

CONNECTIONS

Nov. 2010



Each year November brings with it a change in the weather and lots of work. At this time each year we begin work on the coaching process, finalizing planning for the upcoming year, wrapping up the books for our fiscal year and audit, reviewing the progress of our 2010 goals and starting the 2011 goal setting process. All of this is, of course, in addition to the ongoing projects and daily workload that comes with them.

If that's not enough, we are also continuing work on the objectives from our strategic planning retreat and, moreover, we are starting on an overall marketing plan, something we have never done before. Many of you may be asked to participate and you will hear more about what it means to actually have a corporate marketing strategy and plan. While UMC has a good reputation and foundation for marketing ourselves, we have not previously taken advantage of this. In addition to leveraging our reputation, we have performed market research with our clients and parlayed this into a comprehensive strategic plan which will, in turn, be utilized to develop our marketing strategy. Good stuff and, again, all new to UMC's business operation. More to follow!

In spite of all this activity, it's important this time of year that we take the time to reflect on our accomplishments for the year and set

goals for what we want to achieve in 2011. These are the most difficult times in business that I've seen in my career. Because of this, goal setting and follow through become even more important both personally and professionally.

Please drive safely in the changing light and weather conditions, and have a great Thanksgiving!

- Jerry Bush

CONGRATULATIONS!!

STAR Performer - 3rd Qtr.



Travis Mattocks is UMC's 3rd 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

TOP PROJECT - SAFETY AWARD

The Swedish Issaquah Hospital project is the recipient of the inaugural "Top Project - Safety Award". As of October 16th, the project had worked 255 days, 131,981 hours without a recordable injury! That is the record for injury-free hours on a UMC project. This level of performance is particularly noteworthy on such a fast-paced job with more than 200 workers.

The Swedish Issaquah success is directly attributable to the skill and leadership of the project supervisors: Matt Mifflin Superintendent, Gerhard Renz General Foreman-Plumbing, James Flint General Foreman-Sheet Metal, and Ray Lind General Foreman-Piping. Other key foremen include: Doug Price, Eric Oswald, Danny White, Jacob Monsaas, Bryan Johnson, Tim Turner, Dave Hanson, Ed Collison, Chris Plaut,



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Safety (cont'd)

Dwight Stewart, Jim Lockhart, Brent Johnson, Michael Ottolino, Andre Marcille, Paul McLain, Gary Peterson, Steve Fuhrman, Nate Zeumault, and Ken Zeumault. The leadership has set high expectations for workmanship and safety, and the crew has met the challenge!

There are four key elements that have contributed to these outstanding results:

- Communication has been essential from the start of the project, which produces a sense of teamwork and clear expectations.
- Careful planning has resulted in work completed safely and efficiently. The Safety Department has been involved in the planning from the start, and has been used as a resource on many tasks.
- Training has been emphasized so that the crew has the knowledge they need to do the work, and so that the most-prepared people are doing each task.
- A strong sense of teamwork and ownership has been fostered from the start of the project. Each person on the crew understands that individual effort is the cornerstone of a successful project.

Congratulations to Swedish-Issaquah Hospital team! Keep up the good work.

Our current OSHA recordable rate is 0.62 - outstanding! All of us should be proud of that accomplishment. More than that, we should be proud of the UMC commitment to safety as we work to remain the premier

mechanical contractor in the Northwest.

WELCOME TO UMC

New Hires



Tommy Kadoya started working for UMC on 10/4/10 as a Project Engineer, reporting to Randall Gaylor at the Spokane RWRf site. Tommy's last position was with Lydig Construction, Inc. as a Shop Technician Assistant for two years. Tommy recently graduated from Eastern Washington University with a Construction Management degree. Tommy enjoys backpacking, fishing, weightlifting, and anything that involves sports.

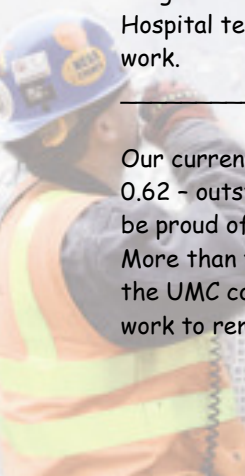


Josh Wilson started working at UMC on 10/18/10 as a Project Engineer reporting to Troy Lowery on the Swedish Issaquah Hospital project. Josh's last position was with Monsanto as a Project Engineer

in Soda Springs, Idaho. Josh graduated from WSU in May of 2010 with a degree in Mechanical Engineering. Josh enjoys gymnastics, "free running", and designing and building high-end audio equipment.



Jim Mikolic started working for UMC on Monday, 11/1/10 as a Warehouse Technician, reporting to Ian Footer. He has most recently been with Boilermakers Local 502. Prior to that he was a supervisor with Carlson Paving (asphalt screed manufacturer), worked for AESCO Madison (asphalt equipment manufacturer), was a deckhand on a factory trawler in Alaska, and a floor hand on an oil rig. Jim has 30-plus years of fitting, welding, and rigging experience and has worked with a wide variety of equipment and mechanical devices.



On the Move- CONGRATULATIONS!!



Troy Lowery is pleased to announce the promotion of **Jenni Gregg** to Project Manager. Jenni joined UMC in early 2009 as a Project Engineer on the Amazon projects. In this role Jenni demonstrated a willingness to tackle all challenges head on. On an extremely dynamic and challenging project, Jenni is a key member of the team and has officially taken on the role of managing the Medical Office Building portion of the Swedish / Hammes Issaquah Campus. With this promotion to Project Manager, Jenni has accepted the challenge of becoming fully accountable for leadership, innovation, creativity, and effective client relationships on UMC projects.

Please join us in congratulating Jenni on her well-deserved promotion.



2010 Calendar of Events

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

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

December

- 3 Josh McGaffey
- 4 Steve Stamm
- 5 Paul Idzik
- 6 Ezequiel Valasquez
- 8 Rick Coulter
- 11 Jerry Bush
- 17 Liz Spell
- 24 Ian Footer



Anniversaries

10 Years:

Leah Holden (Nov)
Rick Pelletier (Dec)

5 Years:

Tim Skelley (Nov)
Randy Bailey (Nov)
Konstantin Aluf (Dec)
Paul Idzik (Dec)

