



A Celebration of Life
Paul M. Henkels
 1924 – 2009

In the September 2005 edition of this newsletter, company Chairman Paul M. Henkels authored a piece entitled “Business is More Than Making Money.” Citing the strong example set by his father, company founder John B. (Jack) Henkels Jr., he provided a blueprint for success in business, and life, based on an unwavering commitment to integrity, competence, justice, and values that is woven into the very fabric of the Henkels & McCoy culture. Paul concluded by stating “. . . the work that Henkels & McCoy does is good because it is useful. We bring light, heat, and communications to people. How we do it is important to us.” Truer words were never lived.

Paul M. Henkels provided inspirational leadership to Henkels & McCoy for more than sixty years. The story of the man, and the company, is extraordinary. Paul worked for Henkels & McCoy as a laborer during his high school years, served in the Army during World War II, and earned an electrical engineering degree from Haverford College in 1947. Subsequently working his way up in the company founded by his father as a tree trimming and landscaping business in 1923, Paul was a driving force in expanding Henkels & McCoy into an internationally known and respected leader in the engineering and construction industries. He achieved this while imparting the very best qualities a family business has to offer through values both traditional and timeless.



In his article, Paul noted that “. . . by being successful, our influence can be significant and our possibilities endless.” Indeed, he gave his time, talents, and resources for the benefit of countless causes. His foremost commitment in this regard was as a tireless leader to improve education through school choice. A devout Catholic who lived his faith, Paul also immersed himself in numerous religious philanthropic endeavors as well as cultural and civic altruism.

A devoted husband, father, and grandfather, Paul conveyed a love of literature and the fun and beauty of bird watching to his children and grandchildren. His personal and professional life was an example of the importance of perseverance and integrity.

One of Paul’s best known quotes is “I work for the 5,000 employees of Henkels & McCoy; they don’t work for me.” From the Henkels & McCoy family, almost three hundred of whom have been with the company for more than twenty years, from those who have come before us and those who will follow, for the example you set and the endless possibilities you have provided for us and our families...

Thank you.

To see a few personal remembrances of Paul, please turn to page 2.



Remembrances of Paul M. Henkels

We invite you to share the personal remembrances of Paul M. Henkels from just a few of the countless people who admired what he accomplished and who he was.

John Henkels

As Paul's brother, my relationship with him was unique. We were brought up by the founders of the company, Anne and Jack Henkels, to follow a strict standard of ethics. In both his business and personal life, he exceeded them. High standards of ethics are not enough to build a company whose scope became as large as Henkels & McCoy's did under his leadership. It also requires astute business sense, which Paul had in abundance.

Ken Rose

Paul's ability to capture the essence of an event, or of a strategy, or of a business fact of life, evidenced a profound understanding of what made – and continues to make – H&M successful. Think about "Take care of our customers and our people – in that order – and we shall always be able to find a way to earn a profit." This was the *Gettysburg Address* of all strategic business plans: applicable then, now, and for the foreseeable future.

Jon Schoff

Henkels & McCoy's reputation reflects Paul's philosophy. "Performance has built our business" is a declaration that, as employees, we understand how important reputation is. It is something to be lived up to. That is why it is not just a slogan.

Bob Delark

Paul's truisms and quotes are synonymous with Henkels & McCoy and its culture. One that particularly resonates with me is: "Always assume the person you are dealing with is telling the truth." Even if some of what we hear may not be true, better to err on the side of believing than the opposite.

Bill Boell

One of Paul's truisms was "I work for 5,000 employees; they do not work for me." As managers, we need to support our employees by providing them with the required training, equipment, tools, and values to keep them safe and help make them successful.

Jim Dillahunty

Paul led by example and incorporated values into the way we do business at Henkels & McCoy. His respect from labor and customers was built on principles and an appreciation for those who perform the work and taking care of the customers who entrust us to perform the work for them. He demonstrated integrity in all areas of his business and personal life.

Jim Duffy

I believe the strength and resolve that Paul had in his convictions speaks loud and clear in the philosophy and approach that Henkels & McCoy has operated on since its inception. Being steadfast in respect for people, doing the right thing, going the extra mile, having a strong sense of community, being in it for the long haul, giving the customers what they pay for. These are not buzzwords, but the building blocks of what H&M is all about.

Dan Pigott

Paul's belief in and living example of the importance of personal integrity has inspired me. He truly demonstrated in actions the importance of treating all fairly and taking the high road, even when dealing with someone who is not dealing with you as an individual or the company in a like manner.

Chris Henkels

Paul's philosophy and approach focused on integrity – it was his, and is the company's, first and foremost value.

Jim Mulhern

Paul really lived the values that we have articulated as the company's. I think his most enduring legacy will be the expectation that you would "do what is right" for the employees, the customers, and the public. If you do that as an individual, you will do it as a company, and we will continue to flourish.

Paul Henkels Jr.

Paul taught us to always try to do the right thing when it comes to our customers and our employees. It's more important than money. And when we do these two things right – good things happen for our customers, our people, and our company.

Rod Henkels

Paul believed in the innate goodness of people and that they should bring their values to work every day. Whenever he interviewed a person, he said as much and he'd always suggest they adopt the company's as well. For better than a decade, whenever he addressed a group of us at Management Meetings or the Supervisor Academy or some other event, he always finished with "Thank you for who you are and for what you do for Henkels & McCoy!"

Paul, Thank you! From all of us.



Dear Henkels & McCoy Family,

Your letters of support and condolence have been a great comfort to me and the children since Paul courageously completed his earthly pilgrimage.

So many, many times Paul exclaimed over the character and generosity of all of you who have made and continue to make Henkels & McCoy the unique construction company that it is. That was profoundly obvious in the Holy Mass cards, the thoughtful notes, the generous donations to Reach and Ave Maria that you sent. Some of you recalled experiences involving Paul that happened years ago. They were heart-warming for me to hear about for the first time. Thank you for them and for so many acts of kindness in categories all their own.

The children join me in our deep appreciation of your generous outreach to us in countless ways. I meet up with the wonderful reputation of H&M wherever I go. There is one reason for that – YOU, the outstanding folks who tirelessly give themselves to its mission and its success. I am so proud to be a part of it by the “tie that binds.”

*Sincerely,
Barbara Henkels*

Safety Message: "NoBody Gets Hurt"

Henkels & McCoy 2009 Safety Summit

by **Bill Mattiford**
Director, Corporate Safety/Environmental

Nearly 140 Henkels & McCoy managers, directors, vice presidents, and senior executives attended the second annual Henkels & McCoy Safety Summit from March 17-18 in Addison, Texas.



William A. Mattiford

The event's primary focus was the presentation of results and findings from the recent safety culture assessment conducted by the DuPont Safety Resources (DSR) group of the DuPont Corporation. The safety culture assessment consisted of three parts: an employee perception survey, field/job site observations throughout all H&M regions and business lines, and one-on-one interviews at all levels of the company.

In November 2008, ALL H&M employees were asked to participate in a safety perception survey. We adopted the term "A penny for your thoughts" and asked that employees provide feedback. The survey, which was made available in hard copy and electronic versions, gave respondents an opportunity to express their feelings about safety at H&M. The answers to twenty-four very carefully worded questions provided feedback about three major categories (Leadership, Structure, and Process & Action) of a safety management system and the twelve sub-elements that support them. Responses to questions were benchmarked against a DuPont database and the results measured against various industries at differential levels of safety performance, from "Worst" to "World Class." The nearly four thousand employee responses pointed out H&M's strong "Value" for safety while indicating that there is room for improvement in some categories and sub-elements on our journey to achieve "World Class" safety performance.

The findings from the field/job site observations and interviews came next and reinforced the results of the employee safety perception survey. DSR representatives communicated firsthand feedback from these encounters and benchmarked the findings against the previously referenced safety management system major categories and sub-elements. The results provided a wealth of actionable information

on opportunities for H&M to maximize safety performance.

The participants arrived at the Safety Summit as individuals from different regions and business lines asking "How did we do?" Throughout the two-day event, they listened to firsthand feedback and participated in activities that clearly illustrated "How we did" and the opportunities open to all going forward. They left the proceedings, nearly 140 strong, as one team committed

to achieving "World Class" safety and striving to achieve our ultimate goal of "NoBody Gets Hurt!"



Rod Henkels addresses attendees at the Safety Summit. For more on this topic, see Management Message, facing page.

Henkels & McCoy 2008 Safety Award Winners

Each year, Henkels & McCoy recognizes employees who have exceeded the safety goals set by the company. Safety Awards for 2008 were presented at the Annual Shareholders/Management Dinner held in Blue Bell, Pennsylvania in January.

The prestigious President's Award goes to the region with the greatest percent improvement in OSHA Recordable Rate from the prior year. East Region Vice President Denis Palermo and Vice President of Operations Jim Duffy accepted this year's award on behalf of their organization (pictured below, from left: East Region Safety Manager Steve Benjamin, Denis Palermo, Jim Duffy).

The Most Improved Safety Award went to the Blue Bell PPL Power operation, and was accepted by Mike Cardell.

The following employees were recognized as Outstanding Safety Performers:

Telecom: Butch Silveous, Jon Livingston*, Stephen Devlin**, Richard Gutshall**, Barry Webb, Bill Miller, Ken Woodbury, James Hensley*, Mark Grubbs*, and Tom Townsend*

Power: Mike Cardell, Dan Gessman, Lou Ferenci*, Dean Dickson, Jim Mills*, Greg Winn, and Brian Brattleaf

Gas/Pipeline: Daniel Vincent, John Lampert, John Sweeten, Richard Larsen, Rod Eversole, Mike Discianni, and Mike Crowley

Industrial: Jon Gray

Paving Operations: Russ Yerik

Teledata/Training Services: Rick Sutliff, Todd Grabner, Ted Hastings, Scott Brown**, Jessica Lodermeier, Suzanne Foran*, Patti Nagel, and Gary Briel.

Technical Services/Engineering: Mark Suehrstedt*, Tom Readinger, and Gary O'Neil

Renewable Energy: Richard Gutshall, Jeremy Graveen, and Chris Kahila

Congratulations to all of our Safety Award winners for their contributions and the example they set.

* Denotes two consecutive years of recognition as an Outstanding Safety Performer

** Denotes three consecutive years of recognition as an Outstanding Safety Performer



Achieving World Class Safety

by Rod Henkels
Chairman, President, CEO

Safety First: We just completed our second Safety Summit (March 17-18, 2009) in Addison, Texas. (See Bill Mattiford's article on the Summit in this issue.) But before we talk about that, let's go back to last year at this time when we conducted our first Safety Summit, also in Texas, with over one hundred managers and safety personnel. Our purpose was to develop the strategy and the necessary activities for the company to achieve safety excellence. We determined our ultimate goal to be "**No-Body Gets Hurt.**" We also identified that our shorter-term goal was to reduce our safety incidents (worker injury, auto, and property damage) by 20 percent each year for the next five years. Now halfway into our current year, we are well on our way to achieving our 20 percent reduction.

One of the key activities identified at that first Summit was to bring in DuPont Safety Resources, considered a leader in safety excellence long before OSHA was created in 1971, to conduct a safety assessment and an employee perception

survey of our safety culture. We conducted DuPont's Safety Perception Survey on Monday, November 10, 2008, and 3,995 employees responded out of 4,700. It was one of the highest responses DuPont has ever received.

At this year's (2009) Summit, we spent the entire day and a half reviewing the results of the DuPont Safety Perception Survey, DuPont's Assessment. DuPont also

*As employees of
Henkels & McCoy, each of us is
responsible for our own safety
and the safety of those
with whom we work.*

presented to us their recommendations for the things we will need to do over the next couple of years to achieve world class. One of the many things we learned from the survey is that we are doing some things very well: our emphasis on safety values, safety meetings, and work site observations. A couple of areas that need a lot of

work were recognition of employee safety achievements and that less than 50 percent of us believe all incidents are preventable. With DuPont's assessment, we found they set the bar even higher. Over the coming months, we will take what we have learned from DuPont and begin to incorporate it into our strategy and outline the actions we need to take so we can achieve world-class safety.

We need to remember that nothing we do is worth the injury of an employee, a customer, or the public. As employees of Henkels & McCoy, each of us is responsible for our own safety and the safety of those with whom we work. To be successful, we need to Engage, Empower, Commit, and Own safety. Each and every one of us is an integral part of the solution. Therefore, we strive for **ZERO Incidents, Today, Every Day.**



T. Roderick Henkels

Ramping Up in a Recession

by Jon Schoff
Executive Vice President,
Chief Operating Officer

Paul Henkels always said that we lag a recession going in by six to twelve months and we lag coming out of a recession by six to twelve months. By most accounts, recessions last an average of ten months. This one began officially in December of 2007 and is closer to its end than its beginning, especially when you take into consideration the boom in infrastructure spending which will be helping to stimulate the recovery. *The American Recovery and Reinvestment Act of 2009 (ARRA)* includes \$63 billion going to the energy sector alone, earmarked for things like electric smart grid technologies, energy reliability by modernizing the nation's electric grid, and for renewable energy. Add the fact that the new administration's focus on improving the environment by reducing greenhouse gases will only mean the increased need for natural gas to help meet our energy goals. Telecom work will also benefit

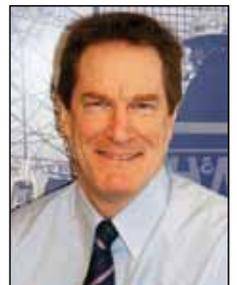
from the new legislation, with broadband and wireless Internet access receiving \$7.2 billion in aid. Getting fiber to the neighborhood in rural communities and fiber to the home in small towns will spawn a next generation of RUS funded projects across the country. Federal agencies are to begin reporting their competitive grants and contracts in May, and recipients of federal funding are to begin reporting on their use of those funds starting in July.

Now is the time to be preparing and training our people to meet the huge demand on the generation and transmission side of the business. Recent discussions with investment bankers and utility clients indicate that the credit markets for electric transmission projects have already begun to loosen. The release of work currently in various stages of planning and permitting that is now backlogged will be extraordinary in its scope when you compare it to any of the boom cycles that we have experienced in the eight decades of our company history. Even though distribution work is down due to the dramatic drop-off

in housing starts, many of our long-term people say the potential power and gas transmission business is the best they have ever seen. Our wind and solar work, with help from *ARRA* financing, are also showing strong

signs of the uncoiling of this pent-up demand. Our focus must be on preparing the companywide resources necessary to perform much of this work in response to the demand of current and future customers. The recovery may be uneven at times, but our overall strength and market diversity should lessen the impact. Preparation for recovery begins well before a recession ends.

All of the ten declared recessions since World War II have had one thing in common: They ended and were then followed by periods of great expansion.



Jonathan C. Schoff

Regional Roundup

East Region News

Telecommunications:

Sandor Phillips, Manager of the Washington, New Jersey office, recently announced his plans to retire in the spring of 2009. We thank Sandy for his forty years of service and contributions to the Telecom group in York. Sandy has made many company and industrywide friends and will be truly missed. After years of traveling, Sandy plans to enjoy spending time with his wife, Jackie, at their home in Susquehanna County, Pennsylvania.

Jon Livingston, Area Manager for New York State operations, recently retired after thirty-two years of service. Jon's knowledge, enthusiasm, and boundless energy will be missed. He and his wife Carol plan to spend a lot of time in North Carolina with their two daughters and granddaughter. We wish Jon well and thank him for his contributions to the success of the York office. Larry Wendell has replaced Jon as Manager of our Bainbridge, New York office.

Underground Utilities:

Tom Schmidt has been hired as an Account Manager for the PECO Gas Along the Main Services Contract. Ken Frech is now supervising the utility work being performed out of the Burlington, New Jersey operations yard. Also, Don McCabe has been hired as an Estimator working out of the Burlington, New Jersey office for the Gas and Underground Group.

Power:

Brian Jopling has been promoted to Area Manager of the Electrical Maintenance Group. Greg Wright has been hired as Area Manager for the Power Group out of Farmingdale, New Jersey. Greg is replacing Lou Ferenci, who is retiring after seventeen years of service. We wish Lou well in retirement.

Specialty:

New hires include Jeff Holbrook as a Project Manager for the General Construction Department and Arthur Calogero as Superintendent/General Foreman, under Bruce Merlino, in the Industrial Construction Department. Marc Garman has been promoted to the Line of Business Analyst position for the Specialty Group.

Central Region News

Russell Smith, who joined Henkels & McCoy as Program Manager for the ComEd program in March 2007, has been named Project Management Office Director. Russell brings twenty years of industry experience to his new duties; he began his career at TXU in Dallas, Texas, where he held a variety of positions in engineering, operations, and customer relationship management. He holds an electrical engineering degree from the University of Texas at Arlington.

The Central Region Wind Energy Group continues to successfully complete major projects, including the installation of seventy-five GE wind turbines in New York in January 2009. This was the group's first Engineer, Procure, Construct contract. The intra-company effort between the East Region Power Group, Engineering, and the Central Region Wind Group included 160,000 feet of collector system trenching, tower wiring, and construction of a 230 kV to 34.5 kV substation. The group completed the project while working more than 75,000 man-hours with zero OSHA recordable injuries.

Chris Kahila, Project Manager, credits the ability to effectively manage risks to the project team's advance planning utilizing the Project Management Methodology. While contingency funds were set aside for identified risks, mitigation strategies resulted in the project being completed under budget and at less than the originally budgeted cost to the customer.

Other projects have been completed in Iowa and Illinois, and the group is currently in the planning phase on two new projects in Illinois and Indiana.

West Region News

The West Region is pleased to announce the following promotions, appointments, and changes within its Power and Project Management groups. Larry Swaim recently joined as Power Operations Manager to support our dynamic growing business – specifically, the recently awarded Populus Terminal Transmission Project (PTTP) and the multi-year Southern California Edison Next Generation Distribution Program. Ricardo Naranjo has been promoted to Director, West Region Project Manager. Ricardo will continue oversight of estimating, project management, and scheduling resources. Peter Moriarty has been promoted to Program Director focusing on



safety, continuous improvement, quality assurance, and customer confidence while continuing to lead the SCE Program. In other personnel news, Dean Dickson has been appointed Area Manager, SCE Program, while additional promotions include: Michael Lambert (Area Manager, Southern California Municipal and Industrial Power Operations), David LaBau (Area Manager, Northwest Power Operations), and Dustin Maslonka (Superintendent of Transmission Projects). We also welcome Al Lippy, (photo, left) formerly Corporate Director T&D Services, to the West as Transmission Line Construction Manager. The following PTTP Joint Venture assignments have also been made: Craig Smithey (Material and Logistics Manager); Eric Egelhoff, Project Management Professional (Senior Business Manager); and James "Lefty" Sutton and Wayne "Junior" Young (Superintendents). Congratulations to all on their new roles within the organization.

H&M NetWorks News

Times have changed! To meet today's challenges, H&M NetWorks is expanding its suite of offerings to include design, build, and maintenance support for voice, voice over IP, data center, video surveillance, and wireless networks.

H&M NetWorks' Vice President and Division Manager Mark Lehman says this strategy reflects market demands. "Almost all our current clients, and many of our prospects, look at technology differently now. Businesses need technology to survive the current economic crisis and meet strategic objectives, including IT cost reduction and increased customer satisfaction."

To address H&M NetWorks' need for expertise, Lehman is augmenting his team with respected industry leaders, such as Subject Matter Experts (SMEs) Chip Newnam and Paul Koebbe.

Based on his forty years in the voice world, Newnam recognizes the need to educate customers and prospects alike. "Technology-savvy business owners are eager to implement VoIP in their offices knowing that they will see cost savings across the board. Conversely, longtime believers in traditional telephony are in many cases sticking with 'what they know'."

Paul Koebbe will put his thirty-two years of experience to work in the role of SME for IP Surveillance. "Whether it's a camera in a convenience store or on the perimeter of a power plant, IP surveillance

is applicable anywhere video imaging is needed to meet loss-prevention, security, or myriad other goals. It is especially effective when multiple users want to view video concurrently.”

“H&M NetWorks’ overarching goal is to provide comprehensive business solutions to end-use customers and integration partners alike. Chip and Paul are significant additions to our team,” adds Lehman.

Corporate News

Henkels & McCoy is pleased to announce that David Lamoreaux (right) has joined our management team as Director of Human Resources. In this role, Dave will be working closely with the executive leadership team to formulate and implement the company’s Human Resources mission and strategy. Dave brings with him twenty-five years of diversified HR experience in areas such as training and leadership development, strategic staffing, performance management systems, and performance based compensation programs. In his most recent position, Dave was the Director of HR for CUH2A in Princeton, New Jersey, a globally recognized leader in the planning and design of complex facilities for scientific research. We welcome Dave to Henkels & McCoy and look forward to his vital contributions to our future success.



The Henkels & McCoy Project Management Office recently announced that Sung Choi (shown right) has accepted the position of Project Manager/Project Initiation Coordinator. Sung has been a valued H&M employee for the past thirteen years, most recently serving as Eastern Regional Manager for the Infrastructure Engineering Group, a position she held since 2000. Her new responsibilities include supporting developing opportunities during project initiation, performing project manager and proposal manager duties as required, providing support in the development and maintenance of project plans, and reviewing project performance. We congratulate Sung on her new position.



The completely redesigned and streamlined corporate Web site, www.henkels.com, made its debut in January. The site retains many of its most popular features, including links to *Performance* newsletter, Timeline, brochures, and much more. Check it out!

Just Awarded

The following **East Region** offices are pleased to announce new contract awards: York, Pennsylvania (200,000 feet of underground conduit and fiber installation for Adesta in Maryland); Burlington, New Jersey (re-awarded the PSEG South Jersey Paving & Restoration Blanket, a contract for the restoration of small paving holes for public service in the Camden, New Jersey area); Richmond, Virginia (a one-year contract to design and engineer gas service and main projects for South Jersey Gas Company); and Punxsutawney, Pennsylvania (construction of 4.3 miles of 138 kV transmission line on an existing distribution/subtransmission line north of Pittsburgh for Duquesne Light).

Additional East Region awards include: Commercial Electric Group (modernization and upgrading of the closed loop signal system for the PennDOT County Line Traffic Signal Project, and the Sands Casino Street Light Project from Haines & Kibblehouse in Bethlehem, Pennsylvania to replace street light poles and install new traffic signals); Industrial Electrical Group (a project to replace five miles of existing underground wire with new at GlaxoSmithKline’s Conshohocken, Pennsylvania facility); and Industrial Maintenance Group (a three-year contract extension for PSEG’s Systems Maintenance Division for boiler maintenance and repair at all New Jersey fossil plants, a contract we have held for more than a decade, and the PSEG Hudson Unit #1 Boiler Repairs contract for rebuild and repair work in this ten-story fossil-fueled power generating station, including rigging, millwright, boilermaker, and pipefitter work throughout the unit).

H&M NetWorks was awarded the cabling installation in support of a new data center for General Dynamics. The data center cabling requirements include 32,676 strands of pre-terminated fiber optic cabling and over 1,600 pre-terminated 25 pair copper assemblies. This work is valued at \$1.4 million in labor revenue and is being performed under General Dynamic’s NCE Active IT contract.

In **West Region**, PacifiCorp recently awarded to Populus Terminal Transmission Partners, A.J.V. (a partnership consisting of Henkels & McCoy, Inc., Black & Veatch Construction, Inc., and Kiewit Western, Inc.) a contract to build its Populus to Terminal 345 kV transmission line. The joint venture will provide complete engineering, procurement, and construction services for the 135-mile double circuit transmission line from Salt Lake City, Utah to Downey, Idaho and the related interconnection substations.

Achievements in Project Management

Henkels & McCoy’s organizational commitment to project management excellence is unwavering. Comprehensive, coordinated training, and the dedication of those participating in the curriculum are instrumental to the success of the program. It is in this spirit that we acknowledge the outstanding achievements of the Henkels & McCoy employees who earned ESI International/George Washington University sponsored certifications in 2008.

ESI’s Associate Certificate in Project Management recognizes those who attain a basic working knowledge of project management through the successful completion of three online courses within two

years. We congratulate our 2008 Associate Certificate recipients: Brian Alvarez, Geoffrey Axtell, Michael Bale, Kathy Beckwith, Chase Carmeans, Bob Delark, Jim Dillahunt, Jim Duffy, Bob Gent, Susan Goff, Jeremy Guinn, Greg Harbaugh, Tony Hare, John Healy, Daniel Joseph, Rob Keefe, Robert Krynak, and Susan West.

ESI’s Master’s Certificate recognizes those who have combined the knowledge and practical experience to oversee all aspects of project management, including initiation, scheduling, quality, procurement, and communications. Master’s Certificates are earned by successful completion of seven online courses within four years. We salute our

Continued on back page



World Series Champion Phillies Team with H&M NetWorks to Win Connectivity Race

As the Philadelphia Phillies made their dramatic late season run to the playoffs and 2008 World Series Championship, preparations were under way to ramp up network connectivity for the media throng that would descend on Citizens Bank Park. Most fans are accustomed to getting their information instantaneously, from anywhere and at anytime. Few, however, realize the tremendous amount of quick turnaround infrastructure work required to make this happen.

H&M NetWorks' familiarity with the park is long-standing and extensive, dating back to its installation of the communications infrastructure prior to the 2004 opening. Phillies' Director of Information Technology Brian Lamoreaux explains, "From the beginning, we had a very good relationship. The thing that impressed me most was that they had two lead managers on the project and I could go to one and ask a question and get an answer, and then go to the other one the next day and get the same answer. I really appreciated the fact that they were concerned that I was happy, not just that they were fulfilling their contract, but that it was going to work for us long term. Five years later, I still consider them part of my staff."

The 2008 postseason represented an infrastructure challenge in terms of schedule and scope. Planning and implementation of the network expansion was complete by the start of the National League playoffs on October 1, only a few days after the Phillies' September 27 clinching of the National League East Championship. Nick Ficca, H&M NetWorks' National Accounts Director of Operations, elaborates, "The challenge with the postseason work is that only 50 percent is defined. The other 50 percent comes to us in the form of requests. We were successful because the Phillies are a first-class organization that communicates expectations clearly and consistently. This, combined with an experienced and dedicated crew, allowed us to complete each request safely and efficiently."

The sheer scope of the media crush that accompanies baseball's postseason is daunting in itself. Lamoreaux states, "For a typical game, I'm responsible for providing telephone service and Internet access for up to a hundred press, TV production people, television trucks, and TV anchor people; that type of thing. The World Series bumped it up to six to seven hundred



View of Citizens Bank Park scoreboard from the visitors' dugout (above); installation of new tie lines in broadcast area.

people. We've been doing postseason work since we've been here in preparation. It is a tremendous infrastructure change. I needed to increase Internet bandwidth and the number of phone lines entering the facility, acting like an Internet Service Provider and telephone company."

To meet this demand, H&M NetWorks provided multiple network connections throughout the park, including overflow press areas, twenty-one extra TV broadcast booths, and numerous mobile broadcast facilities. Lamoreaux adds, "With the infrastructure they put into place, we were able to react to whatever was asked of us. People who work for H&M NetWorks really helped the experience for millions of people who watched or listened to the World Series around the world."

Good luck to the Phillies as they look to repeat in 2009.



A Tale Of Two Tourneys

Golfing to Benefit Others

The Henkels & McCoy East Golf Tournament benefiting Covenant House Pennsylvania (www.covenanthousepa.org), a diverse agency dedicated to meeting the needs of homeless and runaway youth, was held on October 13, 2008 at the Philadelphia Cricket Club. The tournament has become so popular that there was a participant waiting list. Overall, 256 golfers took on the Wissahickon and Militia Hill courses in beautiful 70 degree weather. The event raised \$84,000 for CHPA, and many prizes, including two large HDTVs, were raffled off. Carl Rafferty of Pipeline Machinery won one of the TVs and personally donated it to CHPA. Next year's tournament is once again scheduled at the Philadelphia Cricket Club on October 12, 2009. For additional information, please contact Rick Pieper at 215-283-7924 or rpieper@henkels.com.

On September 10, 2008, the West Region hosted a golf tournament for the benefit of the City of Hope (www.cityofhope.org), a biomedical research, treatment, and educational institution dedicated to the prevention and cure of cancer and other life-threatening diseases. More than 140 golfers gathered at the Pacific Palms Resort in Industry Hills, California for a shotgun start, followed by dinner with a raffle and live auction. A check for \$35,390 was presented to Phil Kong from the City of Hope at our annual Halloween Potluck and Costume Contest. Three of the items purchased at auction were do-



A Tale of Two Tourneys: (from top left) West Region VP Jim Dillahunty (right) presents check to Phil Kong from The City of Hope; (top right) East Tournament organizers (from left) Dean Giambrone and Rick Pieper, with Covenant House's Jerry Kilbane and Rod Henkels at check presentation at H&M headquarters in December. Together, the two tournaments raised over \$119,000 for these worthwhile causes. Beautiful fall days, sunshine, golf, raffle tickets, good food, fun, and fellowship all combined to make the 2008 Golf Tournaments a resounding success on both coasts.

nated to the City of Hope for their children's ward: a 32" flat-screen TV, Guitar Hero®, and a PlayStation®3. The TV was donated by Jamie Brookover of Norfolk Wire, and the games were donated by Tom Townsend,

Area Supervisor for Telecom Operations in Fontana, California. For information on the September 18, 2009 tournament at Pacific Palms Resort, please contact Jean Yount at 909-517-3324 or [jyount@henkels.com](mailto: jyount@henkels.com).

U.S. House Rep Visits Green Hawaii Office

Responding to an invitation, U.S. Representative Mazie Hirono (Hawaii's 2nd Congressional District) visited H&M's Kapolei office last September. Her focus was "Green Energy" as part of her Go Green Tour, visiting companies to address the energy crisis, including recent legislation on renewable energy, energy efficiency, tax incentives, and environmental protection. She has co-sponsored many energy bills in Congress and sought constituents' opinions regarding company and group efforts to help Hawaii go green.

Hawaii, an up-and-coming leader in renewable energy, is making a push to support "Green Renewable Energy Companies." The new Kapolei office utilizes solar energy, initially powering the outdoor lighting as the first step toward a 100 percent solar-driven

facility in 2009. The visit featured discussions of hybrid bucket trucks being used by H&M's power operations. Most significantly, the visit underscored our nationwide commitment to engineer and construct wind farms and other renewable projects. The Hawaii office has been involved in several solar power projects and is looking forward to continuing this new line of business.

To read more about the Green Energy Plan by Rep. Mazie Hirono, please visit her Web site at <http://hirono.house.gov/>.



(Left) Henkels & McCoy Area Manager Mike Alvarez and Project Controller Christina Lopez welcome U.S. Congresswoman Mazie Hirono (center) to the Kapolei office. Above: detail of a recent H&M installed rooftop solar array in the Aloha State.

Employee Service Milestones 2008

These Henkels & McCoy employees attained the following milestones in 2008. Congratulations and thank you for everything you do.

Corporate

- 35 Years:** Ann Ocheltree
30: Dan Pigott Jr.,
 Judith Wilson
25: Vicki Angelucci,
 Robert Delark,
 Gill Levandoski,
 Scott Moyer
20: Susan Gannon,
 Joseph Paulits IV,
 Neva Walters
15: Mary Boylan
10: Sharon Dumke,
 Christopher Henkels,
 Matthew Pirolo



Ann Ocheltree

East

- 40 Years:** Merrill Anders
35: Terry Rinker,
 Maynard Sloan
30: Ken Carmelia,
 Ken Edwards,
 Ricky Gilliland,
 Ed Smith Jr.,
 Todd Stong,
 James Sutton
25: Scott Berrier, Greg Harbaugh,
 Rickie Jenkins, Norton Koos Jr.,
 Rick Miles,
 Dale Newcomer,
 Clarence Norman,
 Sebastino Pinho Jr., Otis Witcher
20: William Baxter, Rory Beard,
 Jamie Berrier, Scott Breidegam,
 Randall Brown, Alan Castle,
 Robert Clyde, Fernando Dias,
 Donna Fusaro, Mark Gaugler,
 Raymond Harper, Ricky Harper,
 Wilbert Hubbs, Gerald Humphrey,
 Americo Inacio, Calvin Jones Sr.,
 Mark Juckniewitz, Donald King,
 Louis Migliozi Jr., Richard Price Jr.,
 Arthur Romanelli, Joao Santos,
 Joseph Sharkey, John Sherwood,
 Edward Smith, John Starr,
 Denis Therien, Michael Trevor,
 Joey Vance, Charles Waddell,
 Elsaid Wahba
15: Jocelyn Adrian, Charles Blue,
 Ronald Burket, Ricky Carr,
 Michael Cosby, Paul Digiovanni,
 Daniel Moriarty, Joseph Pew III,
 Francisco Rebelo, John Riggs,
 Werner Schreiber, Robert Smith,
 Mark Spielman



Merrill Anders

- 10 Years:** Joseph Ashman, Shawn Baker,
 Gualter Branco,
 Richard Brotemarkle, Ray Charles,
 Michael Cline, William Daniel,
 Walter Degroff, Robert Degroff,
 Timothy Golderer, Johnny Jones,
 David Kestler, Dorn Maricle,
 Timothy McConaughy,
 Geraldine McGrath,
 Norman Millette,
 Anthony Morganelli,
 Matthew Newcomer,
 Katina Patterson, Randy Pegram,
 Joseph Price, Michael Ruhl,
 Michael Seby, Terrence Tadley,
 Antonio Tavares,
 Amanda Weigand, Jimmy Wilson

Central

- 45 Years:** Edward Shuck
30: Roy Wavra
25: Steve Forsythe,
 Wesley Lee
20: Willie Curtis,
 Kilburn Kim,
 Patrick Taylor
15: Heath Allen,
 Jeremy Anderson,
 Lonnie Byers, Craig Duvall,
 James Earl, Dennis Fender,
 Clifford Grubb Jr., Windford Lane,
 Scott McCormick
10: Higinio Aguilar, Marcie Allen,
 William Banks, Jack Bennett,
 George Boyer, Charles Dean Jr.,
 John Demauex, Vince Estes,
 Peter Gerdeman, Lester Heatley,
 Jason Jones, Denise Landis,
 Miguel Mancia, Roger Osborne,
 Jorge Padilla, George Perez,
 Charles Portman,
 Daniel Rodriguez,
 Lawrence Stephens Jr.,
 Ernie Taylor, Vincent Welford,
 Edward Zable



Edward Shuck

West

- 30 Years:** Bradford Burks
25: Wayne Anderson,
 Anthony Hare,
 Dennis Tryon
20: William Cox,
 Mike Payne,
 Mitchell Sosenko
15: Franklin Beningo, Marvin Carew II,
 Andres Figueroa, Mark Johnson,
 Dave Klein, Richard Larabell,
 Deroy Silveous, George Tisdale
10: William Adams III, George Avery,
 John Benedict, Alfred Bethell,
 Barbara Cabbie, Michael Carilo,
 Darlene Castillo, Douglas Clark,
 Robert Clawson, Walter Fisher,
 Patrick Hamel,
 Christian Kaleopaa, Stephen King,
 Jose Melero, Darryl Miller,
 Peter Moriarty Jr., George Ortiz,
 Curt Peterson, Jim Pulley,
 Jack Rains, Jimmy Roach,
 Donna Ruckel, Reed Shelley,
 Robert Sterling, Domingo Tabares,
 Bobby Terry,
 Roland VanZanten



Brad Burks

H&M NetWorks

- 25 Years:** Paul Pappasergi
20: Betty Ann Anderson,
 Susan Gretchen,
 Janice Kulp,
 Tony Partida
15: Gabriel Venegas,
 Todd Zumbach
10: Dwight Berry,
 Marguerite Dobbins,
 Brian Harrison,
 Richard Henkels,
 Pierce Madison,
 Alfredo Ortiz,
 Aaron Praediger



Paul Pappasergi

85th Anniversary Updates...

Watch your home mailbox next month for delivery of a special publication commemorating the 85th Anniversary of Henkels & McCoy... Good News! If you did NOT receive the H&M Timeline Movie DVD in the mail, we still have a few copies in stock. Please email your request to Marketing@henkels.com and be sure to include your complete home address. Act now. Quantities are limited.



Peers Honor H&M's Bill Boell

We are pleased to announce William H. Boell's selection as a 2008 inductee into The International Lineman's Museum and Hall of Fame, an organization that pays tribute to linemen who have made outstanding contributions to safety and excellence in the electrical industry. Individuals selected have consistently exceeded the

call of duty and exemplify those qualities signifying the true nature of the Brotherhood of Electrical Linemen. As the Hall of Fame's Melanie Hovis stated, "The Board of Directors found the final selection to be very difficult, since there were a number of equally qualified

individuals whose sacrifices, dedication, and contributions made them admirably recognized by the industry."

Bill joined H&M in 1958 as a groundman, rising through the ranks to Senior Vice President. Dedication to those in the field has been a hallmark of his career. H&M's Al Lippy, a longtime friend and

colleague, said, "Bill is recognized by those who knew and worked with him as a friend and one of the most dedicated linemen around. In his current role, Bill spends a lot of time with crews in the field, listening to and helping them. He has initiated many ideas to better the industry and make work for the lineman

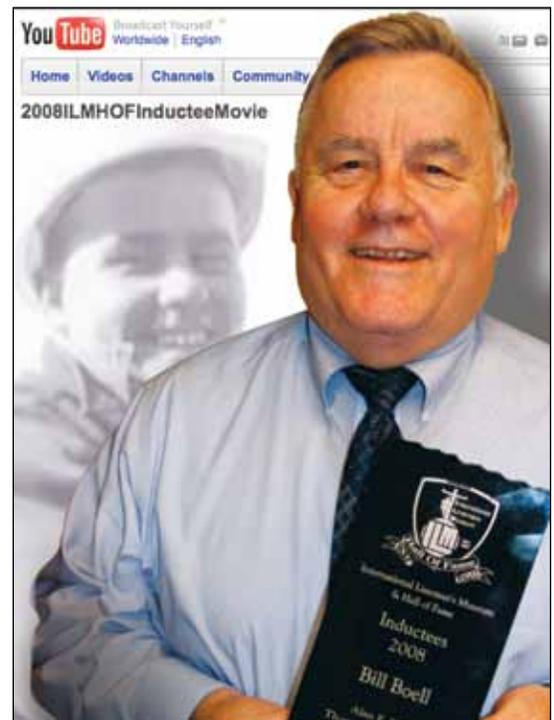
safer. Bill is a steering team member of the OSHA ET&D Safety Partnership and is instrumental in initiating *Best Practices* in the field."

Bill's concern for others is further emphasized by coworker Lou Ferenci, "I met Bill in 1991 when

I began working for him. He is a great lineman. Whenever you talked to him, you learned something. When Bill became Vice President, the crews would enjoy the many times he would come to see them. He has always been there when someone was in a bind. You feel so much safer when you know there is somebody to go to. He wor-



Bill Boell, right, accepts his plaque inducting him into the International Lineman's Hall of Fame from ILHOF board member Robert Padgett, in Austin, Texas on March 21, 2009 at the APPA Lineworkers' Rodeo.



Bill with his well-deserved trophy. Background: a captured image from YouTube. To see the ILMHOF slide show, visit youtube.com/watch?v=60KRxU3XyUo

ried about the team, not himself."

A formal Hall of Fame induction ceremony was held March 21, 2009 at the APPA Lineworkers' Rodeo in Austin, Texas.

Henkels & McCoy salutes Bill for this much-deserved honor.

Central Region Employee Saves Woman's Life

Bruce G. Lawrence, a former schoolteacher and now a first step line apprentice for Henkels & McCoy, was pulling into the Quick Trip at I-44 and Hwy 109 in Eureka, Missouri to get a soda. As he was getting out of his vehicle, a young lady in her twenties ran up in a panic yelling "Help! There is something wrong with my mom!"

Mr. Lawrence proceeded to the person's vehicle, questioning the young lady about what had happened. She told him her mother had been eating and suddenly became unconscious. He asked permission to check her mother, which she acknowledged and gave.

He tried to get a response from the mother, but to no avail. The mother was gurgling and her lips were turning blue. He tried to open her mouth, but her jaw was locked. He asked the daughter's permission to administer the Heimlich maneuver, dialed 911, and handed the phone to the young lady so she could give directions.

He removed the older woman from the vehicle and administered the Heimlich. It didn't work. He repositioned her and tried again. She regained consciousness and asked what had happened. Police and EMS personnel arrived shortly afterward and took over.

When asked about the incident, Bruce responded, "I feel really great that I could help someone in their time of need, but I hope I don't ever need to be in that situation again. It feels really good to have helped."

Bruce, your coworkers commend you for your quick thinking and effective response.

Excerpted from a correspondence received from our valued customers at Ameren.

Above and Beyond

The following message was received from a valued customer of our H&M NetWorks' group. We join him in recognizing our coworker Travis Woods for his determination and expertise.

"I wanted to let you know what an OUTSTANDING job Travis Woods has done for us today. In my twenty years in the IT business, I have very rarely seen such determination and dedication to getting things done. And getting them done right!

Travis went absolutely above and beyond what I could expect. He kept going until everything was done in a neat, orderly fashion. It was getting late tonight, but Travis kept at it with the same dedication he showed ten hours earlier.

H&M NetWorks can be very proud of such an outstanding employee!

Thank you very much for saving the day and ensuring that our entire office is ready for business tomorrow morning..."

Achievements in Project Management

Continued from page 7

2008 Master's Certificate recipients: Kathy Richards, Dominic Valente, and Roland VanZanten.

Overall, and since the program's inception, seventy-one Henkels & McCoy employees have earned the Associates Certificate and nineteen have achieved Master's level certification.

In terms of post-Master's achievement, the Project Management Institute's Project Management Professional (PMP®) credential is the profession's most globally recognized and respected certification credential. To obtain PMP certification, an individual must satisfy educational and experience requirements, agree to and adhere to a Code of Ethics, and pass the PMP Certification Examination.

Henkels & McCoy proudly acknowledges the accomplishments of the eight PMPs presently on staff as well as the dedicated efforts of several other coworkers nearing certification.

Thank you to those who have contributed to our project management initiatives. Your efforts have made a significant, positive impact on Henkels & McCoy and our customers.

H&M Trade Shows May-August 2009

May 4-7

WindPower 2009

McCormick Place, Chicago, Illinois, Booth #1711

May 6-7

Kioskcom

Mandalay Bay, Las Vegas, Nevada, Booth #729

May 6-8

Midwest Energy Association – Power Conference

Crowne Plaza Hotel, Springfield, Illinois

May 19-21

Appalachian Short Course Event

Morgantown, West Virginia

May 19-21

American Gas Association

David L. Lawrence Convention Center,
Pittsburgh, Pennsylvania, Booth #514

May 28

Energy Association of Pennsylvania

Holiday Inn, Hershey, Pennsylvania

June 2-5

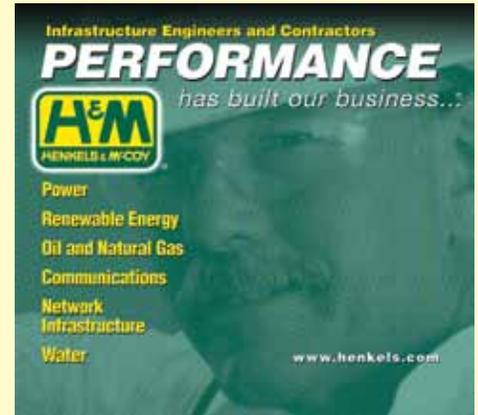
Northeast Gas Association Operations School

Smithfield, Rhode Island

June 10-12

Southeastern Electrical Exchange Annual Conference

Omni CNN Center, Atlanta, Georgia
Booths #201, 203



June 23-26

EI Annual Conference 2009

Marriott San Francisco, San Francisco, California
Booth #503

July 20-22

Southeastern Gas Association

Hyatt Regency Downtown, Houston, Texas

August 4-7

Midwest Energy Association – Gas Conference

Iowa State University, Ames, Iowa

August 18-20

LandWarNet 2009

Greater Ft. Lauderdale/Broward County Convention
Center, Ft. Lauderdale, Florida



IN THIS ISSUE

A Celebration of Life: Paul M. Henkels, 1924-2009

We remember our beloved Chairman with tributes, quotations, and a very special letter to Henkels & McCoy employees.



FEATURES

- Phillies Team with H&M NetWorks
- Golfing to Benefit Others
- Employee Service Milestones
- Peers Honor Bill Boell

DEPARTMENTS

Management Messages, Safety Message, Regional Roundup

PLUS...

- Safety Award Winners
- Trade Show Schedule, Just Awarded, Letters

MORE!

Equal Opportunity Employment

It is the policy of Henkels & McCoy to ensure equal employment opportunity and a work environment free from discrimination and harassment, and where employees are treated with respect and dignity. The company strongly encourages employees to report to the company any conduct they believe is prohibited by this policy, by reporting the matter to the company's EEO Officer Jack Newby (215-283-7680), your Region's Assistant EEO Officer, or any manager. Please refer to H&M Discrimination & Harassment Policy (Policy 105) for additional information.

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