

LYCOS FINISH

LYCOS MANUFACTURING

RUCK SPECIALTIES

RUCK CABINET DOORS

RUCK SURFACES

LEGACY

LYCOS INDUSTRIES NEWS

SPRING 2021

THE DRIVING FORCE

IT'S IN OUR DNA

4 Values That Represent What We Stand For

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THE DRIVING FORCE

A MESSAGE FROM THE PRESIDENT

I know there are a lot of questions and I can only imagine what everyone is thinking with all of the changes we've had since the last newsletter 6 months ago.

Before the pandemic, we set goals for each company. Some were met and some have been delayed. In unprecedented times, we must stick to the CORE of each company and do what each company does best. There will always be hard decisions to make regarding what's best for our companies. And one of those hard decisions we made was with Lycos Finish. To get back to the CORE of Lycos Finish, we recently shut down the eastern and western division. With this came the loss of some key people that have helped Lycos Finish be recognized in those areas.

Going forward, this year as a company we are trying very hard to commit to the values outlined within this newsletter. Last summer, the marketing team set up several workshops to help me and the management team dive deep into why we exist and what we want to achieve across all companies. By the end of it, we came up with four values that we truly feel represent what we stand for.

1. One Team

2. Change the Game

3. Own It

4. 110%

My biggest concern with these values was having them sound too 'corporate' - that's always something I've tried to steer away from, no matter how big we got. Writing down a common set of values that we expect our employees to instantly subscribe to seemed a little cheesy.

But I like to think of it this way: each of us gives something special to this company. We're giving our time, our energy, and our best game. And when we're hiring new people, we look for specific characteristics and traits that will add to our culture and help grow our company further. So we wanted to write those characteristics down and document what makes Lycos so great.

These values are what we stand for as a company. They're how we got to where we are today and were modeled after what I value in my employees. They help ensure all of our employees, from top leadership to entry-level, are working towards the same common goal.

I firmly believe in these values and want to emphasize the importance of them. I ask that you review them and integrate them into your daily work. Everyone that has been promoted or moved up in the company has used these values to guide their decision making process in one way or another.

If you ever have questions and or just want to talk about things, please feel free to stop by the office or give me a call. Our success is measured by our team and its people! I appreciate everything everyone has done and I'm excited for what's on the horizon in 2021.

-Jon Taylor

AS ONE TEAM

We are approachable, open-minded, and listen to others. Together, we strive to solve issues that hinder communication and teamwork. As individuals, we accept constructive feedback and work to improve performance. We share ideas with one another to get the work done efficiently. because alone we can do so little; together we can do so much.

WE CHANGE THE

We are solution-oriented, resourceful, and efficient to find new ways of doing things to improve the work and services we offer. We bring up issues, tackle problems, and propose solutions. Together, we work with urgency to solve problems and are persistent about overcoming challenges, setbacks, and obstacles. To get game-changing results, start focusing on game-changing thoughts.

GAME

OWNING IT

We are self-starters and push ourselves to be our best by taking initiative to seek information and solve problems. We are willing to accept additional work, new challenges, and responsibilities while maintaining a positive mindset. We hold ourselves accountable and learn from our mistakes. Owning our own improvement. If your ship doesn't come in, swim out to it.

& GIVING

110%

We make every decision with the customer top of mind. We respond quickly and appropriately to new instructions, situations and procedures. We do what it takes to get the work done efficiently, effectively, and accurately by being dependable, timely, working additional hours and traveling when needed. We make sure responsibilities and tasks are completed before or by deadlines. Always give 110%. It's the extra 10% that everyone remembers.

HOW TO MOVE UP

We all want to make a big impact (and let's be real, make more money). So it makes sense that the number 1 question we get asked from our employees is: How can I move up in the company?

To answer this question, we put together a list of traits and characteristics that we think turn a regular ol'employee into an all-star one.

(And hint-hint, this is what we look for when we're reviewing employees and considering promotions).

1 Be part of the solution. Don't say "This can't be done" or "I can't do this". There's always a better way, a different perspective, a solution to the problem – find it.
(Change the Game & 110%)

2 Be dependable. We trust employees we can depend on. And trusted employees have more opportunity for growth and promotion. Be on time, meet deadlines, pay attention to the details, and be helpful. *(110%)*

3 Patience and perseverance goes a long way. It takes time to learn, develop skills, and grow in your career. It doesn't happen overnight. We all have a lot to learn. Have grit, never stop learning, and be passionate about pursuing long-term goals. *(Own it)*

4 Be resilient. People who bounce back quickly do well here. People who take setbacks personally tend to struggle. What worked last month might not work this month. Change happens. It's best to just embrace it.
(Change the Game)

5 Challenge yourself. Step out of your comfort zone and learn new things. Ask for more challenging work. It lets us know you're willing to do whatever it takes to help the team succeed. *(One Team, Own it)*

6 Be confident, not arrogant. You know the person that talks themselves up nonstop, complains about everything, and isn't accountable for their own actions? Yeah. Don't be that guy. Arrogance requires advertising. Confidence speaks for itself. It's a feeling of self-assurance that comes from an appreciation of your abilities and qualities. Arrogance, on the other hand, is having an inflated sense of your importance and abilities. We like learn-it-all, not know-it-all. *(Own it)*

7 Own your mistakes. Making mistakes is an everyday part of life. What's important is how you handle them. Each mistake carries a lesson, try to make sure you learn it. It takes a lot to say, "I messed up, but I've fixed it by doing x, y, and z". We notice that. *(Own it)*

8 Develop yourself. Keeping the business strong is everybody's job. And we do that by constantly learning and improving our skill set. Take every opportunity to learn more. Ask questions, mentor somebody, and take everything thrown at you as an opportunity to grow.
(Own it & One Team)

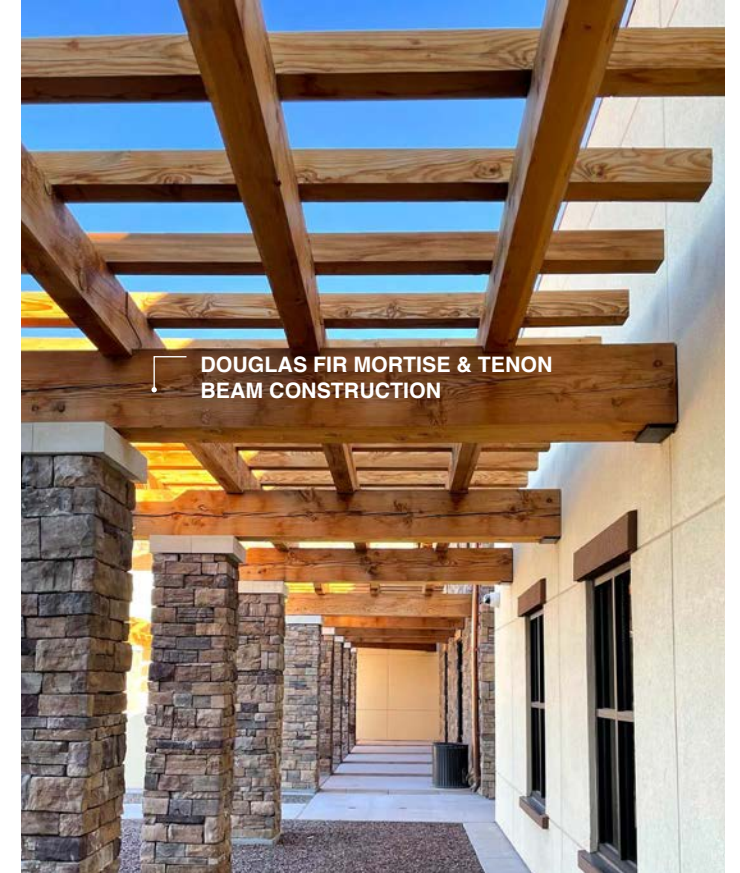
Lastly, to move up in the company, there needs to be an open position. This doesn't mean you're at a dead end. Remember – be patient and ready for the next opportunity. If you're feeling stuck, please talk to your supervisor about steps you can take to increase your value to the company.

-Renee Erbes

PROJECT UPDATE



LAS CRUCES, NM REGIONAL MEDICAL CENTER

DOUGLAS FIR MORTISE & TENON
BEAM CONSTRUCTION

We recently just completed our furthest job to date: the Las Cruces Regional Medical Center! We knew when we started this job, it was going to be a challenge from start to finish. **And the biggest challenge we ran into was in the final phase of the project - the completion of the Medical Office Building (MOB).**

The hospital ran into financial issues and ended up stopping construction in the fall for the indefinite future. It wasn't until January of this year, they decided to continue with the build. We had to quickly figure out how to finish the MOB without a local crew. So, Jon took off his President hat, put on his hard hat, and got to work. He and a handful of our Finish/Manufacturing crew headed to New Mexico, worked extremely hard, and **Got. The. Job. Done.**

And as of March 26, we are so excited to say: we finished the job! Looking back, we went through a lot of fire drills on this project. There were a lot of things thrown our way and moving parts we had to be prepared for at any given moment.

Thank you to everyone who came together for this job – from the Ruck Cabinet Doors team, to Manufacturing, to the Finish crew. It never ceases to amaze us how willing our team is to go the extra mile – figuratively and literally. Near or far, fire drill or deliberate plan, we are the team that's committed to doing the job and doing the job right. Every time.

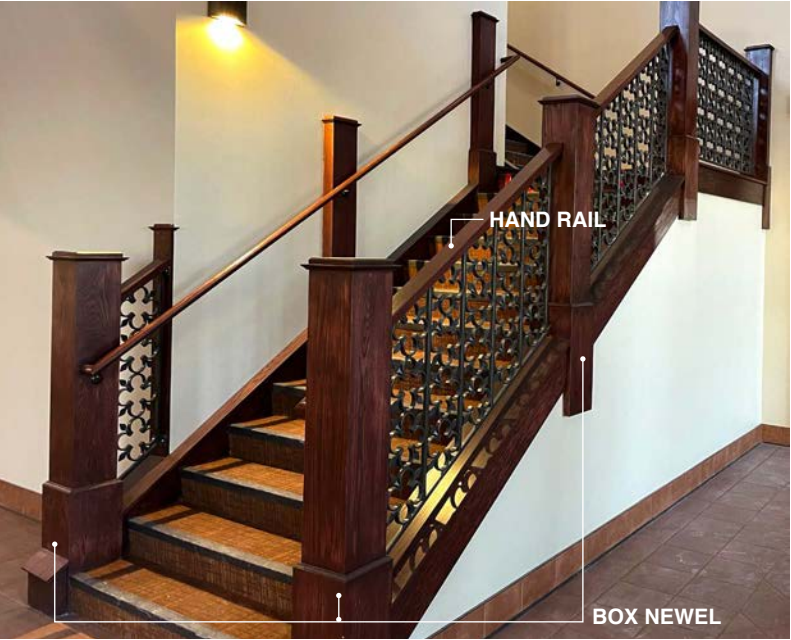
-Jon Taylor



*What happens in Las Cruces, stays in Las Cruces.
It was a very interesting build due to the construction finishes
and it was good to be involved in every aspect of the job from
concept to design to fabrication to install.*

JON TAYLOR

GC: MCCARTHY
SCOPE OF WORK:
TIMBER FRAME
EXTERIOR TONGUE & GROOVE CEILING
INTERIOR FINISH CARPENTRY
SOLID SURFACE
MILLED, STAINED, & CLEAR COATED ALL OF
MATERIAL FOR DECORATIVE WINDOW CASING,
HEADS, AND SILLS.



2 YEARS OF PROGRESS & MOUNTAINS OF OPPORTUNITY ON THE HORIZON

It has been two years now since RCD was formed and although we acquired all the “bare bones” needed to get things off the ground, there are many aspects to a successful company than just a facility filled with equipment. Here is a look back on the progress made and what the futures holds

LOOKING BACK

First and foremost, the employees. Without the support of our dedicated staff both in the office and on the production floor, what we do would not be possible. With a company wide average of 15 years of experience, there’s no doubt we have a solid foundation of key people. I would like to say thank you to everyone who has put their faith and trust in RCD. We have a bright future ahead of us.

Out with the old and in with the new! Second to our employees is our equipment and technology. We have and will be continuing to remove outdated equipment and replace with newer, efficient, and safer equipment. It’s no secret that having the latest and greatest equipment can help enhance any business. RCD is no different. As we continue to grow, staying on the forefront of the industry’s best equipment will be paramount. As we do this, it’s important to know that while it does help us become more automated, our goal is not to replace employees, but instead to make your work more productive, efficient, and safer.

Here are the high-level primary equipment changes over the past two years:

Equipment Added

- Weinig S90 Auto Cross Cut Saw
- Raimann Rip Saw
- Roarke Wide Belt Planer
- TimeSaver Wide Belt Sander
- Striebig 4D vertical Panel Saw
- SawStop Table Saw w/Tiger Fence
- Anderson CNC
- Dodds CNC Dovetail (x2)
- Keyence CO2 Laser Engraver
- Vorwood Panel Profiler
- Carlson Door Pinners (x2)

Equipment Removed

- Celaschi Single End Tenoner (x2)
- Multiple Old Table Saws
- Multiple Shapers
- Omga Cross Cut Saw
- Old CNC Machines

A big shout out to our Maintenance Technicians and employees for being flexible throughout these transitions!!!

Quality & Service – It’s no secret we strive to be the best at everything we do, but over the past two years, it has really shown. The most frequent piece of feedback we get from our customers is the huge improvement in the quality of our products and second our unparalleled customer service.

Sales! Sales! Sales! Many of you have seen the sales increases firsthand, but if you haven’t, the numbers speak for themselves. Even amidst the pandemic, in one year alone from 2019 to 2020 our sales increased by 52%. A large contributor to this was landing Cabinets To Go and producing an average of 2000 dovetail drawer boxes a month for them. In addition to that, we also have over 250 other regular re-occurring cabinet shop customers all across the country and counting.

LOOKING AHEAD

BIG Deals and sales increases are happening to help support our continued growth! We’ve been working on acquiring some very large customers for the past 18 months now and the fruits of those labors are finally upon us. The Wisenbaker deal has finally come through and we are excited to announce that we officially started production for them on March 23rd. An initial order of over 1000 doors may seem like a lot to most companies, but this is just the beginning. After the first order we’re moving to truckload volume. That’s between 7,000 and 8,000 doors a month, which is between 84,000 and 96,000 doors annually. In addition to the Wisenbaker deal, we are also in the final stages of preparations for launching a deal with Richelieu. Due to launch in mid-April, we will be producing dovetail drawer boxes for over 25 states on this side of the Mississippi. Between these two and several others, we’re anticipating a 128% sales increase from 2020 to 2021. Whoa! That’s a lot of work coming through the pipeline!

TIME TO ROLL UP OUR SLEEVES AND GO TO TOWN.

That’s a lot of growth in one year! Don’t think you’re in it alone – we are hiring and looking for production staff to help with the growth that lies ahead and reduce the burden on our current staff.

We do plan to continue improvements and additions to our line of equipment and machinery. More equipment is coming, but unfortunately they aren’t sitting on the shelf at a local equipment store. The type of equipment we use is typically made to order and can take anywhere from 3 to 9 months on average before it is ready to ship to us.

Thanks again to everyone at RCD for the continued hard work and dedication. There is a bright future that lies ahead for RCD and we wouldn’t be experiencing any of this without all of our staff going that extra mile to achieve our fullest potential.

-Jimmy Carroll



NEW PARTNERSHIPS



CABINETS TO GO
...Premium Quality Cabinets FOR LESS!!

Despite 2020 being one of the worst years in the history of forever, RCD managed to bring in some pretty big business deals that we are excited about and want to share.

Cabinets To Go (CTG for short) is a national online retailer of cabinetry and kitchen components. CTG reached out to us in late 2019 to see if we could supply drawer boxes for their online retail and physical stores. We of course said yes. And since then, we currently manufacture, on average, 3600 dovetail drawer boxes PER MONTH for CTG (a big shout out to our dovetail team – they are awesome for putting in all that hard work to make this possible).



nox-crete

Nox-Crete is a manufacturer of chemical solutions to concrete. We know, we know... Not RCD's typical customer. But Jimmy and the Nox-Crete President connected through a mutual acquaintance. And as it turns out, Nox-Crete was on the hunt for a manufacturer that has the equipment, capability, and capacity to take the TigerLoc raw material and machine it into the various products they offer (TigerLoc is a thermal break product for use at window and door openings within an insulated concrete assembly). And after touring our plant, it was clear RCD would be a great fit and could handle the undertaking. We negotiated a deal to be their exclusive manufacturer of the TigerLoc product line.

2021 GOALS

1. Increase productivity/ efficiencies
2. Continue increasing equipment automation
3. Continue to build on and improve company culture
4. Stronger focus on quality control
5. Safety and risk mitigation
6. EPA compliance
7. OSHA compliance
8. More collaboration and staff meetings to keep the team on the same page and help plan for RCD to be double the size by year end 2021



A VERY SPECIAL ORGANIZATION

“Every person has value.”

When we first heard about VODEC and their mission, we were immediately inspired. VODEC is a nonprofit that focuses on integrating people with disabilities into the community. They partner with local businesses to help give their consumers a sense of purpose and the opportunity to become active participants in the community.

We discovered them back in July. We had a lot of high volume orders at the door plant and we were on the hunt for some extra help in our shipping department. Jimmy came across VODEC, met with them, heard what they're trying to do, and instantly decided to partner. “Their vision and mission is selfless and embodies many of the same morals, ethics, and virtues that I strive for personally every day”, he says. Although this partnership began as a solution to our packaging problem, we got really excited to work with them. Their dedication to supporting special needs consumers within our local community is inspiring and something we couldn't wait to be a part of. Since August, the people at VODEC come in 1 day a week to learn and improve their packaging, sorting, and counting skills. They mostly assist with shipping and packaging, but they've also been helping with out-feed on some of our machines.

“There are thousands of people with special needs in search of finding a purpose. And it is my hope that the work they support us on helps provide them with that sense of purpose and belonging to the community”, says Jimmy.

And we sure do love having them around. When they're here, they bring bright smiles and contagious happy go-lucky attitudes that are infectious to our entire team.

We are very grateful for our partnership with VODEC and we know this is a partnership that will continue for many years to come.

CUSTOMER TESTIMONIALS



Kadsen Corporation, a small, local remodeling company, has purchased from Ruck several times. Each time they have built doors, drawer fronts and drawers per our specific designs. We bring our clients to the shop to pick out door profiles or create their dream doors. We can count on Ruck to make our clients happy. We have never been disappointed! I highly recommend Ruck Cabinet Doors when building new cabinets or just changing the look of existing cabinets. Customer service and communication cannot be beat!

BARBARA KADRLIK
KADSEN CORPORATION

Everything turned out good, except for our mistakes! You always do a nice job and Vicki is always very helpful.

MARK TUCKER
MODERN KITCHEN DESIGN



I ordered pre-finished, one piece MDF doors for my kitchen and from start to finish, they were terrific to work with. I had a few doors that were damaged in transit and they were great in getting me replacements ASAP. The painted finish Ruck applied looks perfect and feels as smooth as silk. I look forward to my next orders, and have no hesitation to recommending them as a terrific source for doors and drawer fronts. 5 stars!.

DAN KUNZE
WELLBORN CABINET



Excellent experience. I was an old Valley Oak customer...and glad to see Vicki was still there and has helped me on my orders. Thanks

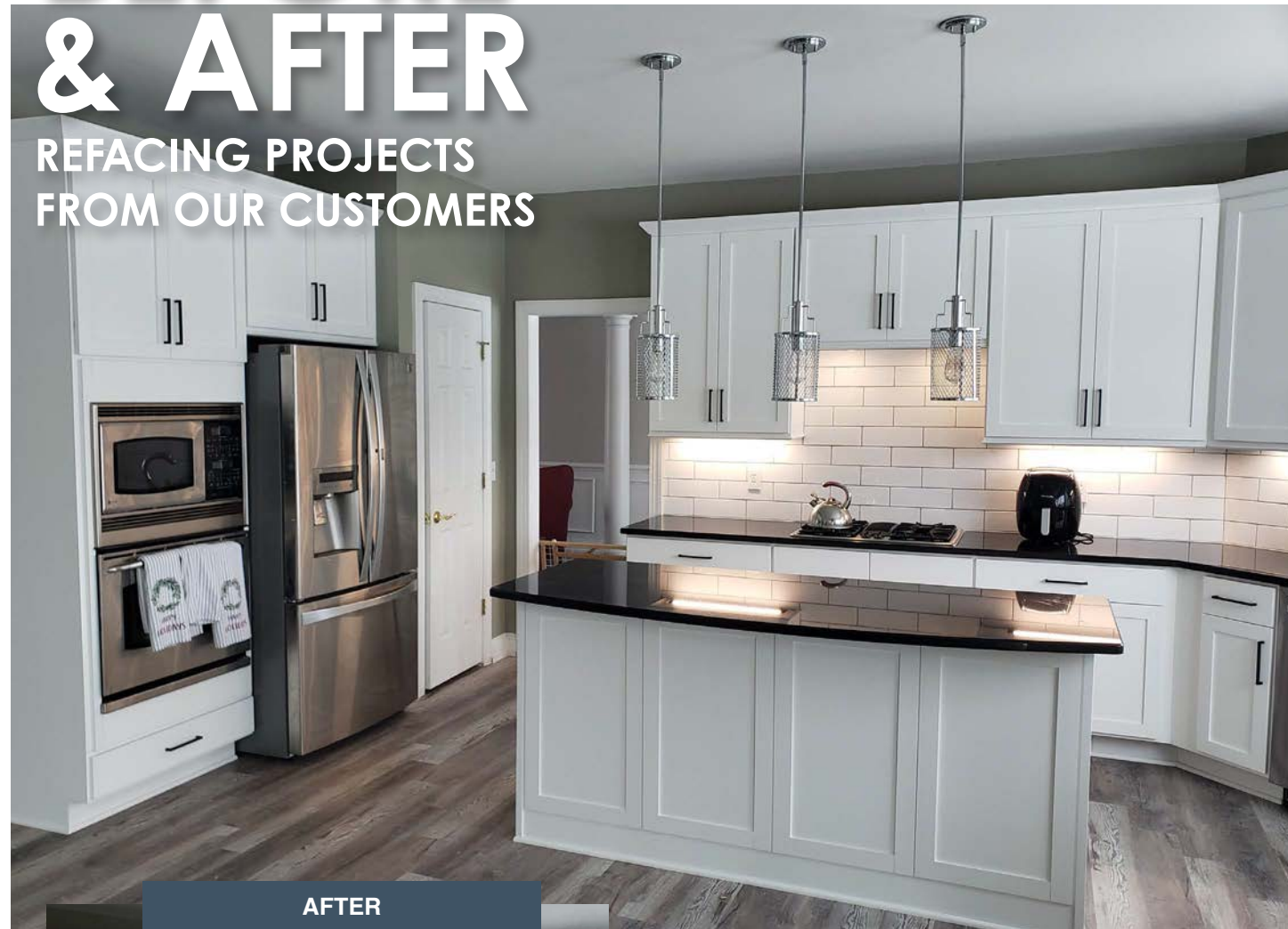
DAN PEITZMEIER
DAN PEITZMEIER HOMES INC.

I truly enjoy my experience when working with Ruck Cabinet Doors. I have never worked with a team so dedicated to their customers and product. The quality of product they produce is excellent and consistent and their finishing department is second to none. When working with Ruck you will experience caring and responsive customer service. I have very high expectations for the companies I work with and Ruck has surpassed them in every way possible. Thank you Ruck, for all you do..

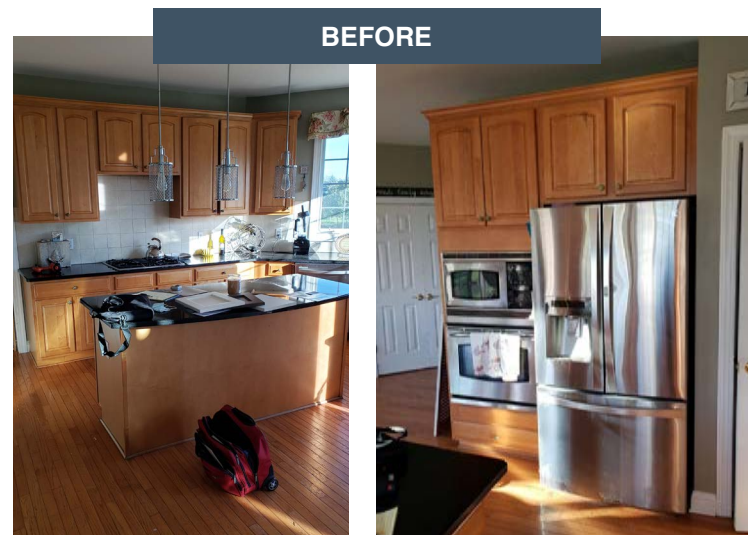
ERIC ZONGKER
ZONGKERS CUSTOM FURNITURE INC.

BEFORE & AFTER

REFACING PROJECTS
FROM OUR CUSTOMERS



AFTER



BEFORE

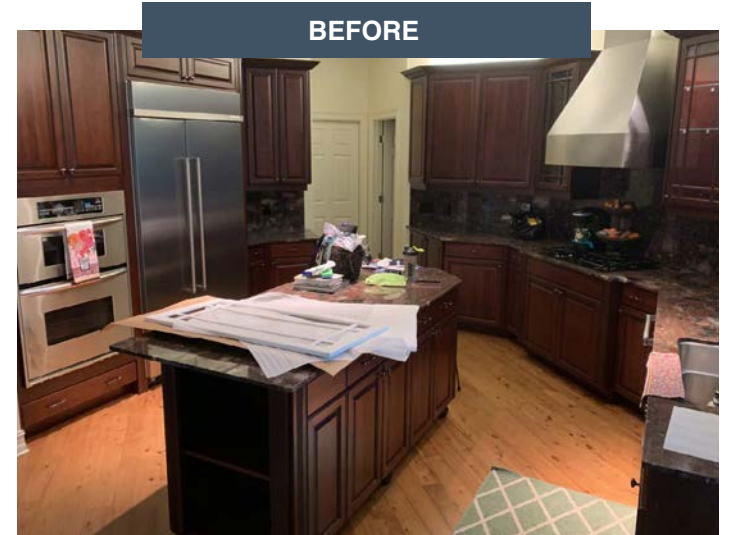
DOUGLASS CUSTOM KITCHENS
MILFORD, MI



AFTER



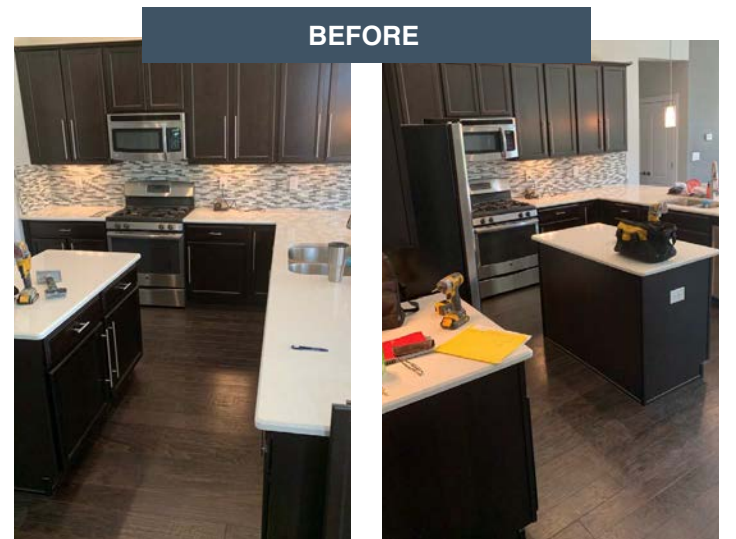
AFTER



BEFORE

“ As a customer with Valley Oak and now Ruck Cabinet Doors I have always had great service. You have always stood behind your product! If I ever had any issues it has always been resolved quickly. You make a great quality door and I look forward to many years of the same service and quality I'm used to! **”**
Thank you, Ruck!

KITCHEN REFACING DESIGNERS, LLC
NEW PORT RICHEY, FL



BEFORE

WE ARE MOVING OFFICES

Yep. That's right. We're moving again. Over the last two years, with the pandemic and the start of new companies, Lycos has been through a lot of changes.

And because of that, we recently decided to sell the main office and split the staff to either move to the 11th St building or the door plant. We spent the last 3 years in our main office so it's a little bittersweet. And though it served us well and we made great memories, we couldn't be more excited for these new changes to take place.

So wait. Hold up. Why are we doing this?
There were several motivating factors to make the move:

1

SPACE

When we first moved into the main office, we were just 1 company. And through the years, we grew. A lot. To accommodate this growth, we were trying to purchase the building behind us, but our negotiations were unsuccessful and Elliot Equipment ended up buying it— making us landlocked for expansion. As our companies quickly grew in number and size, we needed to figure something else out.

2

COMMUNICATION

After reviewing some of the comments from the employee survey, it became clear that communication and collaboration between our employees was suffering. We really want to build a great core and we think it'll help not only our clients, but our employees too if our estimating, project management, and manufacturing staff worked out of the same location.

3

EFFICIENCY

For a company that preaches efficiency, it didn't seem very efficient of us to be spread out across 4 buildings. That's a lot of space. Unused space. Just sitting there. The first move towards efficiency was to move out of the Treynor facility, after that it just seemed like a natural fit to condense more.

Who's moving where?

The marketing team (Hannah and Jade) moved to the door plant in October. Allison also was relocated to the door plant to help Vicki and Linda with orders and customer service full-time.

As for the rest of 'em? The main office is currently for sale/lease so we will be staying there until we have an interested buyer. But we're anticipating Collin, Levi, Jake, Ken, Janet, and Roxanne to move to 11th St in the next month or two. Project management and estimating will be located upstairs, whereas Accounting and Administration will occupy the downstairs along with Matt and Andy from Manufacturing.

And then Jon, Renee, and James will balance their time between both facilities.

It has been an exciting past few years for Lycos and we look at this move as the start of another chapter in our story. We're still working on moving everyone over and making things "home-y" over there, but we're incredibly excited for the new space.

2021 GOALS

1. Get field staff OSHA certified.

2. Improve tracking through Quickbooks® Time and Expensify.

In 2020, we implemented applications like Quickbooks® Time and Expensify to help us track and keep everybody accountable. In 2021, we want to make sure we're sticking to it.

It's beneficial for everyone and here's why:

- Estimating will know how long it takes to do a task and will charge accordingly for those man hours as they bid projects.
- Project management will know how many guys we need for each job so we can set our crews up for success.
- Accounting will keep track of job expenses and strategize how to keep projects profitable.

And it'll take everyone's help – from estimating to the PM to the field.

This includes:

- More daily logs from our Foremen.
- More data entry in Quickbooks® Time.
- Tracking time and expensing it correctly.
- Clocking in and out on time.
- Expensing receipts in Expensify.
- Tracking man hours.

"Everything is a domino effect. The more efficient the field staff is, the more efficient the office is – and vice versa."

-JON TAYLOR

FLOW CHART OF A JOB

OUR ENTIRE PROCESS FOR A LYCOS FINISH PROJECT

COLOR KEY

■ ESTIMATING ■ PROJECT MANAGEMENT ■ FIELD





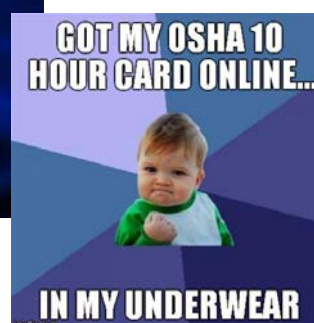
An OSHA card is a valuable thing to have in this industry. And it's been one of our goals for a long time to get as many of our guys in the field certified with either OSHA 10 or OSHA 30.

First of all, what is an OSHA card?

An OSHA card refers to the completion of the OSHA Outreach Training Program's 10-hour and 30-hour safety training courses. Its purpose is to promote workplace safety and health. After completing either one of these courses, you get issued a card.

The difference between OSHA-10 and OSHA-30

The 10-hour course covers safety and health hazard training for most staff. The 30-hour course is intended for supervisors and foremen with safety leadership responsibility.



3 BENEFITS

1. Increase company safety

Getting your OSHA card means you are a safer employee. You'll learn several safety practices that will help prevent injuries and accidents on the job. The more employees that get certified, the safer we are.

2. It helps you – no matter where you work.

If you plan to have a long-term career in construction, then getting your OSHA card will only benefit you in the long run. It'll not only show that you're equipped to operate safely on a job site, but it'll also position yourself ahead of candidates who haven't been trained. No matter where you work.

3. You can get a gift card.

If the two benefits above didn't persuade you, then maybe this will. We reward gift cards to employees who complete the OSHA certification as follows: If you complete the OSHA certification in 90 days, we will give you a \$100 gift card for OSHA-10 or a \$300 gift card for OSHA-30. If you complete the certification in under six months, we'll give you a 50\$ gift card for OSHA-10 or a \$100 gift card for OSHA-30.

Reach out to Renee if you want to learn more or if you're interested on how to get started.

Quality isn't just the general contractor's responsibility. And it isn't just the Foreman's responsibility.

QUALITY IS EVERYONE'S RESPONSIBILITY

Time is of the essence in construction. There is a schedule to maintain and a closing date to meet, all while delivering a quality-built job. However when crews are racing the clock, corners can get cut and mistakes can be made. The construction industry is an unpredictable one. Things rarely happen the way they're supposed to. Especially on large or complicated projects. That's why quality control is so important.

Here are 3 simple tips for you to ensure quality on the job.

1. CLEAN UP AFTER YOURSELF

A little housekeeping every day goes a long way. And it doesn't require a lot of time, either.

Keeping the job site clean shows GC's that we take pride in our work and are invested in their project. It gives them confidence that their project is in good hands and gives us a great reputation for repeat business down the road.

What sort of things does housekeeping include? Here are some examples of what we mean:

- Disposing of scrap, waste and surplus materials.
- Keeping stairways and hallways free of material and supplies
- Stacking and storing materials safely.
- Checking your work area regularly throughout the day and clean up as you go.
- Putting tools away when you're done using them.

2. PAY ATTENTION TO WHERE YOU STORE MATERIAL

Even though it might be the easiest and fastest thing to do, materials get lost or damaged when you just quickly put them somewhere.

When putting something on the ground, ask yourself: Is it protected? Should it be covered? If it can be easily scratched or damaged, take the time to cover it with timber, cardboard, or other materials until it's ready for install.

On top of that, a good tip to prevent having to move things twice is to work directly with the GC. Find a place that you can both mutually agree on storing items so that they are out of the way of construction.

3. LOOK IT OVER. THEN LOOK IT OVER AGAIN.

When you walk away from an install, take the time to check it. And then check it again. Essentially, do your own punch list.

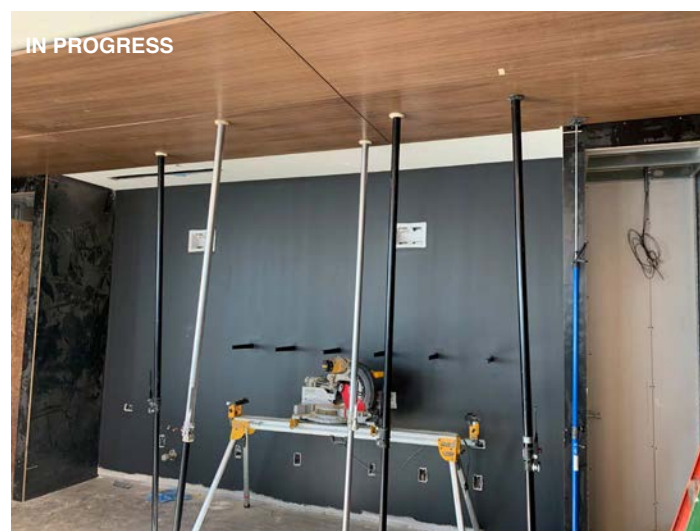
It's much more cost-effective to take a little extra time to do it right the first time, then it is to go back and address the problems later.

It's a team effort. Quality is essential. High quality is a team effort and requires everyone's commitment and dedication. Everyone should be proud of their work and proud of the work done by others. By practicing these 3 simple tips, you'll be well on your way to providing consistent, high-quality construction work you and your crew can be proud of.

BOSTON OMAHA CORPORATION

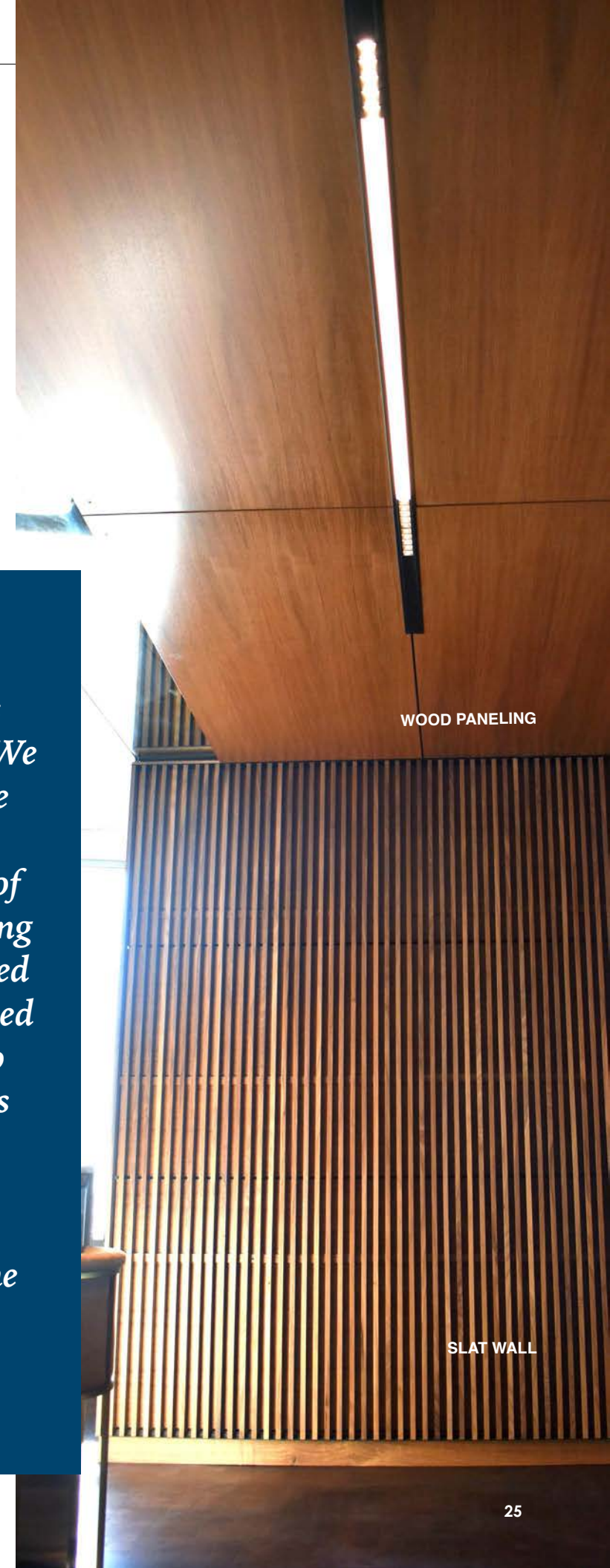


GC: AOI CORPORATION
SCOPE OF WORK:
 CASEWORK AND PLAM TOPS
 MILLWORK AND RUNNING TRIM
 RESTROOM ACCESSORIES
 DOORS AND HARDWARE

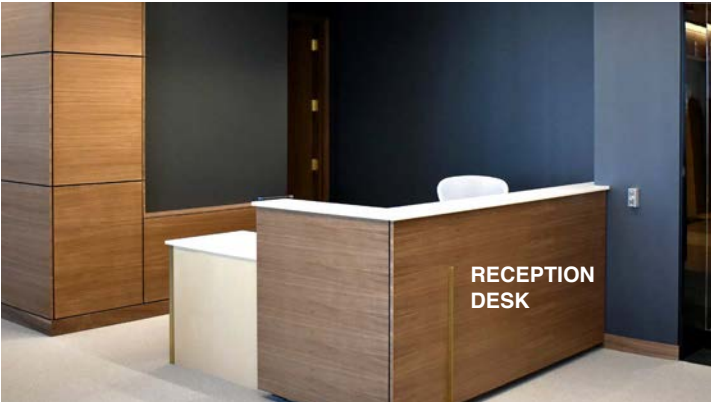
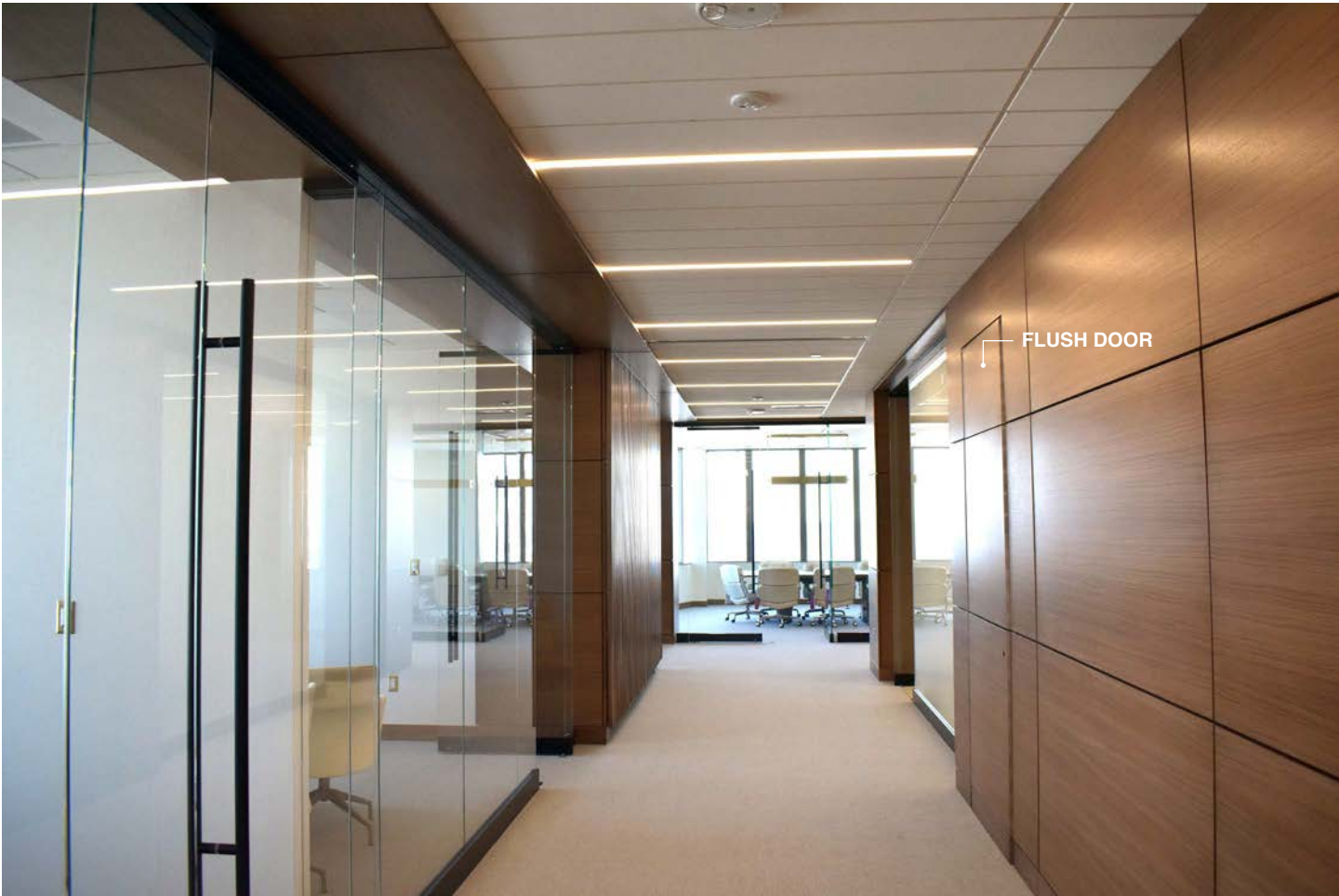


This job is what every finish carpenter wants to do and it's why a lot of us do what we do. We took a raw, unimpressive space with exposed metal studs and turned it into art. The margin of error was very tight. The paneling we were doing was grain matched so if we messed up one, we messed them all up and would have to redo it with new material. This added a little pressure for me, Mike, and Patrick because we had to make sure we were all communicating and on the same page to prevent any mistakes.

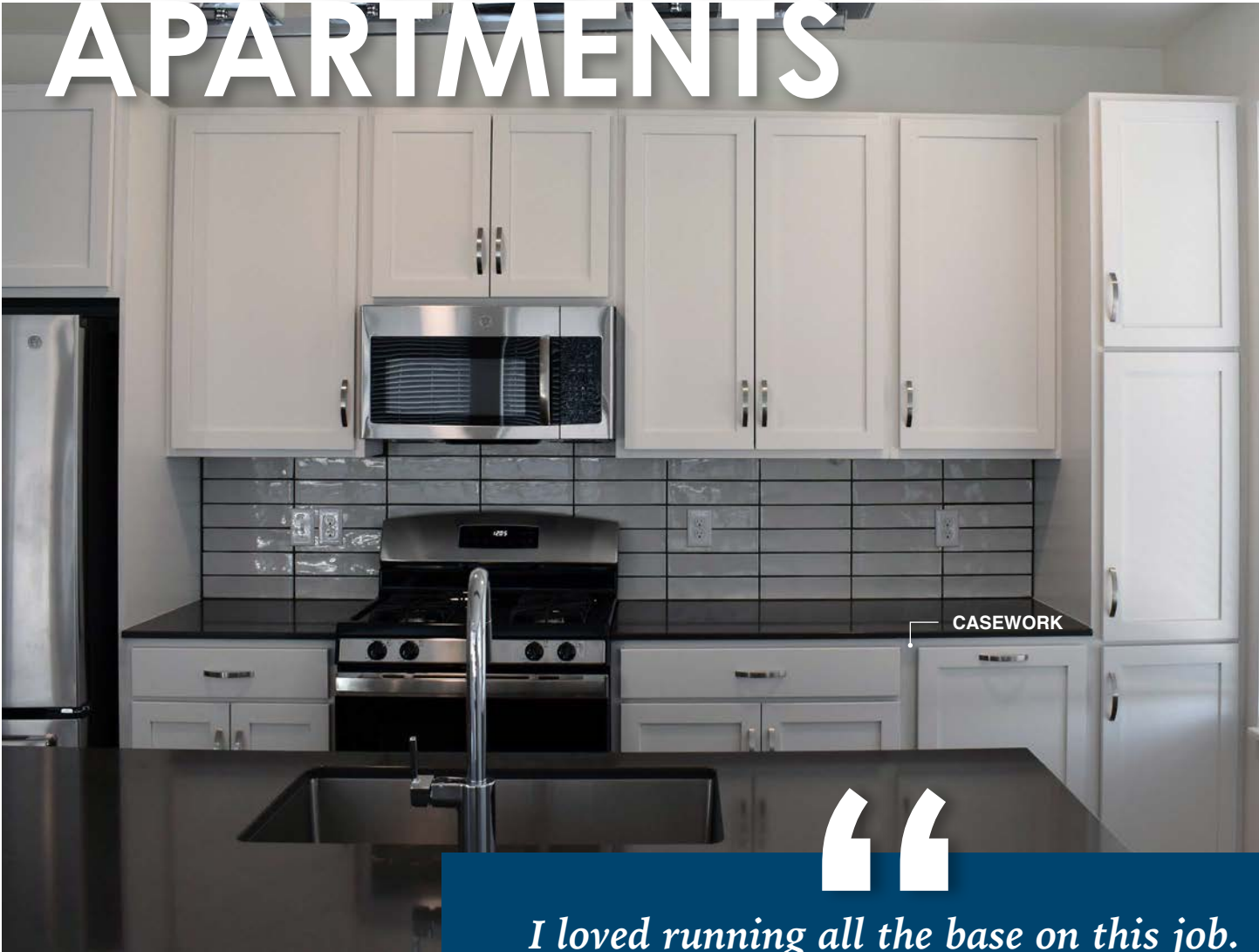
JIMMY HOWELL



SLAT WALL



STERLING RIDGE APARTMENTS



GC: LUND-ROSS CONSTRUCTORS
SCOPE OF WORK
CASEWORK
TRIM
RESTROOM ACCESSORIES
DOORS AND HARDWARE

“

*I loved running all the base on this job.
The way everything ended up looking in
the end made me proud to be part of this
job and this company. It's great to be part
of a crew that's like your family.*

PATRICK SCOTT





NECC NORTHEAST COMMUNITY COLLEGE



GC: KINGERY CONSTRUCTION
SCOPE OF WORK:
CASEWORK
WOOD PANELING
SOLID SURFACE

This project was full of awesome feature walls and interesting challenges that our crew really stepped up to make happen. Lots of long hours, out of town travel, and everyone coming together as a team to get it done.

COLLIN PEASINGER

LYCOS

MANUFACTURING

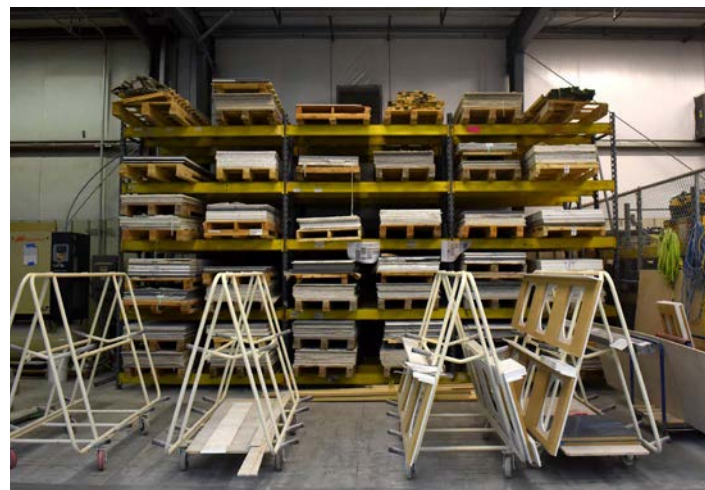


LET'S TALK SHOP

As you know, we moved out of Treynor and into our 11th St. location over the summer. And since then we've been slowly but surely making updates to improve our efficiency and flow of the shop. Here's what's been going on.



Nobody works out of our Treynor facility anymore and all equipment has been moved to 11th St.



We added pallet storage to keep inventory of sinks and solid surface for our customers.



We expanded our fabrication area. We used to only use about 1500 sq-ft of the building, but now we use about 3500 sq-ft. We now have more room for storage, equipment, and a larger space to fabricate.

John McCulley was promoted to Shop Supervisor! As Shop Supervisor, John will lead and direct our manufacturing crew on safety, efficiency, and cost-effective operations of the shop while also spearheading our quality assurance process.

2021 GOALS

1. Implement a Quality Assurance Process

Similar to the quality control process over at RCD, we will have our Shop Supervisor review all items manufactured before going out to the client. This will help make sure that all products that leave our shop are exceeding customer expectations.

2. Supply Job Sheets to our Installers

In order to set our crew up for success, we will start supplying job sheets to our installers before they're on site. These job sheets will have all of the information about the job, the work we're performing, and the number of hours allocated to execute the tasks at hand. The goal is to give everyone these essential pieces of project information in order to get the job done effectively and efficiently.

BOYS TOWN HOSPITAL



GC: HAWKINS CONSTRUCTION
SCOPE OF WORK:
FABRICATED & INSTALLED COUNTER TOPS



“
Everything about this job was smooth. It all came together nicely because our team - from estimators, to fabricators, to installers - were able to plan ahead, be proactive, and catch any hiccups before they happened.
MATT WIDHALM



AXIS APARTMENTS



GC: OVERLAND CONSTRUCTORS
SCOPE OF WORK
GRANITE COUNTER TOPS

This was one of Ruck Surfaces premier jobs, so I'm very proud that we were able to overcome all our challenges and find our rhythm to make everything from planning to installing more efficient.

MATT WIDHALM

2021 GOALS

1. Focus on generating leads and retaining clients with our new customer management software, Active Campaign.
2. Finalize 2021 Granite and Quartz colors for Ruck Surfaces sample box

UPCOMING HIGH LEVEL JOBS

A LOOK AHEAD

RTG MEDICAL
GC: Ronco Construction
Fremont, NE

RINGGOLD COUNTY HOSPITAL
GC: Ball Team Construction
Mt. Ayr, IA

TEKAMAH HERMAN SCHOOL
GC: Hausmann
Tekamah, NE

OPPD REMODEL
GC: C2 Building Company
Omaha, NE

PRIMARY CARE CLINIC
GC: JE Dunn
Omaha, NE

QAT GLOBAL
GC: AOI Corporation
Omaha, NE

CERES AT OBC
GC: Boyd Jones
Omaha, NE

& MORE TO COME

REFERRALS THEY REALLY PAY OFF



\$100

THAT'S RIGHT, YOU CAN EARN \$100
FOR EVERY PERSON YOU REFER!

BONUS DETAILS

All full-time employees are immediately eligible to refer a candidate. If the full-time candidate is hired and actively employed with us for 3 months, YOU will receive a referral bonus in the amount of \$100 and the NEW HIRE will receive \$100! **THE APPLICANT MUST ENTER YOUR NAME ON APPLICATION** under "How did you hear about the position and our company" or listed as a professional reference. (pg.4)

ONCE HIRED & COMPLETE 3 MONTHS

The employee designated on the application will receive the referral bonus. The referred applicant and employee must be actively employed at the time the referral bonus is paid. If the same candidate is referred by more than one employee, the first name on the application will govern.

NOT ELIGIBLE

Employee's relatives, current employees, rehired employees, and salaried management level employees.

Contact Human Resources with any questions: 531.444.1872

JOB OPENINGS

Know someone who wants to work for us. Spread the word!

LYCOS MANUFACTURING

SOLID SURFACE FABRICATOR & INSTALLER

The right candidate will have:

- The ability to read and understand shop drawings.
- Strong problem-solving skills
- Proficient mathematical and mechanical aptitude
- The ability to collaborate and work with the team to accomplish work goals
- Good time management skills
- Dependable attendance
- Ability to stand and walk for long periods of time frequently in an environment where there are temperature fluctuations, noise and dust.

RUCK CABINET DOORS

PRODUCT ASSEMBLER

The right candidate will have:

- Problem solving skills
- The ability to collaborate and work with a team to accomplish wok goals
- Proficient mathematical and mechanical aptitude
- Good time management skills
- Dependable attendance
- Ability to stand and work for long period of time frequently in an environment where there are temperature fluctuations, noise, and wood dust.

FINISHERS

The right candidate will have:

- A good understanding of paint/stain processes, materials and application of materials
- Problem-solving skills
- The ability to collaborate and work with the team to accomplish work goals
- Proficient mathematical and mechanical aptitude
- Good time management skills
- Dependable attendance
- Ability to stand and walk for long periods of time frequently in an environment where there are temperature fluctuations, noise and wood dust.

FIND JOB OPENINGS HERE:
lycosfinish.applicantpro.com/jobs/

WORK ANNIVERSARIES

The employees listed below celebrated 1 to 5 years working for Lycos Inc. October 2020 - March 2021

5 YEARS

Jimmy Carroll, RCD
Shane Meyer, Lycos Finish

4 YEARS

Zach Young, Lycos Finish

3 YEARS

Levi Curtis, Lycos Inc.
James Taylor, Lycos Inc.
Rex Orton, Lycos Finish
Jason Frain, Lycos Manufacturing

2 YEARS

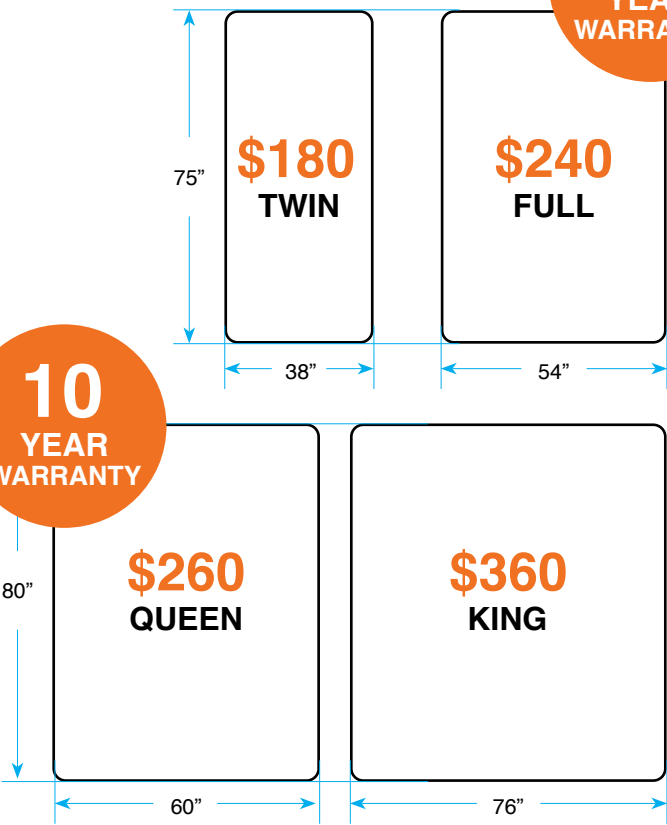
Chris McLean, Lycos Finish
Allison Taylor, RCD
Francisco Becerra-Hernandez, RCD
Jose Franco, RCD
Juan Garibay, RCD
Brad Givens, RCD
William Jennings, RCD
Ronald Lessner Jr., RCD
Brad Ludwig, RCD
Jose Mujica, RCD
William Mujica, RCD
Henry Mujica-Cortez, RCD
Martin Mujica Vazquez, RCD
Vicki Newlin, RCD
Collin Peasinger, Lycos Finish
Andrew Snow, RCD
Kevin Snow, RCD
Linda Wermuth, RCD
Matthew Widhalm, Lycos Manufacturing

1 YEAR

Jake Hatcher, Lycos Inc.



CASPIAN PILLOW TOP

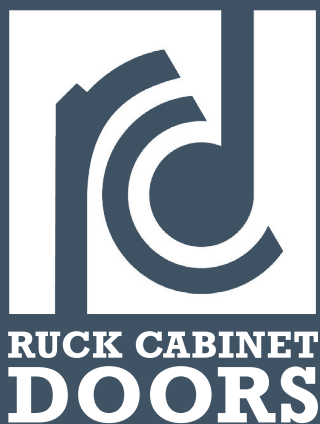


5 YEAR WARRANTY

10 YEAR WARRANTY

MENTION THIS AD AND GET \$20 OFF BOX SPRINGS & FRAMES ALSO AVAILABLE

CALL or EMAIL
LEVI CURTIS (Lycos Inc. Estimating Manager)
712.310.5235
levi@hometownmattresses.com



EMPLOYEE DISCOUNT

NON-RCD EMPLOYEES

25% OFF

CODE:NRCD25

RCD EMPLOYEES

35% OFF

CODE:RCD35

VISIT RUCKDOORS.COM OR CALL 531.444.3255 TO PLACE ORDER

LOOSE SCREWS

CARPENTER TIP

Mistakes can always be fixed.

The important thing is to understand why we made the mistake so that we can avoid it again. Take time to retrace your steps and analyze what went wrong. Grab a foreman or guy on the job that has more experience and ask what he's done in that situation. Chances are, you are not the first one to make that mistake.

LYCOS INC.

2445 Deer Park Blvd.
Omaha, NE 68105

LYCOS
FINISH

LYCOS
MANUFACTURING

RUCK
SPECIALTIES

RUCK CABINET
DOORS

RUCK
SURFACES

SPECIAL THANKS TO:

JON TAYLOR
RENEE ERBES
JIMMY CARROLL
COLLIN PEASINGER

JIMMY HOWELL
PATRICK SCOTT
ANDY TAYLOR
MATT WIDHALM

JAMES TAYLOR
HANNAH HOLLAND
JADE LARSON