



The Brambull

Q4 Review / October - December 2025

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State of the Company

A MESSAGE FROM PAUL BRAMBLE, PRESIDENT OF OPERATIONS

It's mid-December at David A. Bramble, Inc., which means that we will be shutting down for the holidays. If you can recall my speech at the Company Meeting at Suicide Bridge, I reminded everyone that we were heading into the end of the construction season, and to "Keep Focused and let's finish 2025 Strong." I am happy to report that you all did just that, and we will go into shutdown with a profitable 2025 to show for your focus and good work. This has been a very good year for the company. We billed 10% more than 2024, and all of that work was profitable. Because of this success, once again, we will be able to make a discretionary contribution to the company's 401K plan.

In the three short months since the Company Meeting, we accomplished quite a bit. In Eden, we are wrapping up the Bike Path on 413, all but complete at Amazon, completed the first phase of work at the Tidal Health Endoscopy Pavilion, and made a great start on the Ocean City Airport. Out of Chestertown, we completed the majority of the major widening work on Route 50 at the new Easton Hospital, completed the Nobles Pond project, completed all but surface paving at the Goldsborough Neck culvert extension and widening, started the South Island Trail project and are just about ready for base pavement, finally moved back into the Ponds at Willow Grove, and started both the Radcliffe Meadows Development site work and the Washington College Indoor Tennis Facility site work. Thank you, everyone, for your great work on these projects. One of this year's nice surprises is that despite the State of Maryland's poor paving program, we increased asphalt sales by 20% over last year.

I attended the Maryland Asphalt Association's Board meeting last week, and across the state, Hot Mix Asphalt production is down by about 10-15%. It is fantastic that we outperformed the industry. At this time last year, I was concerned about the plants and paving crews because of the lack of our normal State paving work, but both plants and the paving crew were busy all year. The paving crews had so much work that they could not get to all of it this year and will have to carry it over into next year. Carry-over is great because it allows us to start the year productively while we build our paving backlog. On top of production for our own projects, the plants also benefited from much higher demand from our outside customers. They did a great job managing both our work and outside sales, and on top of that, kept the plants running with fewer malfunctions. I'm very pleased with what the Hot Mix Division accomplished in such a down year statewide.

As we head into 2026, I am hoping Santa brings us good working conditions when we reopen in January, but given the current weather, I am not going to hold my breath. I'm not worried, though. 2025 started with some of the coldest weather in a long time, and we were able to outperform 2024. We are going into 2026 with a great backlog, so when the weather does break, we will have a lot to get done.

Happy Holidays to everyone, and thank you so much for everything all of you did to make 2025 a great year!

The Race to the Finish

BY MEGAN OWINGS, PRESIDENT OF ADMINISTRATION & GENERAL COUNSEL

Every year, I can almost set my watch by the rhythm of our work. Each new year begins with January's winter weather settling in. The pace slows (or we like to think it will), and we switch to maintenance, weather-permitting work, and bidding. By late February, project managers and field crews are eager to get back at it. Spring brings its own rhythm—the occasional stubborn snowstorm and rain delays — before summer finally offers those long, productive days. By late summer, though, those long days begin to feel exhausting. But November? That's crunch time. The push to meet contract deadlines and complete work before the cold weather and the asphalt plants' annual shutdown is intense. The week before winter shutdown is always a full-on sprint—deadlines looming, equipment humming, and every crew hustling to cross the finish line. Over in the shops, Steven and Gavin's repair list is piling up faster than Santa's cookie plate on Christmas night. Bryan Harris's paving list? Longer than Santa's wish list. Gunther Conner's utility punch list? Twinkling with tasks like a string of Christmas lights that never ends. Bobby Jr.'s grading schedule? Packed tighter than Santa's bag of toys. And Tony's equipment move list? Filling up faster than Santa's sleigh on Christmas Eve. That's just naming a few. It's a holiday hustle worthy of the North Pole—minus the reindeer.



And then—just like jolly old St. Nick closing up shop and heading for a well-earned Caribbean escape after delivering all the world presents on Christmas Day—we close our offices and jobsites. Whether it's winter shutdown or a longer break, use this downtime to truly disconnect. These rhythms exist so rest isn't theoretical—it's planned and protected. Close the laptop. Step away from the pull to check "just one more thing." Our best work happens when we return rested, present, and clear-minded—and that only comes from real downtime, not half-rest with one eye on email.

You've worked hard this season. You've earned this break. So enjoy it! Savor the season. Laugh with friends and family. Recharge for the year ahead. The work will be here when we return—and together, we'll hit the ground running.

Merry Christmas, Happy Holidays, and Happy New Year to all!

Industry News & Updates



LEADERSHIP TRANSITIONS AT MAA & MTBMA

We'd like to recognize and congratulate Paul Bramble on being named Chairman of the Maryland Asphalt Association (MAA) Board. His appointment follows the conclusion of Megan Owings' tenure as Chair of the Maryland Transportation Builders & Materials Association (MTBMA), where she led the organization through one of its busiest and most significant legislative sessions to date. As Megan concludes her leadership at MTBMA and Paul begins his at MAA, we are proud to see continued David A. Bramble, Inc. representation helping to shape the future of Maryland's transportation and infrastructure industry.

TTF COALITION ANNOUNCES 25 FOR '25 CAMPAIGN

The TTF Coalition, in collaboration with MTBMA, has released the "25 for '25 Campaign" – which highlights approximately 25 necessary transportation projects that we are urging to move forward. The funding we received during Legislative Session was imperative – now it's time to put it toward these critical projects.

[READ THE MEMO](#)

TTF TOGETHER for TRANSPORTATION FUNDING
25 for '25

What's 25 for '25?
It's a roadmap to a better Maryland in 2025 — 25 critical transportation projects to fix dangerous bridges, reduce traffic, and improve transit statewide.

4-4-1: A FORMULA FOR BETTER MARYLAND ROADS

SMOOTHER, STRONGER ROADS WITH A SMARTER INVESTMENT.

MARYLAND'S ROADS ARE DETIORATING FASTER THAN WE'RE FIXING THEM. IT REQUIRES \$400 MILLION EACH YEAR JUST TO KEEP OUR PAVEMENTS IN GOOD SHAPE, BUT FUNDING IS FALLING SHORT.

WE HAVE A FORMULA FOR SUCCESS. FOR EVERY \$1 MARYLAND INVESTS, WE CAN UNLOCK \$4 IN FEDERAL DOLLARS TO PRESERVE OUR ROADWAY SYSTEM PROPERLY. LET'S MAKE SURE OUR ROADS STAY SAFE, SMOOTH, AND RELIABLE – FOR TODAY AND FOR THE FUTURE.

Industry News & Updates

WOMEN OF ASPHALT SCHOLARSHIP PROGRAM OPPORTUNITY



Dear Members,

We're thrilled to announce an exciting new initiative from the Maryland Women of Asphalt (MD WofA) — our Scholarship Program, designed to empower and support women pursuing careers in the asphalt industry!

At MD WofA, our mission is to increase awareness of opportunities, elevate knowledge through education and research, and build a strong network of support for women across all roles in the industry. This scholarship program reflects those values by providing financial assistance to women looking to begin or advance their careers in asphalt-related fields.

Who Can Apply:

Applicants must be female and meet one of the following criteria:

- A Maryland high school senior (Class of 2026) entering a field-related trade school (e.g., equipment mechanic, CDL driver, field technician, welding)
- A Maryland high school senior (Class of 2026) enrolling in a university program such as civil engineering, construction management, or a similar field
- A current college student pursuing a degree related to the asphalt industry
- A current industry professional in Maryland returning to school or taking classes to further her career.

Application Deadline: January 15, 2026

This is an incredible opportunity to invest in the future of women shaping our industry. Please help us spread the word by sharing this program with students, educators, and industry professionals who may qualify.

For full details and application information, visit

<https://marylandwofa.com/educational-trust-scholarship-application/>

Together, we can continue to build a stronger, more inclusive future for women in asphalt!



Safety

BY THE SAFETY TEAM: KEITH DILL, TEDDY OBRECHT & MCKENZIE HELTON

As 2025 comes to a close, we'd like to take a moment to reflect on our safety and loss control performance and share key areas of focus for the year ahead.

What We Did Well in 2025:

UTILITY STRIKES

For the fourth consecutive year, utility strikes have trended downward—a remarkable achievement considering the increase in overall utility work!

BACK INJURIES

Incidents are decreasing thanks to more efficient use of equipment for lifting heavy or awkward objects. Let's keep practicing proper lifting techniques to maintain this positive trend!

PINCH POINT ACCIDENTS

These have also declined. We've had no major "caught-between" or "struck-by" incidents and only a few minor cases this year.

Opportunities for Improvement:

HEARING & EYE PROTECTION

We **must** improve compliance with safety glasses, face shields, and earmuffs—especially when using pipe saws and chainsaws. Always use eye, face, and hearing protection to meet OSHA standards and our safety policy.

SLIPS, TRIPS & FALLS

Approved footwear and maintaining safe walking/working surfaces are essential to reducing these accidents.

EQUIPMENT & JOBSITE SAFETY

Theft risk rises in the winter! Secure tool trailers with lock bars and coupler locks, use pintle locks on towed equipment, lock equipment cabs and remove master switch keys.

ACCIDENT REPORTING: PROMPT REPORTING IS CRITICAL!

For injuries: Immediately report to your foreman and call PMA Care 24 hotline together. This ensures quick, quality care and faster return-to-work.

For equipment/vehicle accidents: Report immediately so we can address property damage effectively.

CONTACTS

Keith Dill - Safety Manager

Chestertown Office:

Teddy Obrecht

Salisbury Office:

McKenzie Helton

Since we are in the holiday season, remember two principles that make our company successful: Communication and Respect. Practicing these daily help prevent problems and strengthen our workplace. Overall, 2025 has been a strong year for safety and health. Thank you for your hard work and attention to detail. Let's keep "Setting the Standard" for construction excellence on Delmarva.

Roadwire

BY ANTHONY DIMAGGIO, JENN FRANK & VICKY REDMAN

GENERAL CONTRACTORS
DAVID A.
BRAMBLE
INC.
CHESTERTOWN, MD

SETTING THE
STANDARD

Happy Holidays, Everyone!

We're about to enter our winter break and another end of the year! We have kept busy and until now, not had an excessive weather impact. We would like to thank Franklin "Gummi" Warrington and Shelby Lloyd for cleaning up and showing off in two local Christmas parades this year. Gummi participated in Chestertown's Hometown Holiday Parade and Shelby in Ridgley's parade. Thank you!



Roadwire

BY ANTHONY DIMAGGIO, JENN FRANK & VICKY REDMAN

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DAVID &
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SETTING THE
STANDARD

We also took part in the groundbreaking ceremony for the new Washington College Tennis Center:



Our trucks are seen in PA, DE and MD so THANK YOU to all of the drivers that take good care of them and keep them clean and looking sharp.

Reminder that our Annual Driver's Meeting is tentatively scheduled for Friday February 20, 2026 with a rain date of Friday February 27, 2026. Details will be mailed so please make sure we have your current mailing address, as well as phone number and email on file. This is a mandatory meeting. All CDL drivers should plan to attend. Any absence will need to be submitted in writing and approved by Tony before February 1, 2026. Requests can be emailed or brought into the office to Jenn, Vicky or Tony.

When we return to work from winter layoff, we will be looking for a few good drivers to fill some spots. If you know anyone that you think would be a good fit, please have them fill out an application. Don't forget, if you want to get your referral bonus, they MUST put your name on the application.

Note from Jenn: As this year comes to an end, I would like to thank you for making this first year in my new position successful. You have welcomed Vicky and been understanding of our hiccups in getting things running more smoothly this year.

The Transportation Division wants to Thank You for all you've done throughout the year and wish everyone a safe, healthy, Merry Christmas and Happy New Year! See you in 2026!

SOME OF OUR OPEN POSITIONS

Survey Assistant

The Survey Assistant supports the Survey & GPS Department by collecting field data, operating GPS equipment. This role works closely with site crews and supervisors to ensure accurate grades, elevations, and as-built records- playing a key part in keeping projects on track and on grade.

[**SHARE POSITION**](#)

Concrete Finisher & Form Carpenter

As a Concrete Finisher & Form Carpenter at David A. Bramble, Inc. you'll be an essential part of our field crews. This role is ideal for hardworking individuals who take pride in craftsmanship and want to learn from experienced professionals.

[**SHARE POSITION**](#)

Experienced Heavy Truck & Equipment Mechanic

The Heavy Truck & Equipment Mechanic will repair and perform maintenance on Heavy Trucks and Equipment as related to the construction field.

[**SHARE POSITION**](#)

Career Opportunities



WE'RE HIRING!

We have several positions available and are looking for honest, hardworking, and dedicated individuals to join our team. If someone you know fits the bill, we'd love for you to share our job openings and help us find the perfect match! **Visit davidabrambleinc.com/careers to see available openings.**

REFERRAL BONUS PROGRAM:

A quick reminder about our employee referral program! **We believe our employees are our best source for finding top talent, and we want to reward you for your efforts.** Read more about how to qualify and the benefits of referring great talent.

[**CLICK TO LEARN MORE**](#)



Jobsite Photos

South Island Trail, Queen Anne's County



PHOTOS SUBMITTED BY SCOTT SMITH



PHOTOS SUBMITTED BY BOBBY BRAMBLE III

UMMS PHOTOS: THANK YOU!

Thank you to every crew member who sent in photos from UMMS. Your shots perfectly showcase the skill and dedication that go into this milestone build. Because of client confidentiality requirements, we're unable to publish the images in this issue—but rest assured, they'll be kept for future internal highlights once we receive clearance.

Your continued commitment to both excellence and discretion is what sets our team apart.

Washington College



PHOTO SUBMITTED BY KEITH HARRIS



PHOTOS SUBMITTED BY BOBBY BRAMBLE III



PHOTO SUBMITTED BY SCOTT SMITH

Ocean City Airport



PHOTOS SUBMITTED BY PEDRO ROBLERO

QA1845180 - Bridge Replacement US 301 NB Over the Chester River



PHOTOS SUBMITTED BY KEITH HARRIS

Chapel District Elementary Courtyard



BEFORE & AFTER PHOTOS SUBMITTED BY BOBBY BRAMBLE III



PHOTOS SUBMITTED BY JOHN VITELA & SKY CHANDLER



PHOTO SUBMITTED BY JOSH ROE

Goldsborough Neck Culvert Replacement (230008)



Josh Wallace (11915)
86.787.433 / 76.964.52 / 428.V.3E
12/20/20
04/23/21

Goldsborough Neck Culvert Replacement



PHOTOS SUBMITTED BY JOSH WALLACE

Haacke Drive Sidewalk



PHOTOS SUBMITTED BY JOSH WALLACE



PHOTOS SUBMITTED BY BOBBY BRAMBLE III

Baker Rubble Landfill



PHOTOS SUBMITTED BY JOSH WALLACE



PHOTOS SUBMITTED BY BOBBY BRAMBLE III

Crushing at Cannery Park



PHOTO SUBMITTED BY BOBBY BRAMBLE III

Ingram Village



PHOTOS SUBMITTED BY BOBBY BRAMBLE III

S01945388 MD 413 Crisfield Bike Path



PHOTO SUBMITTED BY MATT JONES OF COLBY NORTHAM'S CREW

The Ponds at Willow Grove



PHOTOS SUBMITTED BY JOSH ROE



David A. Bramble Inc. Foundation Scholarship

Children of eligible David A. Bramble, Inc. employees who desire to further their education at a 4-year college, 2-year college, or trade school program are eligible for a scholarship through the David A. Bramble Foundation.

Please contact Josh Hignutt for applications:
jhignutt@davidabrambleinc.com



Employee Website Access

Reminder that you can log in to our website (davidabrambleinc.com) to catch up on our previous newsletters that you may have missed, benefits information, and insurance booklets. Just as a reminder, the password is: dabemp2017.



Shore Legal Access

Did you know Shore Legal Access provides free or reduced-cost legal representation, legal advice, and key document preparation?

Greenspring Advisors Support

Greenspring Advisors offers ongoing financial wellness support to David A. Bramble, Inc. employees. Whether you need help with budgeting, retirement planning, or other personal finance topics, you can access their employee support portal at any time.

[VIEW PORTAL](#)

Benefits



Your 2026 Benefits

2026 Benefits Information Now Available

David A. Bramble, Inc. 2026 Benefits are available to review. **Please click [here for the overview of benefits available in 2026](#)** or view the links to the right for hourly and salary overviews. These are also available in our Employee Portal on our website.

[2026 OVERVIEW](#)

[SALARY OVERVIEW](#)

[HOURLY OVERVIEW](#)

401(K) News: Stable Value Account Notice

November 26, 2025

DEBBIE GLEBE, ACCOUNTING MANAGER
DAVID A. BRAMBLE, INC. PO BOX 419
705 MORGNEC RD
CHESTERTOWN, MD 21620

In regard to: Interest Rate Notice
G37111

Dear AUL ZERO REV SHARE contractholder:

The guaranteed annual effective interest rate to be credited to all monies in the general asset account through your AUL ZERO REV SHARE contract is disclosed below. This rate is applicable beginning 01/01/2026 and is guaranteed until 01/01/2027.

STABLEVALUE AUL STABLE VALUE ACCOUNT

Guaranteed Annual Effective Interest Rate 1.75000%

According to your contract, you have the right to reject this rate. However, if you exercise that right, under the terms of your contract your rejection notice will constitute a notice of your termination of the contract. The contract termination effective date will be the 90th day following our receipt of your rejection notice, unless you and we agree to another date. We will begin contract termination proceedings upon receipt of your rejection notice per Section 9 of your contract. In order to reject this rate and effectively terminate your contract, you must notify us in writing that you reject the stated rate and that you are terminating your contract. We must receive notification at the address below by 12/26/2025.

American United Life Insurance Company
P.O. Box 6010
Indianapolis, IN 46206-6010

OneAmerica Retirement Services



DAB Out in the Community



Proud to have sponsored the Kent Island Mutiny Fastpitch Team, which Greg Dill's daughter was on this year!



ABC Chesapeake Shores Meeting

Members of the ABC Chesapeake Shores Chapter met with Congressman Harris to discuss ICE Raids on employees, and how those raids are causing major disruption to Maryland's contracting industry.



DAB in the News

[STARDEM.COM](https://www.stardem.com)

Goldsborough Neck Road Reopens to Traffic

[READ ARTICLE](#)

A Very DAB Holiday Season!

Chestertown Hometown Holiday Christmas Parade

A big thank you to driver Frank "Gummi" Warrington for volunteering to drive and brought the spirit in his Santa costume! Also to Keith Dill for attaching the banner and capturing these photos!



SALISBURY REGIONAL OFFICE



CHESTERTOWN OFFICE



Just For Fun

Shawn Hickman's son, Tucker, dressed as a David A. Bramble, Inc. employee for career day!



Taylor Branham Conner

23m · 🧑



Today is Career Day at Carsen's school. When we asked what he wanted to dress up as, his answer was simple. "A Brambles worker." As we walked out the door this morning, he said, when people ask me who I am, I'm gonna say - a Superintendent just like my Dad, because one day that's what I'm gonna be! 🥰💚

Your kids are always watching. Be worth the example you're setting for them. 🧑

And God forbid we leave little brother out. He's wearing his "work pants" like Daddy too! 🤔



Halloween Fun!

Brooke Svites, significant other of Nick Imbroglio of Eddie Killen's crew, dressed up as a Bramble employee for Halloween!

Snow Day!

McKenzie Helton's sons staying warm in their DAB hoodies!



Just For Fun

Setting a New Standard for Present Delivery!

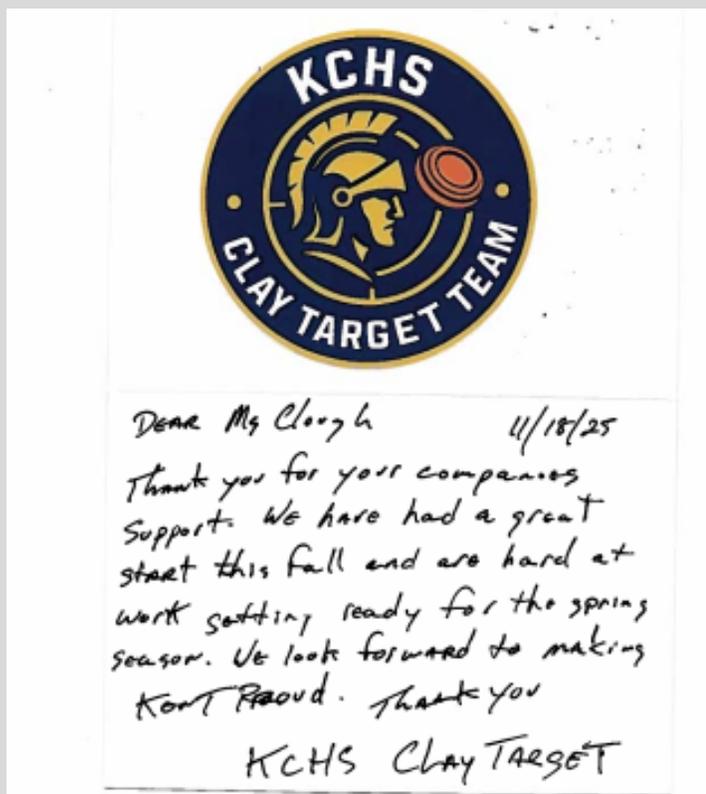
Cartoon generated by Ian Denis



Kudos

Sponsorship Thank You

Thank you letter from the Kent County High School Clay Target team for our sponsorship of the team this year.



Radcliffe Farm Thank You

BEST VIEW FROM THE CREW



The Prize:

The winning photo will be featured in our newsletter—and the photographer will receive this limited edition David A. Bramble, Inc. water bottle along with bragging rights!

We know great work happens on our jobsites every day—and we want to capture more of it in our marketing materials! That's why we're launching Best View from the Crew, where we'll feature the winning photo (or photos!) in each quarterly newsletter.

How to Enter:

Snap a photo on the job (bonus points for posed team shots, such as reviewing a toolbox talk, or action shots with equipment), and email it to [Millie Clough](#) with your name, what jobsite or location where the photo was taken, and a description of the work being performed.

We're looking for clear images that show:

- ✓ A safe worksite in action
- ✓ Team members on the job
- ✓ Equipment in motion
- ✓ Completed work you're proud of

Q4 WINNER

Will your photo be the next winner?

Congratulations to Josh Roe for winning "Best View from the Crew!" for Q4!

Josh's photo was selected for its unique perspective: capturing the raw, in-progress landscape of a jobsite with a sense of scale. It's a great reminder of the precision and coordination that go into every phase of our work, and the quiet beauty found in the middle of a project. Thank you Josh!



Employee Spotlight

Aaron Turcotte

Meet Aaron, our Service Manager based out of the Salisbury Regional Office. Whether he's keeping our fleet in top shape or at home cracking into cars he "probably shouldn't be fixing," Aaron brings skill, drive, and a sense of humor to everything he does.

When he's not at work, you'll likely find him at the gym, spending time with his son, or making memories with friends — and if he can squeeze in a little travel, even better.

What does Aaron value most about working at David A. Bramble, Inc.? "The equipment's important, but the people behind it make all the difference. Working with a team that shows up, steps up, and takes pride in what they do — that's what makes it rewarding."



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Employee Spotlight

Aaron Turcotte

"The equipment's important, but the people behind it make all the difference. Working with a team that shows up, steps up, and takes pride in what they do—that's what makes it rewarding."



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INC.
CHESTERTOWN, MD.



Employee Spotlight

Steve Gorman

"The ability to mentor my team is the most rewarding—to help them further their education, sharpen their skills, and grow professionally while working right beside them in a collaborative environment."

Steve Gorman

Steve Gorman plays a vital role as Shop Foreman at David A. Bramble, Inc., where his leadership and technical expertise keep operations running smoothly. With years of hands-on experience, Steve takes pride not just in the work itself, but in the people he works alongside.

"The most rewarding part of my role," Steve shares, "is the ability to mentor my team—to help them further their education, sharpen their skills, and grow professionally—while working right beside them in a collaborative environment." His dedication to both quality and teamwork has a lasting impact on the shop and the wider Bramble team.

Outside of work, Steve values time spent with his wife and their two young sons, making the most of every moment with family. We're proud to recognize Steve's commitment, leadership, and the positive energy he brings to the company each day.

Celebrating Work Anniversaries

All employees that hit a 5 year milestone in 2025 received a small gift of appreciation for their years of work at the company. Congratulations!



**Keith Brooks
Josh Hignutt
Elder Izaguirre Beltran
Thomas Price
Carlton Showell**

**Frank Elburn
Robert Holland
Tuesday Nicholson
Noe Ramos Ramirez**



**Thomas Balcerak, Jr
Vince Galletti
Jeff Hines
Bryan Obdulio Perez-Castillo**



**In Denis
Eric Minner
Megan Owings**



**Keith Dill
Rick Murphy
John Satterfield
Bill Stallings**



**Tommy Balcerak
Mervin Bell
Lee Daniels
Karl Myers
Jason Ratledge
Jimmy Williams, IV**



**Leah Jones
Gary Rudisill
Lee Travers**



**Wallace Henry, Jr
Mike Thrift**



Craig Wiltbank



Dee Dorsey, Sr

Announcements



Congratulations!

We would like to congratulate Tyrae Downing and his Fiancé Rielley Ryan on welcoming baby Kehlani

Kehlani Louise Marie Downing
Born : Nov. 22, 2025, at 3:30am
7lbs 5.1 ounces 19 1/2inches

WELCOME TO THE TEAM

Kaden Fontaine

Emmit Pierce

Nicholas Imbrogulio

Dakota Baker

Brian Hunter

William Montgomery

Maxwell Carney

Bradley Hall

Mark Oldham

Michael Johnson

Logan Dean

Joseph Pruitt

Ethan Wallace

Yimi Niz Chilel

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