



CONNECTIONS

Jan 2011



UMC's Safety Culture

Building a safety culture is one of the biggest challenges we face in our industry. Proudly, I can say that UMC has succeeded in creating and promoting a best of class safety culture. Now, a possibly bigger challenge will be to retain and build on that culture. Given what you have accomplished thus far, I am confident that we will meet this next challenge head-on.

The basis of a "culture" is you. Each one of us defines the UMC culture every day we show up on the job. It is your approach, attitude, attention, focus, awareness and commitment that paint the UMC culture picture. Every one of us makes a significant contribution to this. Think of your participation in the day-to-day workplace as leaving a wake behind you. Is this a positive, progressive wake? Will your impact create positive growth to our culture? How can you change / improve your approach such that the wake you leave is enhanced and continually more positive.

As you reflect and benefit from the successes of our best of class safety culture that you have built, please strive to maintain and improve on your contribution in 2011. It will continue to greatly benefit you and all of us working with you.

- Jerry Bush

Strategic Focus Update

As previously reported, back in September the leadership team sought to focus on developing a plan to sustain our position as an industry leader. We identified three critical areas that will be our focus this year.

- **Workforce Development Program:** We will develop a complete program designed to help us attract, train and retain talented team members.
- **Innovation:** We will design a series of programs to further encourage and reward the innovation for which we are already known in the marketplace. Please see the *Innovation Spotlight* in this issue!
- **Company Wide Sales Strategy:** We will build a focused sales strategy, targeting "like minded" clients who value our innovation creative thinking we bring to projects.

This is an update for the third critical area, the Company Wide Sales Strategy. Since our retreat in September our Team Leaders have developed a plan to create a company wide sales strategy that will target like-minded customers that buy / value innovation.

Some of the milestones accomplished thus far are:

- Identified all of our customers/decision makers are in all of our markets.
- Determined our preferred markets.
- Established a task force that has completed a complete review of our customer list.
- Selected a tool for Contact Management and have scheduled the initial roll out for 1st quarter 2011.
- Scheduled Sales Training Class on January 17, 2011

As we continue to develop our strategy keep an eye out over the coming months to measure our progress and don't be surprised if you are requested to join future task forces.

INNOVATION SPOTLIGHT:

UMC Mechanical Room-in-a-Box

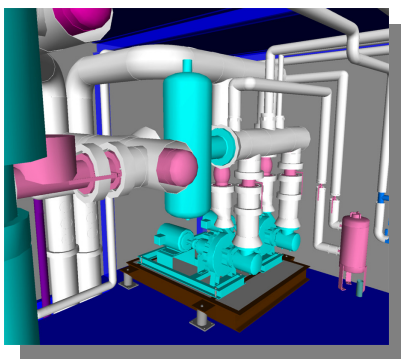
The idea behind implementing this large scale innovation first derived from early project planning during the Integrated Project Design (IPD) process for the Swedish Issaquah project. It was clear that providing a one-piece modular unit would be much more cost-effective for the Owner than building a conventional mechanical room. In addition, the aggressive construction schedule



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pushed the team to pre-fabricate and complete early.



"We've been doing smaller versions of these for almost a decade," says Dean Petterson about the *UMC Mechanical Room-in-a-Box*. "UMC built modular mechanical units for the Allen Institute for the Brain and Merck Rosetta. The one at Swedish Issaquah is the largest and most complex version we've ever completed."

Looking at the all the finished components inside the *UMC Mechanical Room-in-a-Box*, one would find two high-efficiency boilers and distribution tanks, makeup water station, domestic water system, two

high-efficiency gas hot water tanks plus expansion tanks, backflow prevention, and circulation pumps, all electrical, insulation, and controls in place. All of the mechanical, electrical, controls and insulation were performed at the UMC fabrication shop in Mukilteo and delivered in one piece to the jobsite.

UMC's unique turnkey fabrication product provides 100% of the mechanical piping and equipment needed to provide mechanical services for our client's new state-of-the-art six-story medical office building including a fully completed domestic and heating water system with only the connections to the field pipeline utilities. The entire unit took four weeks to fabricate and only two days to connect in the field.

Not to be forgotten, UMC's Virtual Construction Services Group was instrumental in providing accurate 3D models of the *UMC Mechanical Room-in-a-Box* for UMC's fabrication mechanics to build from.

So why is this innovation important for UMC and clients? How does this innovation build value? A few months ago as part of UMC's ongoing strategic planning, clients were asked why they hire UMC. They provided valuable feedback and many said "UMC is flexible in their approach, and offers innovative solutions." This certainly is a great example of an innovative solution for our client.

Through the support and coordination between multiple UMC groups, the company continues to innovate and exceed industry expectations on prefabrication and turnkey mechanical assemblies. As a result this allows our site personnel to quickly and safely complete a

superior product and shorten the on-site construction cycle.

Each month in U-Connections, look for other impressive UMC innovations. Do you have a project that highlights UMC's creative solutions? Email your story to innovation@umci.com.

On the Move...



David Malone is pleased to announce the promotion of Steve Bueler to Senior Engineer. After graduating from Henry Cogswell University, Steve joined UMC in July of 2005. Steve worked on the family farm and in construction while attending college, earning a BS in Mechanical Engineering degree while maintaining a 3.68 GPA. At UMC Steve quickly established himself as a capable and dependable Design Engineer. An aptitude for learning has been a key to Steve's success and due to his positive attitude, eagerness to learn, and willingness to get out in the field to solve problems he has developed steadily over the past 5 ½ years. Steve has worked on a number of key projects including most recently the Ninth and Jefferson Building and Swedish Issaquah.

This past year, Steve also found time to study and test for his Professional Engineering License. The grueling, all-day exam usually leaves one with a lingering headache and serious doubts about passing. Steve's new year was

greeted with the good news of his success. He has passed the exam! So, Steve will have "PE" added to his Senior Engineer status.

Please join us in congratulating Steve on his well-deserved promotion and milestone in his career.



Birthdays

January

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

February

3 Davin Chea
6 Paul Donohue
7 John Eimer
8 Greg Cannon
10 Deb Jones
10 Matt Thibeau
14 Sheila McBroom
14 Matt Kopicky
17 Warren Rose
22 Ruthann Browse
23 Josh Wilson
24 Shane Jacob
26 Wayne Denton
29 Dean Petterson



Anniversaries

35 Years:

John Strand (Feb)

20 Years:

Ted Granston (Feb)

15 Years:

Brigid Beavin (Feb)

10 Years:

Bill Laughlin (Feb)

5 Years:

Rich Munoz (Jan)
Julie Blanchard (Jan)
Jerry Nelson (Jan)
Gail Kinner (Feb)

