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# NEWS

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## MNLICA RECIEVES THE KEMPS LEGISLATIVE AWARD



**Front Row:** John Peterson, Director of Government Relations, Nordis Estrem, Jeanie Bakken, Blanch Peterson  
**2nd Row:** Mark Morreim, Don Loken, Kevin Bakken

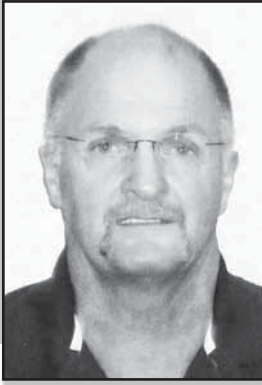
***Thank You MEMBERS for your Legislative Work!***

## WELCOME NEW MEMBERS

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## GREETINGS From Your PRESIDENT

Greetings ,

Hope everyone had a good Christmas and New Year . It sure came and went fast. Now we are all waiting for spring and warm weather to come. Thanks to all who attended the MNLICA Convention in Mankato in January. We are always trying to find topics for the education seminars. If you have any suggestions, please let us know. The LICA Winter Convention was held in Savannah Georgia the first week in February. A good turnout from across the nation was there. We had many good visits with other contractors and also with John Peterson. He is helping us in the area of NRCS wetland determinations in Minnesota. It seems that Minnesota is the worst area with issues here .

We will be doing a membership drive in March. We need to be active in recruiting members and informing them of all the benefits in LICA . Remember to be safe.

Mark Morreim

MNLICA President

**MNLICA Web-Site; [www.mnlca.org](http://www.mnlca.org)  
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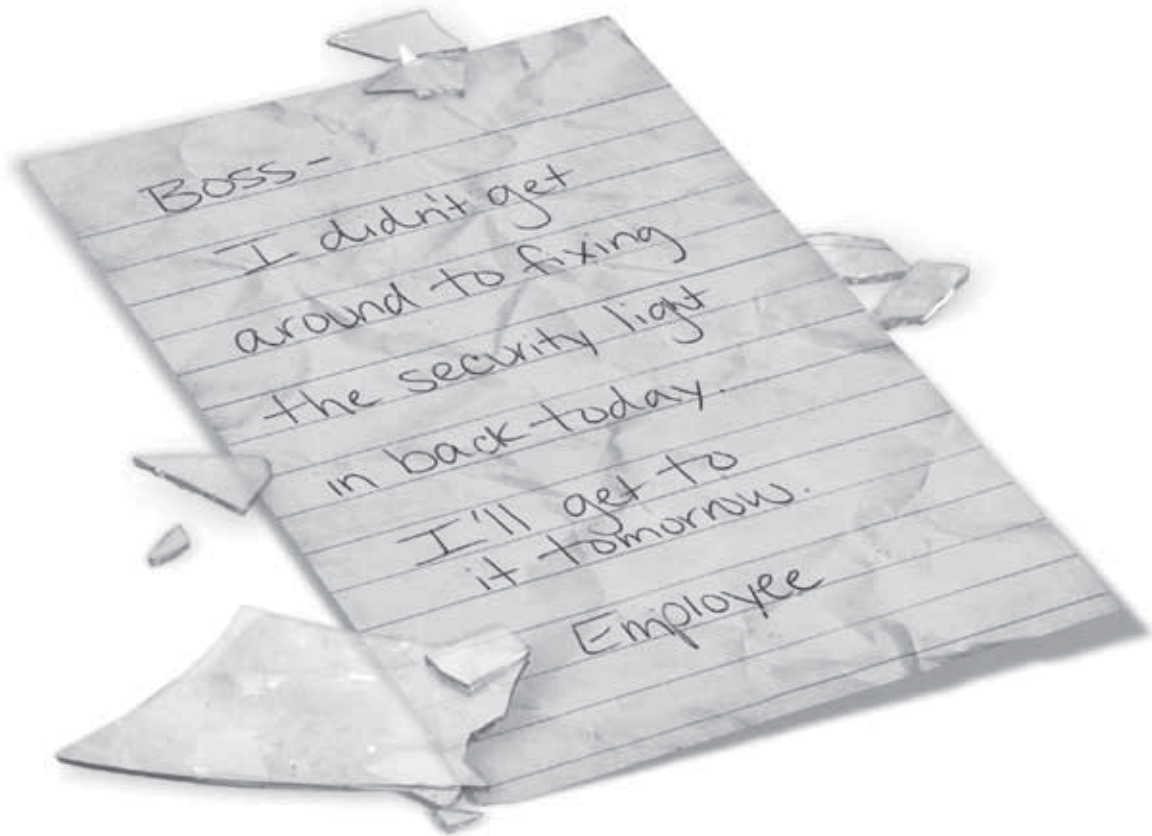
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## Too Busy To Protect Your Business?

**Even the best businesses can have claims.**

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## Risk Management Culture – A Vision for Your Future

### Federated Insurance

Today, workplace safety, employee screening, and other risk management practices are being viewed by successful companies as a way to improve the bottom line. Why? Because expenses related to workers compensation claims, auto accidents, medical costs, legal fees, lost production time, and stolen or damaged equipment can quickly add up. Not to mention the fact that it's impossible to put a price tag on an employee who has been seriously injured or killed on the job.

Every injury, every lawsuit, every poor hire, every missed opportunity to plan for the future can pull money away from your bottom line. A single injury claim can cost tens of thousands of dollars in both insured and **uninsured** costs. Insurance is designed to pay for the direct costs, such as property damage, medical bills, and legal expenses. But, who pays for the hidden costs of losses, such as expenses related to hiring and training a new employee, lost productivity, lowered employee morale, damaged company reputation, and higher insurance premiums that can result from higher experience ratings? The answer is you.

Think about that: A chunk of your profits can be lost every time an employee slips, strains, falls, or fails to follow company policies and procedures. Even seemingly small injuries can result in major financial consequences. Of the estimated \$53 billion American employers pay in direct workers compensation costs every year, more than \$13 billion is a result of injuries caused by employees simply overexerting their bodies.\*

Even the best businesses can get better. A risk management culture—the sum total of all the efforts, attitudes, and investments related to workplace safety and preventing losses at your business—can help protect your people and your profits. From senior management to front line employees, making risk management a top priority can have a significant financial impact, ultimately helping you achieve your vision for the future of your business.

In speaking with business owners across the country, Federated Insurance repeatedly heard four points regarding risk management and the impact it has on businesses.

**It has to start at the top.** Management should model good behavior, reinforce a “safety-first” message, and invest the time and resources to implement sound policies and procedures. Without their buy-in, it's difficult to establish a successful risk management culture.

**Empower employees.** Give employees the tools and incentive to take ownership in a risk management culture. Conduct regular safety meetings, provide personal protection equipment, and set clear expectations. Then, reinforce positive behavior with recognition, compensation, or other rewards.

**Take Control.** A significant number of the claims experienced by Federated policyholders are preventable. Take control by developing and enforcing policies related to safety, conduct, and hiring. Designating a single employee to surround these critical practices is one way to take the reins.

**It has a financial impact.** “Hidden” expenses related losses can quickly add up. Additionally, losses can impact your workers compensation experience mod which can lead to higher insurance costs.

The good news is you don't have to do it alone. Federated Insurance provides clients with an annual Risk Control Review<sup>s</sup>. As one of its Major Client Service Standards, Federated's Risk Control Review is designed to help identify ways to better protect your money and your employees. Federated also supports your risk management culture with a variety of loss prevention tools, employee training and screening materials, and personal consultation services through its Risk Management Resource Center.

In a competitive business world, where the pressure to turn a profit is often the highest priority, it's tempting to sweep risk management under the rug. But, turning a blind eye to this critical issue can be one of the most costly decisions you ever make. With your vision clearly focused on a risk management culture, you can positively impact your bottom line. Contact your local Federated marketing representative to learn more about how a Risk Control Review can benefit you—it may be the most impactful call you make all year.

\*Source: “National Safety Council Injury Facts 2012 Edition.” National Safety Council. 2012

This article is for general information and recommendations regarding risk prevention and should not be considered legal advice. The recommendations herein are not a guarantee of the reduction or elimination of any risk of loss. The information provided is accurate as of November 2012 and is subject to change. Qualified counsel should be sought for questions specific to your circumstances. © 2012 Federated Mutual Insurance Company. All rights reserved.

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## A BIT OF EASTER

**Question:** When is Easter? Unlike other holidays that fall on a specific date, Easter, is movable based on the moon cycle. Falling the first Sunday after the first full moon in Spring (after the vernal equinox).

**Answer:** Easter falls on March 31, 2013

In addition, it varies between Western world which uses the Gregorian calendar & the few places especially in Greece, which uses the Julian calendar for Orthodox feast days.

**Question:** When is Greek Orthodox Easter?

**Answer:** May 5, 2013.

## “Bad” Hire – Higher Costs

### Federated Insurance

*A business owner hired a friend’s daughter who recently graduated from college. Her application looked great and the job interview went well. He waived her background checks she was hired as a sales associate.*

*A few months later, other people in the department began complaining about the young woman, claiming she was moody, demanding, and rude to the clerical staff. She also expected other salespeople to handle service calls when she wasn’t in the office, which was often. One long-time employee became frustrated with the working conditions and left the company.*

In this example, reference checks could have revealed that the employee had been fired from a prior part-time job for the same type of behavior. In addition, a drug test would have uncovered a substance abuse problem.

Business owners can purchase employment related practices liability insurance to protect themselves from lawsuits alleging discrimination and harassment or wrongful termination. However, insurance coverage can’t compensate for the lost productivity, worry, and embarrassment that can result from a regretful hiring decision.

Hiring the wrong person can lead to employee injuries, employment-related lawsuits, and higher employee turnover. Federated’s employment practices resources can help you minimize the costs associated with hiring mistakes. Information and sample materials are also available on proper procedures and documentation needed for terminating employees who don’t work out.

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Mention Wetlands, Drainage, or Permits and Someone will Mention



**RINKE NOONAN**  
*attorneys at law*



Kurt Deter  
[kdeter@rinkenoonan.com](mailto:kdeter@rinkenoonan.com)



John Kolb  
[jkolb@rinkenoonan.com](mailto:jkolb@rinkenoonan.com)



Gary Leistico  
[gleistico@rinkenoonan.com](mailto:gleistico@rinkenoonan.com)

Landowners are becoming increasingly aware of the difficulties in dealing with wetlands, drainage, and acquiring permits. The DNR, NRCS, Corps of Engineers, county and local governments all may have interests that must be addressed.

Our work involves wetlands, drainage, and other water related issues, permits - areas of law that are constantly changing and becoming more specialized.

If you're facing a challenge in any of these areas, or are wondering if you could benefit from legal help, call Kurt, John, or Gary at (320) 251-6700 or (888) 899-6700

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### HIGHLIGHTS FROM SAVANNAH AND NATIONAL LICA

Thank you to all of the MNLICA Members and Associates that helped LICA organization to reach their goal of over 2000 members. We have so much to offer contractors in benefits. If YOU have not tried any of the new or old benefits, please give it a try! They are well worth it. I personally saved over \$200.00 (most of my dues) just by using the CLC (Corporate Lodging Card) on the trip to Savannah, GA. and back. I have used over the past year the Petrocon Goodyear Tire program and again saved over \$150.00 on the pick-up and van tires, (6-tires in all). I know that you can save that on just one dump-truck tire. So I feel my dues have been paid for me through just these two items. You can save on oil, lubricants, rubber tracks and many more items.

There are several new programs, go on-line to NLICA and find what fits you or call the National LICA office. I know I am going to check out the new Service Supply catalogue program with over 10,000 parts available at a discount, Club Colors will make your monogrammed (or not) safety vests, jackets, caps, shirts and more items for reduced prices, go on-line and check this program out.

All these programs are **FREE** to LICA members and Associates.

The National Conventions are a great way to gain more information and friends nationwide. They offer a great time for the family to take a winter vacation along with some education and fun times. The summer convention will be July 9-13, 2013 at Cleveland, Ohio & winter will be March 4-6, 2014 in Las Vegas, NV along with Con-Expo.



NATIONAL LICA CONVENTION, SAVANNAH, GEORGIA



Tour to JBC to play with machines.



Trainings were well attended



Nordis enters the Float Contest



How did he do this? No support!



Great to laugh with!



LICA meets the 2000 MEMBERS goal!



Ready to vote on issues



Bob Bak, S D receiving contractor award

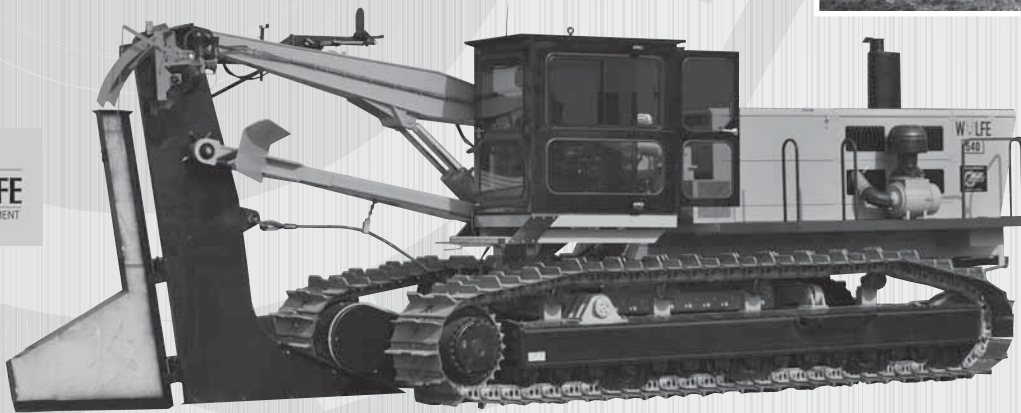
MNLICA should be proud of it's members who give of their time and talents to get us Awards at the National level! Thank YOU to all who visit the State Legislators and call them on a regular basis to keep them informed on our concerns and issues with new legislation and regulations that do not make sense for farmers, home owners or small Businesses. Keep up the GOOD WORK MNLICA MEMBERS AND ASSOCIATES!



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**DID YOU KNOW**

Did you know as you walk up the steps to the building which houses the U S Supreme Court you can see near the top of the building a row of the world's law giver's and each one is facing one in the middle who is facing forward with a full frontal view. It is Moses and he is holding the 10 commandments.

Did you know as you enter the Supreme Court courtroom, the two huge oak doors have the 10 commandments engraved on each lower portion of each door.

Did you know as you sit inside the courtroom, you can see the wall right above the Supreme Court Judges sit, a display of the 10 commandments.

There are bible verses etched in stone all over the Federal Buildings and Monuments in Washington DC. James Madison, our fourth President, known as the Father of our Constitution, made the following statement: "We have staked the whole of all our political Institutions upon the capacity of mankind for self-government, upon the capacity of each and all of us to govern ourselves, to control ourselves, to sustain ourselves according to the 10 commandments of God". Each session of Congress begins with a prayer by a paid Preacher, whose salary has been paid by the taxpayer since 1777.

Did you know that fifty-two of the fifty-five founders of the Constitution were members of the established Orthodox churches of the Colonies.

Thomas Jefferson worried that the courts would overstep their authority and instead of Interpreting the law, would begin making law an Oligarchy: the rule of few over many!

How then, have we gotten to the point that everything we have done for the past 220 years is now suddenly wrong and Unconstitutional?

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Please share these important messages with your family, tenants, managers and workers too.

Remember, **call 811** before you dig to get natural gas pipelines marked!"

## OSHA issues hazard alert on diesel exhaust, diesel particulate matter

*Mixture of gases and very small particles can create a health hazard when improperly controlled*

Diesel engines are beneficial in that they provide power to a wide variety of vehicles, heavy equipment, and other machinery used in a large number of industries. However, the exhaust from diesel engines contains a mixture of gases and very small particles that can create a health hazard when improperly controlled. Understanding who can be exposed, the health effect of exposure, and how the hazards can be controlled are key to protecting workers.

According to OSHA, the occupations with potential exposure to diesel exhaust and diesel particulate matter include miners, construction workers, heavy equipment operators, bridge and tunnel workers, railroad workers, oil and gas workers, loading dock workers, truck drivers, material handling operators, farmworkers, long-shoring workers, and auto, truck and bus maintenance garage workers. This is due to the fact that most heavy- and medium-duty trucks are equipped with diesel engines. In addition, equipment used in mines; buses, locomotives and ships; heavy equipment such as bulldozers and tractors; and other types of equipment such as bucket lifts and generators are equipped with diesel engines. When in the vicinity of diesel powered equipment miners and other workers are at risk of exposure to diesel exhaust and diesel particulate matter.

The health effects of diesel exhaust and diesel particulate matter include headache, dizziness, and irritation of the eye, nose and throat when exposed to high concentrations of diesel exhaust and diesel particulate matter in the short term. For prolonged exposure, the risk of cardiovascular, cardiopulmonary and respiratory disease and lung cancer increases.

To control exposures, OSHA says that engineering controls are the most effective strategy. However administrative controls, which refer to changes in the way work tasks are performed, can also reduce or eliminate the hazard. Examples include:

- Limiting speeds and using one-way travel routes to minimize traffic congestion,
- Prohibiting and/or restricting unnecessary idling or lugging of engines,
- Restricting the amount of diesel-powered equipment and total engine horsepower operating in a given area and ensure that the number of vehicles operating in an area does not exceed the capacity of the ventilation system, and
- Designate areas that are off-limits for diesel engine operation and/or personnel travel.

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EECI12694-S02-01

## DON'T GET PINNED

### Lower skid steer bucket before exiting cab

Being pinned between the bucket/lift arms and frame of the machine accounts for about 70% of fatal skid steer accidents. To prevent this type of accident, follow these safety practices:

Do not work underneath raised skid steer lift arms if an approved lift-arm support is not available.

Never use concrete blocks as support.

When leaving the operator's seat, lower the bucket or attachment flat to the ground, set the parking brake and turn off the engine.

If you're unable to exit through the front of the machine, use the emergency exit through the roof or across the back.

Do not use foot or hand controls for steps or handholds.

Keep the foot controls free of mud, ice, snow and debris.

Unbuckle the seatbelt and completely raise the restraint bar to activate the interlocked control system, which locks the operational controls.

Regularly inspect and maintain interlocked controls in proper operating condition.

Keep your arms, legs and head inside of the cab while operating the loader.

Never modify or bypass safety devices.



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## DIRECTORS REPORT

Hope you all had a good winter, but now it is time to start the machinery and move that dirt once again.

If you want a special training in your area during the year, please call Nordis at 507-649-1771 or e-mail: [nordisestrem@frontier.com](mailto:nordisestrem@frontier.com).

LICA is now over 2000 members strong in the United States. If you know of a contractor in your area that is not a member and should be (all should be!) please call Mark Morreim or Nordis Estrem and we will be happy to visit them with all the benefits we have to offer.

Have you as a member or associate used any of the new LICA benefit programs? If not, WHY? I have used the Petrocon Program and the Corporate Lodging Card and saved well over the cost of the MNLICA dues!

If you need more information on any program please call or e-mail myself or Jeanie.

## BUTTERNUT SQUASH AND POTATO SOUP

- 1-medium butternut squash
- 2-carrots; peel & dice
- 1/2 yellow onion, diced
- 2-stalks celery, diced
- 2-cloves garlic, crushed
- 2-baking potatoes, peel & diced
- 1 container (32oz) vegetable broth
- 1- teaspoon salt
- 1-teaspoon pepper
- 2-teaspoons olive oil

Cut off top & bottom of squash, peel squash, cut lengthwise in 1/2. Scoop out seeds. Cut into 1-inch pieces. Put squash, onions, celery, potatoes, carrots, garlic and broth into a large saucepan, turn heat onto medium and bring all to a boil. Reduce heat to simmer. Cook for 35 minutes, or until all vegetables are tender. Transfer vegetables with ladle from the pot to a blender (use 2 or 3 batches--do not do all at once). Blend on high until smooth. Pour blended vegetables into separate pot and stir well. When all batches are in the pot season soup with salt & pepper. Ladle soup into serving bowls. Drizzle each bowl with about 1/2 teaspoon of olive oil. Serves 4.

**MEMBERSHIP APPLICATION**

Please enroll me as a Member of the Minnesota Land Improvement Contractors Association. I understand That I will receive all member benefits, and that they will begin as soon as my application is approved and My dues are received in the State Office. My membership fee includes membership in the National Land Improvement Contractors of America.

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Spouse: \_\_\_\_\_

Company: \_\_\_\_\_

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## SENATE DEMS unveil \$110 billion sequester-replacement package- Sequestration & Elimination of Direct Payment Subsidies

### Statement from Chairwoman Stabenow Regarding Sequestration and Elimination of Direct Payment Subsidies

**Washington, DC** – Senator Debbie Stabenow, Chairwoman of the U.S. Senate Committee on Agriculture, Nutrition and Forestry, issued the following statement today regarding the announcement by Senate Democratic leadership that agriculture’s direct payment subsidies will be eliminated as part of a larger sequestration package intended to avoid across-the-board spending cuts. The elimination of direct payment subsidies saves \$27.5 billion and constitutes the entire non-defense discretionary cuts in the bill.

“The choice facing Congress is to allow drastically irresponsible cuts to hit every part of our budget and cost 750,000 jobs, or to make smart, targeted cuts. Billions in direct payment subsidies are paid out even in good times and for crops farmers aren’t even growing. That’s why an overwhelming bipartisan majority in the Senate voted to eliminate direct payments last year while strengthening support for farmers when they have a loss. Congress needs to come together and cut government waste, rather than cutting job creation, education, and other top priorities.

“Once again, it is the Agriculture Committee that is stepping forward with responsible solutions to reduce the deficit.”

### Senate Dems unveil \$110 billion sequester-replacement package

By Alexander Bolton and Erik Wasson - 02/14/13 01:51 PM ET

Senate Democratic leaders unveiled a \$110 billion sequester-replacement bill at a closed-door caucus meeting Thursday that would replace \$85 billion in automatic spending cuts set to hit March 1.

The Senate Democratic package is split evenly between spending cuts and provisions raising new tax revenues, according to a Democratic source.

It would raise nearly \$54 billion in taxes by implementing the Buffett Rule, setting a minimum effective tax rate for wealthy individuals and families. It would raise additional revenues by changing the tax treatment of oil extraction from oil sands.

This version of the Buffett Rule would phase in a 30-percent effective rate for incomes between \$1 million and \$2 million.

The plan would also end tax breaks that incentivize companies to move jobs overseas, raising less than \$1 billion.

The \$55 billion in spending cuts are evenly divided between defense and non-defense programs. It would save \$27.5 billion by eliminating agricultural subsidies and another \$27.5 billion through defense cuts.

Senate Appropriations Committee Chairwoman Barbara Mikulski (D-Md.) said the defense cuts don't kick in until 2015, after the Afghanistan war ends and they are phased in slowly until 2021. The plan would make defense cuts of about \$3 billion in fiscal years 2015 and 2016 and slowly rise to \$5 billion in 2021.

If passed, the package would stop the sequester through the end of 2013. It would cost \$85 billion to halt the automatic cuts through the end of the fiscal year, which ends in October.

The bill would appear to have little chance of reaching President Obama’s desk, however, given opposition from House and Senate Republicans to increasing any taxes to replace the sequester.

The standoff risks significant economic damage. The Congressional Budget Office this week estimated 750,000 jobs would be lost in 2013 alone from allowing the sequester to take effect. On Thursday, Homeland Security Secretary Janet Napolitano testified that the sequester would lead to the equivalent of 5,000 fewer border guards and add an average hour delay for flights at busy airports.

The bill could be a marker for talks on replacing the sequester in the context of the passing a bill to avoid a shutdown after March 27. That must-pass bill could become the vehicle for a compromise on the sequester.

Democrats rallied behind the proposal despite concerns raised by liberals, who said it should have been tilted more to tax hikes.

“The caucus has a deal,” Senate Majority Leader Harry Reid (D-Nev.) said after emerging from the meeting.

Liberals voiced concern about the 1-to-1 ratio of spending cuts to tax revenues in the package. By their estimation, Congress has already cut \$1.7 trillion in spending and raised taxes by \$700 billion since 2010, they note.

“We’ve let it be really lopsided,” said Sen. Tom Udall (D-N.M.). “I’m going to support a more balanced approach than what we have now.”

Continued from page 16:

Senate Dems unveil \$110 billion sequester-replacement package - Sequestration and Elimination of Direct Payment Subsidies

Senate Budget Committee Chairwoman Patty Murray (D-Wash.), Appropriations Committee Chairwoman Barbara Mikulski (D-Md.) and Finance Committee Chairman Max Baucus (D-Mont.) worked with Senate Majority Leader Harry Reid (D-Nev.) to craft the package.

They presented it to Democratic colleagues at a Thursday lunch.

Walking into the meeting, Sen. Tom Harkin (D-Iowa) said he and other liberals would instead propose raising \$157 billion in new revenues through changes to the tax code to pay for the sequester. He said the liberal counteroffer would reform tax breaks for private jets, S corporations and foreign subsidiaries.

Democratic aides predicted there would not be a large number of defections, however. Harkin said he raised concerns about the 1-to-1 ratio of spending cuts to tax increases but conceded that he would ultimately vote for it. A Democratic aide said Harkin did not present a detailed alternative that would pay for the sequester mostly with revenue-raising measures.

"I think there ought to be more revenue and less cuts because we've already taken over 2-to-1 cuts in the past, 2-to-1 cuts over revenue," said Harkin. "It ought to be more revenue and less cuts."

Sen. Bernie Sanders (I-Vt.) criticized the package but would not say he would vote against it. "We'll probably end up with 70 percent cuts and 30 percent revenue...we need more revenue," he said. Asked if he is a 'no' vote he said: "No, I'll look at the final package." Sen. Carl Levin (D-Mich.), who has co-sponsored legislation to raise tax revenues by ending an array of niche tax breaks, said he would vote for Reid's sequester package even though no parts of his bill were included.

And another Senate liberal, Sen. Barbara Boxer (D-Calif.), indicated her support.

"I would prefer doing all tax loophole closing, but I can do this," Boxer said.

Murray said there is broad support among Senate Democrats for the package.

"I think our caucus is very supportive of replacing the sequester with a fair and balanced approach," said Murray. "It will be a balanced approach of 50 percent revenue, 50 percent cuts."

Murray said some her colleagues strongly prefer a higher ratio of tax revenues but would not vote against the leadership's plan

"Our caucus is very supportive of this approach," she said.

"I am supporting his proposal," Sen. Ben Cardin (D-Md.) said. "I think our caucus is very unified...we don't want to see sequestration. It does represent the values of our caucus and it is a proposal that can keep unity in our caucus."

Contact: Ben Becker, 202-224-5466

Ben\_becker@ag.senate.gov

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Nordis Estrem

4 cups cooked chicken breast, cut into bite size pieces  
 Shell pasta (2-3 cups) cooked and cooled  
 Craisin's ( add as much as you want)  
 2 tablespoons finely chopped green onion  
 1/2 cup or more Pecans (sugared or regular)  
 Mix all well.

**Dressing:**

1-1/2 to 2 cups Miracle Whip  
 1-2 tablespoons Lemon Juice  
 2-3 tablespoons sugar  
 1/4 to 1/2 cup Pecans (save for topping)  
 Mix all ingredients and add to chicken mixture.  
 Top with Pecans just before serving.

**May be used without pasta for sandwich filling along with a piece of lettuce.**

**May be used on top of a leaf of lettuce as a salad.**

Serves 8-12

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Nordis Estrem-Exec. Director  
Estrem Excavating, Inc.  
4605 County 49 Blvd.  
Dennison, MN. 55018  
**nordisestrem@frontier.com**  
**Cell: 507-649-1771**  
Phone: 507-789-5725  
Fax: 507-789-6033

Jeanie Bakken  
9600 South Dennison Blvd.  
Northfield, MN. 55057  
**bakken4957@gmail.com**  
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2013

<b>March 14</b>	<b>MSHA Safety Training</b>	<b>Dennison City Hall</b>
<b>March 16</b>	<b>MNLICA Board Meeting</b>	<b>Bakken Excavating Residence 9600 S Dennison Blvd, Northfield</b>
<b>March 19</b>	<b>Competent Person</b>	<b>Ag Tech Drainage Shop 421 Morning View Rd. Sauk Centre</b>



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and yet many unthinkingly and unknowingly pass the land by.  
What man finally does with the land  
will be the deciding factor in his survival.*