

TRIED & TRUE

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SUMMER / FALL 2019

FRATCO

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To Tried & True Readers,

As a long-standing family-owned company, Fratco has always placed customers at the forefront of everything we do, because it's the right thing to do. We strive to build trust and are committed to providing dependable solutions regardless of a project's size or a customer's needs, and we take pride in that. From long-term customers we've known for decades to new faces seeking our support, we treat everyone like family. It's how my great-granddad ran the business from the beginning and how we continue his legacy today.

These values have driven us to create Tried & True, a customer-centric publication filled with information regarding all things Fratco: from new machinery updates to announcements, to team member and customer highlights and stories that made us who we are today. This publication gives you a behind the scenes look at our history of innovation, our current strides toward advancement and our future aspirations. Tried & True aims to connect everyone in the Fratco family to make each member feel like a part of our story, because in truth, you all are.

We would not be who we are without you and are grateful for your belief in what we do. On behalf of all of us at Fratco, we hope you enjoy Tried & True.

Sincerely,



Chris Overmyer
Fratco President and CEO

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Fratco Locations

- 1** **Francesville Headquarters**
4385 S. 1450 W.
P.O. Box 368
Francesville, IN 47946
- 2** **St. Anne Location**
499 S. Oak St.
St. Anne, IL 60964
- 3** **Mt. Pleasant Location**
1600 W. Washington St.
Mt. Pleasant, IA 52641
- 4** **Algona Location**
2502 E. Poplar St.
Algona, IA 50511



NEWS, EVENTS AND ANNOUNCEMENTS

New FlexCorr Sizes

We recently added 4" and 6" sizes of FlexCorr to our line up. With these additions, **Fratco officially has the largest range of flexible dual-wall pipe sizes on the market.** Contact your sales rep for more sizes and information or visit fratco.com.

Wrapping Up Trade

Show Season

Thanks to those who made a point to stop by any of our booths!

We had a largely successful season and are excited for what next winter has in store. Until then, **we are looking forward to seeing everyone again at field days this summer.**

Supporting Our

Employees

Fratco recently launched the Employee Support Fund to provide assistance to team members who experience unexpected financial burdens.

Want to help? Vendors, customers, employees and other friends of Fratco are welcome to lift up our employees in times of need. Just ask us how at hello@fratco.com.

fratco.com/employee-support-fund

MEET **DAN KOEBCKE** OUR FRANCESVILLE YARD SUPERVISOR



If there is one thing that every person who grew up in Francesville, Indiana has in common, it is that they know Fratco. At least that is what Dan Koebcke, a yard supervisor at Fratco says.

Koebcke, a Francesville native himself, has worked at Fratco for over 30 years. While he grew up with Steve Overmyer, the former CEO of Fratco, the opportunity to work there unexpectedly fell into his lap.

"It's funny how I actually came [to work at Fratco]," Koebcke said. "I was working for a local business at the time and was at Steve's house. When I left, he actually followed me home and offered me a job. I wasn't looking for a job but there it was!"

Once he started working at Fratco, Koebcke was surprised by the family atmosphere and the connections he made with his coworkers. Many within the tight-knit group went to school together, go to the same church and have witnessed each other's children grow up, which only helps to solidify that connection.

But it's not just the people he works with that make Fratco such a great

work environment for Koebcke. He expressed his gratitude for the ways in which Fratco supports its employees.

"I always try and tell the younger guys to think of this job as more than just an income," Koebcke said. "Fratco does so much for us. I've been on the fire department for 35 years and Fratco encourages that. They want you to be an active member of the community which is something you don't always see with employers."

Providing more than just support for extracurriculars, Koebcke described Fratco's willingness to train employees. He explained that they encourage employees to better themselves and provide opportunities to learn new skills, even if that means expanding their skillset so they can explore other career paths. He says Fratco helped him personally by teaching him patience and what it means to work as a team.

As far as Fratco's own progress goes, Koebcke says he's witnessed many changes over the last three decades, but in the best way.

"I watched them build the building I'm standing in and tear the old one down," Koebcke said. "Just a lot of good things have happened here, and I've seen [Fratco] grow immensely. They're just constantly trying to make things better."

Over the years, Koebcke has played his part in the bettering of Fratco. He's loaded countless trucks and has helped innumerable customers. When asked why he thought customers choose Fratco, he responded without hesitation that it was the people behind the Fratco name.

"Don't get me wrong, the products are great," Koebcke said. "But the customers like dealing with us. We've got guys that take good care of our customers, and customers notice when people are gone for the day. The people here really make a difference."

By serving as a mentor and role model for newer Fratco employees, Koebcke truly contributes to that difference.

FRATCO CARES: INVESTING IN YOUTH



CHRIS OVERMYER & FAMILY

Chris Overmyer, President and CEO of Fratco, giving a donation check to Boys and Girls Club of White County, Ind.

Not only did Overmyer gather community support by spearheading many of the meetings surrounding the establishment of the Club, he also involved Fratco to help the Club jump a hurdle that every startup faces: gathering an appropriate amount of funds.

“Fratco did more than simply provide financial clout,” Fry said. “They brought validity to the Club by showing other businesses that, as something kids in our community need, it is a viable option for investment. **Financially, Fratco set the tone and benchmark for what we’d like other donors to be.**”

The Community Foundation of White County offered a matching grant of \$20,000 which encouraged other businesses to contribute. But the Club’s first donation was made by Fratco.

According to Fry, Fratco’s financial pledge showed the Boys and Girls Club of Tippecanoe County, Indiana, the governing body of the Club in White County, Indiana, that there was interest and encouragement within the community to make the Club successful. With this support, the Club was able to open its doors early.

“Having Fratco’s initial backing allowed us to focus on the foundation rather than the funds,” Fry said. **“Frankly, I can’t say for certain if [the Club] would have gotten off the ground if it weren’t for Fratco’s assistance and Chris’ guidance.”**

Fratco’s involvement did not cease following the Club’s launch. They provide ongoing support and make donations to the Club annually; a contribution which is necessary to embolden the development of the children served as membership continues to increase. These donations are seen as investments in the future of the community, as those who attend the Club’s programming advance their skillset and pave hopeful paths for themselves.

“It’s great to have the support of such a prominent, family-oriented company in the community,” Fry said. “Both organizations value similar

Driving through the streets of Monticello, Indiana, you may stumble upon Woodlawn Elementary School—a seemingly unsuspecting building that is bursting with soul. While it no longer functions as an elementary school, that has not stopped little feet from galloping through the halls. The space is used as a local food pantry, but more prominently, serves as a home to the Boys and Girls Club of White County.

On any given day, about 190 school-aged children pass through the doors of the Boys and Girls Club for after-school programming, and a total of 532 community members are served annually through a combination of programs, including summer club.

“We see a lot of lower income students, but you don’t have to be low income to benefit from the Club,” said Dan Fry, Unit Director of the Boys and Girls Club of White County, Indiana. “It’s a great place for kids to come for after-school interaction and socialization, especially if they aren’t involved in sports. It’s something that’s affordable and safe that helps to develop a sense of community.”

During the school year, children in the club are transported via school bus and can enjoy an after-school snack, socialize with their peers, receive homework help and partake in

activities that Fry refers to as “high-yield” learning, which incorporate multi-disciplinary benefits, from leadership development to physical activity to character-building. The children are also introduced to career-speakers and have the option to join specialized clubs for more individualized learning, like gardening club and nature club.

The Club initially began operating out of a functioning elementary school, but membership quickly grew too large, forcing them to move to the more permanent location of the vacant Woodlawn Elementary school building. This rapid growth coupled with the significant impact the Club plays on young people’s lives in the community makes it surprising to learn that a few short years ago there were questions as to whether the program would be successful.

Following the decline and ultimate failure of a similar local program shortly after its launch, there were concerns about the sustainability of starting a local Boys and Girls Club chapter. In 2013, the community established a steering committee to conduct a needs assessment and facilitate open discussions with the community and schools. One of the members of that steering committee was Chris Overmyer, President and CEO of Fratco.



**BOYS & GIRLS CLUBS
OF AMERICA**



DAN FRY

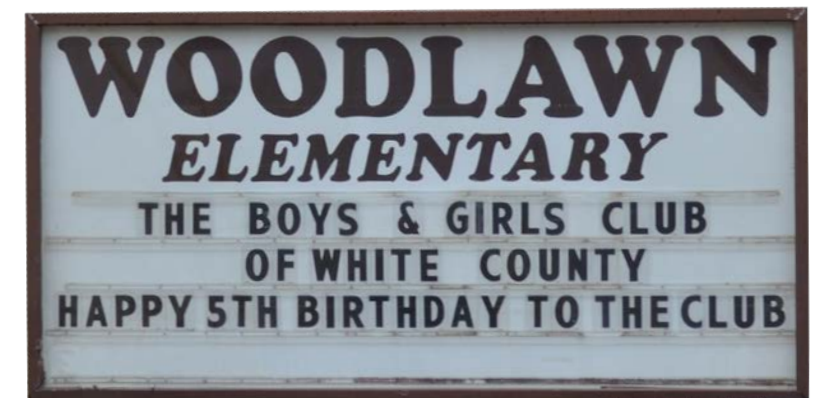
Unit Director of the Boys and Girls Club of White County, Ind.

FAST FACTS

- The Club started with 44 members and grew to over 200 in their first year of operation.
- The Club staff decorates “home bases” and hangout spots with their own money.
- Desks were removed from all of the classrooms to make it feel less like school and more like a fun space for kids.
- The membership fee for the Boys and Girls Club of White County, Ind. costs only \$10/year per person.

WOODLAWN ELEMENTARY

Home of the Boys and Girls Club of White County, Ind.



things. I treat all of the children here like they are my own and treat the staff like my brothers and sisters. We really feel like a family, and that's the notion I get from Fratco as well."

In January of 2019, the Boys and Girls Club of White County, Indiana celebrated their fifth birthday and are looking ahead to what the next five years have in store. Like Fratco, the Club constantly strives to innovate and change their way of thinking, staying flexible to welcome new ideas as they come. Together with open minds and open hearts, Fratco and the Club provide an invaluable impact on the community, bolstering young dreamers today to become leaders tomorrow.



BUDDY BENCH

Located on the playground of the Boys and Girls Club, this bench encourages treating others with kindness.

FRIENDLY FACES

The Club often receives visits from working professionals, community leaders and furry friends.

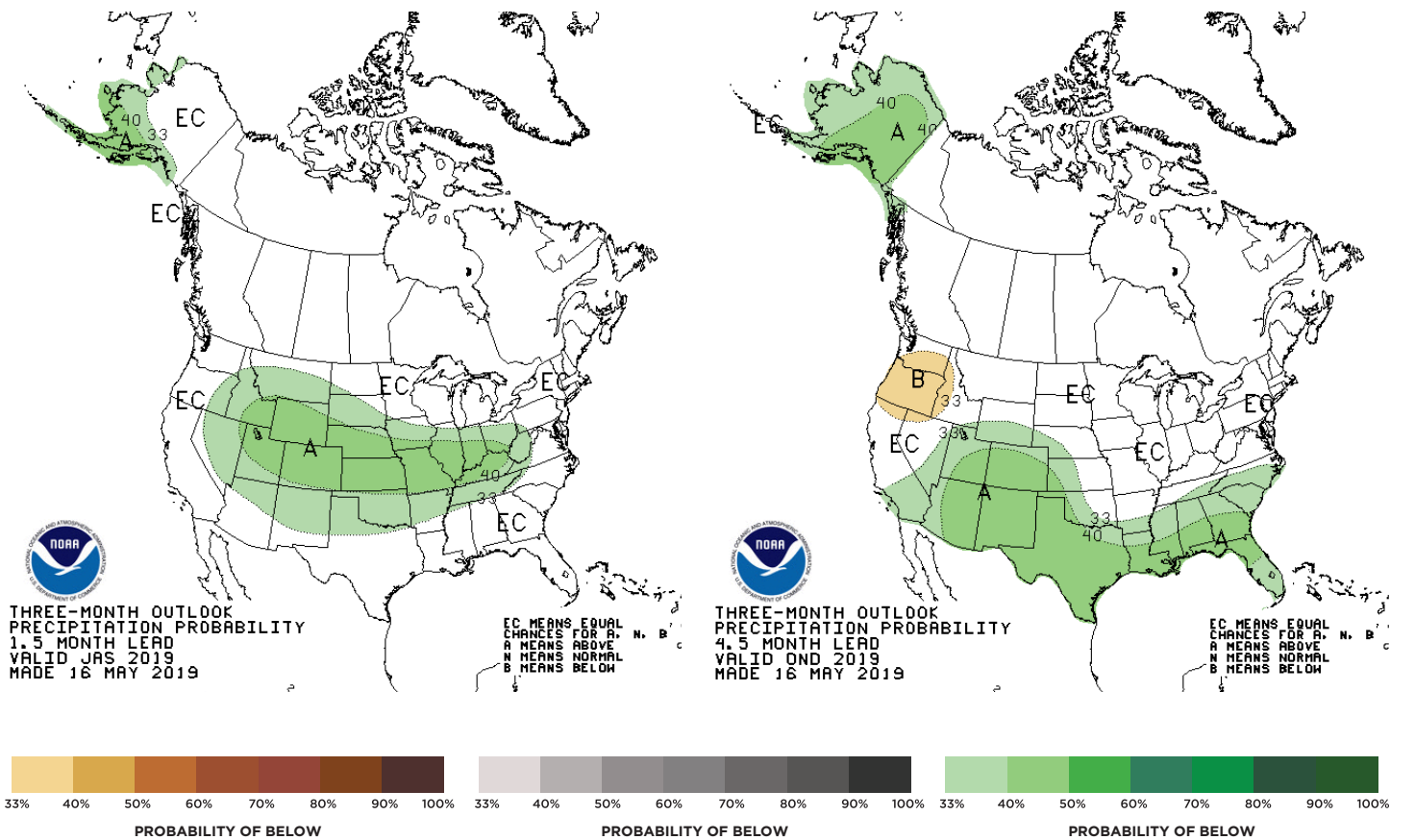


PRECIPITATION OUTLOOK

FROM THE NATIONAL WEATHER SERVICE

JULY-SEPT

OCT-DEC



Nothing about the future is set in stone, and weather predictions are no exception. But in an industry where thorough preparation is fundamental, having an idea of what lies ahead can be the difference between business as usual and battling rain delays. Always keep an eye on daily and weekly weather outlooks, but also set yourself up for success by planning ahead through seasonal forecasts.

For the latest weather information, visit the National Weather Service's website.

TRADE SHOW SCHEDULE

2019-2020



INDUSTRY TRADE SHOW

- Aug. 6-8** **Minnesota Farmfest**
Morgan, Minn.
- Sept. 17-19** **Ohio Farm Science Review**
OSU, Ohio
- Dec. 11-13** **Iowa Country Engineers Conference**
Des Moines, Iowa
- Dec. 17-19** **Indiana Farm Equipment & Technology Expo**
Indianapolis, Ind.
- Jan. 13-14** **Indiana Soil & Water Conservation Districts**
Indianapolis, Ind.
- Jan. 14-16** **Ft. Wayne Farm Show**
Ft. Wayne, Ind.
- Jan. 28-30** **Iowa Power Farming Show**
Des Moines, Iowa
- Feb. 12-15** **National Farm Machinery Show**
Louisville, Ky.

- July 9-13** **National LICA Summer Meeting**
Vancouver, Wash.
- July 24-25** **Iowa LICA Field Days**
Melborne, Iowa
- Jan. 2-3** **Ohio LICA Convention**
London, Ohio
- Jan. 5-8** **Iowa LICA Convention**
Des Moines, Iowa
- Jan. 12-14** **Michigan LICA Convention**
East Lansing, Mich.
- Jan. 14-17** **Nebraska LICA Convention**
Kearney, Neb.
- Jan. 15-16** **Wisconsin LICA Convention**
TBD
- Jan. 15-17** **Minnesota LICA Convention**
New Ulm, Minn.
- Jan. 22-24** **Indiana LICA Convention**
Indianapolis, Ind.
- Jan. 30-Feb. 2** **Missouri LICA Convention**
Columbia, Mo.
- Feb. 19-22** **Illinois LICA Convention**
Springfield, Ill.

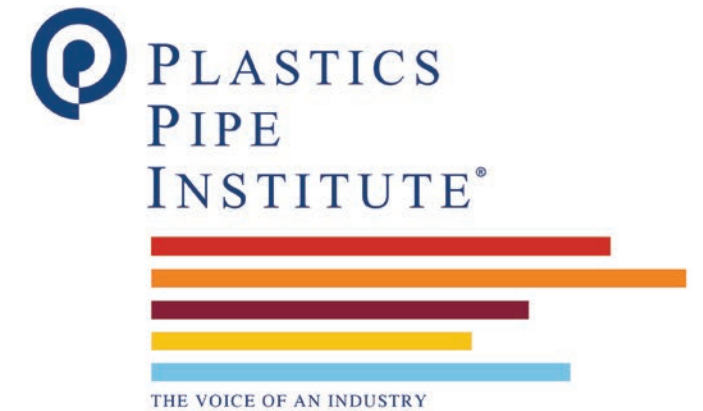
Stay up to date with everything Fratco at www.fratco.com

INDUSTRY NEWS

2019 is shaping up to be a monumental year for the drainage industry. Here are a few of the key milestones to be aware of in the coming months:

- The Corrugated Plastic Pipe Association (CPPA) is changing names to become the Drainage Division of PPI.
- Building upon the 2018 ASTM and AASHTO standard revisions that now allow recycled material in corrugated HDPE pipe for public drainage applications, a new peer-reviewed Life Cycle Assessment for HDPE drainage pipe will be made public. In addition, multiple presentations and articles highlighting the LCA results and introducing new sustainability messaging are expected to be released.
- With the final chapters currently under review, the new PPI Drainage Handbook is expected to be issued in the near future. Key chapters, including Installation Guidance and Structural Design, have received final PPI approval and are anticipated to be the first posted to the newly revised Drainage Division of PPI webpages for download. Members will have the first opportunity to download these chapters and “test-drive” the new Drainage Handbook webpage.
- A \$100K research project is underway to better understand and model the installation conditions for corrugated HDPE pipe installed in native soils. Contributions toward this research effort will be provided through the Drainage Division of PPI’s Research Committee as models and field investigations are completed.

Brought to you by:



- A federal infrastructure bill is expected to be introduced in the coming months. The Drainage Division of PPI is continuing efforts to encourage material competition on projects where federal funds are utilized.
- While the Drainage Division of PPI’s website was updated in 2018, content reflecting the new handbook and sustainability information will be added in 2019.



DECADES OF DRAINAGE & PERFECT PAIRINGS

Few people are fortunate enough to find success in a self-made business right out of high school and still genuinely enjoy what they do decades later, but Phil Tribby has managed to do just that.

Phil Tribby and his wife, Sue Tribby, run Tribby Inc., a drainage and excavation company in Kansas, Illinois. Phil Tribby and his brother first founded Tribby Brothers Tiling in 1979. The two grew up gaining experience in the industry through their father's bulldozing and excavation business and saw a chance to rectify a shortcoming in the area.

"We started the business because there was a need for it," said Phil Tribby. "There weren't any other contractors around here at the time and I loved this type of work. It was a natural fit."



The business pairing between Phil Tribby and his brother, however, eventually dissolved as the two decided to part ways.

Phil Tribby maintained his drainage contractor business while his father independently continued his bulldozing and excavation business. After several years, the two merged the complementary businesses to become Tribby and Tribby. They worked this way until 2013, when Phil and Sue Tribby bought the company and converted the name to Tribby Inc.

40 years since he first began, Phil Tribby is enthusiastic as ever about his business, likening the work to a big kid playing with large Tonka toys in a giant sandbox. And while Tribby Inc. is not the first contractor in the industry to reach a 40-year milestone, they may be the only contractor to have as unique of a collection as Phil Tribby. Through the years, Phil Tribby has accumulated an impressive assortment of tile relics, some pieces dating back to the late 1800s. This miniature museum of the industry's past is indicative of the passion he feels for his work.

INSTALLATION DAY

This is the view of a typical day's work for Phil Tribby, and it's not one that he gets tired of seeing.

"It's been really exciting to see the changes in the drainage industry over the last 40 years," said Phil Tribby. "The advancements definitely make jobs quicker and simpler, but we think about everything we've done in the past and are proud of it all. I can't imagine how that's going to change even more with new technologies."

While technology continues to advance, one thing that has not changed is Tribby Inc.'s commitment to their customers. Their success over the last few decades has lived on repeat business, resulting in the maintenance of a customer base who trusts them. Some of these existing customers have worked with Phil Tribby since the very beginning of his operations.

"Our customer service can't be matched," said Phil Tribby. "We treat the guy with a 1-hour backhoe tile repair the same as we treat the guy who's got a 200-acre system. We don't put anyone ahead of anyone else or treat anyone better than anyone else."

Tribby Inc. has built their reputation on providing superior customer service and quality work, and they prioritize working with companies who share similar values. They've maintained an ongoing relationship with Fratco for the last 25 years for this very reason.

A GLIMPSE INTO THE PAST

Phil Tribby often unearths clay tile from drainage systems of long ago and saves pieces to add to his collection.

Phil Tribby was first introduced to Fratco shortly after he started business laying clay tile. He says the salesman at the time seemed to genuinely care about Tribby Inc. as a customer and also provided a high-quality product. Initiating business between the two was well-suited.

As time has gone on, Phil Tribby says his respect for Fratco has only continued to grow. From last minute changes to jobs, to timely quotes and large jobs that required staggered shipping distributions, Phil Tribby says he can count on Fratco to take care of everything—something which goes a long way for him.

"I can install [Fratco products] with confidence and know I'm not going to have to come back later and explain why the pipe failed," said Phil Tribby. "We guarantee our work to be right, so if something were to happen, we're



fixing it on our dime. **The continuous quality of the product has been the biggest thing I've appreciated about Fratco products.**"

Yet another aspect that the two companies share is their obligation to soil and water management. Fratco is a member of eight state chapters of LICA and Tribby Inc. has co-chaired four LICA soil and water shows in different parts of Illinois.

"[Phil] truly loves the land," said Sue Tribby. "That is something I really admire in him. He always looks for the best interest of the land."

Serving as certified Technical Service Providers, Tribby Inc. has developed a sort of mantra they adhere to: Future generations are dependent on how well we maintain the soil today.

As for the future of Tribby Inc., they are looking to continue the same pattern of success by doing whatever they can for whoever walks in the door. Seeing the impact they have on farms and being able to provide a beneficial service to those around them assists in continuing to find enjoyment in the hard work they do.

"When it stops being fun then it's time to quit!" said Phil Tribby.

And for him, the fun doesn't appear to be ending any time soon.



PHIL AND SUE TRIBBY

Sue oversees GPS surveying and mapping while Phil handles excavation and installation. The two agree that they work well together.

DID YOU KNOW?

FAMILY VALUES ARE INGRAINED IN US

As a long-standing family-owned business, Fratco has been the pride and joy of four generations. Family values have been instilled since we first began, which means employees, contractors, customers and everyone who supports us are treated like family members. From those humble beginnings to today's refined processes and 100 years of service in between, **we have never lost sight of the importance of taking care of our family,** with products they trust and service they can count on.

YOUR SATISFACTION IS OUR PRIORITY

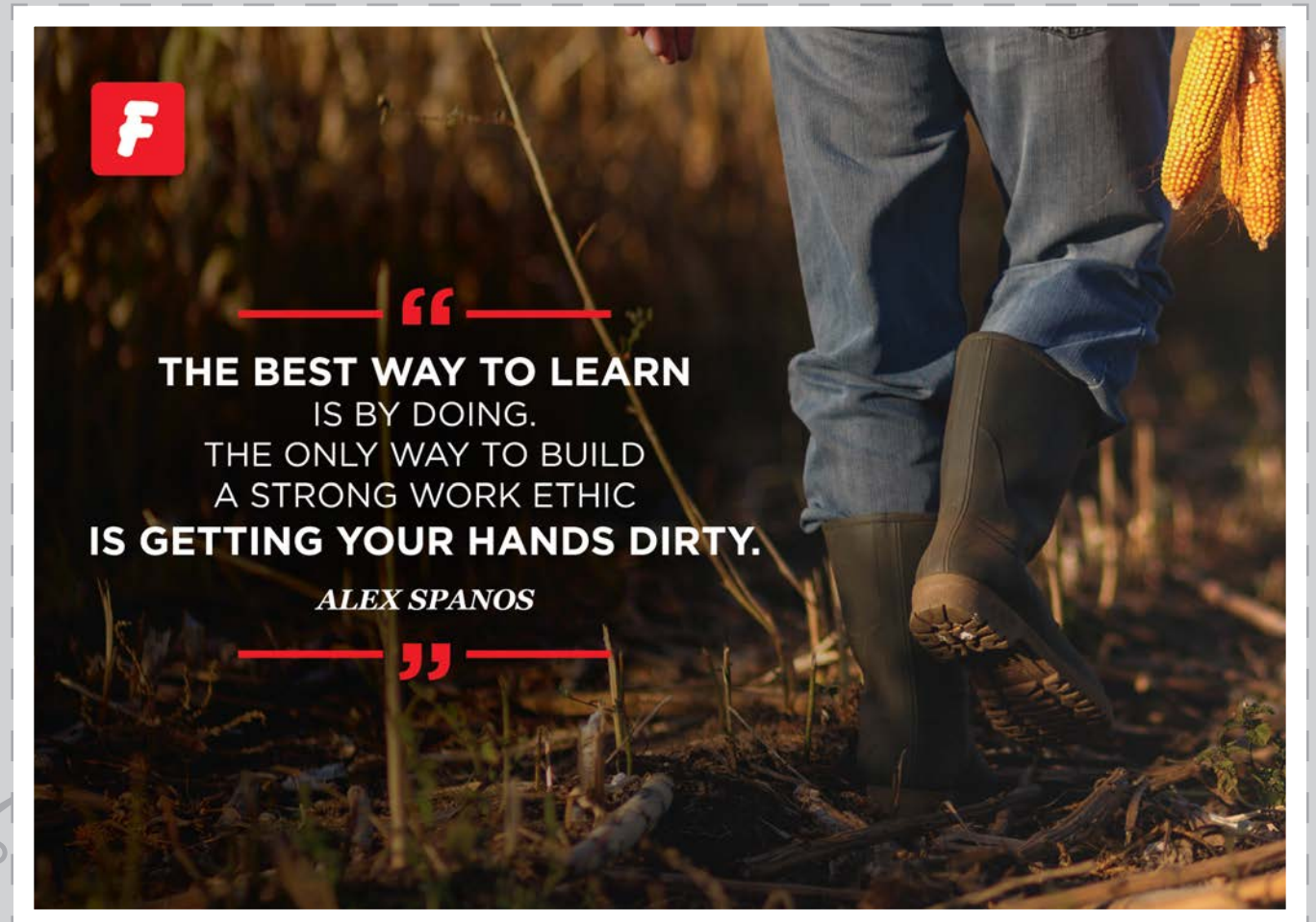
"It has to be right" isn't just something we say. **It's a belief we strongly adhere to.** We, like our customers, want the job done right the first time and will do everything in our power to make that happen. But even the best laid plans go awry. If problems occur, either with the product itself or the delivery process, we ensure the issue is addressed promptly. We take care of people—ask around.

WE'RE HEAVILY INVOLVED IN LICA

Fratco is an active member in eight state LICA chapters as well as the national chapter. The aim of this association is to encourage high standards of workmanship in resource management and promote land improvement practices. This organization of contractors brings together people of similar interests while providing opportunities for improving our natural resources. We strongly believe in this mission of conservation and are proud to support it.

WE HAVE PLANTS IN INDIANA, ILLINOIS AND IOWA

Operating four locations throughout the Midwest gives us more flexibility and allows us to deliver our products fast. At each of our locations, the Fratco team is working diligently, striving to ensure all necessary products and materials are ready to move as quickly as you are. With over 50 delivery vehicles, **we do everything in our power to work efficiently in order to get our product in your hands before your project begins.**





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