

The First of its Kind

Largest GIS Station in North America

The City of Glendale, a municipality located in Southern California, celebrated their centennial year in 2006, and that's not all they celebrated. In fact, Glendale Water & Power (GWP) completed the installation of the largest Gas Insulated Substation (GIS) in North America.

GWP contracted ABB, Inc. as the Prime Contractor and ABB, in turn, contracted Henkels & McCoy (H&M) and Miron Electric for support. ABB provided engineering and construction design and supplied the GIS station, which was fabricated in Germany. H&M was subcontracted for civil construction and power line work, while Miron Electric was responsible for supervisory and control wiring of the station.

The three organizations worked closely with GWP to coordinate a tight project schedule and to avoid interruption of services during the cutover periods.



H&M crew installing 69 kV duct bank.

It was critical to the schedule that the cutover of the 69 kV circuits be completed before the summer peak load to maintain

the N-1 reliability criteria. Through a cooperative effort, the project was completed
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Management Message

Giving Thanks for Effective Communications

by Steve Benjamin
Safety Manager, East Region

As part of my development, I was asked to write an article for the Henkels & McCoy newsletter by the East Region Vice President. This assignment was given to me the day before Thanksgiving. I have found this to be one of the hardest assignments that I have ever been given. What should I write about? Safety, teamwork, goals, values? I really didn't have any idea. I looked at past articles written by executive management and other safety professionals, but I wanted to address something different, not a repackaging of past subjects. Having left Henkels & McCoy's employment for a period of time, I asked myself what is it that the people of the East Region are doing today that is different from when I worked here last? Is it the people? Denis Palermo, the East Region's RVP, gives me more challenges than any other supervisor I have ever had.

He has an uncanny way of putting me in situations where the only way I can solve them is through effective communications. My new assignment required that I work on developing a team, and I would need to be part of it. Everyone has his or her own ideas on how to fix things, but as Denis says, the journey is just as important. I know the journey will make me a stronger person and a better manager. Jim Duffy, our OVP, has added an additional dimension to leadership, and complements our RVP very well. He is both systematic in approach and always available to discuss issues, problems, and solutions with everyone. I don't know if you know Jim. He has the ability to walk into a room not knowing anyone, and within an hour Jim knows everyone's name, their job, and personal life. With this ability, he has expanded the lines of communication within the region. Talking with Jim just makes you feel good.

The Directors have been a challenge

for me. They are driven people, moving like a fast freight train. I thought I could just stand on the tracks in front of that fast-moving train and flap and wave my arms and yell stop. Well, that didn't work at all. I had to buy a ticket and have them slow down so I could jump on board. This was a good way for us to get to know each other. I could then see things from their perspective. In short, I knew that for our safety program to be successful, all of us would have to change together. The Vice Presidents and the Directors allow me to manage my team and the safety program in such a manner that we all are in concert as to the best approach to take. Communication is a wonderful thing!

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Steve Benjamin

First of its Kind

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without any interruption of service and on time to meet GWP's new peak load of 338 MW. The GIS station operated satisfactorily during the unprecedented heat wave in July 2006, with temperatures reaching highs of 112 degrees Fahrenheit.

H&M's West Region began construction of the 69 kV GIS, a first for this region. Adolpho Botello and Howard Wikoff, Foremen; Bill Alvarez, Phil Schuster, and Lester Stutts, Supervisors; and Carlos Zancope, Area Manager, managed the project alongside GWP, ABB, and Miron Electric.

H&M worked in limited space building the duct bank system between an existing duct bank and minimized the period of cutover, reducing the numbers of interceptions of the duct banks. Modification of the project allowed pre-installation of 69 kV cables and termination at the GIS equipment, waiting only for the time to cut the existing cable rerouting to the GIS.

H&M followed the outage schedule and did not have any delays in the cutover of any of the circuits and there was no rework required on the cable installation, splicing, or terminations.

H&M installed a new six-inch conduit system from the GIS to the existing six-inch conduit system which included new conduit duct banks. Originally, the new conduit system was designed to be installed as a shallow and wide system, but due to the interference with the existing conduit duct banks, the conduit system had to be redesigned and was installed very narrow and at a depth of 20 feet. The use of special shoring was required to protect workers.

GWP provided all outages according to schedule with no gaps between outages.

They tested each circuit and transferred the relay control from the old system to the new GIS system. Coordination of all the departments involved in the cutovers and integration with H&M made this project a success.

The main goal was to protect the existing facilities (energized duct bank, recycled water 20" pipe) and the workers inside the trench. Special shoring was used to protect the trench against caving caused by unstable soil. One of the trenches was installed with 36 six-inch ducts; that made the prism very big and the bottom of the trench was 13 ft. deep.

H&M was also responsible for the installation of approximately 23,445 ft. of high voltage copper and aluminum cable. It was necessary to install 45 high voltage splices in various power vaults, 69 high voltage terminations at the GIS equipment and at four equipment riser locations. Special training and tools were required to install the terminations at the GIS equipment.

Although H&M started the project with a three-month delay, preplanning and changing the design of the conduit system allowed for the new conduits to be installed at the various underground power vaults, thus reducing the number of conduit interceptions. H&M worked overtime and installed much of the high voltage cables ahead of time. Working closely with GWP supervisors and operators, H&M's management was able to schedule and receive the outages necessary for the successful transfer of the 16-69 kV circuits from the old equipment to the new GIS equipment without any disruptions of electrical service to the city.

The project was completed ahead of schedule due to the cooperation and confidence between H&M and GWP.

Living Our Core Values

Core Values at Henkels & McCoy are far more than words on a page or posters on a wall. As our Chairman Paul M. Henkels has said, "If you have good values, bring them with you to work; Henkels & McCoy is a place where you can live them every day."

We would like to acknowledge the following examples of our Core Values in action. We appreciate those who took the time to share their thoughts. When values are truly lived, everyone benefits.

I want to send you a short letter to thank you for an impromptu service that was provided to us by Douglas Stoneback's crew. During their lunch break that they were taking in our parking lot, your crew helped us cut down a couple of branches that were blocking a flagpole and also string wire for the flagpole with one of your bucket trucks. We had been having trouble trying to find someone to help us in refurbishing our flagpole leading up to Memorial Day. Now, we will be able to celebrate Memorial Day with a small worship service underneath the flagpole following our normal Sunday morning service.

Thanks so much for your crew and the service that they provided for us during their lunch break.

Carl Crumpler (General Foreman) was driving and saw a gentleman hysterically attempting to wave someone down for assistance. When Carl pulled over and approached their vehicle, he immediately knew that the man's wife was having an epileptic seizure. He took out a pencil and placed it in her mouth to prevent her from biting her tongue, then calmed her down.

It was fortunate that Carl got there before she bit off her tongue as the seizure was quite severe. His brother used to have epileptic seizures, so he knew immediately what to do.

Carl is a new employee who has worked at several utility contracting companies over the past twenty years. When asked what he expected of an employer, he stated he would work his butt off if he could just find a company that will do what they say they will and be honest. Carl has found this at Henkels & McCoy and continues to work hard as promised. Carl is an awesome addition to the Marysville team and has earned our team's respect and loyalty in a very short period of time.

H&M Timeline: 1999

H&M's Pipeline Division performs 13.8 miles of critical work for the Alliance Pipeline, a 2,333-mile pipeline stretching from British Columbia, in Canada, to Chicago. H&M's portion of the job is the delivery segment of the mammoth, two-year project, and runs beneath the highly congested Chicago suburbs and interconnects the system to the main North American pipeline grid. This segment has many extremely sensitive obstacles, including 745 kV overhead power lines, archaeologically-sensitive sites, buried foreign pipelines, and private farms, to name a few. The project involves river crossings, directional drills, rock bores, trenching, power line right-of-way, 345 feet of solid rock under Interstate 55, drilling under a railroad bed, and more... H&M's network cabling division (now NetWorks) installs 14 miles of cable comprising the network infrastructure at Exploris, an interactive learning center in Raleigh, North Carolina.



To discover over eighty years of company history, visit our Timeline:
<http://www.henkels.com/corporate/timeline/TimelineIntrohome.asp>

Benefit Tournaments Drive Home Messages, Raise Funds

Henkels & McCoy's benefit golf tournaments aimed high (and delivered) in 2007. The West Region held their tournament on September 26, 2007 at the Pacific Palms Resort's Industry Hills Golf Course in Industry Hills, California. Tournament proceeds went to The Leukemia & Lymphoma Society, the world's largest voluntary health organization dedicated to funding blood cancer research, education, and patient services. The day's events included various prizes for tournament placement and a raffle and auction with dinner. Approximately 130 golfers came out to play, and final proceeds amounted to close to \$40,000.

The Henkels & McCoy East Golf Tournament benefiting Covenant House Pennsylvania (CHPA), the largest shelter program for homeless and runaway children under 21 in

the state, was held October 15, 2007 at the Philadelphia Cricket Club's Wissahickon & Militia Hill Courses. Tournament prizes were handed out and a wide array of items raffled off as part of the day's events. More than 240 golfers were joined by about 25 additional attendees at the dinner that followed, and proceeds for CHPA totaled approximately \$80,000. "The weather was great and the day's event went off superbly!" said Rick Pieper, Market Manager-Power and tournament organizer.

The funds raised by 2007's East and West golf tournaments represented nearly double the amounts generated in 2006. Henkels & McCoy would like to thank the generosity of everyone who helped to make these

efforts a success. For information on 2008's tournaments, please contact Rick Pieper in the East Region



at rpieper@henkels.com or Jean Yount in the West Region at yyount@henkels.com.



H&M employees, customers, and suppliers had a swinging time while nearly doubling last year's benefit tourney proceeds. Top right: Rod Henkels, President and CEO, and Rick Pieper, Market Manager - Power present a check for \$76,683; center: Jim Dillahunty, Vice President, West Region presents a check for \$40,000.



Stepping Up

If you've used the stair climber at your local athletic club, you know what a good workout it provides. Now envision climbing over a thousand steps (the equivalent of a one hundred-story building) and adding ten miles of walking. That is precisely what Henkels & McCoy employees Katie Freind and Meghan Devine did on a recent Saturday in Philadelphia.

Far more than a workout, this was a fund-raising event sponsored by the American Diabetes Association. Katie and Meghan were joined by "Summer Striders" teammates Kelly Kendrat, Marissa Ciancio, and Geoff Grosso to raise more than \$5,500 through the sponsorship of family, friends, and co-workers.

After an inspiring opening ceremony, the climbers began the first stairway, which was lighted with pom poms and orange markers. The participants wore official Step Up T-shirts and volunteers provided support and encouragement throughout the route, which included City Hall, the Art Museum, the Free Library, Liberty Place, SEPTA's Broad Street Subway Line, Temple University's Liacouras Center, Independence National Historic Park, and the Schuylkill River Path.

In describing the experience, Meghan said, "The City Hall stairs were the most difficult with fifteen flights in a circle.

*Feeling the Love:
H&M's Step Up Team.*



The 'Rocky Stairs' at the Art Museum were the most exciting."

Katie shared her feelings at the end of the walk: "I felt like a million bucks after the walk. It made a world of difference

to know that strangers care so much." Through their caring, the more than 550 climbers raised in excess of \$600,000 to help the nearly 21 million children and adults in the U.S. who have diabetes.

Nothing Childish About Juvenile Diabetes

Sunday, October 28th was picture-perfect for the annual Juvenile Diabetes Research Foundation's (JDRF) Walk to Cure Diabetes. A cloudless Philadelphia sky, kissed with sunshine, cool breezes, and temperatures in the mid-50s was very welcome after a weekend of drenching rain.

Before the Walk, nearly 10,000 volunteers, some in Halloween costumes, were treated to energy bars, fruit, hot beverages, and more. There were moon bounces, music, sports mascots, and face painting, making this a fun-filled family event. But it's not all fun.

Juvenile diabetes strikes children suddenly, making them insulin-dependent for life, and carries the constant threat of devastating complications. It is the fastest growing disease and sixth leading cause of death in the U.S.

To help combat this dreaded disease, JDRF Walks are held in over 200 cities globally. In the U.S., nearly 500,000 people walked in 2006, raising over \$80 million. JDRF expects to raise \$86 million this year and has provided more than \$1 billion overall to advance its mission of finding a cure for diabetes through research support.

Philly native Bianca Ryan, winner of NBC's "America's Got Talent," led the crowd in a stellar performance of the national anthem from the steps of the Museum of Art. Junior Walk Chair Ambassador Matt Walsh, a teenager, shared his moving story of living with Type 1 diabetes. Henkels & McCoy's 26-person team, led by seven-time captain Paul Stinson, raised \$5,000 to assist the Foundation in its efforts.

Volunteers were accompanied by the theme from "Rocky" as they began the three-mile stroll along scenic West River Drive, enjoying beautiful views as they Walked for a Cure.



Top: Team Henkels prepares to walk. First team member across the finish line was Kyle Pagan, age 14.

Regional Roundup

East Region News

The Power group has begun Phase I of a 230 kV transmission line reconductor project for FirstEnergy in northern New Jersey, with Phase 2 slated for January 2008. Other FirstEnergy work includes a sub-transmission project with associated distribution underbuild along with the installation of 100 new poles.

Work for PPL continues with the South Akron Project, a 6.8-mile transmission rebuild at the Berks Substation. Recent inside electrical projects have involved installation of switchgear for GlaxoSmithKline.

In the Gas group, two new gas distribution main crews have begun work at various locations for PECO throughout Montgomery and Bucks counties on a cost-plus basis. Yankee Gas has awarded a 6" high-pressure steel main project in the New Milford, Connecticut area. UGI blanket work continues with H&M being awarded the new business work in the Lehigh and Reading areas. AGL has awarded four main replacement projects in northern New Jersey.

The Telecom group is rapidly approaching the halfway point on the Mortenson-Cohocton Wind Farm Project with revenue of \$11 million. AT&T work has involved rodding and placing cable next to an existing fiber duct bank in the Montross, New England area; placing fiber cable in Newark, N.J.; and the award of three right-of-way clearing projects in the Maryland/Virginia area. Other jobs include a manhole overbuild project for IETC and ongoing blanket work for Verizon throughout eastern Pennsylvania in the Liberty and York regions.

PECO has granted Specialty Work a purchase order for \$14 million over three years to provide restoration repave services in the five-county Philadelphia areas. Other Specialty projects include PSEG jobs at the Mercer Generating Station and Hudson Generating Station; maintenance work for FirstEnergy on three hydroelectric turbines at the Yards Creek Facility in Blairstown, N.J.; the installation of a new well house for United Water Co.; and the installation of a new generator and various building renovations for Tishman/Verizon in Camden, N.J.

In the Engineering group, continued distribution and transmission design opportunities exist for Duquesne Power & Light, with a current purchase order of \$3 million.

Central Region News

The Central Region Special Projects Group began its second Wind Energy project as a subcontractor to M.A. Mortenson on the Pomeroy Wind Farm in Pomeroy, Iowa in June. This project is being developed by enXco for MidAmerican Energy.

We have been awarded two transmission projects near Chattanooga, Tennessee for the Tennessee Valley Authority, whom we have worked with since October 2003.

Chuck O'Connor, Jim Mills, and Carl Moeller have successfully completed conventional underground manhole-ductbank projects for William Rainey Harper College in Palatine, Illinois, and Pepper Construction as part of Condell Medical Center's expansion in Libertyville, Illinois.

In Batavia, Illinois, we welcome these employees: David Cox, Operations Vice President, Central Region; Michael Seutter, Operations Manager, Chicago; Scott MacKenzie, Director of Project Management, Central Region; Eric Sweet, Regional Fleet Manager; Mike Crandall, Regional Safety Manager; Scott Chiappetta, Construction Manager; Mike Butkus, Project Controller; and Steve Alvesteffer, Lead Safety Professional. Rod Bendit has relocated from Elkhart to Batavia as Fleet Manager and Keith McKim has been named Program Safety and Quality Manager.

In Elkhart, Indiana, we welcome Chris Kahila, Project Manager - Special Projects Group. Denise Landis has been named Regional Business Insurance & Contracts Administrator and will work with Jason Butts and the Regional Contracts Group. Jenny Kull has been named North Central Operations Administrator.

Henkels & McCoy's crews from Gary, Indiana, and Jackson and Flint, Michigan were called out by the Northern Indiana Public Service Company in response to damage caused by a tornado that struck Nappanee, Indiana, located 20 miles south of our Elkhart office.

Mark Crowson has been appointed Vice President of Alliance Programs for the Central Region. Mark is based in the Lewisville, Texas office. In Salem, Illinois, we welcome back Tim Lindsay, Area Manager, who spent the last nine years assigned to the Chicago area. In other personnel news, Jack Bennett has been named South Central Area Safety Manager. Rob Andrews has relocated from Batavia, Illinois, to Jacksonville, Florida, as Area Manager.



A milestone was reached when Jim Dillahunty, West Region Vice President, wielding ceremonial scissors, formally opened the brand new headquarters for West Region in Pomona, California.

West Region News

New locations: The West Region is on the move! The West Region headquarters, previously in San Dimas, California, has moved into their new offices in Pomona, California. This much larger facility will eventually house all the employees from San Dimas, Fontana, and the local Henkels & McCoy NetWorks office. The new complex is located less than five miles from on-and-off ramps for four major freeways, making the new headquarters ideally situated for customers and employees alike, and promises easier access to work sites. The site comprises 28,000 square feet of newly renovated professional office space (with a high-security access system) on ten acres of flat land, and ample space for parking. Also underway are a 25,000-square-foot warehouse and a 10,000-square-foot mechanics shop. New digs are also scheduled for the Hawaii Operations Center, currently located in Pearl City, Hawaii, and the Pipeline Division in Norman, Oklahoma. Move in dates for both these locations – January 2008. The West Region looks forward to many years of productive work from these great locations.

New work: West Region has been awarded a contract for a major underground transmission cable project from the City of Los Angeles Department of Water & Power (LADWP) for removing LPOF cable system for Hollywood Fairfax Cable, and installing new 138 kV XLPE cable. Henkels & McCoy also installed the first phase of this system successfully for LADWP in 2005.

Engineering News

The number and variety of projects on military bases is increasing. This work is ideally suited for Henkels & McCoy; the projects are typically in the power and communications lines of business and include stand-alone design and design-build projects. Engineering is working with H&M NetWorks, the National Government Group, and regional OUIDs. All engineering disciplines offered by Henkels & McCoy are involved, including communications, power, mechanical, electrical, and structural.

Engineering provides inside and outside plant communications design for the fiber network inside the buildings and the interconnection of the buildings on base. We also provide the communications equipment design and the infrastructure to support shelters, HVAC, AC/DC power, emergency generator, and site improvements.

Engineering provides detailed design of aerial and underground distribution systems, both direct buried and in conduit, to support new construction and system reliability. The engineering tasks include surveying the existing systems, evaluation of the available capacity, and design of required improvements.

H&M NetWorks News

H&M NetWorks, formerly the Network Systems and Solutions division, continues to move forward implementing the strategic plan developed over the last several years.

As a marketing/branding initiative, the recent name change addressed how the division as a whole will be seen in the future by customers, prospects, vendors, and information technology (IT) professionals in general. New partnering agreements with several firms, either completed or under negotiation, demonstrate H&M NetWorks' commitment to develop expertise in the voice world.

In July, H&M NetWorks signed a partnering agreement with Thompson Networks, a 25-year-old Doylestown, Pennsylvania firm. Thompson offers voice, data, and security services to customers throughout the greater Philadelphia area. Partnering with H&M NetWorks, they now provide those same services to custom-

ers with national or expansive regional needs. In exchange, they provide subject matter expertise for project implementation and sales support to H&M NetWorks.

Thompson introduced H&M NetWorks to ESI, a Plano, Texas-based phone system manufacturer. One of their products, the ESI 100, has been installed at our division's new headquarters in Plymouth Meeting, Pennsylvania, and services more than 70 division personnel. Designing and building leading-edge phone systems for large and small enterprises, ESI has patented technology that offers VoIP-like capabilities over a digital network. ESI also offers more advanced Voice over Internet Protocol (VoIP) systems for firms of all sizes seeking to fully integrate their voice, data, and security networks. H&M NetWorks is in the midst of negotiating a contract to become a reseller for ESI's National Accounts program.

Corporate News

John "Jack" Newby recently joined Henkels & McCoy, Inc. as Acting Manager, Employee Relations in our People Services Department reporting to Kathy Mills, Director, People Services Department.

Jack brings an extensive background in Human Resources Management with an emphasis in Employee and Labor Relations to the company. He has worked in various



industries including energy services, chemicals, and cable TV.

Initially, Jack will be working with Kathy Mills to create efficiencies in our drug testing program process and formulating our Affirmative Action Plan, as well as compliance-related issues. Jack will also serve as the Assistant EEO Officer for the company and will be responsible for conducting investigations and providing guidance to our Assistant Regional EEO Officers.

Jack earned his MBA from Widener University and is also an instructor at Penn State University teaching undergraduate human resources courses. Jack resides in the Abington section of Montgomery County with his wife, Pat. They have two grown children, David and Veronica.

We would like to acknowledge Jan Thomas (Secretary in the Marketing Communications and Research Department) on the occasion of her retirement after nineteen years of outstanding service to the company.

On November 27, Henkels & McCoy sponsored a blood drive in conjunction with the American Red Cross for Blue Bell employees. We thank the twenty-six people who donated a total of twenty-two pints of blood.

November 17 marked the second Semi-Annual Corporate Region Family Day designed to instruct employees and their family members in first aid practices. In all, forty-two employees and their families participated in the course.

Just Awarded

Henkels & McCoy has been selected to provide construction services for the southern portion of AmerenUE's "Project Power On" Reliability and Environmental Improvement Program.

Under a three-year alliance agreement, Henkels & McCoy will provide construction resources including labor and equipment to AmerenUE's "Project Power On." AmerenUE plans to invest \$300 million over three years for undergrounding of aerial circuits for reliability improvement. Henkels & McCoy estimates the scope of work for the Southern Region to be approximately \$90 million over the three-year period. The project is the single largest distribution system investment project undertaken in AmerenUE's history. Estimated project duration is November 2007 to December 2010.

"We are committed to helping AmerenUE realize their goals for reliability and environmental improvement," said Rod Henkels, President and CEO.

Henkels & McCoy has been awarded a multi-year contract including work for **Sempra Energy Utilities'** subsidiaries San Diego Gas & Electric and Southern California Gas Company. The scope includes electrical distribution work for SDG&E in their southern region as well as cathodic protection work in two additional districts for Southern California Gas. Project duration is estimated to be from January 2008 to December 2010.

The Safety Challenge

by Pete Moriarty
West Region Program Manager

In the age of reality TV, it seems people will do anything from the embarrassing to the utterly absurd for a chance to achieve the glory of being American Idol, Survivor, America's Top Model, or the next Apprentice. Fortunately, we are not subjected to such tests to prove the value of our contributions to the work Henkels & McCoy performs every day. At times, we may feel barraged by new initiatives; however, these efforts translate our core value of Continuous Personal and Team Improvement into action.

When it comes to reality TV, Iron Chef America is the only program I can stomach. In this series, groups of culinary professionals take the Iron Chef and his staff to task in a sixty-minute cook-off. It is a test of individual skill and team cohesion with no tangible reward other than the satisfaction of having provided nourishment and enjoyment to the expert judges, and a little entertainment and inspiration for the viewer.

One common ingredient among operations experiencing consistent safety success in our business is a team approach to safety. Much like the team of chefs on TV, our many skilled employees tackle complex problems every day, combining individual capabilities, creativity, and experience to achieve something better than any of them could achieve individually. We use tools to guide us through that constructive collaboration: annual safety action plans to reflect on prior performance and identify our goals and activities for improvement; project-specific safety plans to prepare for unique project concerns; job briefings to communicate the day's plan for controlling hazards and assigning task responsibilities; safety workshops to refresh or update our knowl-

edge and hands-on skills; and safety committees or kaizen events (quality program continuous improvement meetings) to address issues encountered in the field and pinpoint immediate improvement-oriented action.

I point to the reality TV fad because I believe it reflects some of the struggles we as employees and managers in a risk-laden work environment face in our attempt to achieve the best safety "ratings." Our hope is to strike a balance between what has worked in the past, while carefully innovating to improve our performance without getting too gimmicky. This takes the self-discipline to form safe work habits and a collaborative approach to try new things that will make our safety performance more consistent and better today than it was yesterday.

Set a team goal, track your progress toward achieving that goal, and display the results either as a source of pride in achievement or a recognition that greater improvements are needed. When you achieve the goal, celebrate your success, but don't think of it as an end. It is merely a sign that you can move your target.

In our Southern California Edison operation, each of the construction yards has set a goal of beating their prior record for consecutive days without an OSHA Recordable Incident – 119, 172, and 177 days in the three yards where approximately 250 employees come to work each day.

At the end of the day, we don't face a judging panel of grumpy celebrities or teenagers sending text message votes. Our panels of judges are our customers, fellow employees, and our families for whom we provide. The measure of our success is the satisfaction we get from completing the day's work and returning home safely.



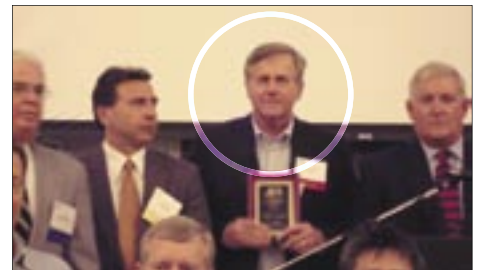
Pete Moriarty



H&M NetWorks Has Arrived

H&M NetWorks, formerly the Network Systems and Solutions division (NSS), has completed its move to a brand new HQ building in Plymouth Meeting, Pennsylvania, providing design, installation, and support services nationwide for Data/Voice Networks, VoIP Solutions, IP Security, Data Centers, and Kiosk Deployments in a wide range of vertical markets.

The new building is home to the division's administrative team, Project Management Office, Government Services Group, Training Services, and the National Accounts team and field office that serve the Pennsylvania, New Jersey, and Delaware regions. To be sure, with this new facility, H&M NetWorks is prepared for future technology changes and stands ready to meet the evolving demands of customers.



H&M Central Region Vice President Mike Jordan (circled) accepted the JEA Safety Award on the company's behalf.

H&M Receives Safety Award

Henkels & McCoy was honored at the Jacksonville Electric Authority's (JEA) Vendor Recognition Program, held October 23, 2007. Regional Vice President Mike Jordan accepted the award on H&M's behalf.

Approximately two hundred guests were invited to attend the inaugural event at the Jacksonville Main Library. Members of JEA's Board of Directors and Executive Management Team were present to acknowledge companies that have excelled in their industry and helped JEA achieve its mission of improving the quality of life in the communities it serves.

Other H&M employees present were Mike Seutter, Manager, South Central Power Operations; Jack Bennett, Area Safety Manager; Brian Barnett, Program Manager; and Craig Tanner, Safety Supervisor.



Leon Pangburn (center) shares a justifiably proud moment with his crew members from our Perris, California yard. The certificate Leon holds sums it up in a short and sweet phrase: One Year Injury Free. Way to go!

Service Awards 2007

These Henkels & McCoy employees attained the following milestones in 2007. Congratulations to you all!

Corporate

- 10 Years: Stephen Kauffman,
John Melasecca
- 15: Stephen Freind, David Sinclair
- 20: Dennis Condon,
Christine Ann Crawford,
Maria Marston, Paul Stinson,
Joanne Tirpak
- 25: Sherry Scandone
- 30: Joseph Grippo,
Phyllis Melasecca
- 40: George Davis
- 45: Joseph Zanine
- 60: Paul M. Henkels
(right)



East

- 10 Years: Robert Adcock, Paul Asquith Jr.,
Robert Butler, Spencer Coleman,
Robin Day, David Dotson,
Larry Ellyson, Mark Foster,
Robert Funda, James Havrilla,
Jamie Jenkins, Kenny Johnson,
Gary Jones, Mark Lena,
Michael McMaster,
Timothy Reck, E. James Rudolph,
Roger Schneider, John Seidt,
Rick Shoop, Glenn Smith,
John Stunkard Jr., Joshua Tosten,
Dominic Valente, Kevin Weeast,
Bonnie Wieder, Glen Wilkins,
Roger Wilson, Nancy Zeppa
- 15: Bringkop Ariyamit,
Barry Bambling, Lawrence Bard,
James Booher, James Buckley Jr.,
Antonio Desousa,
Joseph Dougherty, Dana Fields,
Troy Frey, Arthur Kroft,
Alfred Lucioti, John Matos,
Richard Ventola
- 20: Donald Anderson,
William Atherton,
Warren Braxton, Filipe Cerqueira,
Jeffrey Conrath,
Francis Gallagher, George Gascon Jr.,
William Greenwood Jr.,
Edward Hanney, Brian Hettrick,
Timothy Hockenberry,
Karen Jerzerick, Rocky Lane,
Ross Miller Jr., Carlton Satchell,
Charles Shriver, Vladislav Tarasov,
Russell Yerik
- 25: John Amador, Joseph Azevedo,
Guy Bair, Tim Harper,
Thomas Rambo, Jose Santos,
Charles Youtzy

- 30: Robert D'Amato, Salvador Simao
- 35: Gary Bupp, John Donmoyer Jr.,
Myron Flick, Larry Jenkins,
Elwood Lartz, William Miller,
Robert Park, Michael Shaull
- 40: Louis Lepore, Denis Palermo

Central

- 10 Years: Jesse Benning, Lonnie Byers,
Eddie Carew, Ryan Crull,
Rodney Eversole, Janice Favors,
Eugenio Garcia, Larry Popham,
Camilo Rodriguez,
Alfredo C. Rosas, Donald Smith,
Vance Steele, Michael Vansickle,
Jose Vasquez, Maximo Villarreal,
Robert Watson
- 15: Rick Banning, Rod Bendit,
Robin Carpenter, Michael Coquat,
Ronald Hodges, Warren Loyd,
Eric Perkett, Frank Towns,
Howard Webster Jr.,
Douglas Welford
- 20: Marvin Reynolds,
Rayburn Stallings
- 25: Robert Crosby

West

- 10 Years: Steven Bourne, John Carver,
Brandon Fournier,
Jeffery Jerome, Denae Leclair,
Brian Luker, Joseph O'Connell,
Nelson Omoto,
Darryl Rapozo Jr., Randal Ross,
Larry Scott, Mark Turnbull,
Shudong Underwood,
Timothy Young
- 15: Jay Fentress, Kenneth Grigsby Jr.,
Robert Hurley, Neal Jinkerson,
John Madaus, Lawrence Schnell,
Michael Spitzer,
Thomas Townsend
- 20: Mike Runge, Roy Schuetzeberg,
Jacqueline Stinson,
Bobbie Thomas
- 25: Pat Agee, Robert Johnston
- 30: Jonathan Gray, Gary Heppner,
Earl Kesner

H&M NetWorks

- 10 Years: Charles Bowser, Jody Caizza,
John Eckels, Kevin Irvin,
James Lauer,
Raymond Szemborski
- 15: Clyde Jones
- 25: John Sweeney

In Memoriam

As we begin the new year, we wish to pause to remember and acknowledge the following long-time members of the Henkels & McCoy family of employees, who passed away in 2007.

Cliff Langston began working for Henkels & McCoy in 1975 as a foreman, quickly advancing to Area Manager in the then Southwest Division. Cliff's contributions led to a number of additional promotions, from Operations Manager to Assistant Division Manager to Director of Southwest Operations. Cliff is remembered as someone who expected much from everyone, especially himself. His great dedication to family and those he worked with was readily apparent to all who came in contact with him. He is greatly missed.

• • •

Ray Uccelletti's contributions to Henkels & McCoy spanned fifty-three years, beginning in August 1947, following his service as a Marine in WWII. After many years in field operations, Ray performed a variety of roles with skill and dedication, always a goodwill ambassador for the company. He is fondly remembered.

• • •

Beginning in 1955, **Joe Shaubeger** devoted close to four decades to Henkels & McCoy. Retiring in 1988 as the Corporate Craft Recruiter in Elkhart, Indiana, he returned in 1993 to assist the Equipment Department. Joe was known for his great patience and willingness to mentor associates. His memory lives on through those he helped.

We are grateful for who they were and what they did.

Effective Communications

Continued from page 1

I would like to thank each one, Bryan Ellis, Greg Class, John Donmoyer, and Merrill Anders. Thank you for your continued support. I am no longer known by staff as just the "safety guy."

The Area Managers have the same work philosophy as the Directors. That's why the East Region, I believe, will always be successful. My relationship with several of the Managers was at first based upon need. They needed support, help, and guidance; they needed someone to talk to about how they got where they were. They needed help with solving their problems. I learned to *listen*, but more importantly, I gave them my time and developed a relationship with them. As Rod Henkels just said to me recently, the only way we can contribute to the success of our people is to give them our time and support, so they can do their job. That's my goal. I need to support everyone with time: time to listen, time to talk, and the time to work out the solutions with them to ensure that they can be successful in executing our safety program. I guess that's what being a manager is all about, but as everyone knows, time is something that we just don't seem to have enough of. That's why I'm proud to

say that I have a good safety team. I was used to just managing myself; I was only responsible for me. With my new position as East Region Safety Manager, I found that I was responsible for supervising a safety administrator and nine safety specialists. I had to open up lines of communication with them; I had to get to know them. Part of the rush was that I had just over thirty days to complete their evaluations...talk about pressure. Not only was I responsible for them, they also had a new supervisor, and they had to get to know me. We found ways to communicate effectively, by sharing our ideas, and by working together to develop solutions so they could provide the safety management skills necessary to help manage our safety program. This is all possible through communication. It's not just all talk; it's listening, understanding, and giving feedback. I would also like to thank all of them for their support and contribution to the Region's Safety Program: Barb Stahlecker, Todd Stong, Ed Iwanicki, Robert Smith, Rory Palm, Terry Mc Nerney, Mark Weit, Wayne Enders, Mike Valerio, and Steve Funk. I also would like to thank everyone else who has supported me and welcomed me back to the Henkels & McCoy family. Have a happy and safe New Year.

H&M Trade Shows 2008

The trade show season for 2008 is beginning; don't miss Henkels & McCoy at these great shows!

January 29-31
Underground Construction Technology Conference & Expo
Cobb Galleria Center, Atlanta, GA
Booth #520

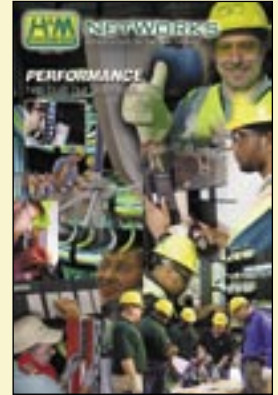
February 12-13
NTCA 2008 Annual Meeting & Expo
Sheraton New Orleans, New Orleans, LA

February 19-20
Georgia Telephone Association Showcase
Macon Ramada Plaza, Macon, GA

February 23-26
National Association of Workforce Boards
The Renaissance Hotel,
Washington, DC

April 8-11
Telephone Association of New England Symposium & Showcase
Mount Washington Hotel, Bretton Woods, NH

April 16-17
Kioskcom Self Service Expo
Mandalay Bay Convention Center, Las Vegas, NV
Booth #449



HENKELS & MCCOY Performance

IN THIS ISSUE

First of its Kind

Henkels & McCoy completes civil construction on North America's largest Gas Insulated Substation for customer City of Glendale as part of a design and construction triumvirate.



FEATURES

- Living Our Core Values
- Service Awards 2007
- Swinging, Walking, and Climbing for Charity

DEPARTMENTS

Management Message, Safety Update, Regional Roundup

PLUS...

- In Memoriam
- H&M Honored by Jacksonville Electric Authority
- Timeline: 1999 sees critical pipeline/network cabling successes
- Trade Show Schedule through April

MORE!

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