

Message from John Brand

To all BF&S employees:

I hope you will be able to attend the BF&S Colts Super Bowl Party on Friday. It should be a fun way to get the Super Bowl weekend started. I am looking forward to rooting the Colts to a victory on Sunday and watching an exciting game. Hopefully another Lombardi Trophy will make its way to Indianapolis.

At a recent Business Council meeting, Brett Bayston provided information summarizing the benefits of our 401(k)/Profit Sharing Plan. The numbers illustrate that our plan and participation is excellent. Performance of the plan and individual funds within the plan continue to outperform their respective peer groups in spite of the recent turbulent markets. As fiduciary advisers of the plan, member of the Business Council continue to take a long-term view in evaluating funds and participation options. Ultimately, it is each employee's individual decision to participate and manage their account. The company will continue to generously fund the plan as profits allow.

Ninety four percent (94%) of eligible employees participate in our plan. Over the last several years, the participation has fluctuated from the middle ninety percent to 99%. Our goal is to have 100% employee participation so that all employees are able to take advantage of the company match provision. The employee contribution, coupled with company match of employee contribution, company funded profit sharing plan contributions and plan earnings, result in an average contribution per employee of \$8,686 per year. As of December 31, 2009 the aggregate plan balance was \$13,330,177 which includes \$6,981,678, or 52%, funded by BF&S employer match and profit sharing.

The following averages per active participant apply to our plan:

Percent Deferred	7.06%
Number of Funds	6.3
Annualized Contribution	\$ 8,686
Average Account Balance	\$98,656

The 401(k)/Profit Sharing Plan is one of many employee benefits offer by BF&S. We will continue to look for opportunities to improve our excellent employee benefits package.

GO COLTS!
John Brand

February Birthdays

<u>Name</u>	<u>Date</u>
Kevin Waldroup	02
Andrew Ondecker	09
Ryan Smith	10
John Huston	12
Ryan Scott	20
Rich Fidler	21
Dennis Eakins	24
Mike Matel	26

February Anniversaries

<u>Name</u>	<u>Years</u>
James Hamilton	45
Clyde Carter	31
Michael Waldron	27
Michael Biesecker	26
Gary Nulliner	26
Mike Matel	25
Amy Moulton	19
Kyle Muellner	10
Chris Milne	10
John Clair	08
David Garwood	08
Drew Kelley	07
Roy Lee	04

Upcoming Events

Super bowl Party	Feb 5
Purdue Road School	Mar 9-11

BF&S NEWS & NOTES

Employee News

BF&S Benefits

Health and wellness is the key to keeping our own health insurance costs under control and BF&S does a great job providing those opportunities to us. BF&S offers corporate membership programs to the Greater Indianapolis YMCA locations and the Lafayette Family YMCA. For those of you who live outside of the greater Indianapolis or Lafayette areas, BF&S will reimburse you for half the cost of an adult membership, up to a set rate, towards the total cost of any membership level that you choose. They are also providing a weekly supply of fresh fruit as a healthy alternative to all the junk food that flows through this company. A health lifestyle significantly increases productivity, cuts down on the number of sick days taken, and reduces your health insurance costs. We encourage all employees to take advantage of this benefit and to also get your family members involved. Working together we can increase our health, reduce our costs and grow the business.

BF&S Welcomes New Employee



Please take a moment to welcome our newest full time employee Mr. Brian Martin. Brian is no stranger to BF&S; he has been a summer hire in the past. Brian has now graduated from Purdue University and is a full time member of the Road Department. To review Brian's previous employee bio go to (N:\marketing\new employee bio's\ summer interns\ Brian Martin bio.doc) Welcome Brian and good luck.

BF&S says Fairwell to Micaela Jeffress



Temporary employees come and go without us having a chance to really get to know them, and they never seem to care whether or not they give their best because they know their time is limited. Then along comes Micaela (AKA: Mica) Jeffress, and she takes those perceptions and blast them right out of the water. Mica was sent to us over a year ago on a temporary basis and since then she has become a staple to our company, but she went and fell in love and now she is leaving us. Mica's last day is February 19, 2010. Shortly after that she will be off to New York City to be with her fiance. Please take a moment to wish Mica all the best in her future endeavors. Good Luck and God Bless you Mica.

Safety Brief

Employee response to Safety Charter was very positive

Thanks to everyone who took the time to respond to the request for comments on BF&S safety issues at the annual Employees' meetings. All of the comments will be considered in formulating the 2010 Safety charter. There were 87 employees who returned the questionnaire. 70 respondents provided detailed answers or suggestions. It was good to see both the interest and concern that so many employees have regarding safety. Putting Safety high on our list of priorities will provide a good start in implementing a company wide Safety Program with benefit to everyone.

The most commented on suggestions were those that related to employees being provided and using safety gear. Items mentioned include vests, hard hats, glasses, and vehicle lights. If you attended the meetings you had a chance to pick up a vest. If you didn't get one please contact John Seufert or Mike Smith to obtain one. We would like for every employee no matter what your duties are to have one. As we develop the Safety Charter we will provide additional guidelines for use of a variety of safety equipment.

The second most commented on suggestion was the need to offer safety training. The charter members will be looking at a wide range of options in this area. At present there are two training sessions for first aid and CPR already scheduled; one in Indianapolis in February and one in Lafayette in March (see Gary Nulliner for details).

Two questions were raised at the Employees' meetings regarding safety equipment. They are stated below with responses:

Q1. Do Hard Hats have expiration dates on them?

A1. No, But they do have a manufactured dates stamped on them. The Manufacturers usually suggest that the hats are good for 3-5 years.

Q2. There were two types of vests handed out. What is the difference?

A2. The yellow sleeveless are Class 2 vests and the orange with sleeves are Class 3. We suggest that surveyors use the Class 3 with sleeves.

Below are descriptions of the two work class categories.

CLASS 2 is for use where: greater visibility is desired during bad weather; there are complicated backgrounds; workers are performing tasks that draw their attention away from approaching vehicle traffic; vehicle or moving equipment speeds exceed 25 mph; work activities take place closer to vehicle traffic.

Examples of workers who could use Class 2 may include: roadway construction workers; utility workers; survey crews; school crossing guards; railway workers; forestry workers; parking or toll gate workers; airport baggage & ground crew.

CLASS 3 is for use where: workers are exposed to high vehicle speeds and/or reduced sight distances; the worker and vehicle operator have high task loads, clearly placing the worker in danger; the worker must be visible through the full range of body motions at a minimum of 390 meters (1,280 feet) and must be identifiable as a person.

Examples of workers who could use Class 3 include: roadway construction workers; utility workers; survey crews; flagging crews.

Two additional employees offered their assistance in preparing the charter, Thank you to Sue Wood and Corey Harper. We will be in touch to take you up on your offers.

THINK SAFE, BE SAFE !!