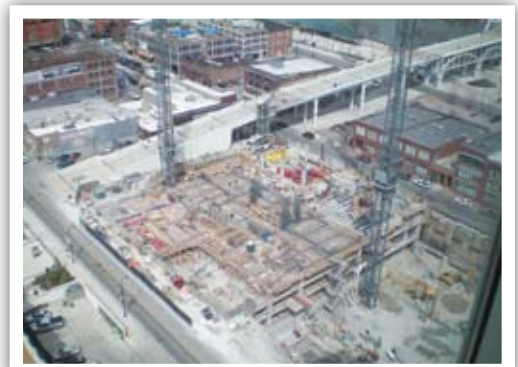
It's always nice to receive positive feedback from our customers, especially when it is concerning the dedication and workmanship of an employee.

Morsey recently received a letter from Mr. Guy Griswold, resident construction manager for the DUF6 Conversion Facility Project in Paducah, Ky., that was very complimentary of our general superintendent Robert Stallins. It is not the first letter we have received concerning Robert's performance, we get positive feedback whenever he is on the job!

It just goes to show that you never know who is watching and what kind of impression you are making. Robert clearly lives up to the Morsey Mission of Exceeding Expectations. Great job Robert!

Metro Leading the Way in Nashville

Numerous commercial projects are underway in the Middle Tennessee market. The Viridian, a high-rise condominium was recently completed and awarded the Best Commercial Building Award by the Tennessee Concrete Association. The 31 story tower on Church Street began the wave of downtown living by being the first high-rise condominium in Nashville. The building contains 23,000 yards of concrete with strengths up to 9000 PSI. The Pinnacle Financial building, another downtown high-rise, is now currently being constructed. Large concrete parking lots, as well as pervious concrete projects, are continuing to pop up everywhere in the Nashville area and Metro is leading the way!



THE PINNACLE FINANCIAL BUILDING
The 36 story building containing approximately 50,000 yards of Metro concrete is the largest project currently underway in the Nashville area. The expected completion date is May 2009.

Texas Aggregate and Concrete Association State Wide Truck Rodeo

In April, Frontier Materials and Frontier Aggregates participated in the 2008 TACA Truck Rodeo at the Texas Motor Speedway in Fort Worth. A surprise visit from Harper Motor Sports' World's Quickest Viper was a big hit with all in attendance and drew much more attention than the TXI race car! Frontier employee's that competed were:

Frontier Materials Concrete

- Alvaro Bustamante - Mechanic Division
- Jorge Carballo - Ready Mix Division
- Miguel Gonzalez - Ready Mix Division
- Juan Pineda - Ready Mix Division
- Richard Yengich - Tanker Division

Frontier Aggregates

- Francisco Zuniga - Loader Division



Thanks to the following employees who gave up their weekend to volunteer and work the Rodeo: Thomas Salisbury, Dennis Mahan, Clay O'Brien, Jeff Beck, Billy Grimes, Geo Zalidivar, Wayne Francisco, Dean Myers, Veda Ragsdill and Skip Kline.

COMMUNITY INVOLVEMENT

Metro Ready Mix is proud to play a role in the communities we serve. Participation in fundraisers, along with employee donations, were given recently to the American Diabetes Association, American Heart Association, and Breast Cancer Awareness, just to name a few. Metro continues to play a role in the community with involvement with local Chambers of Commerce, Associated Builders & Contractors (ABC) and Associated General Contractors. We are also represented in the local US – Green Building Council, Society of Marketing Professional Services, the Tennessee Concrete Association, and the Concrete Industry Management Program at MTSU.

Harper Industries NEWS BRIEFS

Federal Materials...

Grant Chastain recently joined Federal Materials Company as Warehouse Coordinator.

Josh Brown recently joined Federal Materials Company as Safety Director.

Lynda Young recently joined Federal Materials Company as Maintenance and Materials Clerk.

FMC Mixer Operators **Nicole Richard**, **Mark King**, **Kenneth Stufflebeam** and **Daniel Wheeler** received their ACI Level 1 Certification to test concrete for quality control, quality assurance and verification on construction job sites.

Each month Federal Materials recognizes two employees that best exemplify safety performance. Congratulations to the following: March - **Nicole Richard** (Union City) and **Johnny Burkeen** (Paducah Shop); April - **Jason Morphis** (Union City) and **Ronnie Herndon** (Paducah Hauler); May - **Don Allen** (Union City) and **Robert Jackson** (Paris); and June - **Jimmy Smith** (Mayfield) and **Bernie Weigel** (Paducah Hauler).

FMC Sales Manager **David Humphrey** was appointed to the 2008 Kentucky Ready Mixed Concrete Association Board of Directors.

Sarah Bynum, marketing director for FMC, was recently named to the Paducah Market House Theatre Board of Directors and the Paducah Symphony Board of Directors.

Amy Crass, FMC human resources manager, and **Sarah Bynum**, marketing director, have been selected for Leadership Paducah Class 22.

FMC Bardwell Plant Manager **Payne Sage** will receive his Bachelor of Science degree in Business Management from Mid-Continent University in July 2009 as part of the Advantage Program for Adults.

Morsey Constructors...

Lisa Heisner has joined Morsey in document control at the Prairie State Energy project in Marissa, Ill.

John King recently joined Morsey as site superintendent at the TVA Kingston piping project.

Lauren Wilson has recently accepted a position as Payroll Administrator for Morsey in the Paducah office.

Sal Giurintano recently joined the Morsey management team to manage activities in estimating, project management and construction management.

Jordan Wilkins has been promoted to the Office Manager position at the TVA piping project in Kingston, Tenn.

Cody Wiles has accepted the position of Field Project Engineer at the Prairie State Energy Campus project in Marissa, IL.

Byron Hardt has joined Morsey as Quality Assurance Manager for the TVA Kingston Project.

Aaron McLemore has joined Morsey as site manager for the Prairie State Energy Project in Marissa, Ill.

Eric McClean and **Rod Devore** have joined Morsey as estimators.

Frontier Materials...

Frontier Materials Spring Plant Operator, **James Reece**, recently became the company's first employee to celebrate a 10 year anniversary. Congratulations!

Hank Hernandez (QC Department) won 1st Place for Brisket, 2nd Place for Ribs and Beans and was Overall Champion for having the best BBQ at the 2008 Beasley Bash Cook-Off. He also won the much coveted Showmanship Award for his friendliness to the public and fellow teams and overall attitude.

Dean Myers has been promoted to Director of Texas Training Center.

Tomball mixer operators **George Madrid** and **Henry Godfrey**, and Spring mixer operators **Francisco Lopez** and **Ed Walls** have received special recognition for Exceeding Expectations on the job.

Sabrina Ryan, aka "Mud Haulin Momma," has retired. She began her career as a ready mix operator and retired in customer service.

Kirby Welding Has OPEN HOUSE

Kirby Welding held an Open House Friday June 20th. The event was a success with more than 100 in attendance. A BBQ lunch was provided along with a slide show and information of some of Kirby's work. Kix Brooks from the duo Brooks and Dunn dropped by a few days earlier to meet everyone. Kirby is currently fabricating a stairway, railings, etc. for his new house. Sherry Mocerri was lucky enough to get her picture made with Kix.



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

OCTOBER 2008 - MARCH 2009

- Legal Issues in HR - **October 9th**
- Business Communication - **October 15th**
- Performance Management - **November 12th**
- Entrepreneurship - **November 20th**
- Motivating Others - **December 3rd**
- Advanced MS Excel - **December 17th**
- Advanced MS Outlook - **January 8th**
- Problem Solving/Root Cause Analysis - **January 21st - 22nd**
- Safety at the Point of Performance Part 1 - **January 27th**
- Safety at the Point of Performance Part II - **February 25th**
- Negotiation Skills - **February 4th**
- Working in Teams - **February 19th**
- Basic Leadership - **March 3rd - 5th**
- Time Management - **March 19th**
- Business Ethics - **March 26th**

For more information go to:
http://www.harper1.com/harper_university.html

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