

*Friday April 22, 2005*

=== UMC NEWSBLAST ===

Star Performer of the Month of May is:

**Bill Laughlin (submitted by Doug Smith)**

This month's featured STAR performer is **Bill Laughlin**. Four years ago we set out to purposely "Build our Bench Strength". The Contract Manager position that Bill accepted was the first position for which we consciously increased the skill requirements when the position became available. Bill, as many others in other positions since, has done an incredible job by proving the brilliance of our initiative to "Build our Bench Strength!" Bills accomplishments are too numerous to list, but the key qualities (Core Values) I would like to highlight that Bill demonstrates daily include:

- (1) Bill promotes clear communications by keeping all of his many "constituents" ... project managers, staff, subcontractors, insurance and bonding professionals, et al. "in the loop" of the status of the many projects he performs and facilitates so that his TEAM knows what is going on and trusts everything will be accomplished as promised;
- (2) Bill takes responsibility for new areas and takes them to a much higher level than we have experienced in the past. I am confident profitability and productivity have increased based on Bill's insightful contributions. I am especially impressed and appreciative of Bill's PERFORMANCE analyzing owner/GC contracts and managing our insurance program.
- (3) Bill holds himself ACCOUNTABLE, as well as holds others on his team ACCOUNTABLE to "get the job done, well, when promised".
- (4) Bill's personal Core Values are grounded by integrity, dedication, mutual respect, and safe work practices.

**Great job Bill! Thanks for allowing us to highlight you as our STAR performer for April.**

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A UMC Welcome!

UMC is pleased to announce the hiring of C.V. Nguyen as an addition to the estimating department. C.V. has a Mechanical Engineering Degree from the University of Washington and several years experience in the Mechanical contracting business ranging from Project Engineer at Apollo Sheet Metal, Owning and Operating his own commissioning and balancing company, and most recently as Estimator and Design Engineer for Stirrett-Johnson. Please take a moment to introduce yourself to C.V. and welcome him to our UMC Team!

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Giving Back to our Community

We're very proud of our employees who support our communities in so many different ways. Check out the UMC Charity bulletin board for a list of those who choose to donate time, contributions and resources to many worthwhile causes – it's a pretty diverse group of charities and causes! Thanks to all of you for caring!

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Regional Project Update

**Washoe Medical Center**

Here's something fun to check out – click on the links below for a "on the spot" visual update of what's happening onsite at our Washoe project!

<http://www.oxblue.com/client/washoe/cam1/>

<http://www.oxblue.com/client/washoe/cam2/>

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### Project Spotlight

#### **Evergreen Plaza MOB**

Matt Mifflin (supervisor), James Flint (Sheet Metal Foreman) and Terry Winston (Pipefitter Foreman) are nearing the successful completion of UMC's Evergreen Plaza MOB project in Kirkland, on which Greg Cannon is the Project Manager. We are approximately 98% roughed-in, with finish and trim to follow in the next seven to eight weeks. The team has constantly been three weeks ahead of GLY's schedule, and has received compliments from the owner's representative for doing so (way to go guys). The crew has worked over 3,800 man-hours with no recordable accidents.

Danny Blain and Mike Harshman from the engineering department have done an excellent job on this design build project, while Shane Jacob and Gary Green did a great job in leading the MEP process.

The project itself entails the plumbing, hydronic piping and HVAC ductwork for the shell and core of a five story office building totaling approximately 100,000sf, and a seven story parking garage.

We are anxiously waiting for the TI work to develop.

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### Quotable Leader

***Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy.***

**-Norman Schwarzkopf**

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### Safety Tip: Be Safe - Use Smart Safety Rules

- Do it the way you have been trained – follow all specific safety rules
- Report all unsafe acts or unsafe conditions immediately
- Encourage others to work safely
- Check & use the correct Personal Protective Equipment for the specific hazard
- Ask for help when you need it
- Ask questions when you are not sure
- Report any injuries immediately
- Lock & Tag all equipment before adjusting or doing maintenance
- Inspect ladders before using
- Don't use chemicals unless you have been specifically trained on the hazards and protection steps
- Don't create trip hazards – keep your work area neat & clean

**If you have any questions, ask Jim Schick or Brian Van before starting!**