

Whether you are reading this newsletter in Pennsylvania or in Sweden, it is likely you have enjoyed a Martin's Potato Roll.



They created their famous potato roll in 1955 right here in Chambersburg, PA. Their potato rolls are distributed in 20 states and frozen product is available throughout all 50 states. Outside of the United States, their potato rolls are served in over 40 countries. In addition to the plant in Chambersburg, there is also a plant in Valdosta, GA. To keep up with the demand of their tasty products, a 24.8-acre warehouse expansion was necessary for the local plant. Wendy Cowan, Marketing Manager, said "Our frozen product is the fastest growing segment of our business. The new bakery addition will support the production of product for freezing."

With a project start date of December 2, 2021, DHM's first challenge was to make the March 1, 2022, footer excavation start date. To accomplish this, 11,000 truckloads of material needed to be removed from the site. It was a huge task, but one that Paul Coldsmith and Joe Herrick, Superintendent for Wohlsen, were up for. Working during the winter months to accomplish the goal was a challenge, but it was met. Joe Herrick commented, "The massive bulk of excavated material, along with several months of drilling and blasting to achieve the sub grade of the project, is a particular highlight of the project thus far. It is a pleasure to work with Paul Coldsmith. He is very helpful with all the experience he has to keep the project moving ahead. DHM is very conscientious with keeping the existing Martin's Pastry site in a very clean manner."

Wohlsen Construction was tapped as General Contractor for the project, and they were glad to partner with DHM Superintendent, Paul Coldsmith. "DHM is part of our team, and we appreciate their experience with the previous project and their good relationship with Martin's Pastry. We are very happy to have DHM as our site contractor" says William Bendokas, Superintendent for Wohlsen.

Paul is quick to credit his co-workers for the success, "We have had a great team of guys from DHM working on this project and that is the reason we made the date for footers."



JUSTIN SCHAFER



SAM MUMMERT



TOMMY RAYHART



PAUL COLDSMITH, SUPERINTENDENT



Brenda Beattie, Regina Hissong & Char Vink

In recent years there has been a corporate shift to reinvent Human Resources to allow all functions normally handled by H.R. to be done through artificial intelligence. The number of companies that no longer meet with or deal directly with new hires, current employees, or transitioning employees is increasing. The new normal is to do everything online. Many companies do everything from applications to orientation to every other function without the employee ever meeting or interacting with H.R. This is not our goal at DHM, and I want to let you know that our H.R. team is hands-on for a reason. Very simply, we care about every employee and want your experience here to be one where you feel valued and not that you are just a number on the payroll register.

This month marks 15 years since I was hired as the H.R. Director. There have been a lot of changes and improvements made since then, and we continue to change and adapt as needed. We've added Brenda and Regina to the H.R. Team so we can better serve you and be able to accomplish more for you, our employees. We have obviously started using things like email for communications, direct deposit, apps, the DHM Portal, and other technical methods that make life easier and less time consuming, but we are still very much live and "in person". The H.R. Team at DHM still handles everything from applications, pre-employment process, orientation, benefits, overseeing payroll, assisting management and employees with day-to-day problems, FMLA, insurance issues, 401(k) assistance, and the list goes on and on.

H.R. is often seen in a negative light and viewed as more of a disciplinarian. We'd like to change your view of that. Sure, we do assist with discipline issues when needed, but our daily goal is to help each of you any way that we can. We recognize that DHM's greatest assets are our employees. The average employee today will change jobs every 4 ½ years, and we would like to ensure that our employees stick around much longer than that. Did you know that we have many employees that have been here for over 20, 30, or 40 years? That's awesome and it speaks volumes for the kind of company that DHM is. When I say that H.R. has an open-door policy, I mean just that. Regina, Brenda and I are here to help you. If we don't have an answer to your question or need, we will do our best to get one. Our

department is staffed from 6:00 a.m. until 5:00 p.m., and often later so we can accommodate your schedules. If you stop by after hours and you see my car is here, just come and knock on the door or text me and let me know that you need something. If you need someone to come in earlier or stay later, just ask us. We like hearing about what you are doing, how your family is, seeing the photos of your vacation, wedding, new baby, and your hobbies. That's who we are!

The informal definition of a Ninja is someone who excels in a particular skill or activity. I'd like to think that DHM's H.R. department can truly call themselves H.R. Ninjas because we do our job well and we meet your needs and expectations as DHM employees. Thanks for being so great to work with and for making us feel appreciated!

By Char Vink

BRANDING UPDATE

Branding is a method of communicating ownership, quality, and values, and is a way of easily identifying your business. It's how our customers and the public recognize our business and it helps them to make better choices for the services that we offer. For decades the circular dozer logo has been front and center identifying DHM, and several years ago we added the motto "Excellence and Integrity" to stress the strong work ethic of ownership and our employees. We felt that it was time to update our DHM logo and we're excited to announce that we have chosen a design that will distinguish DHM from the competition. While the new logo will not be announced publicly until later this summer, we wanted to share a sneak preview with you. The idea behind this is more than just a logo change, it has everything to do with DHM's customer service style, the exceptional work we do, our quality trucks and equipment, our marketing strategies, and most of all our skilled employees.



"We thought long and hard about this change. We tried to stay true to our colors and heritage, at the same time adding something refreshing and simple."

– KIRK MARTIN, PRESIDENT

While it would be nice to wave a magic wand and have every truck and piece of machinery changed over to the new logo, it will take us time to complete the transition. Watch for the changes to come!

Nearly every day, 37 Tri Axles and 2 Tandem Axles hit the road here at DHM. With one of the largest dump truck fleets in the area, it comes at no surprise how much experience our professional drivers have. This got our wheels turning!

With 37 full-time and part-time drivers, just how much experience do DHM drivers have behind the wheel in our fleet of dump trucks? Well, to find the answer to that question we need to do some time traveling back to a much simpler time. If you went back as far as 1776 when the Declaration of Independence was signed, it wouldn't be far enough. If you went back to 1492 when Christopher Columbus discovered America, it still wouldn't be far enough. You'd have to go way back to the year 1092 to find out just how many years of experience our fleet of Tri Axle and Tandem Axle drivers have? **Over 930 years of COMBINED Experience!** That's incredible.

It's no surprise that DHM prides itself on our fleet of drivers. It's their professionalism, attention to detail, and the good attitude each one of our drivers brings to the table every single day. With the experience we all bring to DHM, it's what makes this family-owned company a truly great place to be. Over the last few years, we have accomplished a lot! We focused on listening and hearing what our drivers had to say. We took their input to help drive decisions that have an impact on all of us. Their ideas about trucks, safety, everyday needs, and their happiness were considered. None of this would have been possible without their contributions. Everyone should be truly proud in the accomplishments we have achieved over the last few years!

Over the last few years, I have had the pleasure of getting the opportunity to know and work with a great group of drivers. It has made my position here very enjoyable. We've conquered and accomplished a lot together, and we never take anything for granted.

We continue to be passionate and focused on ensuring our drivers have what they need to get the job done right the first time. Their experience and knowledge make that much easier. I can't thank all of you, our drivers, enough for everything you do. Keep up the great work, I truly enjoy working with every one of you and I am thankful to be a part of such a great team. Let's keep the wheels turnin'!

Thank you,
Rich Phillip , Fleet Manager



WITH THE SUPPORT OF MANY
AT DHM, HERE ARE SOME NEW
INITIATIVES WE WORKED ON
WITH OUR FLEET:

- Getting information and new regulations out to you in a timely manner
- Hearing feedback on how you would like our trucks to be spec'd out
- Working together on an active safety program to include forward facing cameras to protect our drivers
- Discussing metrics to insure we are being efficient in these crazy economic times
- Navigating the supply and demand issues, especially tires

We are excited to announce that Kelly Kramer has recently been hired as our Safety Director here at DHM. Here's some information about Kelly that will help you get to know him better.

Kelly is a familiar face around DHM, Inc. He has provided safety training and consulting services for many of our employees while he was employed both with Eichelbergers, Inc. and RETTEW Associates. He did Construction Quality Management and consulting for landfill design, permitting and construction for landfills all along the east coast after graduating from college. He was then introduced to safety and risk management through an insurance training program at PHICO Insurance in PA. After completing this program, he was assigned as a Risk Management Consultant for PHICO out of their Mechanicsburg office. While working there, Kelly saw the positive impact he could have on people's lives and well-being through safety consulting. He went from there to Eichelbergers, Inc. in Carlisle, PA and helped manage the safety department for approximately 100 construction employees and was the training manager of their safety consulting group. This is when he was introduced to DHM approximately 20 years ago by providing safety training and safety consulting services while at Eichelbergers, Inc. and then provided safety training and consulting with his most recent position as a safety consultant at RETTEW Associates.

Kelly has really enjoyed the variety and unique opportunities safety consulting provides. For example, he was able to repel from on top of the scoreboard and press box at Penn State Beaver Stadium, climb around under Hershey Park, and see scrap metal melted into lava at a steel mill.

Kelly is really looking forward to getting a chance to meet with our employees out in the field, the office, and the shop to assess any hazards and work with them to make sure everyone goes home to be with their families and do the things they enjoy.

Be sure to welcome Kelly when you see him...maybe you can go for a "run" with him around the jobsite.



GET TO KNOW KELLY

- Kelly is from Mechanicsburg, PA and is the youngest of 4 boys who were all very active in sports.
- Kelly went to Cumberland Valley High School and then graduated from Shippensburg University with a degree in GeoEnvironmental Science.
- Kelly started playing football at age 6 and played up through his 4 years at Shippensburg University. He still enjoys playing and watching football.
- Kelly recently took up running and has completed two marathons so far, with the most recent one run earlier this year at Walt Disney World.
- Kelly works out at the gym very early in the morning before he comes to work.
- Kelly is married with four adult daughters and three grandchildren.

Kelly Kramer, BarbaraSue Hershey & Scott Hanley



Five years ago, Kirk Martin put into place his vision that DHM would perform its own erosion control, preparation and seeding.

A large investment was made in equipment, personnel, and inventory. With a cloud of dust and a hallelujah, the E&S Division was born. Their primary tasks include:

Erosion and Sediment Control at the beginning of projects that manage environmental issues and consists of the installation of silt fence, super silt fence, filter sock, and SMART42 erosion fence.

Preparation and seeding of company projects include both residential and commercial. This begins with the temporary seeding of stockpiles and finalizes with final seeding of lawn areas. Included are the special seed mixes that are sown in detention basins and bio-ponds. Sod installation can also be completed.

Landscape installation finalizes many of our projects. It includes bio-pond plantings, perennials, shrubs, and trees as well as mulch, riverstone and landscape edging. Hardscape jobs have increased over the last five years and now includes residential paver patios, Sheetz stores, Allan Block retaining walls, and large Redi-Rock gravity walls on some of our commercial sites.

The division superintendent communicates daily with all the other superintendents and the office to ensure that scheduling is coordinated. The division can be throughout the entire DHM operating area on the same day, which means that the crew chiefs must be able to act independently while also communicating directly with assistant superintendents and foremen on-site to ensure their work is being effective on each project.

Being a part of the DHM team means that each task is an important part of the overall plan. Having a basic understanding of each other's tasks allows us to help each other without always having to ask.

TOGETHER WE ARE STRONGER!



PHOTO COURTESY OF ZACH DUBBS



LYNN MARTIN, ENVIRONMENTAL MANAGER

NEW HIRES

Tony Bowman, Light Duty Truck Mechanic
Levi Kimple, Pipelayer
Ethan Kipe, Laborer
Braden McSherry, Laborer, Utility Crew
Dick Hoffman, Utility Foreman
Thomas Miller, Lead Hoe Operator, Utility Crew
BarbaraSue Hershey, Safety Coordinator
Cory McCuen, Parts Manager
Jared Sollenberger, Environmental
Mike Hamilton, Dump Truck Driver
Grover Beasley Jr, Dump Truck Driver
Blair Morris, Loader Operator, Utility Crew
Chase Plasterer, Dump Truck Driver
Carl Derr, Lead Person, Utility Crew
Ricky Bloom, Parts/Inventory Specialist
Douglas Statler, Mobile Mechanic
Hunter Carbaugh, Dump Truck Driver

Parker Dymond, Operator, Residential
Andrew Peterson, Pipelayer
Bryan Barrett, Operator, Utility Crew
Riley Snyder, Environmental
Chad Park, Laborer
Hunter Bigler, Pipelayer
Kelly Kramer, Safety Director
Spencer Richardson, Operator
Branden Rowe, Operator, Utility Crew
Dylan Hawbaker, Environmental
Patric Vargas, Pipelayer
Patrick Shope, Operator, Residential
Michael Sharp, Operator, Utility Crew
Brian Rogers, Superintendent
Bradlee Sheaffer, Environmental
Jacob Gouge, Pipelayer

ELEVATING THE GRADE / PROMOTIONS

George Walling, Superintendent
Austin Bear, Assistant Superintendent
Justin Halteman, Assistant Superintendent
Laura Peck, Accounting Assistant
Robbie Snively, Lead Person - Environmental
Nick Malone, Surveyor
Jarrett Morrison, Vac Truck

Jeb Newman, Lead Person - Utility
Tommy Rayhart, Lead Person - Utility
Dan Rasy, Mobile Mechanic
Cory McCuen, Parts Manager
Lane Brunner, Trackhoe Operator – Utility
Kaven Swope, Hylift Operator – Residential
Travis Ramsey, Hylift Operator

BIRTH ANNOUNCEMENTS

Nick & Miranda Paz
welcomed their daughter, Charlotte.

Andrew & Cheyenne Kinch
welcomed their first child, daughter, Abigail.

Colby Newton and Kenna Badorf
welcomed their first child, daughter, Mila.

Adam & Ashton Gress
welcomed their second child, son, Mason.

Andrew & Janae Long
welcomed their first daughter, Sierra.

Matt & Kira Jenkins
welcomed their second child, daughter, Octavia.

Micah & Renee Mummert
welcomed their second son, Jackson.

At DHM, our employees work for and alongside some great people, and we wanted to offer the opportunity for them to receive recognition for what they do to help make this such a great company.

We are excited to introduce the “Co-Worker High Five” award. Employees can nominate coworkers who are innovative, dedicated, safety conscious, productive, have a strong work ethic, or a positive attitude.

Each month three employees are chosen from the nominees. Help us congratulate the employees below as they strive for excellence and integrity in every aspect of their work.

MAY 2022



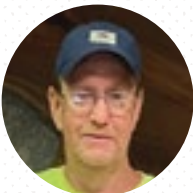
JERET AKERS

Heavy Equipment Operator



BILL HARRIS

Field Technician Foreman



BOB JACKSON

Lead Person

JUNE 2022



BRYAN BROWN

Heavy Equipment Operator



JAY CHRISTOPHEL

Heavy Equipment Operator



DEREK LIETMAN

Superintendent



“I would like to thank all of you who have sent cards, texts & phone calls during my recent health issues. God is answering many prayers on my behalf. I am recovering and currently receiving radiation and chemo treatments. Your continued prayers are appreciated.”

JERYL & GLENDA MARTIN