

# CONNECTIONS

Oct. 2010



## UMC IS RIGHT ON COURSE!!

On Tuesday, Sept. 21, I sent out an email to everyone regarding the outcome of our 2010 strategic planning process.

Again, to summarize this two-day retreat, we must proactively continue to innovate and change with the industry / economy in order to keep UMC strong and growing.

To understand how best to do that, we hired a research team to tell us how the market sees UMC. Our clients told them that we are particularly strong at tackling tough problems head on and proactively identifying innovative solutions that reduce the cost of building operations. We bring exceptional talent and a strong ethical foundation to the projects we undertake. This is the foundation of our success, and each of you plays a part in this.

During the strategic planning process, we identified three areas we will focus on during the next year. We formed task forces to address each of the following:

1. Develop a series of strategies designed to help us attract, train and

retain talented team members. This is the first step of our overarching goal to create a comprehensive workforce development program at UMC.

2. A series of programs designed to further encourage and reward the innovation for which we are already known in the marketplace. The goal here is to continue to create and nurture an innovative culture at UMC.
3. Build a focused sales strategy, targeting clients who value the innovative approach we bring to projects. The overarching goal here is to identify and develop client relationships across the board with those clients who see and appreciate UMC's value.

We developed a clear picture of the direction of UMC. With this, we are considering many significant strategic initiatives that will keep UMC on the forefront of our market.

I have big expectations for the outcome of our continued diligence in planning a clear future for UMC. I look forward to sharing more details, and the results of our work, as they come in. In the meantime, thank you for your continued hard work and innovation.

Please feel free to call, e-mail or stop by with any questions or suggestions.

-Jerry Bush

## UMC HONORED AS INNOVATOR OF THE YEAR!!!!



Consistent with our strategic planning and the focus of the company, **UMC** was awarded "Innovator of the Year"! This is an award given to the company who has made the most progress or creativity in innovation in the TSI software solutions platform.

**Congratulations** to Brett Endres & the BIM / Drafting Dept. for their recent award-winning achievements as presented at the TSI User Group Awards ceremony in Las Vegas on 9/23.

UMC & Infinite CAD Solutions were awarded the "Model of the Year" award for a brilliant model of one of our current projects. This model / movie was stunning, creative, and one of the most impressive with the use of colors, animations, objects, and movement that had everyone in awe!

This could not have been done without everyone involved and their contributions in our re-implementation process.

Great job & thanks to everyone in the BIM / Drafting dept. for this highly respected award and national recognition!!



## CONGRATULATIONS!!



### STAR Performer - 3rd Qtr.



Travis Mattocks is UMC's 3<sup>rd</sup> Quarter STAR Performer. In late July 2010 Travis stepped into the role of Project Superintendent for the Wheeler Data Center & Office Building Project. At this time the project was in the midst of more than two dozen major equipment deliveries and crane picks. Travis stepped into this role setting the example of UMC's CORE values, his dedication to safety and teamwork are exemplary. He has a desire to do his best every day in everything he does to ensure the team is performing to the best of their abilities. Travis is consistently looking for better ways to get things done and it is a pleasure to watch him engage his team and work through challenges that arise.

Congratulations Travis!!

Written & Submitted by:  
Richard Farmer

### Safety

Our OSHA recordable rate for 2010 year to date is 0.69; a significant accomplishment! Our average for the last five years is 6.7. That means that for the last five years, out of every 100 UMC employees, almost 7 of them had a recordable injury. But this year, less than one in 100 employees have had a serious injury. We have had 28 first aid incidents but only two recordables.

We believe that this success can be attributed to several factors: a strong emphasis on pre-task planning, a thorough safety orientation for every new employee, careful analysis of all accident and near-misses, consistent disciplinary action for all safety violations, our skilled and dedicated foremen, and an outstanding crew of workers. All of us should be proud of our recordable injury rate. More than that, we should be proud of the UMC commitment to safety as we work to become the premier mechanical contractor in the Northwest.

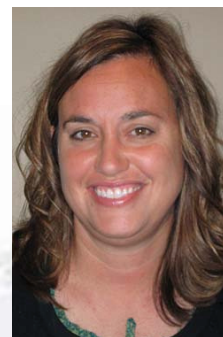
Reminder: Now that school has started and the days are getting shorter, drive with extra care. Pay attention and expect other drivers to do the unexpected so that you are ready to react. Avoid distractions, driving when sleepy, tailgating, speeding, failing to yield, and changing lanes suddenly - all of which add to the dangers of the road. Come to work and get home safely!

## WELCOME TO UMC

### New Hires



Pat Stephens started working for UMC on 9/13/10 as the Corporate Director of Sales. Pat's last position was with Control Contractors, Inc. as their President. Prior to that Pat worked for Johnson Controls, Honeywell, and MCC Powers in various sales and management positions related to performance contracting. He has over 35 years of experience in the mechanical and controls contracting business. In his spare time Pat enjoys travelling with his family, woodworking and projects around the house.



Tiffany Nunez started working for UMC on 9/13/10 as a Project Assistant, reporting to Rick Hawkins at the Hanford Site. Tiffany's last position was with St. Patrick's School in Pasco. Prior to this, she was employed at Unocal Agricultural Plant, in the Process Safety Management Department. Tiffany has three daughters, two of



## New Hires (cont'd)

which are very active in competitive fast pitch softball - which keeps her pretty busy.

## UMC Charitable Foundation

Once again this school year, the UMC Charitable Foundation will be participating in the "backpack" program at Olympic View Middle School (Mukilteo).

We were contacted by the school last year and asked if we would be willing and able to fill some backpacks with food so low-income families could feed their kids over the weekend. The Charitable Foundation donates three (3) backpacks full of food each week. These backpacks are picked up empty each Monday and delivered back to Olympic View Middle School full each Friday.

A special thank you to Les Bouck for the pickup and delivery of the backpacks each week to make this program successful for the UMC Charitable Foundation and Olympic View Middle School!



## 2010 Calendar of Events

### OCTOBER

Trick or Treat Party  
Thursday, 10/28  
3:00pm-5:00pm  
UMC

### DECEMBER

Santa Party  
Thursday, 12/9  
5:00pm-7:00pm  
UMC

### JANUARY, 2011

Holiday Party  
Saturday, 1/15  
6:00pm-Midnight  
Lynnwood Convention Center



## Birthdays

### October

1 Bryan Eppler  
1 Marj Schmidt  
2 Ted Granston  
4 Robert Johnson  
7 Mark Shipley  
9 Leo Cleek  
14 Teng Vang  
15 Brian Burton  
19 Renee Leon  
21 Jenni Gregg  
21 Parris Talbert  
28 Jeff Buck  
28 Pat Stephens  
31 Keegan Hollister

### November

1 Marc Dodd  
2 Dennis Charles  
4 Jim Carlson  
7 Andrea Szalda  
7 Michael Crook  
9 Steve Brooks  
11 Sonja Cotterell  
11 Rene Mendez  
12 Randy Adams  
13 Randy Bailey  
13 Nancy Haugen  
15 Rick Davison  
15 Greg Ferguson  
22 Brigid Beavin  
29 Bill Laughlin



## Anniversaries

### 5 Years:

Ned Miller (Oct)  
Tim Skelley (Nov)  
Randy Bailey (Nov)

### 10 Years:

Leah Holden (Nov)

