

IMPACT BULLETIN

Monthly Newsletter

May 15, 2021

Many Impact employees have made wonderful contributions to making Capstone possible over the last 10+ years. We are excited to invite you to our Ribbon Cutting Ceremony on the 22nd at noon. There are up to \$2,000 scholarships available for Impact employees and family members. Please contact Shannon or Sandy for more information.

CAPSTONE

CHRISTIAN ACADEMY



May 22, 2021 at Noon

Serene Campus

985 E Serene Ave

Las Vegas, NV 89123

Tours & Hors D'oeuvres 11am-2pm

RSVP By May 18th, 2021 to

info@capstonechristian.com or text/call 702-468-0455

**Up to \$2,000 Scholarship for
Impact Employees**

NOW ENROLLING
PRESCHOOL - 2ND GRADE

FOR TUITION RATES AND A
SCHOOL BROCHURE, SCAN
THE QR CODE BELOW.



 **IMPACT**
COMPANIES

IMPACT Bulletin is published by IMPACT
Business Services for its customer
companies. IMPACT Companies is a dba
for IMPACT Business Services.



New Impactors

Our company is eager to grow, and we are pleased to introduce our newest Impactors!

This section of our newsletter is to highlight our newest employees to the Impact family. We believe that our New Impactors will be an indispensable addition to the Impact. Drop by and welcome them to the team.



Tyler Justice
CTC Crushing



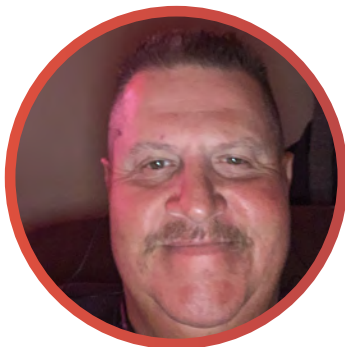
Seth Vandenburg
CTC Crushing



Brayden Maack
CTC Crushing



Ray Sandoval
Solid Rock Equipment



Shawn Peck
Wadley Construction



Duane Cope
Wadley Construction

\$\$\$ EACH POSITION BELOW IS ELIGIBLE FOR **\$\$\$**
REFERRAL BONUS \$\$\$

**WE'RE
HIRING**

JOIN US!

BONUS OFFER EXPIRES 6/15

\$2000

Capstone Teacher (Pre-K to 2ND Grade)

\$500

**Capstone Teacher Aide
Executive Assistant
Field Administrative Assistant
Laborers
Operators**

Visit our website to apply for open positions at www.impacttrucking.com/careers or please kindly email your resume/cover letter to hriimpactcompanies@gmail.com


Disclaimer: New positions may be added at any time during the month; see website for most up-to-date information.

g d catch

RECOGNIZE. REPORT. REWARD.

Demonstrate **safe** behavior or catch something harmful to our property or equipment and get rewarded for it!

For the past few years, The Good Catch program has been in place to reward employees for safety & the protection of our equipment and property. Over thirty gifts and letters of recognition have gone out, but we would like to see even more! If you catch someone demonstrating safe behavior (or doing something to ensure our equipment and property is being properly maintained) do not hesitate to report it to management.



CTC Crushing, LLC
We do our best to positively impact our Customers, Team members and Community


GOOD CATCH 2021

I caught MICHAEL LUC (name) demonstrating a safe behavior.
 I helped to **stop** the next injury, illness, or incident.

The nature of the Good Catch (select all that apply):
 SAFETY ENVIRONMENT PROPERTY

So, what did you catch?
WHILE RUNNING WATER TRUCK SAW A PIECE OF
REBAR STICK OUT ON BACK HAUL RD. CALLED HAD
REBAR REMOVED FROM RD

Today's Date 4/13/21
 Manager's Name (print) _____
 Your Name RODNEY WHEELER



CTC Crushing, LLC
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GOOD CATCH 2021

I caught JESSE (name) demonstrating a safe behavior.
 I helped to **stop** the next injury, illness, or incident.

The nature of the Good Catch (select all that apply):
 SAFETY ENVIRONMENT PROPERTY

So, what did you catch?
WHILE DRIVING AROUND DO PLANT INSPECTION SAW TRASH
IN SAND PILE REMOVED THE TRASH SO NO FURTHER CONTAMINATION
WAS SENT OUT FROM THE BRQ PIT

Today's Date 4/7/21
 Manager's Name (print) _____
 Your Name RODNEY WHEELER

So what did you catch? 4/13/21

Michael while running the water truck saw a piece of rebar stick out on back haul road, called had rebar removed from road

Rodney Wheeler

So what did you catch? 4/07/21

Jesse while driving around doing plant inspection saw trash in sand pile. Removed the trash so no contamination was sent out from the BRQ pit.

Rodney Wheeler



CTC Crushing, LLC

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GOOD CATCH 2021

- I caught Steve Springfield (name) demonstrating a safe behavior.
- I helped to **stop** the next injury, illness, or incident.

The nature of the Good Catch (select all that apply):

- SAFETY
- ENVIRONMENT
- PROPERTY

So, what did you catch?

Steve ask Dakota if he was locked out on the trio before they started working on it. Was a good call for Steve to remind him even when we have a lot to do. Safety is always first.

Today's Date 4-27-21

Manager's Name (print) Kevin Walther

Your Name _____

So what did you catch? 4/27/21

Steve asked Dakota if he was locked out on the trio before they started working on it. Was a good call for Steve to remind him even when we have a lot to do, safety is always first.
Kevin Walther



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GOOD CATCH 2021

- I caught Chase Nist (name) demonstrating a safe behavior.
- I helped to **stop** the next injury, illness, or incident.

The nature of the Good Catch (select all that apply):

- SAFETY
- ENVIRONMENT
- PROPERTY

So, what did you catch?

Chase noticed material left in the bed of a truck. He notified Brennan and got the trailer cleared prior to loading. This was a boral truck as well.

Today's Date 4/24/21

Manager's Name (print) Kyle Rajk

Your Name Kyle Rajk

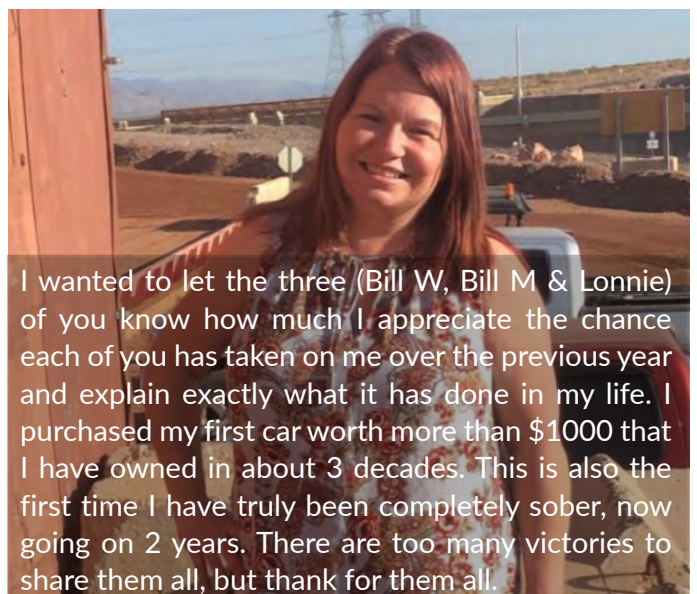
So what did you catch? 4/24/21

Chase noticed material left in the bed of a truck. He notified Brennan and got the trailer cleared prior to loading. This was a boral truck as well.
Kyle Rajk

CTC and WCI recently bid a fond farewell to a couple of employees, Karen Spears and Mike Jones. We wish them both the best in their next adventure!



As a going away gift, Mike finally got the boots he has always wanted!



I wanted to let the three (Bill W, Bill M & Lonnie) of you know how much I appreciate the chance each of you has taken on me over the previous year and explain exactly what it has done in my life. I purchased my first car worth more than \$1000 that I have owned in about 3 decades. This is also the first time I have truly been completely sober, now going on 2 years. There are too many victories to share them all, but thank for them all.

CTC Connection

CUSTOMERS. TEAM. COMMUNITY.

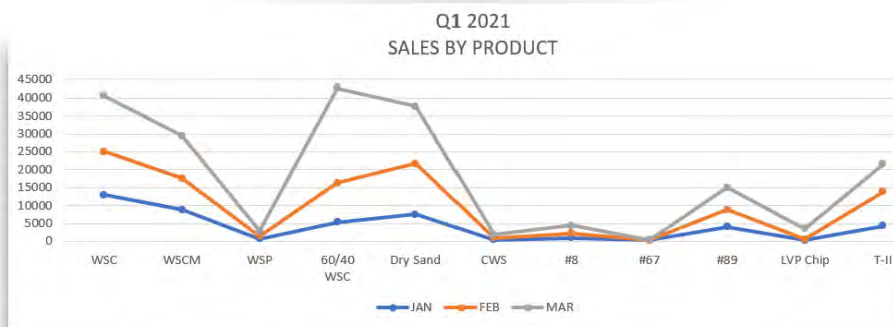
Record profits at BRQ

March showered us with record sales

By Karen Spears

CTC Crushing would like to highlight our Boulder Ranch Quarry (BRQ) for their amazing efforts in the month of March. BRQ sold nearly 100,000 tons of material without any complaints, leaks, or injuries! There are far too many employees involved in this accomplishment to name just a few. It was a strong team effort and could not have been achieved without everyone who played his or her part.

Special congratulations go out to Lonnie O'Toole, Kyle Rajk, and the entire BRQ Crew! BRQ has truly modeled for the entire company what can be accomplished with teamwork, special attention to safety, and a conscientious effort with regards to our Top 10 Non-Negotiables.



Picnic Time!

By Karen Spears

Cactus/Jericho Pit and SRE were so pleased to finally be able to host our very first BBQ of the season last month. We had enough delicious burgers and hotdogs to serve all our employees, customers, drivers, and even some special guests! A special thank you to Grill Master, Billy Grasser.

It was a treat to come together and serve lunch in thanks for all that our employees, vendors, and customers do. We appreciate your hard work, dedication, loyalty, and hope you had as much fun as we did!



Photo Credit: Michelle Beare and Karen Spears



Insert
May 2021

Who is eligible to participate:

All of our amazing IMPACT employees and their family members!

How:

Email the information below to Shannon at soboyle@impactcompanies.com

Where:

Any school, hospital or other charity that you want!

At the end of the program, participants will receive the prize that matches the amount of time he/she volunteered. (Family members hours count towards this prize).

<u>Hours Volunteered</u>	<u>Prizes * Each Participant will receive one prize.</u>
20 Hours	\$20 Amazon Gift Card
60 Hours	Dinner and movie gift card pack (\$50)
120 Hours	One Day of Flex Time
240 Hours	Two Days of Flex Time
500 Hours	\$250 donated to the charity of your choice (Donated in your name, plus the 2 days of Flex)

FREE
FLEX
DAY!

Each participant with over 12 hours from the company with the highest average per FTE at the end of the volunteer program will receive 1 extra day of flex.

Name(s) of Participant(s): _____

Email Address: _____

Goal hours for 2021: _____ T-Shirt Size: _____

Favorite Charity: _____

Contact me about Volunteer Opportunities: Yes [] No []

About Kasey

Kasey started working at IMI February 24, 2021. Originally born in Chicago, raised in Montana, she moved to Las Vegas after earning her bachelor's degree in Technical Theatre for lighting/audio and SFX makeup.

Records

Squat: 305 pounds

Bench Press: 150 pounds

Deadlift: 345 pounds



IMI, Inc. Employee Spotlight

Kasey Croft

Set 3 State records in Powerlifting



Let's flex!

Question: Why did you start powerlifting?

A. I was diagnosed with hyperthyroidism at 25 years old and weighed 250 pounds, I found that powerlifting helped control my weight.

Question: What is your motivation to keep you going?

A. Iron doesn't lie, you can't fake powerlifting. You can only compete against yourself.

Question: How often do you work out?

A. 6-7 days a week about 2-3 hours each session.

Question: What is the most challenging part about powerlifting? What is the most rewarding?

A. Accepting I will have bad days. The numbers going up.

Question: What is your proudest moment of the competition?

A. Passing out, I knew I gave it my all.

Question: Who do you look up to?

A. My coach Rachel. She was in the Secret Service for 10 years. She has been the biggest help overall in my life.

Question: If someone were thinking about powerlifting but is not sure, what would you say to them?

A. Lifting is the best thing you can do, no matter what level you are.

Question: Do you plan on competing again?

A. Yes, when I can deadlift 400 pounds.

The USPA is a premier powerlifting federation created by lifters, with the goal of ensuring lifters are provided an opportunity of showcasing the results of their efforts in a safe and competitive environment.

FITNESS

INCENTIVE PROGRAM



EARN
\$30
MONTHLY



TARGET HEART RATE CHART

AGE	BEGINNER 60%-70%		INTERMEDIATE 70%-80%	
	Beats/min	Beats/10 sec	Beats/min	Beats/10 sec
to 19	121-141	20-24	141-161	24-27
20-24	119-139	20-23	139-158	23-26
25-29	116-135	19-23	135-154	23-26
30-34	113-132	19-22	132-150	22-25
35-39	110-128	18-21	128-146	21-24
40-44	104-121	18-21	125-142	21-24
45-49	101-118	17-20	121-138	20-23
50-54	95-114	17-20	118-134	20-22
55-59	95-111	16-19	114-130	19-22



The Employee Fitness Incentive Program is back for 2021. Any employee who wishes to participate in the workouts of their choice at least 3 times per week at a target heartrate of at least 70% (per the chart above), will be awarded a deposit of \$30 into their 401i 6% program.

At the end of each month, participants will reply to an email from the Payroll Specialist confirming they achieved the qualifications for that month. Thirty dollars will be deposited the following month in their savings account.



Do you ever feel like no matter how hard you try it's still impossible to find ways to save money? You mean well and try to spend less, but something always comes up. Life gets in the way—the car needs new tires, the teenager needs braces, the house needs a new roof—and just like that, saving money takes a back seat. Sound familiar?

The truth is, you don't need everything to magically line up perfectly before you start saving money. Spoiler alert: If you wait for the "right time" to roll around, it's never going to show up. The best time to start saving is right now.

The good news is there are plenty of straightforward ways to save money and breathe some fresh air (and fresh cash) into your budget. Here are 22 money-saving tips to help you tweak your spending and get on the fast track to saving money in no time.

22 Practical Ways to Save Money

1. **Say goodbye to debt** - Monthly debt payments are the biggest money suck when it comes to saving. Debt robs you of your income! So, it's about time you get rid of that debt. The fastest way to pay off debt is with the debt snowball method. This is where you pay off your debts in order from smallest to largest. Sounds kind of intense, right? Don't worry, it's more about behaviour change than numbers. Once your income is freed up, you can finally use it to make progress toward your savings goals.
2. **Cut down on your grocery budget.** - Most people, after they do a budget, are shocked to find out how much they're actually spending at the grocery store each month. And if you're the average American family of four (with two kids 5 and under), you're probably spending around \$928. Yikes! It's so easy to walk through those aisles, grabbing a bag of Oreos here and a few bags of chips there, and then top it off with the fun goodies at the register. But those little purchases (aka budget busters) add up quite a bit and end up blowing the budget every single month.
3. **Cancel automatic subscriptions and memberships.** - Chances are, you're paying for multiple subscriptions like Netflix, Hulu, Spotify, gym memberships, trendy subscription boxes and Amazon Prime. It's time to cancel any subscriptions you don't use on the regular. And make sure that you turn off auto-renew when you make a purchase. If you cancel it and decide you can't go without it, subscribe again, but only if it fits into your new and improved budget.
4. **Buy generic.** - Hands down, one of the easiest ways to save money is to give name brands the boot. In most cases, the only thing that's better about brand-name products is the marketing. I mean, look at that box! The logo is so fancy! And that's about where it ends. Generic brands of medicine, staple food items (like rice and beans), cleaning supplies and paper products cost far less than their marked-up brand-name friends, and they work just as well too.

5. **Cut ties with cable.** - It's no secret that cable prices are rising like crazy. The average monthly price for cable TV is about \$217 a month including all the fees, which adds up to over \$2,600 a year! Here's the good news: Cable isn't the only way to watch your favorite shows these days. Cut the cord and find out how to save big with alternatives to cable like network apps and streaming services.

6. **Save money automatically.** - Did you know that you can save money without thinking about it? Yup, you can set up your bank account to automatically transfer funds from your checking account into a savings account every month. If that sounds scary to you, you can also set up your direct deposit to automatically transfer 10% of each paycheck into your savings account. Boom!

7. **Spend extra or unexpected income wisely.** - When you get a nice work bonus (way to go!), inheritance or tax refund (or random stimulus!), put it to good use. And when we say "good use," we aren't talking about adding that fancy new stamp to your stamp collection or even just putting it in the bank to camp out.

If you've still got debt in your life, you'll be better off using those funds to pay off your student loans or the balance on your credit card instead of stashing that money away. If you're debt-free, use those extra dollars to build up your emergency fund, you know, for emergencies.

8. **Reduce energy costs.** - Did you know that you can save money on your electric bill just by making a few tweaks to your home? Start with some simple things like taking shorter showers (nope, we didn't say fewer), fixing leaky pipes, washing your clothes in cold tap water, and installing dimmer switches and LED lightbulbs.

9. **Unsubscribe from emails.** - Email marketers are really good at what they do. They know the irresistible temptation of a 24-hour sale or exclusive coupon. And talk about those flashy GIFs!

If you just can't resist shopping when you see a special offer, click the unsubscribe link at the bottom of the email. Do it! You'll be less tempted to spend, and your inbox will be a lot less cluttered. It's a win-win!

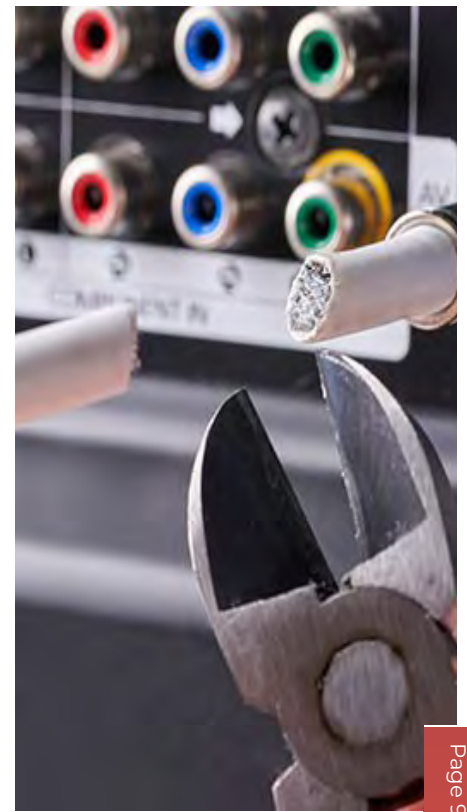


10. **Check your insurance rates.** - No, really. Did you know people save an average of \$700 when they have an Endorsed Local Provider (ELP) check their insurance rates for them? \$700! You owe it to yourself to at least have them look things over for you and see what savings they can dig up.

11. **Pack lunch (and eat at home).** - Get this, the average household spends about \$3,526 on food outside of the home each year. That's \$294 per month! Buying lunch a few times a week may seem harmless in the moment (especially when your favorite restaurant is walking distance from your office), but you can save quite a bit of money just by packing a lunch.

12. **Ask about discounts (and pay in cash).** - You never know until you ask, and you should always ask. Next time you're getting tickets at a movie theater, museum or sporting event, check to see if they have any special discounts for seniors, students, teachers, military or AAA members. If not, never underestimate the negotiating power of cash!

13. **Take advantage of your retirement savings plan.** - If your employer offers a 401(k) match and you aren't taking full advantage of it, you're missing out big time! Talk to your HR department to set up



an account. But remember, you should wait until you're completely debt-free (except your mortgage) and have a fully funded emergency fund of three to six months before you start saving and investing for retirement.

- 14. Lower your cell phone bill.** - If your monthly cell phone bill competes with your monthly grocery budget, it's time to find ways to cut back. Save money on your cell service by getting rid of extras like costly data plans, phone insurance and useless warranties. And don't be afraid to haggle with or completely switch your provider! It might require a little persistence and research, but the savings are worth it.
- 15. Try a spending freeze.** - Don't buy any nonessential items for a week, or even a month! Think about it as a contentment challenge. While you're at it, take inventory of what you're grateful for each day. This should help kick your "want-itis" in the pants!
- 16. DIY...everything!** - Before you shell out the cash to pay for a new backsplash, fancy light fixture or bench, think about doing it yourself! Usually, the cost of materials and a simple Google or YouTube search will save you a ton of money on your latest home project. Plus, you won't have to pay someone to do something you can most likely do yourself. But if you're the type that can't seem to hit the nail on the head, you might want to ask a friend or neighbor for help so you don't have to spend money on new drywall.
- 17. Skip the coffee shop.** - Ouch. This one is painful, we get it! But instead of spending \$5 on that daily latte, you can save money by just making your coffee at home. Listen, we're not saying you should only drink instant coffee (unless you're into that sort of thing). But even purchasing a bag of local beans from your neighborhood coffee shop and brewing it at home will save you a lot of money in the long run.
- 18. The library is your friend.** - Before you click "add to cart" on that brand-new book, check your local library to see if you can borrow it! Most libraries also have audiobooks and digital copies of your favorite books for rent. It's an easy way to get your reading in without breaking the bank.
- 19. Try a staycation.** - When your goal is to save money now, a vacation is the worst thing you could spend your money on. Instead of whisking your family off the Greek Isles, try being a tourist in your own city. Not only will this save you hundreds (or potentially thousands) of dollars, but you can also explore your neighborhood with fresh eyes and have some fun while doing it.
- 20. Use cash back apps and coupons.** - Nothing beats a good, old-fashioned 20% off coupon when you're buying something. But did you know there are plenty of cash back apps out there to help your savings go even further? Check out Ibotta, Rakuten and Honey (a browser extension).
- 21. Refinance your mortgage.** - With rates so low these days, run the numbers to see if refinancing could help save you money and cut years of interest off your mortgage. Reach out to one of our trusted Endorsed Local Providers (ELPs) to see if a refinance is worth it for you.
- 22. Sell everything (that doesn't bring you joy).** - Marie Kondo has the right idea. Declutter the things in your home that you don't need and are willing to let go of for the sake of your financial future. That vintage chair your aunt gave you? Sell it. That crystal vase you found at an antique shop? Sell it. You'd be surprised at how much clutter you have in your home (that you don't even use or think about). And the cash you can make on those things can be the difference between living paycheck to paycheck or not.



How to Start Saving Money

You'll only start saving money when you learn healthy money habits and let your future needs be more important than your current wants—aka when you make saving money a priority. So do it! You can stop the cycle of living paycheck to paycheck with a simple secret: Make a zero-based budget before the month begins.

Sponsors Needed

We have four children in Ecuador that need a sponsor! By sending \$39/ month and writing 1 or 2 letters a year, you can make a huge IMPACT in a child's life. If you would like to sponsor any of these beautiful children, please contact Kim Rajk at krajk@impactcompanies.com

FAMILIA IMPACTO



Dilian Moises
Anchundia Pilozo
Age: 3



Jefferson Aldair
Zambrano Cano
Age: 5



Andy Jonaiker Bello
Pilozo
Age: 6



Deivis Adrian Pilozo
Bello
Age: 12

Chicken Taco Avocados

by: Megan Shepherd - delish.com

INGREDIENTS

- 1 cup black beans, cooked
- 1 cup canned corn
- 1 4oz. can green chiles, divided
- 1 cup shredded rotisserie chicken
- 1 cup shredded Cheddar, plus more for topping
- 1 package taco seasoning
- 2 tbsp. fresh cilantro, plus more for topping
- 3 ripe avocados

DRESSING

- 1 cup ranch dressing
- 1/4 cup lime juice
- 1 tbsp. fresh cilantro
- 1 tsp. kosher salt
- 1 tsp. fresh ground black pepper

Impact Healthy Recipe of the Month

Directions:

1. Heat broiler. Make filling: In a large bowl, combine black beans, corn, 1/2 can green chiles, shredded chicken, Cheddar, taco seasoning, and fresh cilantro. Stir until combined.
2. Halve and separate three avocados, removing pit and hollowing out insides. Mash insides in a small bowl and set aside.
3. Place avocado boats face up and fill each with 1/3 cup of filling. Sprinkle with more Cheddar and more fresh cilantro, then broil until cheese is melty, about 2 minutes.
4. Make dressing: In a medium bowl, combine ranch dressing, lime juice, remaining green chiles, cilantro, salt, and pepper and stir to combine. Fold in mashed avocados and mix until smooth.
5. Remove avocado boats from oven and transfer to serving dish. Drizzle with dressing and garnish with more cilantro, if desired. Serve immediately.

HIGH FIVES

Giving high fives to fellow co-workers for a job well done.

Kyle Rajk

High Five to Kyle Rajk. Thank you, Kyle for helping SRE and WCI load and unload equipment without hesitation - [Danny Och](#)

All Employees

High Five to All Employees! Thanks to each of you! We had a great first quarter with a lot of Impacting others and financial success. Great job and again, thank you! - [Bill Mulligan](#)

Clark Tunstall

High Five to Clark Tunstall. Thank you, Clark for helping SRE's newly hired sweeper employee learn his way around. It is not easy when you are new and that is truly an impact for our new employees. - [Danny Och](#)

Jesus Cortez

High Five to Jesus Cortez. Jesus stepped into the Scale house to cover a shift and made it happen for us. It is not an easy thing to do, but we appreciate your willingness to learn and your great attitude! Thank you! - [Cactus Pit Team](#)

Kasey Croft

High Five to Kasey Croft, she has been a wonder woman helping out on a variety of complex projects. We so much appreciate your help during this super busy time. - [Kim Rajk](#)

Kellie Diene

High Five to Kellie Diene for always accommodating everyone's individual demands and making us delicious lunches. I greatly appreciate your time and effort! The presentation is always beautiful! - [Hannah Kate Swanson](#)



[Join our E-mailing List!](#)

Do you want your friends and family to know about all of the fun activities we have planned as well as things happening around Impact throughout the month? Well now they can! Just have anyone that wants to sign up for our electronic newsletter send their email address to Shannon O'Boyle at soboyle@impactcompanies.com.

Everyone is eligible, including employees of course!



*Tell us about your Class of
2021 Graduate.*

*Middle School, High School or
College.*

*Send us their name, picture
and any graduation details
along with their future
plans.*

Send information to Shannon @
soboyle@impactcompanies.com

By May 20, 2021 to be included
in June IMPACT Bulletin

