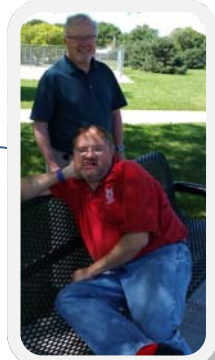


Right-of-Way Quarterly



2015

E.R. BBQ

Thank you all for attending the first quarter Employee Recognition BBQ event! We could not have asked for better weather!! Special thanks to Mark Beethe for his grilling skills, and to all the ER Panel for helping set up, load, unload, clean up and to all those who helped and donated who are not on the ER team... Tim Mullin and Tom Manning special mention!! THANK YOU



It was nice to see everyone participating in the games! A great time was had by all!

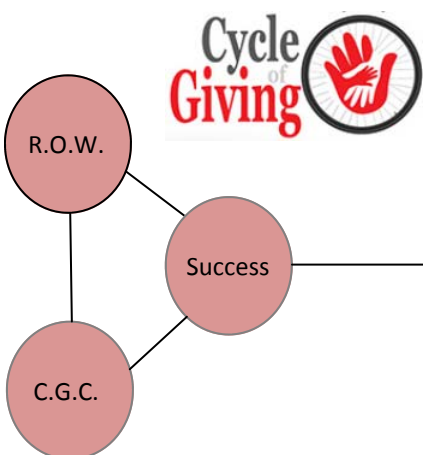
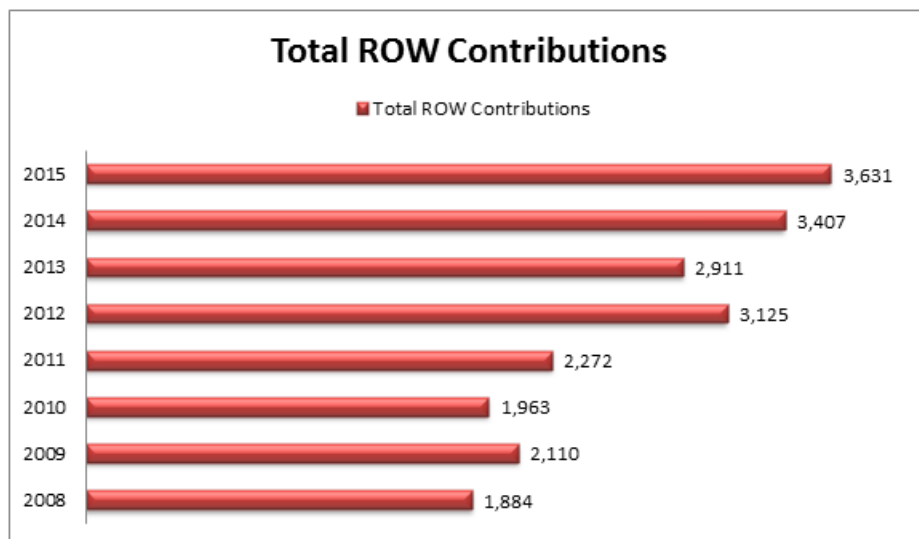
Gretchen Mueller-Neeman received her 20 year service awards.

Chris Neesen received the Team Work/Project of Merit Award.

Nicki Klein received an Achievement Recognition Award.

On the Spot awards went to Tom Manning and Anne Christensen.

2015 Charitable Giving



2015 Charitable Giving Campaign Information

R.O.W. Total Raised: \$3,631

NDOR Total Raised: \$74,423

NE State Overall Total Raised: \$567,636

Dollars raised by this campaign stay in Nebraska and have an immediate impact on the lives in our communities!

Back in July R.O.W. pulled together donations for a co-worker in Roadway Design. After her husband had been hurt and been told he would be out of work six to nine months, Heather Kowalski and her family had to trim their budget, watch their spending and make ends meet!! With your help and generosity we provide over \$500.00 in household supplies and personal hygiene products! Heather send this email on July 31st.

“WOW!!! I am still in shock and finally stopped tearing up. I already knew that I worked with some of the most generous people in Nebraska, but you guys have totally gone above and beyond. Thank you from the bottom of my heart! I can’t even explain how much all of this will help. Some weight has been lifted off our shoulders. WOW! WOW! WOW! Thank you again. We will pay it forward” ~ Heather Kowalski





NDOR Leadership Development Program

In July we had 5 R.O.W. employees graduate from the NDOR Leadership Development Program.

Congratulations to Andre Sahele, Roxanne Sullivan and Greg Weinert for completing Level One Manager Readiness. Mark Beethe completed Level Two Manager Effectiveness and Timothy Mullin completed Level Three manager Proficiency! Way to go guys... this process does take time and they can't do it without the help of other co-workers helping out when they are in class.

The next session will begin January 1, 2016 and run through June 30, 2017. If you are interested in participating in the NDOR Leadership Development Program discuss the process with your supervisor and or section head.

You can view the NDOR Leadership Development Guide on Interchange. The guide covers the program, eligibility, courses and much more. HR is currently working on updating the guide with new course requirements and electives for the 2016-2017 session.



ROW ER Tips

Employee Recognition is the timely, informal or formal acknowledgement of a person or team to show your appreciation of their behavior, efforts or business results.

Appreciation is a fundamental human need. Recognition is important because it confirms that employees work is valued. When employees and their work are valued, their satisfaction and productivity rises, and they are motivated to maintain or improve their good work. Praise and recognition are essential to an outstanding workplace. Employees want to be respected and valued for their contributions.

Praise and recognition are essential to an outstanding workplace.

Weekend Warrior Northern Exposure

Our first stop was Slim's in Bemidji, MN known for the Country's second best hamburger as voted by a popular food critic. It is on our way to Pimushe Lake, which was our destination. We always buy their "Beer's Black Dog BBQ Sauce", which the owner makes. After 12 hours, we arrived at Pimushe Lake which is surrounded by forest. Our cabin truly had the feeling of being up North and was furnished with beautifully designed natural wood furniture made by the owner. Pimushe Lake is 7 miles long by 1 to 2 miles wide. With or without wind you can always fish this lake. Fish we caught included a 3 and 5.4 lb. Bass, Northern, Crappies, and large Blue Gill. We were fortunate to see other northern creatures, which always makes the trip special including deer, six Eagles and several Loons.

Fall was coming on the landscape and lake displaying many beautiful colors. It's a beautiful time to go up North!! This year we were privileged to witness a meteor shower. The constellations were close to the earth that it appeared we could touch them. What a spectacular view for our last night!

~ Bob and Alice Frickel



Upcoming Events

Oct 12th - Columbus Day

Oct 16th - Bosses Day

Nov 6th - ER Tail Gate Pot Luck: Bring your favorite football snacks and dress to support your team!

Nov 24th and 25th - Holiday

Dec 25th - Holiday

Jan 1st - Holiday

LOVE this time of year! Day's off galore!

PAID TIME OFF
ALL PLAY | NO WORK