



Newsletter

March/April 2009

New Britain Scale House has Gotten a Makeover!!!

Due to the hard work of Dee Perzan, Mike DeLuco, The I.T Dept., Chris White, Fabrizio Ettore, Tom Sunderland and an electrician, the New Britain scale house is getting a long overdue makeover.

This makeover will achieve the goal of creating a workspace which is ergonomically correct. Scale house employees will be able to conduct their daily duties with less of a chance of a long term injury occurring. These injuries include: RTD's (Repetitive Trauma Disorder) such as carpal tunnel from occurring as well as eliminating the risk of neck, back, arm and leg injuries due to poorly positioned desks, monitors, keyboards, etc.

Mike DeLuco conducted studies of nearly every one our scalehouses during the late summer and fall of 2008. His final report has been reviewed by management and the recommendations contained will be conveyed to each scalehouse employee for comments and further discussion as they begin to return to work as the 2009 season begins. It is at this point that any physical changes which need be done will be addressed.

Any scale house employee should contact Mike DeLuco in the Safety Dept. (860) 224-6021, with any comments that they feel would help make their workspace ergonomically correct.

Working together as a team on projects such as this is what it takes to prevent workplace injuries. Once again, any input you may have is greatly appreciated.

BEFORE.....



AFTER.....





Dear Fellow Employee,

Who could have guessed the extent and depth of the current economic downturn? It's turned out to be the worst recession in 75 years impacting all aspects of the economy. Even though the Federal Reserve has dropped interest rates to record lows, commercial and residential construction markets will remain stagnant for the next 12 to 18 months. While the federal stimulus package will help mitigate the lack of private sector investment, it won't be sufficient and likely won't have an impact until the second half of this year. Of the \$202M worth of stimulus projects short listed by CONNDOT, only \$18.8M was committed to "various resurfacing projects" none of which have been formally identified at this point. It will likely be later in the year before any of these dollars are released for bid and while we have been reasonably successful in securing other work, 2009 is going to be an extremely challenging year.

There is an expression you might have read or heard before "Control your own destiny or someone else will". We can control our own destiny by adapting our business to match this current economic reality and by operating with a sense of urgency, not complacency. In line with this perspective, we have had to make some difficult short

term decisions, including eliminating salary increases, delaying plant start-ups and employee recalls, and controlling winter repair expenditures and discretionary spending.

These initiatives and measures were not unique to Tilcon CT, but occurred across all of the other Oldcastle Materials companies. Doug Black, CEO of Oldcastle Materials, in his recent message in the "Connections" publication captures the significance of this moment in time, as follows:

"During times like these, everyone needs to contribute to helping the company succeed. It is not time for business as usual...on the contrary it is time for extraordinary effort, teamwork, creativity and persistence. Here is a list of things that you can do, every day to help us get through the recession successfully:

Be safe 100 percent of the time for 100 percent of the tasks that you do: Safety is our number one priority during good times or bad. We need each of you to be safe and lookout for the safety of your fellow team members.

Emphasize quality and customer service: Making quality product the first time saves us money while the combination of quality and great customer service helps us to keep our customers. In these times, we need to go above and beyond to serve our customers – remember they pay all of our salaries and bills!

Find a way to reduce cost in your area: Everything we do has a cost. That means that all of us can do little things to eliminate all costs that are not absolutely necessary to serve customers and run the business. Every dollar counts!

Maintain your equipment: Grease and oil cost less than repair parts; good preventative maintenance saves. Additionally, we have to cut back on new equipment purchases during these tough times, so you must make the current equipment last longer through careful and consistent maintenance.

Get actively involved in the Oldcastle Performance System (OPS), a Profit Improvement Team (PIT) or a Safety Leadership Team (SLT): All of these initiatives are focused on making our company safer, more efficient and more profitable. The gains from these programs can help secure our business and our jobs. We need everyone to join in and make things happen!

Contribute your ideas on how we can be more successful: We need everyone's ideas on how to be safe, serve our customers, find new customers, increase productivity, reduce waste, conserve spending, and/or improve the business in even the smallest ways. Make sure you aggressively share your ideas on how to improve. "

Doug Black, April 2009.

In conclusion, I know that Tilcon CT team has been, and will continue to be, a major contributor to the success of Oldcastle Materials. How we handle adversity will probably better define us as a team than how we handled success. I have no doubt that, working together, we will beat the odds and make 2009 more successful than the economic environment suggests. Thank you for your loyalty and commitment to Tilcon CT.