

# The SCOOP

2025 SPRING ISSUE | THE M&M EXCAVATING COMPANY NEWSLETTER | VOLUME 06

## Here's the Scoop...

### HAPPY SPRING

Well, I hope it'll be spring soon! Maybe you feel this way, too: Is Mother Nature mad at us? Following a record-breaking snowfall this winter, Gaylord & communities to our northeast endured a horrific ice storm at the end of March. The multi-day storm left thousands of homes & businesses surrounded by downed trees & dangerous powerlines. Experts say it was the worst storm in over 100 years!



The Clearing Crew (left to right): Jacob Maves, Brandon Beach & Greg Slivinski.

Many of our M&M families were without power for 10+ days, yet our folks were quick to lend a helping hand, clear driveways with chainsaws, remove downed trees with chippers, deliver gas for generators & check on neighbors. While full recovery from the

declared State of Emergency will take more time, we're seeing progress every day. I can't say enough about the resilience of our M&M crew—thank you for getting right to work!

On a brighter note, I am looking forward to launching Construction Season 2025. We're starting strong with projects lined up for this spring & some exciting programs to share with you at "Groundbreak 2025" (formerly known as Safety Day) on April 25, 2025. Make sure to clear your calendar to attend. It's the one day a year that we gather the entire M&M Crew ahead of Orange Barrel Season!

Check out the rest of this newsletter to get THE SCOOP...See y'all @ Groundbreak '25 on Friday, April 25, 2025!

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](mailto:newsletter@m-mexcavating.com)!*



## Work In Progress



The 2025 Construction Season is about to begin!  
Here are some of the highlights:



**US-127 in Lenawee County:**  
MDOT project with Michigan Paving,  
98% complete.



**US-127 in Gratiot County:**  
MDOT Project with Michigan Paving,  
90% complete.



**Camp Grayling Training Center:**  
35% complete



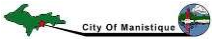
**Bagley Township Hall in Otsego County:**  
60% complete



**M-25 Lakeshore in Sanilac County:**  
10% complete



**Dobson Drain in Arenac County:**  
Beginning Spring 2025.



**Manistique CSO Phase 2:**  
Beginning Spring 2025.



**Grayling Water Contract 2:**  
Beginning Spring 2025.



**M-123 Bissel Creek in Mackinaw County:** Beginning Spring 2025.



**12 Mile Road Bridge Demolition in Chippewa County:**  
Beginning Spring 2025.



**Muskegon Airport (MKG) Taxiway Shift:** Beginning Spring 2025.



**SAAB Facility in Grayling:**  
Beginning Spring 2025.



On the job in Lenawee (top), Alpena, and 7 Mile Road.



## Work In Progress



**AHEAD**

### **Further Down the Road:**



**Manistee County Blacker Airport (MBL):** Beginning Fall 2025.

**Congrats and a Big Thank You to Our Crew for Making These Recent Projects a Success!**



**I-75 in Cheboygan County:**  
Completed



**I-75 BL Roundabout in Gaylord:**  
Completed



**Otsego County Airport (GLR) in Gaylord:** Completed



**Alpena Airport (APN) in Alpena:**  
Completed



**Newberry DNR Office:**  
Completed



**Gaylord Rest Area in Otsego County:**  
Completed



**M-46 #96 Drain in Gratiot County:**  
Completed



**Veterans Drive in Traverse City:**  
Completed



**Curtis Road in Saginaw:**  
Completed



**7 Mile Road in Bay County:**  
Completed



**West Branch Community Airport (Y31):** Completed



*"Crusher Chris" processing HMA on the US-127 project in Gratiot County (top) and on the job at GP.*

### **NEW! Crushing and Mining Services**



**Natural Aggregate Crushing for American Aggregates near Ann Arbor:** Beginning Spring 2025.



**Concrete Recycling for Levy near Flint:** Beginning Summer 2025.



**Rap Crushing for Bolen Asphalt near Alpena:** Beginning Summer 2025.



**Overburden Stripping for Specification Stone near Alpena:**  
90% complete.



**Pond Silt Clean-out for American Aggregate near Oxford:**  
50% complete.



**Overburden Stripping for National Gypsum in National City:**  
50% complete.



## Get to Know Your XLT



By now you are familiar with the ELT—M&M's Executive Leadership Team consisting of Ken Nowicki, CEO; Brandie Meisner, President/CFO; and John Landrie, COO—but have you heard of “the XLT”?

XLT stands for *eXtended Leadership Team*. The XLT meets regularly to set the course for the company and to develop the skill sets of the next generation of leaders. This ensures M&M's success not just today and tomorrow, but for the years to come.



The XLT consists of the ELT plus these familiar faces (pictured above, from left to right):

- Gabe Nowicki, Estimator/Project Manager
- Mike Stutesman, GPS Manager
- Luke Gordon, VP of Project Management
- Ryan Meisner, Project Manager
- Andrew Albrecht, HR Manager

*Stay tuned for the unveiling of the XLT's Strategic Plan at Groundbreak 2025!*



## SITUATIONAL AWARENESS

Stop Look Assess Manage

### Safety News



#### What is situational awareness?

*Situational awareness is being aware of what's going on around you on the construction site. It's not just about seeing with your eyes but also understanding the potential risks of your environment and the tasks at hand.*

#### What is the SLAM technique?

#### **SLAM = Stop – Look – Assess – Manage**

**STOP** and think about the hazards of the task before performing the task.

**LOOK** at your workplace and find the hazards that you and your coworkers may face. Report any hazards immediately to your supervisor.

**ASSESS** the effects that the hazards have on you and your coworkers with equipment, procedures, and the environment.

Ask yourself if you have the knowledge, training, and tools to do the task safely. Do this with your supervisor.

**MANAGE** the unsafe situation. If you feel unsafe, stop working. Tell your supervisor.

#### What is the GOAL?

#### **GOAL = Get Out And Look**

Get out and walk around the vehicle or piece of equipment before you move.



## Aclaimant Case Study Shows Proof of Concept



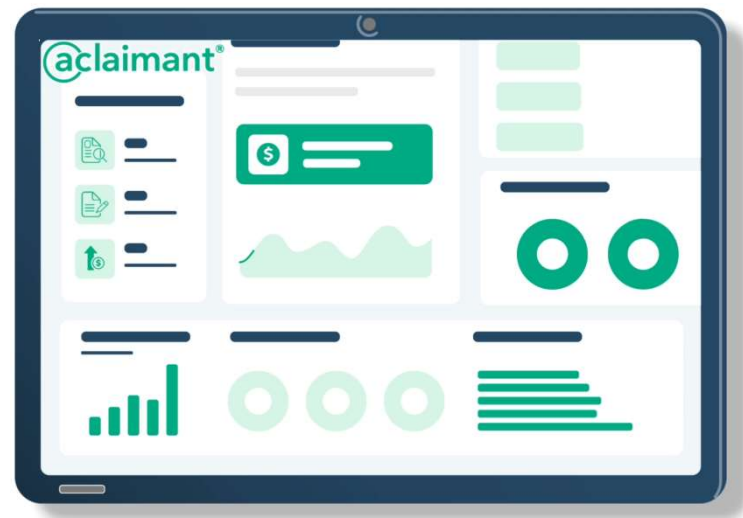
In the Summer of 2022, we announced our partnership with Aclaimant to implement a reporting system for active risk management.

### CHALLENGE

Our old reporting process used a combination of paper and digital forms. This inefficient system made it difficult for our team to effectively manage safety and risk.

### SOLUTION

With Aclaimant, Superintendents can now report incidents quickly & accurately. Immediate notifications are sent to the entire Field Leadership Team, including the Project Manager, Safety Manager and HR manager, to care for injured employees, address safety concerns and reduce future risks.



### HOW DO INCIDENT REPORTS HELP ME?

- Ensures prompt medical care in the event of an injury
- Identifies potential safety issues
- Prevents similar incidents
- Increases awareness of jobsite threats
- Encourages improvement
- Inspires a safety-focused culture

**Join us again this summer**

**to continue one of our favorite traditions!**



# M&M Family Day

**SAVE THE DATE: Saturday, July 12, 2025**

***Enjoy Alpenfest and a Picnic with your family, friends and M&M.***

***More information to come!***





## Inside Scoop: The Power of &

It was a very productive fall for our M&M crew, both in the field and in your off time. Thank you to everyone who shared your buck pole photos! Passion and hard work pay off.



**Zacary Misiak**

"Enjoying what I love to do!"



**Michael Stutesman**

"Chasing deer: family, tradition, and passion."



**Timothy Babcock**

"Great season hunting with family on our farms!"



**Alaina Reed**

"Grateful for another successful year!"

**Thanks  
for Sharing  
Your  
Buck Pole  
Moments!**



**Mike Paige**

"10 Point Buck"



**Doug Blanchard**

"Thanks for a great season. Can't wait to come back."



**Mike Paige**

"My girlfriend wanted to hunt with me so we sat on the ground and I shot this doe."



**Gabe Nowicki**

"Hunting and the outdoors shape my hobbies. Grateful for time off to enjoy them."



# GROUND BREAK

# 2025

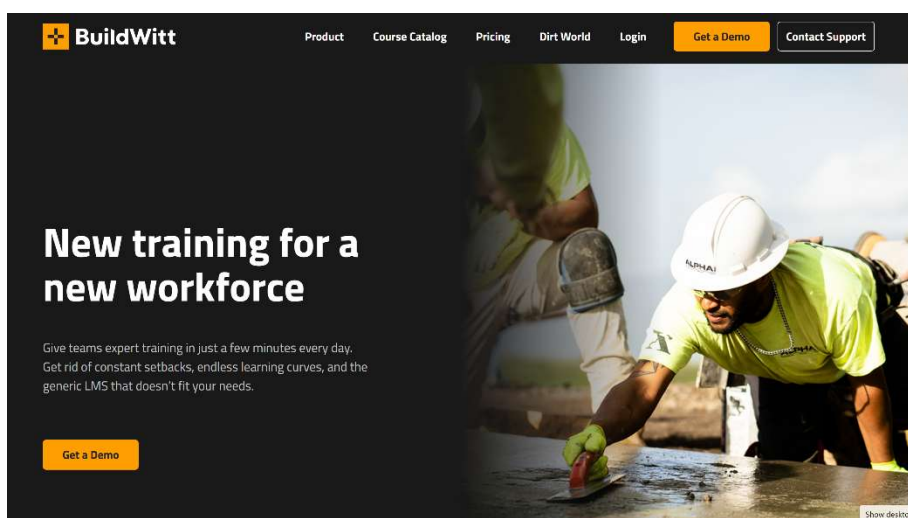
**SAVE THE DATE: Friday, April 25, 2025**

Our Annual Safety Day has been transformed into a bigger & better event that we have dubbed **GROUND BREAK**. In addition to the content you've come to expect and enjoy, we have a few exciting new things in store for you.



We can't wait to share more information about **M&M University!** Our crew is the backbone of what we do and empowering YOU to become better every day is hugely important.

In partnership with **BuildWitt**, M&M University will provide almost endless opportunities to learn and grow through an extensive library of training videos geared toward our industry.



The XLT will also be unveiling M&M's Strategic Plan, which sets the course for the company over the years to come.

**Be sure not to miss this exciting event!**



## Special Events: What We've Done and What's Up Next



**March 21, 2025:** Each year before construction season, we get everyone together for a Practical Training Day. This year, training day was on Friday, March 14, 2025. Holding this day-long exercise puts us all on the same page for what we will encounter in our upcoming jobs. The topics covered included: traffic regulation, water main installation, grade stakes, housekeeping and hands-on skills training (above).



**March 2025:** In March, we held two week-long GPS training classes in Bellaire, MI. Topics covered included: blueprint reading, construction math, basic rover operation, basic total station operation and technical skills training. We also explained the process, from acquiring work to being paid.



Hey, Kids! Show us how you SCOOP!

