



CONNECTIONS

December 2009

President's Corner



This wraps up another year of newsletters. As the end of 2009 nears, we are in the midst of planning and setting goals for 2010, completing the Coaching process and various other year-end activities.

This is also the time for reflecting on the year and our accomplishments. As you know, UMC is coming off of a large year with many accomplishments. First and foremost, we successfully managed many challenging projects while continuing to improve our processes, planning and project approach. We made significant changes to our organization and set the stage for future changes as the market and our business require. In doing this, we proved we are light on our feet and can quickly make adjustments and adapt to our ever-changing world. Additionally, we successfully completed group business plans and learned much from the process. Further, we renewed our focus on prefabrication and project preplanning thus improving our safety, quality and productivity on all projects.

2010 proves to be another busy and challenging year. We are embarking on many internal projects in addition to our construction projects. The focus

next year will be to acquire work. The market is not turning back up quickly in the NW and I see more challenges ahead. UMC is very successful in our refusal to participate in the downturn, and this has not been without many great efforts and challenges. The UMC Team is second to none and that is the root of our success. Our efforts will need to continue at an even higher level going forward. The rosy picture for UMC is our success to date and the confidence in our ability to sustain this success. As far as the business climate, market and regional economic outlook, we will have to continue to create our own rosy outlook.

How do we do that? First, we are focusing on our strategic clients and positioning UMC to be first in line for the few key projects that our upcoming. We have commissioned a strategic marketing and positioning specialist and will be implementing this plan in early 2010. We will then follow up with an organizational alignment process that will assure we are all pulling on the oars behind the common vision. We are upgrading our BIM and estimating systems to be more accurate, functional and efficient across the board. In short, we are focused and intentional in our efforts to succeed, and we are not waiting for something to come to us. Finally, we all need to continue to provide our all. UMC has the best people in the industry and I'm convinced, with the continued effort, we will meet our goals and create our own rosy outlook.

I wish you all a safe and wonderful holiday season, and I look forward to seeing you at our annual holiday party on January 9, 2010 at the Bellevue Embassy Suites.

-Jerry Bush



Safety

Have a Safe Holiday Season

Thanksgiving is over and the holidays are bearing down on us! With awareness and planning, you can keep the holidays safe for you and your family and friends. Safety is a 24/7 commitment.

Manage stress

The holidays don't need to take a toll on your health. Keep a check on over-commitment and over-spending. Balance work, home, and play. Get support from family and friends. Practice time management. Keep a relaxed and positive outlook.

Eat healthy, and be active

With balance and moderation, you can enjoy the holidays the healthy way. Choose fresh fruit as a festive and sweet substitute for candy. Select just one or two of your favorites from the host of tempting foods. Find fun ways to stay active, such as dancing to your favorite holiday music. Be active for at least 2½ hours a week. Help kids and teens be active for at least 1 hour a day. Handle and prepare food safely



**UNIVERSITY
MECHANICAL
CONTRACTORS, INC.**

We Build Value

Safety (cont'd)

As you prepare holiday meals, keep you and your family safe from food-related illness. Wash hands and surfaces often. Avoid cross-contamination by keeping raw meat, poultry, seafood, and eggs (including their juices) away from ready-to-eat foods and eating surfaces. Cook foods to the proper temperature. Refrigerate promptly. Do not leave perishable foods out for more than two hours.

Prevent injuries

Injuries from falls and fires often occur around the holidays. Use step stools and ladders (not furniture) when hanging decorations. Don't allow yourself to get so rushed that you are careless. Keep your home organized and peaceful.

Most residential fires occur during the winter months. Keep candles away from children, pets, walkways, trees, and curtains. Water your tree often and check all your light strings for damage. Do not overload electrical circuits. Buy decorations that are not flammable. Never leave fireplaces, stoves, or candles unattended. Don't use generators, grills, or other gasoline- or charcoal-burning devices inside your home or garage. Install a smoke detector and carbon monoxide detector in your home.

Watch the kids

Traveling, visiting family members, getting presents, shopping, can all increase your child's stress levels. Trying to stick to your child's usual routines, including sleep schedules and timing of naps, can help you and your child enjoy the holidays and reduce stress.

Children are at high risk for injuries. Keep a watchful eye on your kids when they're eating and playing. Keep potentially dangerous toys, food, drinks, household items, choking hazards (like coins and hard candy), and other objects out of kids' reach. Learn how to provide early treatment for children who are choking. Make sure toys are safe and used properly.

Travel safely

Whether you're traveling across town or around the world, help ensure your trip is safe. Don't drink and drive, and don't let someone else drink and drive. Wear a seat belt every time you drive or ride in a motor vehicle. Always buckle your child in the car using a child safety seat, booster seat, or seat belt according to his/her height, weight, and age. If you go out of town, keep your house well-lit and have your mail stopped, so it won't be obvious no one is home.

Stay warm

Cold temperatures can cause serious health problems, especially in infants and older adults. Stay dry, and dress warmly in several layers of loose-fitting, tightly woven clothing.

Wash your hands often

Keeping hands clean is one of the most important steps you can take to avoid getting sick and spreading germs to others. Wash your hands with soap and clean running water for at least 20 seconds. If soap and clean water are not available, use an alcohol-based product.

Shop carefully

Shop during daylight hours whenever possible. If you need to shop at night, go with someone else and park in a well-lit area. Check

inside the car before entering. Keep gifts and other valuables in the trunk while shopping, instead of in plain view. Be aware of your surroundings – at the ATM machine, making purchases with a credit card. Be aware of strangers approaching you. Avoid carrying a large amount of money. Pay with a credit card, debit card, or check as much as possible. Trust your instincts. If it doesn't feel right, it probably isn't. Report suspicious activity to mall security or call the police. Be careful in parking lots. Don't be in such a rush that you back out of a parking spot without paying attention to other cars or pedestrians.

Don't over-emphasize the purchase of gifts. Remember to keep a balance with activities with family and friends, exercise and down time. Let's all be aware of the dangers of the holiday season and stay safe!

STAR Performer-Dec.



Henry Biggs exemplifies UMC's (STAR) Core Values. Henry is the nucleus of the Service Group Plumbing "Team" in his position of Plumbing Project Manager. He commands the "Respect" of all of his Service Group Plumbing Team members as well as all of the HVAC Service Group Team members and Commercial Group Plumbers.

Star Performer (cont'd)

Henry is one of the most "customer centric" employees I have ever worked with. So much so that Ed Kommers awarded Henry the "Can't Say No" award during a recent MCA Service Project Manager Certification course he completed.

Henry plans the projects that he manages to be performed "Safely" (recently assigned to the UMC Safety Committee & completed OSHA 30) while holding each of his Team Members "Accountable".

Henry's work "Performance" in managing his Team Members and the projects they perform is the icing on the cake, in that he is a high performer and it completes the package.

Henry is a great asset to the UMC Service Group & the Plumbing industry as a whole. Keep up the good work Henry!

Written & Submitted by:
Rich Happel

REMINDER:

We will be changing the STAR Performer program for recognizing employees from "monthly" to "quarterly" beginning in January, 2010. There will be only four (4) people acknowledged during the year for their outstanding core values. The quarterly announcements will be in March, June, September and December.

Birthdays



December

- 4 Steve Stamm
- 5 Paul Idzik
- 8 Rick Coulter
- 9 Audie Wallace
- 11 Jerry Bush
- 24 Ian Footer

January

- 2 Pat Damitio
- 3 Chris Gunn
- 5 Steve Bueler
- 7 Wayne Hakola
- 11 Brett Endres
- 11 Kirk Baisch
- 14 Khai Xiong
- 16 Jon Ericson
- 25 Don Kelly
- 29 Scott Locke
- 30 Rick Hawkins
- 30 Bill Rasmussen



Anniversaries

10 Years:

- Steve Otis (Dec)
- Paul Schuler (Jan)
- Steve Russo (Jan)

5 Years:

- David Babington (Jan)
- Michael Monaco (Jan)

2009 Calendar of Events



DECEMBER

Santa Party

Wednesday, 12/16/09

UMC

JANUARY

Holiday Party

Saturday, 1/9/10

Embassy Suites, **Bellevue**

WELCOME TO UMC!

New Hires



Don Kelly started at UMC on 11/2/09 as a Service Project Executive, reporting to Rich Happel. Prior to joining UMC, Don spent two years as Service Branch Manager for Johnson Controls and prior to this position he held several positions over 20 years working for Siemens Building Technologies, both locally and on a global basis in Switzerland for 5 years. Don has an Industrial Engineering degree from Southern Illinois University (through the US Air Force). A native of Washington, Don's passion outside of work include, skiing, sailing, cross country biking and sharing his wife's wonderful French cooking.