



CONNECTIONS

Feb 2011

Rick Coulter is Semi-Retired After 37 Years of Service with UMC!

Rick Coulter is taking some time off to travel and spend with his family. Rick plans to come back and continue work with UMC in some capacity. Rick exemplifies UMC's culture and we wish him the best in his "semi-retirement".

The e-mail below was written by John Strand as a tribute to Rick, his history and his contribution to UMC:

Rick Coulter, hired on with UMC shortly after the invention of the internal combustion engine and like the engine, Rick has exceeded all expectations that the company could have ever dreamed of. Since the ink dried on his first payroll check, Rick has been a true STAR Performer for this company and an inspiration to many of those who have had the chance to work around him.

If UMC had a "Ring of Honor", today we would be retiring the jersey of employee #497.

The definition of Rick Coulter could be simply stated as:

- * Loyal
- * Devoted
- * Full of Integrity
- * Tolerant
- * The go-to guy
- * The only human on earth without a cell phone
- * A friend to many lucky people
- * A loving husband, father and grandfather
- * The best of the best!!

So call or stop by his desk today, shake his hand and wish good luck to one of the finest men you will ever meet and one of the finest employees UMC has ever had. Oh yeah, he says he will be back in a few months to help us out for a while, but who knows, he may get use to sleeping in past 3:00 A.M. and forget about us?

On Monday January 31, 2011 for the first time in 35 years, I will come to work and not have Rick to call on to tap into his wealth of knowledge or to just shoot the bull with him.

I will miss this guy!

- Employee 839
(John Strand)



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Strategic Focus Update

This is an update of the leadership group's critical strategic focus area of Workforce Development.

Since our retreat in September, our Team Leaders have developed an overall Workforce Development Plan to build our UMC Teams diversity of skills and maximize employee talents to sustain our position as an industry leader.

Workforce Development Program: *We will develop a complete program designed to help us attract, train and retain talented team members*

The following are the two primary phases that this strategic focus group will be working towards over the next few years. The first aspect of the overall program to be pursued this calendar year is Phase I: Personnel and Organizational Alignment. This phase will build a solid foundation to ensure that each employee within each department is pulling on the right oar as we steer our company into the future. From this established foundation we will then move into aspects outlined within our Phase II - Career Develop Program.

Phase I: Personnel and Organizational Alignment

- a. Define Roles / Performance Expectations: *Establish clear role and performance expectations for each position within the company.*
- b. Conduct Employee Assessment: *Identify un-tapped talent of employees and maximize those skills across departments.*

Phase II: Career Development

- a. Cultural UMC Core Value Training: *Develop a cultural training program that fosters the core values of the company into the performance of the employee's.*
- b. Skills Training: *Develop a training program with a focus on department specific skills and aptitudes.*
- c. Leadership Program: *Establish a leadership program that identifies, promotes and develops strong leadership for the companies continued success.*
- d. Career Tracks: *Establish career track progression plan for employees.*
- e. Mentorship Training Program: *Establish and promote a mentorship program within the various levels of the company.*

This strategic initiative is very extensive and will take time and input by all to accomplish the goal in its entirety. In the near future you will be asked to participate in a survey to identify your skills and 'un-tapped' talents so that we have a greater base to steer our firm into various market opportunities.



Safety

UMC 2010 safety performance was outstanding. We had only seven OSHA recordable injuries, while working 100,000 more hours than in 2010. That means less than 2% of the people who worked for us had an injury more than a first aid case.

Everyone worked hard to achieve this result and it is a record to be proud of! We stressed the use of pre-task planning and choosing the right person for the job. We did frequent safety inspections and hazard analysis. We did safety orientations for every new employee and conducted more than 3000 hours of safety training. We energized the UMC safety culture and worked together as an effective team.

Now we are off into 2011, one month already gone. We have to continue to work as a team to work safely in the new year. UMC management and supervision have the responsibility to provide a safe working environment, to provide training and equipment, and to foster a team environment so that our crews perform work safely.

Each individual worker also has responsibility for safety. Each must utilize all necessary personal protective equipment and safety devices for the task at hand. Each must perform all work according to safe work practices and refrain from unsafe acts that may endanger themselves, co-workers, or the public. Each worker must participate in safety meetings, and other gatherings that provide the opportunity to discuss and provide feedback regarding safety issues and workplace conditions. In short, each crew member must function as part of the safety team.

A critical element of each worker's responsibility is to correct or report any unsafe conditions that they see on the jobsite. From small housekeeping issues like electric cords in the pathway to more significant conditions like inadequate tie-offs for fall protection, each worker has the responsibility to recognize the hazard and get it corrected. This is an essential part of being a member of the safety team. UMC management empowers each worker to stop any work that is being done in an unsafe manner. This is not simply a right; it is the responsibility of each worker.

Last year UMC had excellent safety performance. Let's use that experience and momentum to launch another record-breaking year in 2011.

Help for the Homeless

Winter is in full swing and even with spring around the corner, the homeless are desperate to stay warm. We will be collecting used and / or new clothing, etc. for the homeless in Seattle. The need is greatest for the following items:

- *Socks
- *Gloves
- *Hats
- *Coats
- *Men's clothing
- *Sleeping bags
- *Backpacks
- *Toiletries - toothbrushes, toothpaste, razors, deodorant, shampoo
- *Bottled water

Lunch deliveries are made downtown the 2nd and 4th Thursdays of each month by Bill Cotterell (Sonja's husband) and other Island church members. These volunteers have been helping the homeless for a couple of years now - when they started serving lunches two years ago, they were feeding approximately 50 people - now the count is up to 140. As you can see, the need has grown substantially over the last couple of years, so we look to you for support so life is a little less stressful for the less-fortunate in our community.

Anything you can donate would greatly be appreciated - clothing, toiletries, bottled water, soup, food for the lunches, backpacks, sleeping bags, etc. Please talk to Sonja Cotterell (x272) for more information on how you can help!

2011 Calendar of Events

AUGUST

Summer Picnic

Saturday, 8/13

10:00am-2:00pm

Cottage Lake Park, Woodinville

SEPTEMBER

Golf Tournament

Sunday, 9/11

7:00am-2:00pm

Harbour Point Golf Course

OCTOBER

Trick or Treat Party

Thursday, 10/27

3:00pm-5:00pm

UMC

DECEMBER

Santa Party

Thursday, 12/8

5:00pm-7:00pm

UMC

JANUARY, 2011

Holiday Party

Saturday, 1/14

6:00pm-Midnight

Lynnwood Convention Center

Anniversaries

35 Years:

John Strand (Feb)

20 Years:

Ted Granston (Feb)

15 Years:

Brigid Beavin (Feb)

10 Years:

Bill Laughlin (Feb)

5 Years:

Gail Kinner (Feb)

Kevin Kephart (Mar)

Steve Champion (Mar)

Wayne Denton (Mar)

Birthdays

February

3 Davin Chea

6 Paul Donohue

7 John Eimer

8 Greg Cannon

10 Deb Jones

10 Matt Thibeau

14 Matt Kopicky

17 Warren Rose

22 Ruthann Browse

23 Josh Wilson

24 Shane Jacob

26 Wayne Denton

29 Dean Petterson

March

6 Bruce Lincoln

7 Ryan Hoggatt

8 Chris Bondelid

11 Max Harshman

12 Mike Harshman

14 Henry Biggs

14 Randall Gaylor

14 Dave Babington

14 Tiffany Nunez

15 Dori Jenkins

15 Brian Will

18 Billy Sulfridge

23 Krista Powers

23 Dave Johanson

30 Mehrdad Rad

31 Maria Boyer

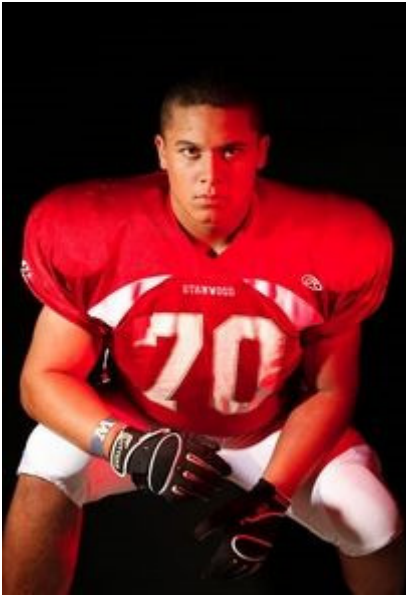
31 Ryan Lynn



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CONGRATULATIONS!!!



Stanwood's Dexter Charles was recruited to play offensive tackle at the University of Washington.

Dexter Charles, son of Dennis Charles (Service Dept.) very recently signed to play football with the University of Washington Huskies.

You can read the article (below) from the Everett Herald and be sure to click on and watch the interview at the end of the article.

<http://www.heraldnet.com/article/20110202/SPORTS01/702039939>

