

MASONRY NEWS

Sponsored by:  **EZ Grout Corporation**

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Grout Hog®/Mud Hog® Helps Dave Phillips Masonry improve efficiency and production.

Dave Phillips Masonry of Akron, Ohio has been using the Grout Hog® for about a year. According to Dave Phillips, "The Grout Hog® has made it easier to grout hard to reach areas. We have had numerous jobs that would have been slow and cumbersome to grout without a Grout Hog®."

Seeing the advantage of the Grout Hog®, Phillips knew who to call when he needed a mixer for his jobsite. Phillips recently purchased a Mud Hog® for a project, Parkview Plaza in Strongsville, Ohio. This project consisted of 2,000 brick and 24,000 block that required a substantial amount of grouting. The EZ Grout product combination allowed Phillips to mix grout on site with the Mud Hog® and to deliver the grout to the wall with his Grout Hog®.

Dave Phillips Masonry has this to say about his experience with EZ Grout equipment. "We at Dave Phillips Masonry have been extremely thrilled with the Grout Hog® and the Mud Hog® machines. It has greatly improved our efficiency and production in all of our vertical grouting."

Dave Phillips Masonry does commercial and residential work in Northeast Ohio and in Western Pennsylvania. And, he added, "The service at EZ Grout Corporation has been fabulous."

Photos: Dave Phillips Masonry on jobsite

Looking for a HIGH QUALITY, LONG LASTING mixer at a reasonable price?

This Little Piggy Just Came to the Market!



Loads low & Haul in a standard pickup truck

EZ Grout Introduces 10 c.f. Mud Hog

Features:

- Hydraulic Dump
- 13hp Honda® Motor
- Optional axle



*Call & Ask us about
"the Little Piggy"*

Masonry Seminar - January 13 & 14

Learn the best ways to make your masonry business more profitable.

In this two-day seminar Damian Lang, President of Lang Masonry Contractors, Inc. and EZ Grout Corporation will show you how to find a better way to prosper in the competitive masonry industry by:

- Pay for Performance: Motivate your employees to be more productive by paying based on production instead of solely by the hour. This part of the presentation is based on Mr. Langs widely accepted teachings in his book: R.A.C.E. Rewarding and Challenging Employees.
- Roundtable discussion: Discussion of teachings on Pay for Performance.
- Grouting & Wall Bracing for Life Safety: Proper grouting methods and OSHA's requirements for bracing masonry walls.
- Finding a Better Way: Predict the direction of the industry to make sure we are prepared to take advantage of future opportunities. Use innovative equipment to increase jobsite productivity.
- Brainstorming Session: This is where we ask you to bring a problem and or an idea with you. First, we would like to hear your biggest problem, Mr. Lang along with the rest of the attendees will be there to help you solve it. Second we would like you to share your best idea or niche in the masonry industry so everyone present can benefit from your experience.

Attendance is limited and fee applies at time of registration. Call 1-800-417-9272 and ask for Kerri!

Attention Contractors!

Its about that time again to see what new innovative equipment EZ Grout has to offer. Visit us at the following trade shows.

World of Concrete-Las Vegas, Nevada January 18-January 21 **Booth # C 8505**

Masonry Showcase-Chicago, Illinois April 20-April 22 **Booth # 2407**



Call today : 1-800-417-9272 www.ezgrout.com

Masonry News - Safety First



Site Violence

Workplace violence has emerged as a critical safety and health hazard. While workplace violence was once confined to a few specific industries, it now affects businesses of every size and type.

Studies have shown that workplace violence:

- Affects one out of every four full-time American workers each year.
- Is the leading cause of occupational death for women, and the third leading cause of occupational death for all workers.
- Claims more lives each year than AIDS and drunk driving combined.
- Costs industry over \$4 billion a year.
- Is the fastest growing crime being traced by the FBI.

All workplaces, including construction sites, are at risk from violence of one type or another. Like any other occupational hazard, most acts of workplace violence can be prevented if companies are willing to face the problem head-on.

To be in a position to effectively address the problem of worksite violence, it is critical to understand its far-reaching nature. Workplace violence includes any act, occurring either on company premises or during the performance of work-related duties, that:

- Threatens the safety of an employee.
- Affects the health, life, or well-being of an employee.
- Results in damage to company or employee property.

While in the most extreme cases workplace violence may involve multiple homicides, far more common are acts such as:

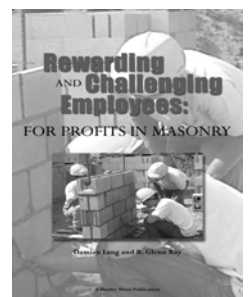
- Insubordination
- Threats and verbal intimidation
- Sexual assaults and rape.
- Harassment and stalking.
- Theft.
- Fist fights, beatings, and stabbings.

(Info provided courtesy of Keller's Construction Toolbox Talks, Site Violence, copyright 2003)

Now Available!
\$39.95 + S&H

You asked for it and it's finally here! An easy to read book on rewarding and challenging employees. See how Damian Lang, owner of Lang Masonry, has turned what once was a two man crew into a \$7 million masonry company largely due to incentive plans. Achieve a unique balance in safety, quality, production, and employees Compensation!

For more information call 1-800-417-9272 and ask for Kerri Huck



Masonry News Contractor Tip

by: Damian Lang, President, Lang Masonry Contractors & EZ Grout Corp.

Safety Training Hits Home

Let's face facts. All businesses are regulated by the government, but perhaps none so heavily as construction when it comes to safety. Don't you cringe when OSHA visits your jobsites? Although you have trained, preached, prodded, and sometimes even disciplined, your employees, aren't you're left feeling less than 100% sure they actually are doing everything they should to be safe in a day's time? You can't be beside each of them every minute of the day & neither can your foremen. So, it often leaves us wondering, why do we keep doing those safety trainings and meetings week after week?

Safety training impacts employees more than just on the jobsite. It benefits employees personally at home as well. I would like to tell you a little story about the personal impact of safety programs. While attending the Jamboree in the Hills in St. Clairsville, Ohio, the super bowl of country music with around 60,000 people present, a guy came up to me. I didn't know who this guy was at first. He came right up and tapped me on the shoulder. So, I looked at him and noticed he had a long ponytail, cut-off shorts, and no shirt. He was a rough-looking fellow. Imagine my surprise when he looked at me and said, "Hug me." I looked at him strangely. Didn't have a clue who he was or what he

wanted. "Go ahead," he urged, "Just give me a hug. Come on! You'll be proud of me." And then it dawned on me.

He's George, a guy who worked for me a few years ago. So, I thought, why not? We're all having a good old time and I gave him a big hug.

Then he said, "I want to tell you something. I've been looking for you. Two months after I left your company, I was watching my two-year-old son. Suddenly, I noticed that he wasn't around and I went out back near the swimming pool to find him. There he was face down in the swimming pool. I pulled him out of the pool and administered CPR on him. You offered CPR training a couple months before I quit Lang Masonry. You even made us practice with dummies. I'm certain that class is what saved my son's life." By this time, George was all teary-eyed and I have to admit that I was too. "I want to thank you for teaching me safety," he added. Then he turned and disappeared into the crowd as quickly as he had come.

And believe me, we continue to teach them CPR. That story is one of which we are awfully proud. Safety training makes a difference on and off the jobsite. That's why we continue to do it week after week. Safety saves lives.



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