



www.apai.net

What Healthcare Reform Means to the Iowa Asphalt Industry

By: Jami Klootwyk, Sr. Account Executive, Arthur J. Gallagher

Healthcare is changing. Some look at Healthcare Reform as an opportunity and others see it as a challenge. We've outlined some of the basics to help Iowa's asphalt industry be prepared.

Knowing what makes a full time equivalent is the most essential part of the law for employers. A full time equivalent (FTE) is any employee that works a minimum of 30 hours per week.

This used to be the law for small groups in Iowa; it is now the standard federally.

This will impact many employers and who they may consider part time today and are not offering coverage to.

What you need to know about Healthcare Reform for employer groups with 1-50 (FTE) employees

1. Am I subject to the employer requirement to offer coverage?

- a. No, employers with fewer than 50 (FTE) employees are not subject to the requirement to provide coverage. You are also not subject to the employer shared responsibility penalties.

2. If I offer coverage today can I continue to do that in the future?

- a. If you offer coverage today you can continue to provide employer sponsored coverage to your employees in the private market now and going forward.



- b. In 2014 and subsequent years you can continue to offer coverage privately (off the Marketplace) or you may purchase a plan on the Marketplace and offer it to your employees.

3. If I decide to offer coverage on the Marketplace and later change my mind what are the effects?

- a. If you are currently providing coverage to your employees off the Marketplace and later decide to purchase a Marketplace place plan to offer employees, you are not able to go back to the private or Off Market plans.

4. Are my employees eligible to purchase plans on the Marketplace if I offer coverage?

- a. Yes, your employees can purchase coverage through you as the employer or the Marketplace.

5. Will my employees be eligible for a subsidy?

- a. Depending on the income requirement and FPL (Federal Poverty Level) they

(Continued Page 9)

Tales from the Road



BEST LAID PLANS

As I mentioned in my last *Tales from the Road*, I planned to volunteer to coach my son's 6-7 year-old flag football team. I did. It has been a wonderful and trying experience that has given me profound respect for those moms and dads who do this for our kids. Coaching these kids has reminded me of my time as an estimator and project manager for the LL Pelling Co. The best laid plans were generally not worth the paper they were written on an hour after the schedule was set. The only thing that is consistent in construction is change. How you deal with constant change defines you as a coach, an employee, a construction company and eventually as an industry.

Henry's team, in 5-on-5 flag football, is made up of kids with every level of skill - so we keep it simple. We have four plays - run left, run right, run up the middle and our secret weapon, the center sneak (still under review by the league commissioner after being used the first time). The coaches are allowed in the huddle. The play is called, the positions assigned, the team lines up and invariably, the running back turns around to me and says, "Which way am I supposed to run again?" Once the play begins, it

(Continued Page 2)

Upcoming Events.....	2
This Old Road – Highway 25 in Guthrie County.....	3
Heartland Asphalt Named Finalist for Sheldon G. Hayes Award.....	3
B-20 Open House Rock 'n Roll's to a Great Crowd	4
APAI Annual Convention Highlights.....	5
APAI Welcomes New Members	7
APAI Live Auction Adds New Dimension To Scholarship Fund Drive	8

Upcoming Events

(Click event for more information)

Global Warm Mix Asphalt Conference

Date: October 30-31, 2013
Location: Coralville Marriott Hotel
Coralville, IA

*(If making room reservations reference
"Global Asphalt Workshop.")*

Click here for more information on the Global Warm Mix Asphalt Conference and for registration information.

APAI QMA Award Application (Part B) Forms Due

Date: October 31, 2013
Return to APAI Office
(116 Clark Ave., Ste C, Ames, IA 50010)
Or
E-mail to apai@apai.net.

Life Cycle Cost Analysis: A Practical Short Course

Date: November 5, 2013
Location: West Des Moines Marriott
West Des Moines, IA

To register for this Short Course, click here.

APAI 58th Annual Convention

Date: December 4 - 6, 2013
Location: West Des Moines Marriott
West Des Moines, IA

Rooms at the West Des Moines Marriott are now available for reservations. Call the West Des Moines Marriott at 515-267-1500 and ask for group reservations.

To register for the 58th Annual Convention, click here.

2013 County Engineers' Conference

Date: December 10-12, 2013
Location: Scheman Building,
Iowa State University
Ames, IA

2014 Greater Iowa Asphalt Conference

Date: February 26 - 28, 2014
Location: Des Moines Airport Holiday Inn
Des Moines, IA



(Tales from the Road – Cont. from Page 1)

is controlled chaos. Kids run the wrong direction, try to pull flags off their own teammates, spin in circles and generally do little that has been practiced or discussed in the huddle. If you can't see the joy or the humor in what is happening around you, it's time to find a new calling.

During my days as a project manager, plans were designed, projects were bid, schedules were made and invariably I would get the phone call, "These plans are no good, there is no bid item for the work you want us to do, the subcontractor says that the utilities are in the way, etc, etc..." A good project manager is worth their weight in gold. They are supremely adept at changing on the fly, developing new concepts and resolving possible conflicts. The very best ones see the problems before hand and save the time and money it takes to fix a problem in the field by resolving it during the planning process.

Iowa's asphalt contractors are the best pavers in the nation and they have become extremely adept at responding to change. With the sharp increase in the cost of asphalt cement in 2008, followed by the Great Recession and the IDOT

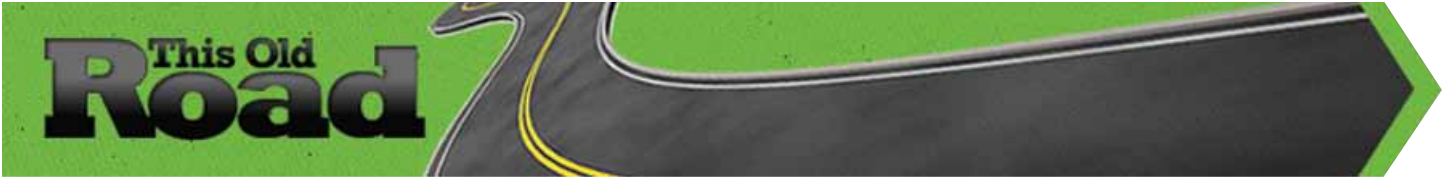
specifications changing to Percent within Limits (PWL), Iowa's asphalt contractors have responded with increasing the use of recycled asphalt materials, becoming leaner and more productive as companies and paving the best quality roads in Iowa's history. Adversity and change have led to success for Iowa's Asphalt contractors. For the fourth time in five years, an Iowa asphalt contractor, Heartland Asphalt of Mason City this year has been selected as a finalist for the National Asphalt Paving Association's Sheldon G. Hayes Award for the best paving project in the nation. Be proud Iowans- no other state comes close.

The coach and the kids are continuing to improve as the season progresses. We learn from our mistakes, celebrate our successes, and when all else fails, we run our secret play, the center sneak. It's impossible to defend.

Smoother is Better,

Bill Rosener





Highway 25 in Guthrie County

Sometimes roads inspire emotion within us – *This Old Road* Highway 25 has the “wow” factor. Not only does this road meet the criteria for smoothness and long-

lasting durability, it also is a beautiful drive in the fall. This section of Highway 25 runs north from Guthrie Center approximately twelve miles to Hwy 141. It was originally constructed in 1959 with three inches of asphalt on a nine inch stone base. It received an additional four inches in 1973 and was rehabilitated in 1997 with a 3" cold-in-place and a three inch overlay. **This roadway is now 54 years old, rides like a dream and may be one of the prettier drives you can take in central Iowa.** The ability to add depth to asphalt roadways as the traffic and loads increase, is a huge advantage for agency owners. Asphalt provides low initial cost and has the ability to add strength as needed. Take a Sunday drive out to this old road – you won't regret it.



Heartland Asphalt Named Finalist for Sheldon G. Hayes Award

Cerro Gordo County Engineering and Heartland Asphalt The National Asphalt Pavement Association (NAPA) announced on Monday, October 7, 2013 that Heartland Asphalt of Mason City, Iowa and the Iowa DOT had been named one of four finalists for the Sheldon G. Hayes Award for their 2012 project on State Highway 14 in Butler County.

The Sheldon G. Hayes Award is awarded each year for the best asphalt paving project in America. Iowa contractors have done exceptionally well over the last 13 years with four different asphalt contractors being nominated, five project

finalists, and three Sheldon G. Hayes Award winners. This year's award winner will be



announced at the NAPA convention on Feb 5, 2014 in Boca Raton FL .

Congratulations to Heartland Asphalt for a job well done.

IOWA ASPHALT REPORT



B-20 Open House Rock 'n Roll's to a Great Crowd

Cerro Gordo County Engineering and Heartland Asphalt hosted a Perpetual Pavement Open House October 9, 2013 on County Rd B-20 to an enthralled crowd. The five mile project utilized the old PCC road to crush as a drainable modified subbase, facilitating the subdrains placed a year earlier. The crushed PCC base will have 8" of hot-mix asphalt placed in three lifts. The intermediate (2.5") and surface (1.5") lifts will be placed 24' wide to eliminate the longitudinal joint. This road will never need to be reconstructed. The bus tour was led by Cerro Gordo Co Engineer, Mary Kelly and Heartland Asphalt President, George Jessen. The duo was able to describe the rehabilitation methods used to repair the failed PCC pavements on the surrounding county roads. In addition

to a great demonstration by the Heartland crew, the open house attendees got a chance to visit the site of Buddy Holly's fateful plane crash in 1959. As Buddy Holly once wrote....

*My love a-bigger than a cadillac
I try to show it and you drive a-me back
Your love for me a-got to be real
For you to know just how I feel
A love for real not fade away*

LOVE THAT ASPHALT...NOT FADE AWAY!

More Open House photos available by [clicking here](#).



APAI Annual Convention Highlights



58TH APAI ANNUAL CONVENTION

OPPORTUNITY IS NOW!

REGISTER HERE 
DECEMBER 4-5, 2013

WEST DES MOINES MARRIOTT HOTEL WEST DES MOINES, IOWA

- + MOTIVATIONAL & TECHNICAL SPEAKERS
- + LIVE & SILENT AUCTION
- + APAI AWARDS LUNCHEON
- + GREAT NETWORKING OPPORTUNITIES
- + JOHNNY HOLME BAND
- + CASINO ROYALE NIGHT

The **58th Annual APAI Convention** brings together the best of Iowa's contractors to celebrate a season of hard work and to find out the secrets of why **"Opportunity is Now!"**

This year's event brings even more to the table with high-energy motivational speakers, educational technical addresses, projections for the future of the Iowa Asphalt Industry and a Live Scholarship Auction along with the events you have grown to know and love: "Casino Royale" Vegas-style Night, the APAI Smoothness Awards, great networking opportunities and, of course – The Johnny Holm Band! Get signed up today by registering here!

Wednesday, December 4, 2013

Registration Open (8:30 am - 4:00 pm)

- 9:00 a.m. **Final APAI Board Meeting**
- 10:00 a.m. **APAI Committee Meetings**
- Noon **Keynote speaker:**
Tom Westbrook, Professor of Education, Drake University
"Leadership Opportunities in a VUCA (Volatile, Uncertain, Chaotic, Ambiguous) World"
- 6:00 p.m. **Casino Royale**, good food, great games, and even better prizes!

Thursday, December 5, 2013

Registration open 7:00 am – 4 pm

- 8:00 a.m. **Motivational / keynote speaker**
Rex Havens, humorist and motivational speaker
"All in the Family"
- 9:00 a.m. **Invited Speakers:**
Audrey Copeland, NAPA, Vice President – Engineering, Research and Technology
"LCCA Now with an Eye on an LCA Future"



- 10:15 a.m. Tom Peterson, Executive Director, Colorado Asphalt Pavement Association
"How Colorado has Utilized Alternate Bidding"
- Noon **APAI Awards Luncheon**
Presenting the Quality in Paving, Smoothness, and QMA Paving Awards
Hot Mix Hall of Fame inductees
2013 Perpetual Pavement Award
- 2:00 p.m. Paul Trombino III, Director, Iowa DOT
"Developing a Global Transportation System in Iowa"
Scott Schram, Bituminous Engineer, Iowa DOT
"2013 Iowa DOT HMA Update"
- 5:30 p.m. **Reception & Silent Auction**
- 6:30 p.m. **Presidents Banquet**
Recognition of Past Presidents
Introduction of New Board
President's Outgoing Speech
APAI Outstanding Member Award
Passing of the Gavel
Live Auction
Silent Auction Results
- 7:45 p.m. **Johnny Holm Band** – brought back by popular demand for an encore performance.

(Healthcare Reform – Cont. from Page 1)

may. It is best that they carefully compare plans, premiums, and out of pocket expenses prior to doing so.

What you need to know about Healthcare Reform for employer groups with 51+ (FTE) employees

1. Am I subject to the employer requirement to offer coverage?

a. Yes, because you have 50 or more full time equivalents you are subject to the requirements to provide affordable coverage to your employees or be subject to the employer shared responsibility penalties.

2. What requirements must be met to avoid these penalties?

- You must offer at least a “Bronze” level plan- your health plan needs to meet an actuarial value of 60%.
- You must be offering coverage to at least 95% of your eligible employees.
- The employee’s contribution amount cannot be higher than 9.5% of their income for single coverage.

3. I heard the employer shared responsibility was delayed, does this mean I do not have to meet the requirements for 2014?

a. No, the employer shared responsibility penalties were delayed for 2014, not the above requirements. By delaying the penalties HHS is giving employers another year to get a better understanding and practice of how to track full time equivalents and get prepared before the penalties begin.

4. If I meet all of the requirements can my employees go to the Marketplace to get coverage?

a. Yes, your employees can still go to the Marketplace to seek coverage if they wish. They will not be eligible for the subsidy if you as the employer meet the requirements to avoid the penalties.

5. Will we be able to keep the plan we have in place today?

a. If you are a Grandfathered health



plan you can keep your current health plan with minimal changes due to the PPACA laws that take effect on January 1, 2014. If you are a “Non- Grandfathered” health plan you will be required to bring your coverage to ACA compliance. This will include many changes to your benefits.

How does this impact the uninsured in our country?

1. As of January 1, 2014 the federal mandate begins and all Americans are required to have health coverage or pay a tax penalty.

2. What is the penalty for the first year?

a. The penalty for year 1 is \$95 or up to \$285 per family or 1.0% of income

3. If my employer offers coverage do I have to take their group health plan?

a. No, you do not have to elect their group health plan. Remember, it is an individual mandate as of January 1, 2014 that you have insurance coverage or pay a penalty. If your employer offers you coverage and meets the employer shared responsibility requirements you will

not be eligible to receive a subsidy to purchase coverage from the Marketplace.

There are several other areas of the PPACA law that will be impacting employer groups with at least 50 full time equivalents. There are reporting requirements that will have to be met in 2015. Some of these reporting requirements have been delayed again and are being reviewed. As the year progresses in 2014 we believe you are going to see many changes to current regulations and the potential for additional delays.

Above is just a minor illustration of the changes that are coming for 2014, you can visit www.gbshealthcarereform.com and find many webinars available. There is a website made available by HHS www.healthcarereform.gov. Your brokers may be able to assist you with questions as well. Please feel free to contact me via email if you wish at jami_klootwyk@ajg.com and I will be happy to answer questions or get you to the right resource.

Jami Klootwyk is a Senior Account Executive with Arthur J Gallagher and has been working in employees benefits for 16 years.

APAI Welcomes New Members

APAI continues to add new members. At their last Board Meeting, the Board of Directors elected three two Contractor Producing Members and four Associate Member: Consulting Engineers to the Association. Thank you to those who have helped recruit these new members.



Founded in 1969 Tri City Blacktop, Inc. is one of the largest commercial pavers in the Iowa-Illinois, Quad Cities area. They are a full service asphalt paving company capable of taking a project from design to completion including, but not limited to, excavation and grading, base construction, milling, asphalt paving and any related work requirements.

They operate two modern asphalt plants with a full complement of up to date equipment including the newest Cat pavers and GPS systems, in house engineers and a full lab.

They operate mainly with a 30-40 mile radius of the Iowa-Illinois Quad Cities (Davenport, IA and Rock Island, IL).

They would appreciate consideration of their company for any asphalt paving project within their area of operation. They provide very competitive pricing, quality product, service and timely completion. All of these are provided by an experienced, dedicated state of professionals.



Valley Construction Company located in Rock Island, IL is a company with several divisions. Valley Construction Company's Asphalt Paving Division

has the materials, staff, equipment and expertise to complete any size asphalt project.

Their experienced crews have built state, county and municipal highways, airports, commercial lots and specialized parking lot surfaces. Their many satisfied clients include military installations, nuclear and chemical plants, and major agricultural and construction equipment manufacturers.

Owning and operating their own asphalt plants gives them not just a cost advantage, but, it allows Valley to custom design and produce an asphalt product that will best meet their client's long term needs. Their multi-state-certified Quality Control Technicians will test every product and maintain strict adherence to design specifications for the duration of their client's project. For more information, go to <http://www.valleyconstruction.com/Home.aspx>.



French-Reneker Associates was founded in 1952 by Donald E. French in Kahoka, Missouri with the original name of French Engineering. In 1965, Don was joined by W. Daniel Reneker, a bridge designer for the Iowa Highway Commission. Other members were added over the years each person bringing more experience to add value to the company.

French-Reneker-Associates, Inc., is an employee-owned engineering firm offering a full range of civil and environmental engineering services; land surveying; topographic surveying; and planning to their clients. Their many successful projects include sanitary sewer, water distribution, dams, wetlands, grassed waterways, airport, street and highway, water treatment, wastewater treatment, industrial park, and subdivision design.

The firm's experienced staff is capable of meeting client needs on a wide variety of projects. These range from initial feasibility and planning reports for various projects to the complexities of designing a complete water or wastewater treatment facility for a community of 10,000 people or a multi-lane highway for the state of Iowa.

They look forward to the future with the knowledge that their firm consistently provides individualized engineering services to their clients. They take pride in providing the extra measure of service to meet their client's needs.



CALHOUN-BURNS AND ASSOCIATES, INC.
BRIDGES • STRUCTURES • TRANSPORTATION

Calhoun-Burns and Associates, Inc. (CB&A) is a consulting engineering firm providing specialized bridge and structural engineering services to federal, state, and local government; and for architects, contractors, industrial clients

and other consulting engineering firms since 1982.

Over these three decades, CB&A engineers have provided quality structural design services on over 1,900 new bridge, bridge replacement, grade separation bridge, and bridge remodeling projects across the State of Iowa.

CB&A engineers inspect and rate well over 12,000 bridges every two year cycle for cities and counties in Iowa. Based upon comments received from their clients, they suspect that they have the largest, most qualified and knowledgeable bridge inspection and design staff of those structural engineering firms with headquarters here in Iowa. CB&A engineers have over 200 years of combined bridge design and bridge inspection experience.

Their success is a direct result of their commitment to providing quality service on every assignment. Many of their clients have retained the firm since the beginning in 1982 and their satisfaction has earned CB&A repeat work from them year after year.

They thank all of their clients for giving CB&A the opportunity to serve them over the first thirty years and look forward to providing them, and new clients, with their structural expertise for many years to come.



I&S Group is a progressive, full service, design firm focused on providing their clients with innovative design and responsive service. Their core services include Architecture, Civil Engineering, Land Surveying, Environmental Services, Structural Engineering, Mechanical Engineering, Interior Design, Landscape Architecture, Electrical Engineering, and Community Resources Planning. The success of the firm can be attributed to positive client relations, talented and dedicated professional staff members, as well as their ability to provide

APAI Live Auction Adds New Dimension To Scholarship Fund Drive

This year at the 58th Annual Convention APAI will be hosting a Live Auction for Scholarship. This “Live” Auction will be held in conjunction with the Silent Auction that has been held for the last few years.

The APAI Convention Committee would like to make this year’s decision as to what to bring or supply for this auction easier for you. Let us be your Santa. If you want to make a donation to the auction, but don’t want to go shopping, send APAI what you would have spent on an auction item and the committee will take care of the rest!

This is not a replacement for the sponsorship, but a service that we are willing to provide to those who donate. With the funds that are sent in for “Live” auction, we will be purchasing large ticket items such as: shotguns, Hawkeye/Cyclone sports items, and other items certain to please.

Sponsorship opportunities are still available for the “Silent Auction/Reception”. There are four “Silent Auction/Reception Sponsorships” available. If you are interested in sponsoring this event or any of the other events offered, click here or call Minnie Coree at 515-233-0015 and let her know what you would like to do.

creative solutions and excellent project management services from ‘start to finish.’



For over 75 years, JEO has provided engineering consulting services, unsurpassed in skill, creativity and cost-efficiency. From their modest beginnings, JEO has grown into a highly skilled and respected consulting firm, serving individuals and communities throughout the Midwest. JEO has ten offices located in Iowa and Nebraska. The JEO team of professional engineers, architects, planners, surveyors, economic developers, and finance experts works in concert with skilled technicians and support personnel to exceed their clients’ expectations.

JEO provides clients with quality services, delivered on time and within budget. They keep their promises, deliver solutions dependably and communicate clearly. As a result, they have served many

of the same clients year after year. Over 80 percent of their projects are repeat business.

The JEO philosophy is simple. If you are not satisfied, neither are they. They work tirelessly to attain the client’s thorough satisfaction with unparalleled skill, unbridled enthusiasm and ideal communication.

They credit their success to their values – professionalism, respect, integrity, teamwork, communication and constant improvement. These values guide their actions and ensure that they stay on the right course as they serve their clients.

NEW STUDENT MEMBERS

APAI has added the new level of Student Members. This was announced in the Summer 2013 Iowa Asphalt Report. APAI has been fortunate to have six Iowa State University Ph.D. students sign up as members. These students are Ashley Buss, Can Chen, Ka Lai Ng, Joseph Podolsky, Md. Shaidur Rahman, and Jianhua Yu. It is asked that all members encourage their student interns to join APAI.

Please welcome these new members and show your support for them, by contacting them and utilizing their services. To find contact information for these members, go to www.apai.net/members.aspx.

APAI Members

CONTRACTOR MEMBERS

Aspro, Inc., Waterloo
Barkley Asphalt, Sioux City
Blacktop Service Company, Humboldt
Determann Asphalt Paving, L.L.C.,
Camanche
Duinick Inc., Prinsburg, MN
Fort Dodge Asphalt Company, Fort Dodge
Gee Asphalt Systems, Inc., Cedar Rapids
General Asphalt Construction Company,
Davenport
Grimes Asphalt & Paving Corp., Grimes
Hansen Asphalt, Inc., Iowa City
Heartland Asphalt, Inc., Mason City
Henningsen Construction, Inc., Atlantic
Illowa Investment, Inc., Blue Grass
Kluesner Construction, Inc., Farley
Knife River Midwest, L.L.C., Sioux City
Koss Construction Company, Topeka, KS
Manatt's, Inc., Brooklyn
Mathy Construction Company, Onalaska, WI
River City Paving, Dubuque
McCarthy Improvement Company, Davenport
Midstate Reclamation, Inc., Lakeville, MN
Norris Asphalt Paving Company, Ottumwa
Oldcastle Materials Group
Cessford Construction Company, LeGrand
Des Moines Asphalt & Paving Company,
Des Moines
Omni Engineering, Omaha, NE
Tri-State Paving, Inc., Estherville
L. L. Pelling Company, Inc., North Liberty
Shamrock Construction Company, L.L.C.,
Coralville
Shipley Contracting Corp., Burlington
Sta-bilt Construction Co., Harlan
Tri-City Blacktop Inc., Bettendorf
Valley Construction, Rock Island, IL
Western Engineering Company, Inc., Harlan
W.K. Construction Co., Middleton, WI

SUPPLIER MEMBERS

Bituminous Material & Supply Company, Inc.,
Des Moines
Flint Hills Resources, Dubuque
Jebro, Inc., Sioux City

AGGREGATE SUPPLIER MEMBERS

BMC Aggregates, L.C., Elk Run Heights
Concrete Materials Co., Sioux Falls, SD
L. G. Everist, Inc., Sioux Falls, SD
Great River Materials, L.L.C., Burlington
Hallett Materials, Des Moines
Kuhlman Construction Company, Colesburg

Martin Marietta Materials, Des Moines
Schildberg Construction Company, Greenfield
Wendling Quarries, DeWitt

ASSOCIATE MEMBERS

Accurate Test Systems, Inc., Richfield, MN
Advanced Drainage Systems, Stuart
Ahrold Fay Rosenberg, Inc., Des Moines
Akzo Nobel Surface Chemistry, Chicago, IL
Altorfer, Inc., Cedar Rapids
Antigo Construction, Inc., Antigo, WI
Astec Industries, Chattanooga, TN
Avello Bioenergy, Boone
Barnhill & Associates, West Des Moines
Big Iron On-line Auction, West Des Moines
James W. Bell Company, Inc., Cedar Rapids
Bituminous Insurance Company, West Des
Moines
BOMAG Americas, Kewanee, IL
Bonnie's Barricades, Inc., Des Moines
Burroughs Consulting Group, Hiawatha
Central Service & Supply, Inc., Ankeny
Clarence Richard Company, Minnetonka, MN
Coleman-Moore Company, Des Moines
Construction & Aggregate Products, Des
Moines
Construction Materials Testing, Des Moines
Custom Welding & Metal Fabricating, Inc.,
Waite Park, MN
Cylosoft, Inc., Ames
Dahl Trucking, Inc., Elmore, MN
Denco Highway Construction, Mingo
J.D. Donovan, Inc., Rockville, MN
Edwards Contracting Ltd., Hampton
Elite Flagging, Inc., Cedar Rapids
Flagger Pros USA, L.L.C., Ames
Fusion / Cryogenic Engineering, Cedar Rapids
Gencor Industries, Inc., Orlando, FL
Glendandy Marketing & Advertising, Ames
Hawkeye Consulting Service, Inc., Cedar
Rapids
Heuss Printing, Inc., Ames
Holmes Murphy & Associates, West Des
Moines
Housby / VOCON, Des Moines
Humboldt Manufacturing Company, Schiller
Park, IL
Innoventor, St. Louis, MO
Iowa Parts, Inc., Cedar Rapids
Iowa Plains Signing, Slater
Iron Planet, West Des Moines
Jim Hawk Truck Trailers, Inc., Altoona
La Mair-Mulock-Condon Company, West
Des Moines
Logan Contractor Supply, Urbandale
Manhole Adjustable Riser Company, Oskaloosa

MeadWestvaco Corporation, North
Charleston, SC
Merchants Bonding Company, Des Moines
Mid-Iowa Enterprises, Inc., Ames
Midwest Tennis & Track, Denison
Modified Asphalt Solutions, Inc., West Des
Moines
Ron Monson and Sons, Britt
Murphy Tractor & Equipment Company,
Inc., Wichita, KS
Olson Brothers Sodding and Landscaping,
Marion
QPR, Alpharetta, GA
Quality Striping, Inc., Des Moines
Quality Traffic Control, Inc., Des Moines
Quick Supply Company, Des Moines
R2R Recycling, L.L.C., West Des Moines
Road Machinery & Supplies, Des Moines
Road Science, Inver Grove Heights, MN
RoadSafe Traffic Safety, Inc., Des Moines
Roadtec, Inc., Chattanooga, TN
Sakai America, Inc., Adairsville, GA
Save and Pave, Sioux City
Save Our Sewers, Inc., Cedar Rapids
Scott Van Keppel, Cedar Rapids
Star Equipment, Ltd., Des Moines
S.T.A.T.E. Testing, L.L.C., East Dundee, IL
3M Company, Omaha, NE
Tarmac, Inc., Blue Springs, MO
Tennis Services of Iowa, Marion
Terex Roadbuilding, Cedar Rapids
Titan Machinery, Des Moines
Unique Paving Materials, Cleveland, OH
Valley Environmental Services, Newton
Walker Construction Company, Emporia, KS
Waste Commission of Scott County, Buffalo
Weiler, Knoxville
Wells Fargo Bank, Des Moines
Whitfield & Eddy, P.L.C., West Des Moines
Wirtgen America, Inc., Antioch, TN
XL Specialized Trailers, Inc., Manchester
Ziegler, Inc., Des Moines

CONSULTING ENGINEERS

Anderson-Bogert Engineers & Surveyors, Inc.,
Cedar Rapids
Bolton & Menk, Ames
Calhoun-Burns and Associates, Inc., West Des
Moines
Fox Engineering Associates, Ames
French-Reneker-Associates, Fairfield
Debra S. Haugen, LLC, Minneapolis, MN
I & S Group, Storm Lake
IIW, P.C., Dubuque
JEO Consulting Group, Inc., Carroll
Terracon, Cedar Rapids