

SEPTEMBER 2017



Tractor Times



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SMART CONSTRUCTION



A MESSAGE FROM THE PRESIDENT



Dan Stracener



Dear Valued Customer:

Our country faces an infrastructure crisis. Congested and deficient roadways and unsound bridges are safety hazards. Clean and safe water-supply pipelines are vital to our everyday needs. Yet, we consistently underinvest in these and other basic items.

A hearty investment in infrastructure would create numerous jobs. It's no secret that the construction industry is in the midst of a labor shortage. We hope that lawmakers can address this topic too with ways to help fund more vocational programs. In this issue of your TEC Tractor Times magazine, you can read how the construction industry is taking steps to encourage young people to consider construction as a career.

What could be better than running equipment such as Komatsu *intelligent* Machine Control excavators? You can learn about the latest model, the second-generation PC210LCi-11, inside. There are also articles on new large trucks, a log loader and more, showcasing the broad range of equipment that Komatsu manufactures.

Of course, someone has to maintain those machines. Komatsu continues to partner with Oklahoma State University Institute of Technology (OSUIT) to educate and train tomorrow's technicians. I believe you will find the story in this issue focused on the 20-year relationship between Komatsu and OSUIT an interesting read.

Perhaps you have heard that on June 1, 2017, John Deere announced the planned purchase of the Wirtgen Group. Since then, the management of both companies have stated that the current dealer network, including the North American dealers, will remain Wirtgen Group distributors. Rest assured that TEC will continue to invest in Wirtgen products, inventory, parts and training, and strive to maintain a superior level of support for our customers.

As always, if there's anything we can do for you, please call or stop by one of our branch locations.

Sincerely,

Dan Stracener
President

**Time to step up
infrastructure
spending**



Tractor Times

TEC1943.com

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BUILDING THE FUTURE

Take a look at the innovative methods the construction industry is using to train and recruit millennials to meet a shortage of skilled workers.

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B&D CONCRETE CUTTING

Atlanta company thrives by tackling projects passed on by its competition



Michael Tackett,
Owner

Michael Tackett had it made. After starting an Atlanta-based concrete-cutting company in 1988 and turning it into a success, he sold it in 1997 and prepared for an extended “vacation.” However, after five years of attempting to entertain himself, he was bored.

“Once I sold the company, I piddled around with real estate, demolition and built a house – mainly I just tried to enjoy myself,” recalled Tackett. “Five years later, I realized that all I wanted to do was break rocks.”

There was one problem; he had signed a six-year, non-compete clause with the company he sold his business to. Instead of enjoying one more year of his self-imposed vacation until the clause expired, Tackett wanted to work again immediately.

“I asked if I could give the money back,” laughed Tackett. “I told them that if they hadn’t sewn up customers by now, they never would. So, they let me return the money for the last year of the agreement, and I got back to work. I couldn’t have been happier.”

In 2002, Tackett opened B&D Concrete Cutting with only three employees and focused on structural demolition, road and highway projects. It didn’t take long for the company to

find success. Today, it has grown to 95 employees and has added a concrete recycling facility.

“With the amount of concrete that we were generating and the continuously rising dump fees, we needed to do something,” noted Tackett. “Three years ago, we opened our own recycling facility with a yard, so we would always have a place to dump.”

Tackett estimates that B&D Concrete Cutting brings 90 percent of the concrete from its sites back to the facility. It also added roll-off trucks and containers to its fleet.

“Highway work makes up a lot of our business, and most of those jobs are done overnight,” said Tackett. “There aren’t a lot of dumps open at that time, and we got tired of waiting for someone else to pick up a container to get it off the jobsite. With our own containers and recycling yard, we have complete control over all aspects of our business.”

The total package

Tackett’s passion for the firm is both undeniable and contagious, and it has been the driving force behind the company’s success for the last 15 years.

“My mother always says that I’m overqualified because from the day I was born, I could break anything on Earth,” joked Tackett. “I love what I do. I think that rubs off on our employees, and our customers notice it.”

That drive has led B&D Concrete Cutting to pursue large contracts that pose multiple challenges.

“We pride ourselves on doing what other companies can’t or won’t do,” said Tackett. “Nearly 30 percent of our business is from our competitors. A project comes to them, and they tell the customer to call us because it’s too hard.”

B&D Concrete Cutting uses its Kleemann MC 110Z jaw crusher with an MS 15Z screen to process concrete from jobsites.





▶ VIDEO

Komatsu PC170LC excavators with rubber tracks, like the one above, are the go-to choices for B&D Concrete Cutting. “When removing concrete, most companies break it into 1,500-pound pieces and use skid steers to move it,” said Owner Michael Tackett. “With our Komatsu excavators, we’re able to cut the concrete into 6,000-pound blocks and remove them with ease.”



Recently B&D Concrete Cutting tackled the demolition of Turner Field, the former home of the Atlanta Braves, ahead of the site’s redevelopment.

“The contract was for a massive demolition to be completed in eight weeks,” Tackett stated. “Everyone in the industry was scared to death of the time line because it was such a big job. We accepted the challenge and finished in seven weeks.”

The company also routinely handles sizeable road-demolition projects, removing as much as 2.3 million pounds of concrete in an evening.

“We love a challenge,” explained Tackett. “One reason we’re able to manage the work is because we do everything from cutting, to removal to hauling on our own. But, the real advantage for us is our people. Employees like Joyce Clark, Susan Choo, Phillip Arrington, Michael Hatfield, J.T. Tomes, Mike Williams, Cameron Collett, Scott Murdock and Jeff Carr make us successful. I’m surrounded by the best people in the world.”

B&D Concrete Cutting also provides several other services in addition to concrete removal. It offers wire cutting, which involves cutting and removing material with a diamond-impregnated wire; drills holes in concrete as large as 60 inches



B&D Concrete Cutting often uses a Komatsu WA320 wheel loader to move material around its Atlanta material recycling yard. “The WA320s are amazing equipment for our yard,” noted Owner Michael Tackett. “They can handle all of the material; they are maneuverable and all-around solid machines.”

in diameter; digs plumbing trenches for restaurant and manufacturing construction; installs dock pits; and handles wall removal for overhead door construction.

As Tackett puts it, “If something needs to be torn up, B&D Concrete Cutting can do it.”

The right stuff

In addition to experience and great employees, the firm also has the right tools to complete

Continued . . .

'The WA320s are amazing equipment for our yard'

... continued

any job, thanks to Komatsu equipment from Tractor & Equipment Company (TEC) and Sales Rep Johnny Rexrode.

"Anyone can have big equipment, but having the right equipment is key for us," shared Tackett. "We operate in some very confined areas, so we need a lot of power in compact machines. That's where Komatsu comes in. They are dependable and tough. This is a demanding industry, and our Komatsu pieces get the job done."

One such machine is the company's Komatsu PC88MR excavator equipped with a Tramac hydraulic breaker.



(L-R) Head of Sales Phillip Arrington, Owner Michael Tackett and Head of Operations Michael Williams lead the B&D Concrete Cutting team.

B&D Concrete Cutting Owner Michael Tackett (third from left) credits his company's success to a stellar group of employees. "I know that I could leave for six months, and this place wouldn't miss a beat because of them. I'm proud of that," he said.



This Komatsu PC210LC excavator is a go-to machine at B&D Concrete Cutting for removing asphalt.



"On some jobs, we only have a small access point to get to our material – we aren't always outside," explained Tackett. "The PC88 is great because it can get into any place and do some serious work."

Komatsu excavators, like B&D's three PC170LCs that Tackett had TEC outfit with rubber tracks, and a PC210LC, are the go-to choices for B&D Concrete Cutting. The excavators' reliability and power allow the company to tackle assignments that other companies can't complete.

"When removing concrete, most companies break it into 1,500-pound pieces and use skid steers to move it," Tackett detailed. "With our Komatsu excavators, we're able to cut the concrete into 6,000-pound blocks and remove them with ease."

The company's Atlanta material-recycling yard features a Kleemann Mobiscreen MS 13 Z mobile screening plant. The operation also depends on Komatsu WA320 wheel loaders.

"The WA320s are amazing equipment for our yard," noted Tackett. "They can handle all of the material; they are maneuverable and all-around solid machines."

"The thing we appreciate most about Komatsu products is their reliability," he continued. "They are very strong, and despite doing tough work like we do, they keep running. We've put them to the test, and they've passed."

In addition to dependable machines, Tackett trusts the staff at TEC.

"TEC was the first company to talk to me when I started up," he recalled. "They've been with me ever since. If I have a question or a need, they are always there with an answer. They understand what I need to remain operating."

No quit

It shouldn't come as a surprise that Tackett doesn't see himself slowing down anytime soon.

"I tried relaxing once, and it didn't stick," he acknowledged. "I love this job too much to retire; I'm going to be around for a while. There are some great people in the company who can take over the business as I get older, which will allow me to be involved, but on a lesser scale. I know that I could leave for six months, and this place wouldn't miss a beat because of them. I'm proud of that." ■

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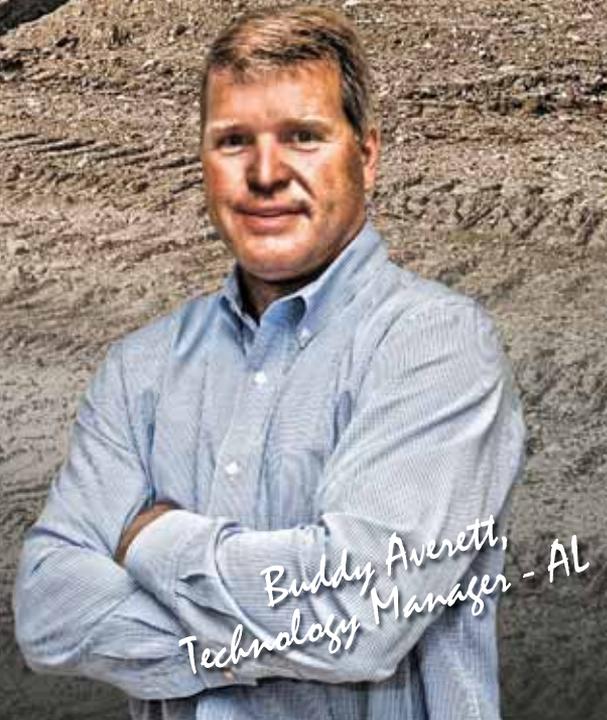
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*Buddy Averett,
Technology Manager - AL*

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SPECIAL RECOGNITION

NATIONAL AWARD WINNER

USG Corporation named 2016 Robert W. Campbell Award recipient

USG Corporation, a leading manufacturer of innovative building products and solutions, earned the prestigious 2016 Robert W. Campbell Award for its outstanding environmental, health and safety (EHS) programs.

The company is a long-time TEC customer and recently purchased a new Komatsu WA500 wheel loader for its Bridgeport, Ala., site.

The Campbell Award is presented annually by the National Safety Council to recognize organizations that achieve excellence through the integration of EHS management into business operations. USG is just the second company in the history of the award to receive this recognition as a first-time applicant.

"USG truly has a culture of safety excellence," said President and CEO of the National Safety Council Deborah A.P. Hersman. "The company-wide dedication to safety is clear, and we are excited to honor their commitment to saving lives and preventing injuries."

The Campbell Award, which celebrates best practices in EHS, recognizes USG's commitment to maintaining safe workplaces, and to improving the environment and the communities in which employees and customers live and work. In achieving this honor, USG joins an elite group of organizations recognized for making EHS management a cornerstone of corporate excellence. Established in 2004, the Campbell Award is named for Robert W. Campbell, a safety pioneer and the first president of the National Safety Council. ■



USG was named the 2016 Robert W. Campbell Award recipient from the National Safety Council. This Komatsu WA500, purchased from Tractor & Equipment Company is a new addition to the fleet at its Bridgeport, Ala., facility.



(L-R) Tractor & Equipment Company (TEC) Service Manager Tim Kohlenberg and TEC Sales Manager Donnie Burgreen present USG Plant Manager Matt Taylor and USG Joint Treatment/Mobile Maintenance Supervisor Marty Tharp with a model of the WA500.

HANDS-ON EXPERIENCE



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TEST-DRIVING THE FUTURE

Customers have opportunity to experience the latest offerings from Komatsu



Tom Suess,
Komatsu Director
of Training and
Publications

Nearly 180 customers attended Komatsu's spring Demo Days at its Cartersville Customer Center in Georgia. The three-day event featured the company's latest products, including its industry-leading *intelligent* Machine Control equipment and new SMARTCONSTRUCTION service that debuted at CONEXPO-CON/AGG 2017.

"Our Demo Days are great events because they give customers the chance to operate equipment and talk to our experts, so they get a real feel for everything these machines can do," said Komatsu Director of Training and Publications Tom Suess. "The technology on our *intelligent* Machine Control pieces is amazing, and to give customers the chance to experience them first-hand is really valuable."

In the morning, attendees had the option to tour Komatsu's Chattanooga Manufacturing Operation in Tennessee or take part in a SMARTCONSTRUCTION session and learn more about the service that helps customers achieve maximum performance through their *intelligent* Machine Control equipment. The SMARTCONSTRUCTION session was held in the recently renovated theatre at the Cartersville Customer Center.

After lunch, attendees had the remainder of the afternoon to operate more than 30 machines, including Komatsu's latest releases, the HB365LC-3 hybrid excavator, PC650LC-11 excavator, PC170LC-11 excavator, HD605-8 haul truck and D51PX-24 dozer. The lineup also featured the entire family of *intelligent* Machine Control excavators and dozers.

Komatsu's operator-training simulator, Worksite VR, unveiled at CONEXPO-CON/AGG, was available for customers to try out as well. Attendees completed a series of excavator tasks using a pair of virtual-reality goggles and working joysticks.

Many firsts

The event also served as a welcome for Komatsu America's new President and Chief Operating Officer Hank Takatsuki.

"Demo Days are always exciting, but this was special because there were so many firsts," said Suess. "It was our initial event after CONEXPO-CON/AGG that gave customers the chance to test all of the things they may have seen or heard about from the exhibit; we were able to show off our recent renovations; and we had the opportunity to welcome Hank. It was an awesome week and a great springboard into the future." ■

Julie Lockhart
(left) of Komatsu
America talks
with Harley
Englebert of
Vulcan Materials
Company.



Rusty Ledbetter (left) and Kelly Hogue of Baldwin Paving Co. take a look at Komatsu dozers.

Matt Caddis
of Civil Works
Construction,
LLC (left) gets
ready to test-drive
equipment with
TEC Sales Rep
Butch Davis.





(L-R) TEC Sales Rep Jeff Duncan, Terry Mathis of Mathis Grading and TEC SMARTCONSTRUCTION Manager Richard Shore meet at Demo Days.



▶ VIDEO

A customer tests Komatsu's PC650LC-11 excavator at Demo Days in Cartersville, Ga.



(L-R) Vipul Patel, Raj Patel, Sidd Balar and Mehul Gajera of CMES, Inc. gather at the Komatsu Customer Center.



(L-R) Stanley Presnell of Baldwin Paving Co.; TEC Vice President, Regional Manager Tim Aiken; TEC Sales Rep Mike Potts; and Jay Mayo of Baldwin Paving talk at Demo Days.



(L-R) Greg Simms of All Task, TEC Branch Manager Alan Preston and Jeff Bedwell of Bedwell/Wharton enjoy Komatsu's Demo Days.



TEC PSSR Chris Kohlenberg (left) and Lance Ratzlaff of Green Mountain Rental take a break during Demo Days.



Rainy weather didn't dampen the enthusiasm of TEC Sales Rep Dwight Swaim and Rick Isbell of Isbell Construction.



Yvette and Billy Walker of Walker Stone don hard hats before testing the latest Komatsu equipment.



Jason Johnston (left) and Walt Parker of Blount Construction inspect a Komatsu *intelligent* Machine Control dozer.

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FORESTRY EVENT

DEMO DAY IN THE WOODS

Customers get opportunity to operate Fecon products in real-world application

Tractor & Equipment Company (TEC) and Fecon teamed up to give customers the opportunity to operate Fecon products during a Demonstration Day held in Shelby County, Ala. Representatives from both companies were on-hand to answer questions and provide a barbecue lunch to the more than 70 people in attendance.

“This event let customers put the machines and attachments through their paces in an actual jobsite setting,” said Frank Plotts, Southeast Regional Manager for Fecon. “We had guests from land-clearing businesses as well as excavating and general contractors on-hand to test and see how Fecon products could make them more versatile, productive and profitable.”

Featured equipment included two Fecon mulching tractors: a 128-horsepower FTX128R and a 290-horsepower FTX290R. Both deliver low ground pressure and high hydraulic flow. Additionally, customers could run a Komatsu PC78 excavator equipped with a heavy-duty Fecon CEM 36 Bullhog mulching head. The attachment is designed

to work with 7- to 25-ton excavators to clear trees, mulch slash piles, grind to surface and more.

First-hand experience

“The site provided ample trees and vegetation that needed to be cleared, so customers could see for themselves how Fecon products perform in the woods,” said Plotts. “Fecon has made quality products in the United States since 1992, so we have a long history. It was a pleasure to give TEC customers a chance to see and run a small sampling of the extensive Fecon lineup.” ■



(L-R) Frank Plotts, Fecon Southeast Regional Sales Manager, explains the benefits of Fecon’s FTX128R mulching tractor to customer Phillip Crain, along with Brett Bussman, TEC Senior V.P./General Manager-AL. The 128-horsepower machine delivers low ground pressure and high hydraulic flow.



At a barbecue lunch during the event, attendees could visit with Fecon and TEC representatives, including TEC President Dan Stracener, who is seated among the crowd.



In addition to mulching tractors, customers could inspect and operate a Fecon CEM 36 Bullhog mulching head attached to a Komatsu PC78 excavator. The attachment is designed to work with 7- to 25-ton excavators to clear trees, mulch slash piles, grind to surface and more.

SERVING YOU BETTER

MASTERING THEIR CRAFT

Tractor & Equipment Company service techs continue education and earn recognition



David Cavanaugh,
Manager/Technical
Training



(L-R) Komatsu Master Service Technicians Woody Higginbotham, Kerry Price and Ronnie Gallegly of Anniston

Technology is ever-evolving in today's world, and the construction industry is no exception. In order to provide top-level service and maintenance on construction equipment, Tractor & Equipment Company's (TEC) service technicians take part in continuing education programs designed to help teach the skills they need. This summer, 33 service technicians achieved Master Technician-level status in one or more of three programs.



Billy Jarrell, Komatsu Master Service Technician from Mobile



Birmingham's George Jones, Komatsu Master Service Technician



Robert Manning (left) of Montgomery and Ervind Schjott of Mobile, Komatsu Master Service Technicians

(L-R) Forest Park Service Manager Kenneth Middlebrooks with Komatsu Master Technicians Aaron Jinks and Tem Hogan of Forest Park



Russ Montgomery, Komatsu Master Service Technician from Tuscaloosa

Mobile's Scott Smith, Komatsu Master Service Technician and TEC Master Service Technician





Tim Kohlenberg, Decatur Service Manager, (left) and Marty Tucker, TEC Master Technician of Decatur



(L-R) Frank Hall, Macon Service Manager; Macon's Guy Floyd, TEC Master Technician; and Chad Stracener, Senior V.P. Operations – Georgia



Greg Carroll, Regional Product Support Sales Manager, (left) and Jeff Garner, TEC Master Technician of Hoschton



Calhoun's Brad Ballew, TEC Master Technician



Brian Foskey, TEC Master Technician of Savannah



Eric Vogel (left) and Keith Smith, TEC Master Technicians from Forest Park



Tuscaloosa's Brian Carroll, TEC Master Technician



Brandon Cox, TEC Master Technician from Birmingham

"It is important to our company that our service techs have all of the information and tools they need to serve customers to the best of their ability," said Manager/Technical Training David Cavanaugh. "The technology that machines are equipped with today is quite sophisticated. Without this training, it would be very hard for our technicians to work on the equipment."

Eleven TEC employees earned the Komatsu Master Technician distinction, the highest of four levels awarded in the Komatsu-sponsored program. The recognition is attained by completing a series of online and classroom courses that are tailored to the latest advancements in Komatsu construction equipment. Other program requirements include years of experience and testing. Company-wide, TEC has 19 Komatsu Master Technicians at its 20 locations.

"All of our technicians receive extra training, both in the classroom and in the shop, to make sure they are ready for anything that comes



Calhoun's David Miller, TEC Master Technician



Albany's Ben Davis, TEC Master Technician

Jason Witcher, TEC Master Technician from Macon

Jeremy Taylor, TEC Master Technician from Tuscaloosa



Continued . . .

Great way to invest in employees

... continued



Jason Dowd, TEC Master Technician of Savannah



David Cavanaugh, Manager/Technical Training, (left) and Paul Gargus, TEC Master Technician from Birmingham



Montgomery's Eddie Morris, TEC Master Technician



Sidney Bolden, TEC Master Technician of Birmingham



Steven Blake, TEC Master Technician from Montgomery



Montgomery's Larry Smith, TEC Master Technician



Randy Haman, TEC Master Technician of Albany



Montgomery's Toby Green, TEC Master Technician

in," noted Cavanaugh. "We are proud that our employees take pride in their work and put in the extra time required to become the best service technicians in the industry."

Ready to service all lines of equipment

Additionally, TEC also recognized those employees who reached milestones through its self-sponsored programs. A total of 21 service technicians were honored for achieving the TEC Master Technician level and another reached Road Technology Service Master status.

"Our TEC Master Technician awards are earned based on years of service and a demonstration of knowledge on several product lines that we carry, in addition to Komatsu," Cavanaugh added. "It's important to our customers that we can service all of the equipment that we offer. We also began a similar program for our road construction product lines this year and awarded our first Road Technology Master Technician this summer. We have several more techs who will earn the status in the near future.

"These programs are a great way for us to invest in our employees," he continued. "We have a terrific group of people here in our shops, and to offer the training they need in order to continue to do their jobs is a win for everyone. Finding qualified workers in this industry is tough, but these programs help address that challenge."

Each branch held a ceremony to recognize the employees who reached these benchmarks. Cavanaugh also said there will be a reception for the employees who earned Komatsu Master Technician status at Komatsu's Cartersville Customer Training Center in Cartersville, Ga., this fall. ■

Wesley Hollis, Road Technology Master Technician from Forest Park





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BUILDING THE FUTURE

NEW PATH TO CONSTRUCTION JOBS

Industry finds creative solutions to recruit millennials, address employee shortage

Ask any contractor what is the biggest challenge facing his or her business, and the answer will likely center on finding qualified workers. Since the Great Recession ended, recruiting capable employees with construction experience has presented a problem for many companies.

Recently, however, hiring employees to work in the industry at all – regardless of their experience level – has become a larger issue that is impacting the skills gap. Baby boomers make up 40 percent of the construction workforce. The generations that followed haven't joined the industry with as much regularity, setting the stage for a significant worker shortfall as the baby boomers begin to retire.

The Bureau of Labor Statistics on Occupational Outlook predicts the construction industry will need 1.7 million workers by 2020. With the national housing market experiencing tremendous growth and infrastructure projects continuing to get the green light, construction companies are often unable to keep pace by hiring additional employees. This can create dire

consequences for an industry that is crucial to the health of the American economy.

The millennial issue

While there is no quick fix to the shortage of workers, the solution is fairly obvious – the industry needs to recruit millennials, those born between the early 1980s and the early 2000s. This is no small task, and it will require employers to drastically change their mindsets as well as that of those in the hiring pool.

Select a reason for millennials' lack of interest in the construction field – an education system that values four-year degrees, lack of blue-collar work ethic, addictions to smartphones and video games or a sense of unearned entitlement – and there is a study to back up the claim. However, construction isn't the only industry scrambling to learn how to employ this generation.

According to a 2016 study by staffing agency Adecco, 92 percent of business leaders across multiple industries said that Americans are not as skilled as needed for employment. The study also reported that 64 percent of the leaders interviewed think this shortage of skilled workers will result in a serious lack of investment in their companies.

With several industries, including education, health care and tech, vying for the services of the millennial workforce, some employers are in an unfamiliar position of needing to become more marketable to potential employees after decades of the reverse being true. Industries that adapt their recruiting practices to attract millennials will be better-positioned for success.

Back to school

Thanks to budget cuts and a growing emphasis on preparing teens to enter four-year colleges or universities, trade programs have been reduced or cut completely from the public school system. This

Baby boomers account for 40 percent of the workforce in the construction industry. As this generation enters retirement, the construction industry is in a race against time to find workers to fill the void.





The Bureau of Labor Statistics on Occupational Outlook predicts the construction industry will need 1.7 million workers by 2020. With a national housing-market boom and more infrastructure projects getting the green light, construction companies are often unable to keep up with demand.

has shrunk the pool of qualified workers who can trade their caps and gowns for hard hats and steel toes upon graduation.

One strategy delivering positive results is to tailor education that fits the prevailing college-bound mindset of today's students. Such programs allow young people to have the college experience, yet still learn the skills necessary for a trade. These options provide an attractive alternative to the growing price tag of a four-year degree. By completing a vocational program, students save the expense of two years of college – while also paying lower annual tuition compared to four-year programs – and enter well-paying careers sooner and with far less or no debt.

It is a trend that has gained significant traction. Diesel-technology programs at North Dakota State College of Science (NDSCS) and Oklahoma State University Institute of Technology offer a blend of classroom and hands-on learning to prepare students for careers in just two years. Additionally, agreements with manufacturers and distributors allow participants to work in local dealers' garages as part of the course, with many students guaranteed employment with those dealers after graduation. *(See related story in this issue about the Komatsu Advanced Training program at Oklahoma State University Institute of Technology.)*

A Technician and Career Developer for the Komatsu distributor in North Dakota reports that the company has seen great returns from



Reinhardt University student Russell Goemaere (left) meets with a hiring representative at a Komatsu Recruitment Day in Cartersville, Ga. Events aimed at bringing more millennial workers into the industry are common as companies try to overcome the worker shortage.

its partnership with NDSCS. "The students are part of our culture for two years. There's no learning curve. Once they walk across that stage at graduation, they are full-time employees."

Creative programs

Cramming for tests and writing endless term papers can make even the brightest students sweat. Research shows that programs which blend real-world experience with traditional classroom teaching yield the deepest level of learning by combining theory with practice. For educators catering to the construction industry, designing programs in this way is now a key focus.

One school demonstrating success with this model is Ohio's Butler Tech, which offers hands-on, technical training for high schoolers. Butler Tech students in construction and landscaping programs recently remodeled a local Little League complex, in addition to taking academic courses. Supervisor

Continued . . .

Incentives, flexibility are key factors

... continued

Jon Graft says that the program gives students an education which translates to their future jobs and also introduces them to industry professionals, creating a pipeline between employers and potential employees. The Association for Career and Technical Education says that students enrolled in similar programs have a high school graduation rate of 93 percent, with 60 percent of students pursuing careers in the field for which they received technical training.

Middle Tennessee State University (MTSU) applies a similar model at the four-year university level with its concrete-industry degree. While in the program, students combine classwork with hands-on learning on their way to a bachelor's degree. Another program aim is to match students with potential employers for summer jobs that pay as much as \$20 an hour and can produce multiple job offers upon graduation.

"If we can't get students out to the industry, our goal is to bring the industry (to them)," explained Nicole Green, Marketing and Recruiting Coordinator for the MTSU concrete-industry program, in an April 2017 interview with online media outlet, Construction Dive.

Third-party entities are stepping up to meet the construction-industry recruiting challenge as well. For example, Extreme Sandbox specializes in the use of construction equipment for entertainment purposes, with packages typically geared toward fun outings for adults. However, it also addresses the worker shortage through its high school heavy-equipment camps. Owner Randy Stenger refers to the camps as "edu-tainment" sessions to familiarize kids with the construction industry and generate excitement about careers in the field. (See related article in this issue about heavy-equipment camps at Extreme Sandbox.)

Individual companies are also taking matters into their own hands. In an effort to boost recruiting, some have begun sponsoring high school graduates, offering them summer internships while paying the expenses for a portion or all of their two-year college programs. For graduates planning to work in construction, but who don't want to attend college, firms are incorporating more training and accepting that the learning curve for new hires may be steeper than it was 20 years ago. Employers see sponsorships and extended training as viable methods to build loyalty with new employees, while also ensuring that they have well-qualified workers.

What does the future hold?

The path that tomorrow's construction workers take to employment will look quite different from the generations that preceded them. To solve this critical issue, both future employees and employers need to change their thinking to find answers.

There are solutions. From technical education programs backed by corporate manufacturers, to local contractors allocating more time and funds to train new hires, the industry is taking steps to recalibrate its approach and strengthen its future. ■

Extreme Sandbox hosts several high school heavy-equipment camps annually at its Hastings, Minn., facility to familiarize students with the construction industry through hands-on activities.



Komatsu Director of Distributor Development Mike Hayes (center) poses with the 2016 Komatsu Diesel Program graduates at North Dakota State College of Science. Sponsored two-year vocational programs are a popular option for both equipment distributors looking to hire qualified workers and students who want a college experience.



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022

NEW PRODUCT

SECOND-GENERATION PC210LCi

New *intelligent* Machine Control excavator offers improved efficiency, joystick functionality

When Komatsu first introduced *intelligent* Machine Control excavators, it started with a PC210LCi-10. Two years later, it brings the second generation to market with the PC210LCi-11 that leverages the proven track record of its pioneering predecessor while adding eagerly awaited machine-control-joystick functionality.

Like other Komatsu *intelligent* Machine Control excavators, the PC210LCi-11 has factory-integrated technology. It offers up to a 63-percent improvement in efficiency compared to a standard PC210LC-11 and traditional stake-plus-grade-checker method.

Reduced costs through work function automation

The PC210LCi-11 saves time and money by minimizing the need and expense of grading dozers and grade checkers, as well as the costs associated with overexcavating, such as extra materials, fuel and time.

The machine has full, 3-D Global Navigation Satellite System capabilities that are tied into machine hydraulics. This allows actual automation of work equipment functions, not just the indication/manual-only operation typically found in aftermarket systems.

Advanced features of the PC210LCi-11 include a facing-angle compass and minimum-distance bucket control that deliver in a simple, intuitive manner. It is also equipped with Auto Grade Assist, Auto Stop Control and Minimum Distance Control, which contribute to the machine's ability to effectively reach target elevation without overexcavating.

"With increased productivity, jobs can be completed on-time, under budget and with less equipment," said Sebastian Witkowski, Komatsu Product Marketing Manager. "The PC210LCi-11 is productive and precise enough to be a fixture on jobsites ranging from basements and foundation pads to utility work. In addition to the efficiency that machine owners look for, the added convenience of the machine-control-joystick functionality should make operators happy, too." ■



Sebastian Witkowski,
Komatsu Product
Marketing Manager

Quick specs on Komatsu's PC210LCi-11 Excavator

Model	Net Horsepower	Operating Weight	Bucket Capacity
PC210LCi-11	165 hp	50,706 - 51,599 lb	0.89 - 2.56 cu yd

Komatsu's new *intelligent* Machine Control PC210LCi-11 features machine-control-joystick functionality. Industry-leading technology offers up to a 63-percent improvement in excavating efficiency compared to a standard PC210LC-11 and traditional stake-plus-grade-checker method.



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019

INNOVATIVE PRODUCT

NEW PRODUCTION EXCAVATOR

PC650LC-11 built for mass excavation and deep trenching

Whether loading trucks or working in deep sewer and water-trenching applications, Komatsu's new PC650LC-11 delivers. This newcomer to the company's excavator lineup maintains the productivity and transportability of the previous Dash-8 model while at the same time improving fuel efficiency, cab design and serviceability.

With nearly 2 percent more horsepower compared to its predecessor, the PC650LC-11 still lowers fuel consumption. The 436-hp engine is Tier 4 Final emissions-certified and has an integrated selective catalytic reduction system that uses diesel exhaust fluid (DEF) to meet EPA NO_x regulations.

The powerful engine, combined with a highly efficient hydraulic system, gives the excavator excellent digging force at depths of up to 33 feet 6 inches. Operators can choose from three working modes to match material and work load. A one-touch Power Max function increases horsepower on demand by 8 percent for eight seconds when needed.

"The PC650LC-11 matches perfectly with 30- to 40-ton trucks for high-production loading, and it is well-suited for mass excavation and deep sewer and water-trenching applications," said Justin Lantin, Komatsu Product Marketing Manager. "It is also designed to accommodate flexible job operations that require frequent transportation with reduced time needed for disassembly."

'Greater value'

Komatsu specifically designed the cab for excavators, giving it both strength and comfort. It features a reinforced box structure framework and is mounted on viscous isolation dampers for low vibration levels. Its monitor shows DEF level, ecology guidance, operational records,

fuel consumption and utilization information. A new display combines machine information and a wide, landscape view from the standard rearview camera, allowing operators to easily see the working area behind the machine.

"With our Level 5 KOMTRAX telematics system, operators and owners have access to increased data to better manage their operational costs," said Lantin. "Like other Tier 4 machines, this excavator comes with our Operator Identification System and Auto Idle Shutdown. Whether rented, leased or purchased, the PC650LC-11 is covered by Komatsu CARE, which provides complimentary scheduled maintenance and a 50-point inspection at each service for the first three years or 2,000 hours. It all adds up to greater value." ■



Justin Lantin,
Komatsu Product
Marketing Manager

Quick Specs on Komatsu's PC650LC-11 Excavator

Model	Net Horsepower	Operating Weight	Bucket Capacity
PC650LC-11	436 hp	140,4567-145,284 lb	2.05-4.98 cu yd

The 436-horsepower PC650LC-11 improves fuel efficiency, cab design and serviceability compared to its predecessor. It matches perfectly with 30- to 40-ton trucks for high-production loading, and it is well-suited for mass excavation and deep sewer and water-trenching applications.



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020

MORE NEW PRODUCTS



HD465-8



HD605-8

NEW RIGID-FRAME TRUCKS

Increased horsepower, traction control system improve productivity and per-ton costs to move materials

Haulage is all about moving materials from point A to point B at the lowest per-ton cost possible. Komatsu's new Dash-8 HD465 and HD605 rigid-frame trucks improve on the already-stellar record of its predecessors with a higher horsepower engine (724 hp) and a Komatsu Traction Control System (KTCS) that increase productivity.

In addition to higher horsepower, the Tier 4 Final engine reduces fuel consumption by up to 12 percent in the HD465-8 and up to 7 percent in the HD605-8 compared to the Dash-7 models they replace, further lowering costs. Hydraulically actuated Exhaust Gas Recirculation working with the Variable Geometry Turbocharger ensures precise operation and quick response.

System delivers optimum traction

Now standard, the KTCS automatically applies independent brake assemblies to achieve optimum traction in varying ground conditions. Because the system operates without the need for differential lock-up, steering performance is not compromised. The Komatsu Advanced Transmission with Optimum Modulation Control System (K-ATOMiCS) adjusts shifting performance, according to demand, for a more comfortable ride and reduced material spillage.

Cab upgrades

Komatsu improved cab access with sloped stairs and handrails in front, replacing the previous ladder configuration. Additional new features include a 7-inch LCD color screen, a dedicated rearview monitor,

fast-fill fuel system, an engine compartment light and a premium heated and ventilated operator's seat with air suspension.

"With an increase in horsepower and improved fuel economy, the HD465-8 and HD605-8 are designed to maximize production efficiency," said Rob McMahon, Komatsu Product Marketing Manager. "Enhancements to the cab layout and maintenance access, combined with new technology features, give these trucks something everyone will like." ■



Rob McMahon,
Komatsu Product
Marketing Manager

Quick Specs on Komatsu's HD465-8 and HD605-8 Models

Model	Net Horsepower	Gross Vehicle Weight	Payload Capacity
HD465-8	724 hp	228,179 lb	61 ton
HD605-8	724 hp	252,870 lb	69.4 ton

Komatsu's new HD465-8 and HD605-8 feature higher horsepower engines than their predecessors, as well as the Komatsu Traction Control System. The combination helps improve productivity.



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018

NEW AGC RECOMMENDATION

Construction companies are encouraged to hold safety talks after lunch breaks

A new study from the Associated General Contractors of America (AGC) dispels the belief that most construction-related fatalities occur in the morning. In fact, noon is the deadliest hour, according to the association, which now recommends that companies hold safety talks and stretching sessions when workers return from 11 a.m. to noon lunch breaks, which are common on most jobsites.

AGC conducted the study during a three-year period in association with the Myers-Lawson School of Construction at Virginia Tech University. Researchers looked at every construction fatality that occurred during that time frame, with an eye toward helping construction companies implement the most effective safety measures by understanding why, when and how fatalities occur.

“We all share a common goal – getting to zero construction fatalities,” said Stephen E. Sandherr, AGC’s Chief Executive Officer. “This report offers the data and recommendations needed to help construction firms achieve that goal.”

The AGC released the study at a time when construction employment is rising in many areas. Recent data showed payrolls reached their highest level since 2008.

Reinforcing safe practices

Additional findings reinforce existing safety practices and many of AGC’s longstanding safety programs. For example, falls from ladders and other structures account for one-third of U.S. construction fatalities. This confirms a focus by both the association and the industry on offering training and safety stand-downs to address fall protection. Sandherr noted that AGC is now looking to

establish new training programs designed to improve ladder safety.

The study also revealed that Hispanic workers are not disproportionately the victims of accidents, as some believe. As a group, Hispanics account for 24 percent of the national construction workforce and 25 percent of all construction fatalities. Sandherr said this finding was important because it indicates that construction firms need to craft safety programs targeting the entire workforce, rather than specific segments.

Sandherr added that AGC was sending the new safety report to each of its members, as well as to other construction associations and making it available online. “No wisdom or insight should be proprietary when it comes to the safety of construction workers,” he said. ■

AGC recommends that companies hold safety talks and stretching sessions when workers return from lunch breaks as a new study revealed that most construction fatalities occur during the noon hour. Additional findings reinforce existing safety practices and many of AGC’s longstanding safety programs.



Stephen E. Sandherr,
AGC Chief
Executive Officer



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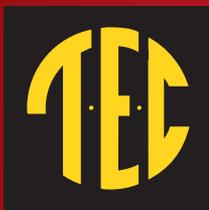
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KOMATSU & YOU

WE LISTEN AND LEARN

Rich Smith says direct customer engagement leads to productive changes in Komatsu machinery

QUESTION: What does the construction market look like?

ANSWER: The market was down slightly last year, but despite that, Komatsu still delivered a lot of machines into the field. This year is off to a good start, and our customers are telling us there may be a bit more strength in the back half of the year.

QUESTION: How does Komatsu meet the demands of a seemingly ever-changing marketplace?

ANSWER: No matter the market situation, we continue to engage customers directly. We make a concerted effort to get out of the office and into the field. During the past few years, we have made more than 15,000 visits to customers, and that's helped us to better understand the markets and our customers' needs.

Further, demonstrations at our Cartersville Customer Center allow us to bring current and potential users of Komatsu equipment to our training and demonstration facility where they can operate our latest machinery and give us feedback.

Customers often share ideas on how they can use the machines in ways that we had not considered. One of the benefits is that we are taking this information and driving it back into our development processes. We use it to manufacture machines that are more specific to the North American construction marketplace and customer needs.

QUESTION: Can you provide some examples?

ANSWER: Our Tier 4 Final Dash-11 excavators are performing at a much higher level than the Interim Dash-10s. When the Interim machines



Rich Smith, Vice President,
Product and Services Division

This is one of a series of articles based on interviews with key people at Komatsu discussing the company's commitment to its customers in the construction and mining industries – and their visions for the future.

Rich Smith has been with Komatsu America for 27 years, beginning his career in manufacturing. He has served a variety of functions at Komatsu, including manufacturing, product support, contract administration, technical support and product marketing. His wide range of experience is particularly valuable in developing new products and expanding business into new markets.

"When I started with Komatsu it was at the forefront of machine technology with autonomous trucks," recalled Smith. "It remains there today with innovative products such as our *intelligent* Machine Control excavators and dozers. I remember when I first saw aftermarket, grade-control systems on dozers and thinking that those masts and cables are going to get ripped off, figuratively and literally. Komatsu solved that by integrating grade control into the machines."

Smith serves on the National Mining Association Board of Directors; is the current President of the National Mining Association Manufacturers and Services Board of Governors; and is also on the Board of Directors of the Energy Equipment and Infrastructure Alliance. He graduated summa cum laude from the University of Illinois at Springfield with a degree in Business Administration and Management.

"I started on the shipping dock at our plant in Peoria, Ill., and worked my way up," said Smith. "I value three things highly: honesty, integrity and work ethic. So does Komatsu, and that's part of why I've stayed here so long. It's like a family-owned business inside of a large organization. I can't imagine ever working for another manufacturer."

Continued . . .

Helping customers be productive and profitable

... continued

were introduced, there was a strong push for fuel efficiency. North American customers appreciate that, but it's not as important to them as in countries where fuel prices are much higher. Instead, those in North America want to maximize productivity. So, we talked to them directly to find the right ratio of

Rich Smith recalls seeing the first aftermarket, grade-control systems on dozers. "I remember ... thinking that those masts and cables are going to get ripped off, figuratively and literally. Komatsu solved that by integrating grade control into the machines."



Some product improvements, such as Advanced Joystick Steering in the WA500-8 wheel loaders, are a result of customer input, noted Rich Smith, Vice President, Product and Services Division. "Customers often share ideas on how they can use the machines in ways we had not considered," said Smith. "One of the benefits is that we are taking this information and driving it back into our development processes."

Komatsu Vice President, Product and Services Division Rich Smith says visiting with customers provides valuable feedback. "No matter the market situation, we continue to engage customers directly," said Smith. "During the past few years we have made more than 15,000 visits to customers, and that's helped us to better understand the markets and our customers' needs."



economy and production. For example, the PC360LC-11 is now approximately 12 percent more productive than its predecessor while still being quite fuel-efficient.

Another example is the introduction of an Advanced Joystick Steering System (AJSS) in our WA500 wheel loaders, something not previously available in that size of machine. Customers told us they sometimes use it in load-and-carry applications, and AJSS allows them to maximize productivity and minimize cycle times. With standard joystick steering, the top speed is limited for controllability issues and comfort. With AJSS you don't have to do that, so operators can run at top speed in the load-and-carry application.

QUESTION: Attendees could see some of these machines at CONEXPO, along with *intelligent* Machine Control excavators and dozers. What's on the horizon for those products?

ANSWER: We recently introduced the Tier 4 Final PC210LCi-11 excavator (*see related article*), and we are developing other products. But, we're looking well beyond the iron. CONEXPO was our formal launch of Komatsu's future vision of SMARTCONSTRUCTION, which provides jobsite solutions with items such as 3-D aerial mapping, personnel training for machine usage and optimization, progress and cost tracking, project management and potentially much more. The possibilities are virtually limitless. Again, customers want to be productive and profitable, and we're implementing ways to further help them from both machinery and support standpoints. Komatsu aims to be their total solutions provider. ■

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'EDU-TAINMENT'

Heavy-equipment camp encourages young people to learn about construction jobs



Odessa Perry,
Career Development
Coordinator

With a severe skills gap facing the American construction industry, targeting and cultivating the next generation of potential employees is imperative to its success. The worker shortage will have serious consequences, if not addressed.

Warren County High School Career Development Coordinator Odessa Perry knows this and began looking for opportunities to educate her Warrenton, N.C., teens about careers in the construction industry. With students and administration onboard and a grant from the North Carolina Department of Transportation (NCDOT) in hand, she turned to Extreme Sandbox and Komatsu to make the experience happen.

"In 2014, our district created four high school career academies, and engineering construction technology is a specific area,"

explained Perry. "This year, we received an NCDOT grant to take a trip that would allow our kids to learn more about equipment and the industry. We're so grateful this worked out the way it did."

In late April, Perry and 40 students boarded a bus and made the 20-hour trip to Minnesota to take part in Extreme Sandbox's heavy-equipment camp, a full day of hands-on training with Komatsu equipment and information sessions about careers in the construction industry.

Closing the skills gap

"Our heavy-equipment camps are geared specifically for high school students," said Extreme Sandbox Owner Randy Stenger. "They are a great opportunity for the kids to get in machines and gain a better understanding of these types of careers. We try to educate and entertain them. We call it edu-tainment. We're a fun company, but we're also committed to strengthening the industry. The skills gap is real, and days like this are a great first step to closing it."

Thanks to a partnership between Extreme Sandbox and Komatsu, the students could operate a pair of D61PX dozers, two PC35MR and two PC210LC excavators as well as two WA270 wheel loaders. Representatives from the local Komatsu distributor were also on-hand to host interactive demonstrations with a service truck and meet with students.

"This was an experience that will stick with these kids for a while," stated Perry. "It was such a great opportunity for them. Extreme Sandbox and Komatsu went above and beyond for us, and we are so thankful." ■



Randy Stenger,
Owner

Extreme Sandbox Owner Randy Stenger (left) provides direction to a Warren County High School student operating a Komatsu PC35MR excavator at a heavy-equipment camp. Students from Warren County High School traveled 20 hours to the Hastings, Minn., facility thanks to a grant from the North Carolina Department of Transportation.

▶ VIDEO



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CELEBRATING 20 YEARS

OSUIT Komatsu training program develops technicians through classroom, hands-on experience



Mike Hayes,
Komatsu Director
of Distributor
Development

Komatsu recently earned an award from The AED (Associated Equipment Distributors) Foundation for its efforts in promoting education, something the company has been committed to for decades. The Komatsu Advanced Career Training (ACT) program at Oklahoma State University Institute of Technology (OSUIT) – celebrating its 20th anniversary – is a shining example of this dedication.

“The program gives students the skill set they need to become successful technicians and work on heavy equipment, specifically Komatsu machinery,” said Mike Hayes, Komatsu Director of Distributor Development. “Komatsu supports the program by providing machinery, componentry, and technical information, the latter of which includes the latest diagnostic tools.”

Dylan Brown and other students in the Oklahoma State University Institute of Technology program get hands-on training on campus and work in their sponsoring distributor's service department. “The program gives students the skill set they need to become successful technicians,” said Mike Hayes, Komatsu Director of Distributor Development.

▶ VIDEO



Students in the program are recruited by Komatsu distributors who sponsor their education. Distributors often give financial assistance toward education costs, including tool incentives, as well as other support. After successfully completing the program, all students are guaranteed a job with the sponsoring distributor, and their education continues through company and manufacturer training.

“We believe the Komatsu ACT program at OSUIT is the oldest partnership of its kind,” explained Hayes. “It definitely has the longest history on the OSUIT campus. Students learn the fundamentals, and once they are on the job, they further their training and skills. Eventually, they could move into management at the dealership using their formal education and trade skills.”

On campus, in the shop

Komatsu ACT students divide their time between OSUIT and the sponsoring distributor. During each 16-week semester, students spend eight weeks on campus, where they receive classroom and hands-on basic training in hydraulics, electrical systems, engines and more. The balance of the semester is spent in a service department at one of the branch locations of their distributors to utilize the skills they learned in the classroom.

“I was a technician, and I wish there was a program like this when I started,” said OSUIT Instructor Hector Garrido-Guevara. “It’s a great way for students to learn about systems and machinery and then apply their classroom knowledge in real-world settings. That is invaluable.”

Students graduate with an Associate of Applied Science in Diesel & Heavy Equipment,



(L-R) Instructor Hector Garrido-Guevara looks on as students Roby Herchenhahn and Christian Harris perform a lab in the OSUIT Komatsu ACT program. "I was as a technician, and I wish there was a program like this when I started," said Garrido-Guevara. "It's a great way for students to learn about systems and machinery and then apply their classroom knowledge in real-world settings. That is invaluable."

Komatsu ACT Technology degree. The program totals 87 credit hours. In addition to classes specific to Komatsu, students take courses in math, writing and history.

Terryl Lindsey, who is Dean of the program, has been at OSUIT nearly 25 years and was an instructor in the Komatsu ACT program at its outset. "Twenty years ago we had a hodgepodge of componentry and no equipment. Today, we have an excellent selection of parts and components, such as hydroshift transmissions, that students can work with as well as several pieces of machinery. Komatsu and its distributors continue to show a strong commitment to the program, and that's made it a huge success."

Proof in the numbers

Student Dylan Brown recently graduated from OSUIT Komatsu ACT. He said the hands-on opportunities in the classroom and during the half of each semester spent in one of his sponsoring distributor's shops were his favorite parts of the program.

"I went from no knowledge of construction machinery systems to being able to work on my own or with a mentor if I need to," shared Brown. "There is no substitute for actually working on a component or a machine. For example, advanced labs included seeing the inner designs of travel motors and final drives. That has real-world application because I have seen it in the dealer's shop."

In addition to earning an associate degree, students who have finished the program since 2011 also receive their first-level technician career-path certificate recognizing them as Certified Komatsu Technicians. Beyond the core credit hours at OSUIT, students complete the Komatsu Virtual Campus (KVTC) online training courses, one new-model course and two years of employment, which are required for this level of certification.

"Graduates of this program often earn six-figure salaries within a few years," reported Hayes. "That's an obvious benefit for them. The distributors see a terrific return-on-investment because they are getting a proficient technician. Ultimately, that's good for customers because they can rely on dealers to have skilled, experienced personnel who can diagnose and fix machinery with minimal downtime."

Lindsey said that's been the focus from day one. It's why the program took off, grew and remains a model of success.

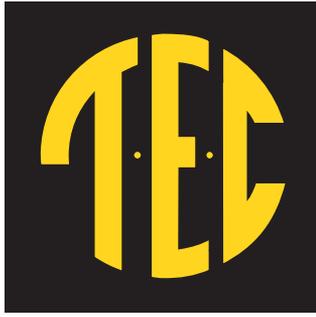
"We have an 85-percent graduation rate, and 99.8 percent of students who complete the program are hired full-time when they complete the program," noted Lindsey. "Because Komatsu distributors sponsor them, most students leave with little to no debt. Our follow-up data show that five years after graduation, 80 percent are still with the distributor from their internship. This program works; we have a 20-year history that proves it." ■



Terryl Lindsey,
Dean



Hector Garrido-Guevara,
Instructor



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BREAKING NEWS

SAFETY AWARD EARNED

Tractor & Equipment Company captures T.W. Pugh Excellence in Safety award

Tractor & Equipment Company (TEC) received the T.W. Pugh Excellence in Safety Award by CompTRUST AGC at its inaugural Construction Risk Summit in August. The award is the highest honor given by the self-insurance fund recognizing safety excellence.

The award is named after T.W. Pugh who helped form CompTRUST AGC, the workers' compensation self-insurance fund for members of Alabama AGC. Founded in 1920, Alabama AGC is a chapter of the Associated General Contractors of America and is the oldest and largest trade association representing the non-residential construction industry in Alabama.

Pugh was hired by Alabama AGC in 1981 to create what would become the largest workers' compensation self-insurance fund for non-residential contractors, suppliers, and service providers in Alabama. Thanks to Pugh's foresight, leadership and commitment to safety, CompTRUST AGC has grown to become a trusted partner in managing workers' compensation for many companies involved in Alabama's construction industry. Pugh developed many of the safety training programs utilized by contractors in Alabama, and also created the Bonanza Credit program, which has returned more than \$111 million dollars in dividends to its members for safety performance.

The T.W. Pugh Excellence in Safety Award is presented to the individual or company that best exemplifies the leadership, foresight and commitment to safety as exhibited by Pugh. The award winner is selected by the Loss Control staff at CompTRUST AGC who view first-hand the various

safety practices and cultures promoted by construction companies and suppliers throughout Alabama. With more than 2,000 site visits a year, this staff has experience with thousands of companies that serve Alabama's construction industry, and it selected TEC for its commitment to safety.

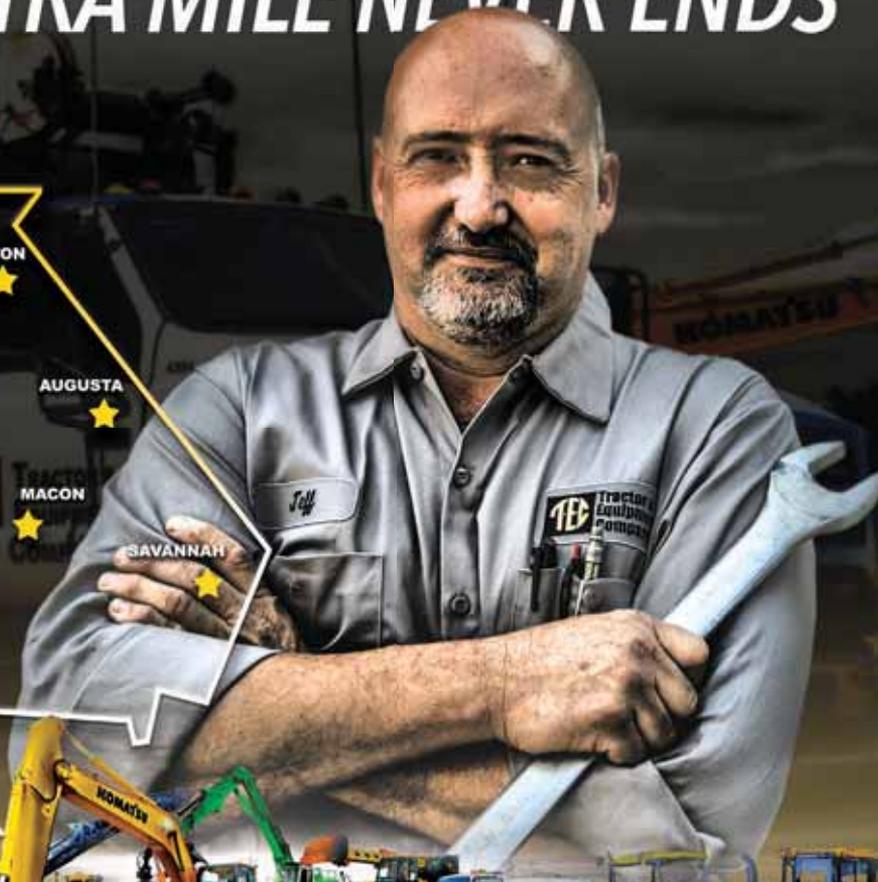
"Given the variety of products and services that TEC offers and its many employees and office locations, it is evident that a culture of safety has been adopted and fully integrated throughout the company," noted Tom Robinson, Director of Safety & Training for AGC Alabama Construction Industry Services, Inc. "Managing the risks of such an operation is challenging and complex, yet TEC is committed in all it does to incorporate safety into all aspects of their company. They are true leaders in the industry when it comes to providing a safe working environment for their employees." ■

(L-R) Tom Robinson, Alabama AGC; Chris Johnson, Alabama AGC; Scott Roberts, TEC Safety Director; Josh West, Alabama AGC; Jamie Steele, TEC V.P./CFO; and Tucker Reese, Alabama AGC gather for a photo during the presentation of TEC's T.W. Pugh Excellence in Safety award, presented by Alabama AGC.





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