



Roxsand



From left to right: Jaydon Hughes, Jacob Hughes, and Mark Hughes

Family Business Inside the Family Business

Twenty years is a long time to work alongside anyone. When that person is your dad, it's something different altogether. At the end of this season, Mark Hughes will be retiring after 43 years at the Ortonville quarry.

For most of my career, I didn't just work with Mark, or "Chuck" as we know him - I worked under him. As a driller, as part of the crew, learning the job the same way he did: by doing it. He wasn't the type to give long explanations or sit you down with a playbook. You watched, listened, and eventually figured out how to "speak Chuck." That's the thing - my dad doesn't say much, but he doesn't have to. His actions have always done the talking.

Old School, In the Best Way

My dad built his career the old-fashioned way. He learned everything on the job, over decades of drilling and blasting, especially during the big ballast years. He oversaw auxiliary crushing crews, kept people on task, and made sure the work got done.

If that meant longer hours or getting creative to hit production, that's what happened. There may still be a little of the "this is how we've always done it" mindset, but he's also no stranger to changes and adaptations to processes. Even the younger team members recognize that when Chuck talks, or even when he doesn't, he knows his stuff.





Natural Collaboration

Working together as father and son, a lot of things went unsaid. There's a rhythm you fall into over time. You learn how each other operate, where strengths fall, and how to complement one another without needing to spell it out.

I've always leaned more into the technical planning side of things. He's been the one who just knows what needs to get done and gets after it. No overthinking, no wasted motion, and that balance worked.

Even when I transitioned into a leadership role, he never made it complicated. He was supportive in a quiet way—no big speeches, just steady backing.

More Than the Job

If there's one thing that defines his career, it's that he was always in it. Rail loadout, conducting, drilling, loading - he was on the ground or in the locomotive, right in the middle of it. He liked to participate. That's what a good day's work meant to him.

Outside of the quarry, you see the same approach at home. His yard, his plants, the landscaping - everything is done with care, attention, and pride - even earning the local recognition of Yard of the Week. It's not rushed or halfway. He puts in the time to do it right, just like he always has on the job.

What I've Learned

There's a lot I've learned from him over the years, whether it was said outright or not. His willingness to help anyone. His mindset that you can figure things out if you put in the effort. The way he leads by doing, not talking. He's the kind of person who would give you the shirt off his back without thinking twice - acts of service, every time.

At the end of the day, you can take notes from Chuck. Show up, do the work the right way, take care of your people, and make sure everyone goes home safe. Be consistent. Be dependable. Get the job done. After 43 years, he's earned what comes next. He'll be closing out a career defined by hard work and consistency.

Written by Jacob Hughes - Plant Manager, Ortonville

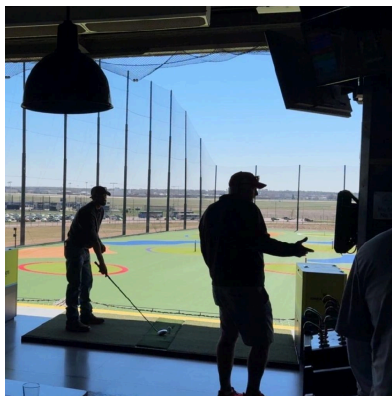
Happy Birthday

Adam Turner - Dell Rapids East
Gregory Arnold - Sioux City
Joby Beavers - Akron Shop
Madisen Broesder - East Sioux Quarry
Calvin VanderMaten - Support Center
Marv McKnelly - Myrl & Roy's
Scott Grosse - Nelson
Mark Loehrer - Ortonville
Angel Erives Pena - Ragsdale
Alejandro Mena - Fort Lupton
Misael Macedo Rios - 88th Transload

Team Building Events

Over the month of April, teams across the company have been finding time to step away from the day-to-day and come together for team building events in recognition of our 150th anniversary. Whether it was a meal, friendly competition, or a new experience - the goal was connection and community. There were some very impressive bowling scores, fast go-karts, and even bicycle donations! Thank you to our teams for your efforts every day - doing the work we do in a safe, reliable, and productive manner.

Below are just a few photos from various events.





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