



The SCOOP

2023 SUMMER ISSUE | THE M&M EXCAVATING COMPANY NEWSLETTER | VOLUME 03

Here's the Scoop...

Welcome to the mid-point of the 2023 Construction Season! No doubt you've earned a well-deserved **pause** to enjoy the 4th of July with family & friends—wishing y'all a fun & safe **celebration**!

Just like Independence Day, this third volume of "The Scoop" provides a special opportunity of both **pause** & **celebration**. 2023 marks the 50th Anniversary of M&M Excavating—a milestone that only 1 out of 3 businesses ever reach! This is not only a milestone for our Founders—M&M = Matt & Mark, or Mark & Matt, depending on which you ask—but also for our dedicated, loyal co-workers, without whom M&M simply would not & could not exist.

Colin Powell once said, "There are no secrets to success. It is the result of preparation, hard work, and learning from failure." And while I agree with Mr. Powell—former Chairman of the Joint Chiefs of Staff, Secretary of State, and National Security Advisor—I would add that 'preparation, hard work, and learning from failure' only leads to success if an organization contains a cohesive, high-functioning team focused on a well-defined goal. We strive to be that team!

In 2023 we not only celebrate the anniversary of M&M, but many decades' worth of work anniversaries! Let's take some time to **pause**... reflect on what got us to where we are today... and **celebrate** those whose efforts have led to our shared success. Thank you and Happy Anniversary!

Stay Safe & Ensure Quality - Be Proud & Maintain Integrity –
Love Your Family & Promote Your Community

Brandie Meisner

President | CFO

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The Scoop for Kids

*Please read & share with your families.
Send your story ideas & photos to
newsletter@m-mexcavating.com!*



Work In Progress



We have some exciting work going on this 2023 Construction Season! Here are some of the highlights:



I-94 in Kalamazoo: MDOT project with Toebe, 99% complete.



US-23 in Arenac/Iosco Counties: MDOT project with Rieth Riley, 90% complete.



US-127 in Lenawee County: MDOT project with Michigan Paving, 10% complete.



US-127 in Crawford County: MDOT project, anticipated to begin Fall 2023.



Alpena Airport (APN) in Alpena County: Runway Rehabilitation Project with Pyramid Paving, 75% complete.



Alpena Airport (APN) in Alpena County: Phase 1 Runway Rehabilitation 1-19 Project, 10% complete.



US-31 in Alanson: MDOT project, 40% complete.



Traverse City Airport (TVC) in Grand Traverse County: Construct Remain Overnight Apron Project, 90% complete.



M-119 in Emmet County: Slope Restoration Project, 100% complete.



Gaylord Rest Area in Otsego County: Rest Area Resconstruction Project, anticipated to begin September 2023.

On the job in Alanson (top three pictures), and in Harbor Springs (bottom picture).



We Asked, You Answered: Results from Our Core Values Survey

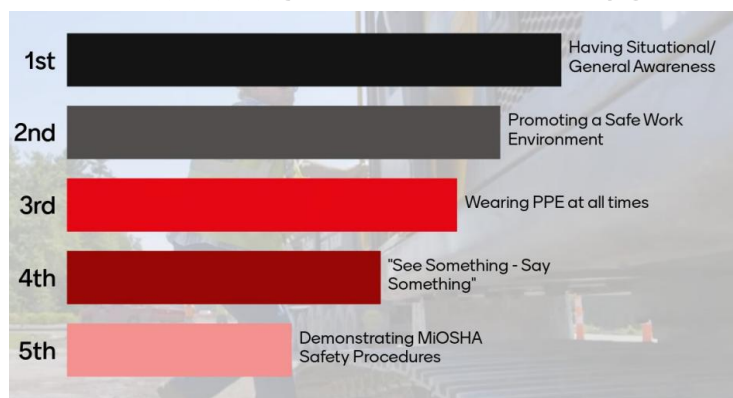


Here at M&M Excavating we strive to live our **CORE VALUES** every day. In order to do that, our core values must be embedded in the very fabric of our hard-working team.

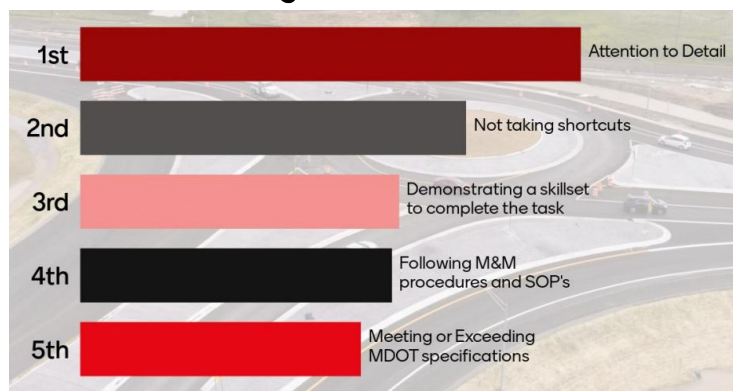
Safety & Quality Pride & Integrity Family & Community

We wanted to know how you all incorporate these values into your work day so we asked:

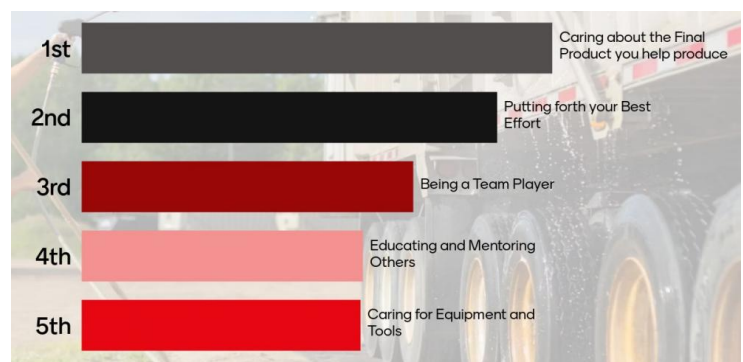
What does SAFETY mean to YOU?



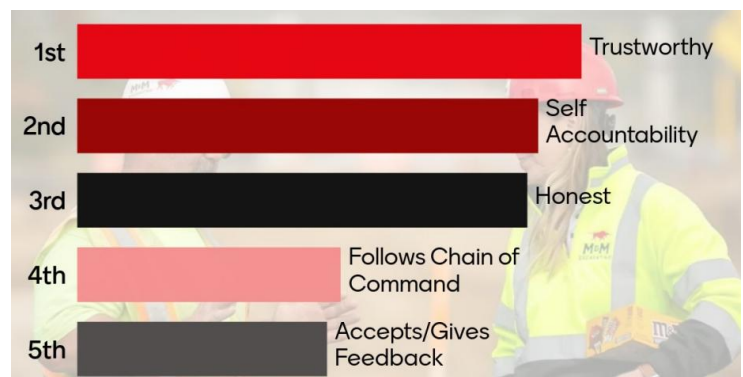
What does QUALITY mean to YOU?



What does PRIDE mean to YOU?



What does INTEGRITY mean to YOU?



What does FAMILY mean to YOU?



What does COMMUNITY mean to YOU?



Scan the QR code to access our Video Library online.
Listen to your M&M coworkers discussing topics from
Core Values to Personal Experiences and more!



Celebrating Our Anniversaries



An anniversary is special because it represents dedication, commitment, and loyalty. Every member of Our Team makes up the backbone of M&M Excavating and what we do. That's why we view you as an extension of our family.

We are so grateful for the hard work, skill, and positivity you bring to this company!

Over 30 years

Mark Nowicki - 1973
Matt Nowicki - 1973
Kenneth Nowicki - 1987
Michael LaLonde - 1987



Over 20 years

John Landrie - 1995
George Jennings - 1997
Jeffrey MacQuarrie - 1999
Paul Meir - 2002
Brandie Meisner - 2003

Over 10 years

Philip Techel - 2004
Johnnie Zielinski - 2009
Timothy Babcock - 2013

Ronald Hill - 2007
Gregory Slivinski - 2010
Gabe Nowicki - 2013

Mark Donald - 2007
Michael Zoll - 2013

Over 5 years

Keven Culbert - 2014
Bailey Sawle - 2015
Fred McNinch - 2016

Michael Stutesman - 2015
Gerald Dreffs - 2016
Nelson Bozzer - 2016

Jennifer Lyons - 2015
Houghton Robinson - 2016
Christopher Ciszewski - 2017

3-5 years

Daniel Elsholz - 2018
Brad Miller - 2018
Zacary Misiak - 2019
Mark Rhodes - 2019

Brandon Beach - 2018
Noah Balawender - 2019
Jason Whitten - 2019
Eric Bohy - 2019
William Ludlow - 2020

Ethan Szymanski - 2018
James Favara - 2019
Brian Hilliker - 2019
Garrett Koronka - 2020



Returned to M&M

Robert Nash - 2011
Damian Grezeszak - 2013

Jeffrey Longton - 2011
Jonathan McMurphy - 2016
Edward Kryzanowicz - 2018

Michael Hetzel - 2012
Jared Caswell - 2018



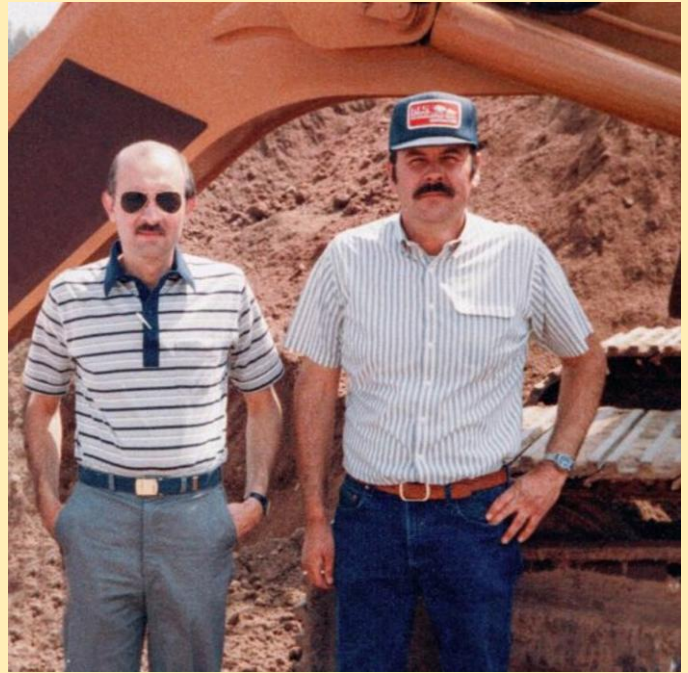
"It comes down to the people...The M&M team is comprised of great people from the top down—people that are proud to accomplish something every day, proud to drive through a job when it's done and say their hands touched it."

-Ken Nowicki, CEO

Special Events: What We've Done & What's Up Next

On June 15, 1972, Mark and Matt Nowicki opened the M&M General Store. To generate additional income, M&M bought two pickup trucks: one with a snowplow, the other with a winch. They were able to secure some local & residential plowing contracts that first winter and the following year they officially started M&M Excavating in 1973.

M&M started small, advertising residential excavating service and plowing roads for Amoco Oil. By the early 1980's, the Michigan oil fields were waning and M&M's focus shifted to state, municipal, and commercial projects.



Fast forward to today and we can proudly say that M&M has been building safe & sustainable infrastructure throughout Michigan communities since 1973. For the past 50 years and generations to come (God-willing), M&M is committed to fostering an environment that encourages shared successes. And together with our Core Values, we intend to continue unearthing potential to build our team, company & communities.

We asked the original M&M to share their thoughts looking back on the past 50 years:

From Mark Nowicki: Failure & Quitting were never an option. When you have to eat, you figure it out and do what it takes to provide for your family...**WORK HARD.** Don't be a quitter. Enjoy the satisfaction that comes from knowing you did the job that had to be done and can look back on it with pride and say, 'I built that, we built that.' ...The legacy comes from the good people, past & present, who do the work for everyone's success—they are the living legacy... Have the will to do it and the courage to complete it...learn that bigger is not always better and that success will still keep you humble... Best lesson learned: If you want to succeed, you have to **WORK.**

From Matt Nowicki: I am proud to see M&M as an established statewide Contractor able to compete professionally and profitably at an elevated level. My advice would be to remain focused on the job at hand...Know that construction itself is inherently a risky endeavor. Fifty years have proved that risk has been contained, profits realized, and growth achieved. Keep the Core Values at the forefront of all decisions, pass on the history and lessons learned, and M&M will always be in good hands.



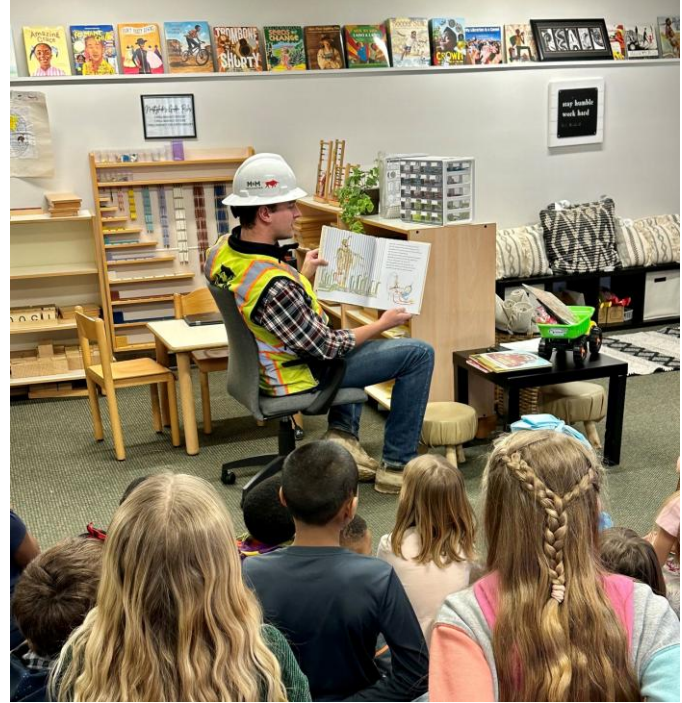
Special Events: What We've Done & What's Up Next

March 2023: In honor of "March is Reading Month" M&M sponsored *Truckload of Books*, gifting books to schools in Kalamazoo, Petoskey and Gaylord. This was our third year participating and we plan to make this wonderful experience an annual tradition!

Right: M&M employee Ryan read to the kids and delivered a truckload of books at Northglade Montessori, a Kalamazoo Public School.

May 17, 2023: Annual M&M Safety Day was held at our Shop in Gaylord with 87 attendees and 18 presenters. In addition to valuable safety information and small group breakout sessions, those in attendance enjoyed games, lunch and prizes.

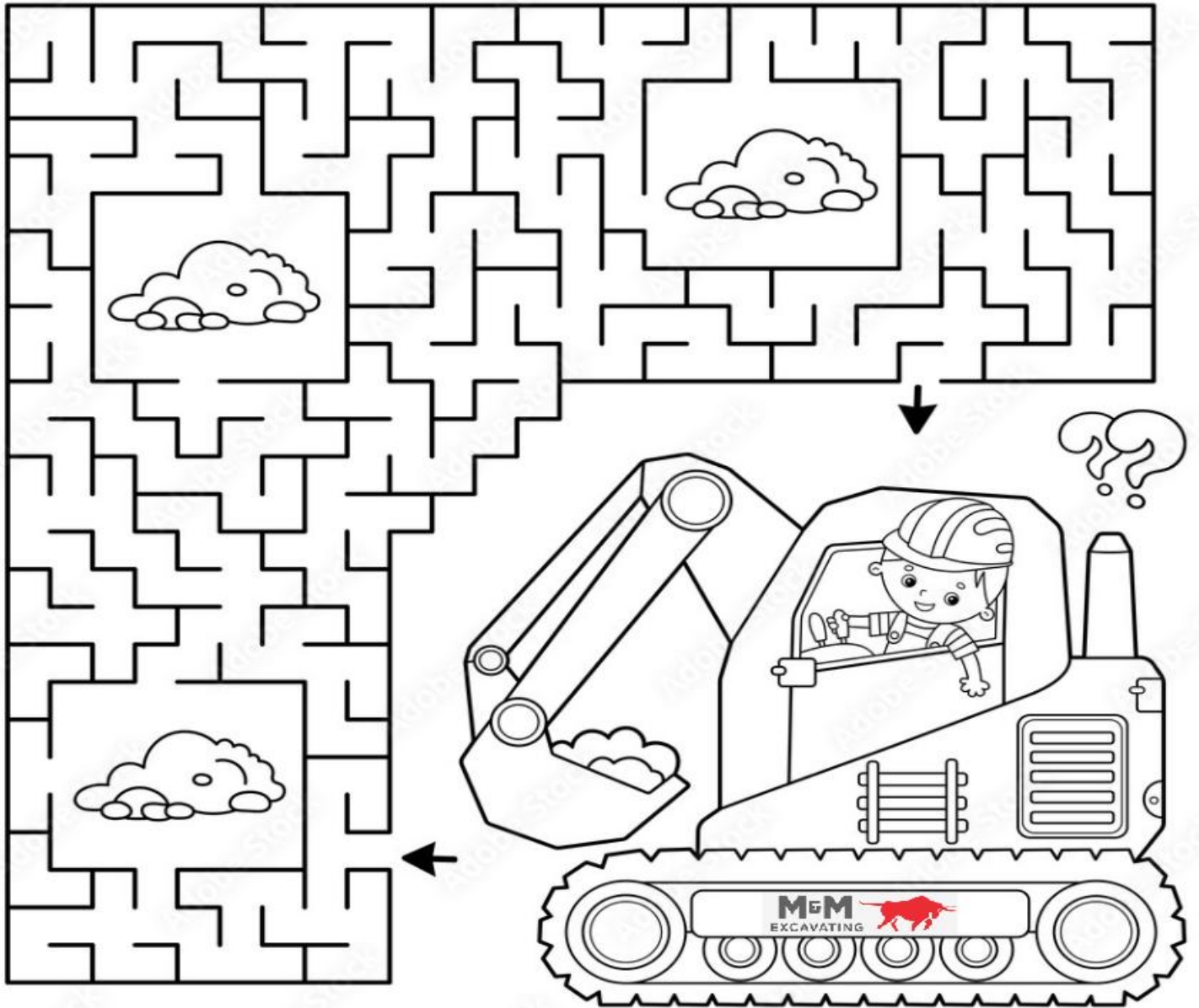
Below: M&M employees enjoyed another great Safety Day



After your child colors and completes the maze, bring it in or send in a photo to newsletter@m-mexcavating.com to receive a fun prize!

Hey, Kids! Show us how you SCOOP!

Go through the maze, collecting all the piles of sand



Thank you to
Joshua Whitten for
sharing your
wonderful artwork!



We hope you
enjoyed your M&M
prizes!



M&M
EXCAVATING

SAFETY & QUALITY | PRIDE & INTEGRITY | FAMILY & COMMUNITY