

## Management Message

# Innovate and Lead

by Rod Henkels  
President, Chairman, CEO

First, I would like to thank everyone for your Performance and leadership on working Safely! For the fifth consecutive year, we have reduced the number of injuries and the number of lost workday injuries in the company. Since 2004, our man-hours have increased 11 percent from 9,703,080 to 10,803,937. At the same time, we have reduced injuries on the job by 47 percent, and we have reduced the number of injuries that caused people to miss work by 55 percent. There is nothing more important than getting the work done safely. This is an accomplishment everyone should be proud of. It takes leadership on everyone's part to make this happen. Our goal is a 20 percent reduction in operating incidents each year, so we are not done yet. Please see Bill Mattiford's article on page 6 to see where we are headed on our safety journey to achieve "Nobody Gets Hurt."

Not only does the industry constantly change to improve upon itself, but also the pace of change is ever increasing. Advances in technology help force that change and then provide the very tools with which

to accomplish it. It is no longer possible for any one person to keep up with it all. Fortunately, in our business, we work as a team and our collective knowledge helps all of us to keep pace. In this regard, we are interdependent. Henkels & McCoy has always been about change. Jack Henkels wrote, "Henkels & McCoy is in business to construct electric lines; to create communication systems; to lay pipe and conduit... with our hundred different skills to change and improve the surface of the earth." To be an engineer and a contractor is to embrace change and innovation, not for the sake of change, but because we want to improve everything we touch. We also want to outpace our competition.

In today's competitive work environment, keeping up is not enough. We must use our collective knowledge to innovate and lead the pace of change within the different industries in which Henkels & McCoy competes. This can mean new hardware technology or new and innovative construction methods and equipment. We demonstrated this with the invention of the Railroad Plow in 1968, an engineering and construction marvel that allowed the company to take full advantage of the first fiber

boom in the 1980s and again in the late 1990s. The adoption of directional boring and automatic welding technology are just a few other examples of the innovations we have deployed over the years.



T. Roderick Henkels

We need to establish strong lines of communications with our customers so that we hear and understand their needs and challenges and can deliver innovative solutions. Here is a real-time example of where we have done this extremely well: Due to construction issues, one of our clients discovered that their company would lose \$1 million per day in revenue for nine months if the existing lines were to be out of service. As a result, they were considering cancelling or delaying a significant portion of a major project. However, our innovative team figured out a construction plan to replace the line in a 45-day, daily-outage window that significantly reduced the revenue loss to our customer.

Whether to achieve safety excellence or to deliver real value to our clients, it takes people who are willing to innovate and lead. Thank you for doing both.

## Henkels & McCoy, Inc. Announces Formation of Henkels & McCoy PEI Inc.

On June 30, 2009 Henkels & McCoy, Inc. purchased the assets of Pacific Electrical Installations Ltd. ("PEI"). PEI is a privately held electric transmission and distribution contractor based in British Columbia. Over the course of their history, which spans more than thirty years, Mike Bentley, Jane Bentley, Gord Bentley, Chad Bentley, Ryan Bentley, Gene Rose, Luke McKane, Ginger Campbell, Dawn Barton, and their team have built a solid reputation within the T&D industry. They have achieved steady growth in a competitive landscape, with estimated yearly revenues in excess of 19 million Canadian dollars.

With an eye on expanding our energy infrastructure lines of business, Henkels & McCoy anticipates numerous projects and contracts in Western Canada. PEI's skilled

management team, experienced craft workers, and strong customer base of utilities in British Columbia provide us with the foundation and resources needed to gain a foothold in the emerging power market there, and the chance to compete for future large-scale transmission line jobs. Henkels & McCoy is proud to pursue such opportunities alongside a company whose core values and established work ethic mirror our own.

All business and operations in this region are now being conducted under the new Canadian entity, Henkels & McCoy PEI Inc.

To all of those at PEI, we welcome you to the Henkels & McCoy family.



**Henkels & McCoy**  
**PEI**  
**POWERLINE SPECIALISTS**

Above: PEI craft workers training with their new H&M counterparts on a de-energized transmission line in Pennsylvania, July 2009.  
Left: The Henkels & McCoy PEI Inc. logo features a stylized, yet familiar Canadian red maple leaf design.

## Working with Mobile Mapping Technology

# Field Inspections Go Digital

When a Southern California municipality wanted to inspect approximately 24,000 utility poles, it called upon Henkels & McCoy's Engineering Group. We conducted a paperless inspection using TC Technology's GO! Sync Mobile GIS, a mapping system using ESRI's (Environmental Systems Research Institute) technology. The mobile mapping technology uses a GIS (Geographic Information System) map which allows inspectors to view the poles and equipment, take field notes, record inspection results, and associate field pictures with the inspection results.

Our inspection staff used tablet computers, Global Positioning Systems (GPS), and wireless communications for Internet access for field data collection and editing of geographic information. The correct combination of technology made the inspection process run smoothly. There

was no paper to process in the office or to copy into a database.

"The goal is to provide our customer with an accurate, complete, and timely field survey of all the poles and related equipment. That's our service. The GIS inspection tool enables our team to efficiently perform the needed inspections, and the improvement over a paper workflow is significant," states Brad Mayo, Asset Management Specialist for H&M. "Leveraging a customer's GIS in the field is an added benefit in that data is maintained in its native state for immediate validation by us or used by the customer."

Typically utilized by government, utility and infrastructure, environmental, and public safety industries, a Mobile GIS can apply to field mapping, asset inventory, asset maintenance, inspections, incident reporting, and GIS analysis. It streamlines



*Inset:  
Inspector uses a tablet computer for data collection. Henkels & McCoy can now submit paperless reports to customers using advanced mapping system technology.*

the process of gathering crucial facility information for detailed electrical system data collection and validation in a paperless format.

## ATC Transmission and Substation Alliance Agreement Awarded

Henkels & McCoy, Inc. has been awarded a four-year alliance agreement by American Transmission Company (ATC) for transmission line and substation construction services and maintenance in southern Wisconsin through a competitive bid process. ATC provides electric transmission service to utility companies, cooperatives, and municipalities across Michigan, Wisconsin, Minnesota, and Illinois. In anticipation of new commercial and industrial loads and the transmission lines needed to connect renewable energy sources, ATC is investing in a ten-year program that will support transmission line and substation upgrades. Under the awarded contract, the portion of work to be carried out by Henkels & McCoy is scheduled to last from January 1, 2010 through December 31, 2013.

With a focus on strengthening our position in the power market and securing long-term alliances, Henkels & McCoy values the opportunity to expand our transmission and substation capabilities for a new client with significant transmission assets and plans for future growth.

We have the management experience and regional craft labor available to readily support this program through all phases of work, and look forward to building a lasting relationship with American Transmission Company.

## Customer Feedback

*The following letter was submitted by a valued customer of H&M's West Region, and commends Bob Thomas and the crew on a job well done.*

"I would like to take this opportunity to say a few words about our recently completed project on Scott River Road in our Fort Jones Exchange.

This project was under pressure from the start, in that the Permitting Agency did not want any spoils placed on the road surface and pushed back into the trench. This called for 100% export and import of spoils and backfill. The road had just been resurfaced and damage was to be held to a bare minimum.

With Bob Thomas's leadership, and the crew's attention to detail, this project went off without a hitch. Your people are to be commended for a job well done. It was a pleasure to watch this project move forward with the efficiency of a well-oiled machine and know that the job was done with pride in workmanship."

Dear Henkels & McCoy Team,  
"I am writing to express my gratitude and satisfaction for a recent job that you completed at my residence. The job required digging up the lawns of two of my neighbors along with mine. All the

work was done extremely professionally, and the workers were very courteous.

The team took great care to avoid disrupting existing landscaping and underground irrigation systems. They left the job site in excellent condition, and you can't really identify where the excavation work was done. Several neighbors commented on how nicely the job site was left.

Thanks for doing such a great job!"  
- Gas Service customer in Pennsylvania

Tony and Austin,

"I wanted to say thank you all for how quickly you responded to our need for the phone system on Friday. We were up and running on Saturday so the turnaround time was amazing. Again, thanks for the prompt attention and help."

"I just wanted to take a moment and let you know that I, along with the rest of us over here, really appreciate your assistance on this project.

Without you, this would not have happened. I'm blessed that I work with such a great team.

Sincerely, thank you!"

*This letter was received from a valued customer of our H&M NetWorks division, and recognizes employees Tony Orr and Austin Armstrong for their invaluable assistance on a recent phone system project.*

# Tourneys Swing for Charities

The Henkels & McCoy East Golf Tournament benefitting Covenant House Pennsylvania (CHPA; www.covenanthousepa.org), an agency that provides basic needs to homeless and at-risk youth and young adults, was held on October 12, 2009 at the Philadelphia Cricket Club. The weather may not have been comparable to last year's conditions, but that did not stop 256 golfers from taking on the Wissahickon and Militia Hill courses.

The event raised over \$100,000 for CHPA, and many prizes, including two large HDTVs, were raffled off. Next year's tournament is once again scheduled at the Philadelphia Cricket Club on October 11, 2010. For additional information, please contact Rick Pieper at 215-283-7924 or rpieper@henkels.com.

On September 18, 2009, the West Region hosted a golf tournament for the

benefit of the National Multiple Sclerosis Society (www.nationalmssociety.org), an organization that provides support services, research funding, and educational programs for Americans living with MS. One hundred and fifty-six 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 \$39,270 was presented to Jenny Ditmore from the National Multiple Sclerosis Society at our annual Hallow-



## BIG CHECKS

*Above: West Region VP Jim Dillahunty (left) and Southern California Edison's Greg Ferree present check to Jenny Ditmore from the National Multiple Sclerosis Society at the West Region Tournament. Left: President and CEO Rod Henkels (left) and VP T&S Rick Pieper (right) present a check to Covenant House staff members Cordella Hill and Marvin Ponder at the East Region Golf Tournament dinner and awards festivities.*

een Luncheon and Costume Contest. The proceeds were donated on behalf of Greg Ferree of Southern California Edison in support of his "Bike MS Bay to Bay Tour." For information on the September 16, 2010 tournament at Pacific Palms Resort, please contact Jean Yount at 909-517-3324 or jyount@henkels.com.



## In a Word, Stewardship

On Sunday, April 5, 2009, Steve Freind of the Henkels & McCoy Corporate Sales and Marketing department and his daughter Katie, of the Training Services group (above), participated in the Fourth Annual Kevin Cain Make My Day 5K, a walk/run in Havertown, Pennsylvania aimed at raising money for the families of cancer patients. For the fourth straight year, Henkels & McCoy has made a contribution to this worthy cause. Thanks to that contribution and others from businesses and private citizens alike, this year's event raised more than \$45,000 in an effort to ease the burden of those families coping with this tragic affliction.

## United Way Campaign 2009 Helping Others

Henkels & McCoy's Fourth Annual National Campaign for the United Way/Boy Scouts of America got underway June 19, 2009 with a barbecue and raffle at company headquarters in Blue Bell, Pennsylvania.

The rain that had marked most of the month of June throughout the region held off as United Way representatives Kathy McGady and Shannon Crawford warmly acknowledged the efforts of H&M employees across the country.

Those who contributed to the campaign participated in a raffle for a variety of prizes including Phillies tickets and gas cards. As was the case in 2008, the options to support this year's campaign include donating to the United Way, a specific charity or organization from a comprehensive agency list, or the Boy Scouts of America. As of mid-November, all of H&M's regional operations had raised a sum of \$202,898, exceeding the goal of \$190,000.

All told, more than 1,000 employees have participated in this initiative. Anyone



## BIG SMILES

*Henkels & McCoy receptionist Sandra Webb (center) enjoys the moment with coworkers as she learns of her fabulous raffle prize: four "Hall of Fame" Phillies baseball tickets, during the United Way Campaign 2009 kickoff barbecue in Blue Bell.*

wishing to contribute or learn more about this year's campaign may contact your regional United Way Chairperson: Sherry Scandone (Corporate Headquarters), Denise Murphy (East Region), Jodie Brown (Central Region), Lisa Saucedo (West Region), or Joanne Farrell (H&M NetWorks). Thank you to everyone for your continued support of H&M's long-standing commitment to serving the communities around

## East Region News

Larry Wendell (right) has been hired as the Area Manager for New York replacing Jon Livingston, who retired. Also, the new addition and renovation of the York office facility is complete and looks great!



Our Industrial Group recently passed all inspections from the Commonwealth of Pennsylvania to renew its welding Code Books and Stamps through 2012. The group is planning future work with PSEG.

Four members of East Region have recently received recognition for their achievements in Project Management. Ray Hill, Chad Rossetti, and Jeff Wolff received their Associates Certificate in PM, and Pete Hite completed his Masters Certificate in PM. Congratulations to these individuals.

## Central Region News

Central Region continues to focus on improving safety performance and increasing revenues while improving profits. We are significantly ahead of our 2009 target goal with respect to our OSHA rate and are committed to ongoing achievement. Central Region management is now reviewing a new set of management reports that focus on trends rather than weekly activity, with the main difference being each data point on the graph reflects a 52-week period.

The Wind Energy Group continues its successful year with the Lee DeKalb project located near DeKalb, Illinois. The project consists of 145 GE 1.5 MW turbines, 513,000 linear feet of collection trenching, a 138 kV-34.5 kV collection substation, and tower wiring. The owner is NextEra (FPLE) and H&M is subcontracted to Blattner Energy Inc. The project was bid in September of 2008 and was approved by DeKalb County on June 17, 2009 to move forward. Construction activity commenced around July 4 with boring and trenching activities. Project substantial completion is scheduled for December 15, 2009. The site team is led by Jeremy Graveen, Project Manager, Brad Olson, Construction Manager, and Kenny Meyers, Substation Construction Manager.

The Power Group was notified in June that they were awarded a 4-year transmission and substation construction and maintenance alliance agreement by American Transmission Company. This large contract is estimated to be worth more than \$97 million over four years and will strategically position the Power Operations group

for other large power transmission and substation projects in the upper Midwest. Richard Donica is Program Manager and Tim Lindsay is Construction Manager. The first project under the new contract began in November. See page 2 for more details.

## West Region News

Calvin Choy (right) has joined Henkels & McCoy as Business Development Manager, West Region in Hawaii to support our growing business development activities. He brings thirty-nine years of knowledge and professional experience in the utility engineering, construction, and telecommunications industries. Calvin has a demonstrated ability to maximize business strategies and policies which will generate increased exposure and opportunities and provide value-added benefits to our customers.



Prior to joining H&M, Calvin had spent his career with Hawaiian Telcom, holding positions in engineering and management during his tenure with that company.

As Business Development Manager, Calvin will work closely with operations staff to develop new business opportunities and ensure effective support and alignment for our Hawaii operations and their business development plans.

## Just Awarded

### East Region

Our Telecommunications Group has recently been awarded three projects: an underground cable project for Adesta/Maryland Broadband Cooperative from Elkton to Cecilton, Maryland; an aerial cable installation project for Embarq in Carlisle, Pennsylvania; and a project installing ADSS cable for First Telecom along Rt. 39 near Linglestown, Pennsylvania.

Our Specialty Group has been awarded a water facility expansion project for East Windsor Municipal Utilities Authority in New Jersey and a project for Tishman Interiors renovating interior office space in West Chester, Pennsylvania.

The Power Group's recent awards include a re-conductor project for the PECO North Wales-Hartman Sub 230 kV line, which began in September 2009; a transmission line for Duquesne Light crossing the Ohio River near Pittsburgh, Pennsylvania; and multiple projects (with

# Regional

## Engineering News

In baseball, the home run gets all the glory, but don't forget the elegance of the 1-6-3 double play. Often it is the same at work. The "home run" job, you know, the big job with high visibility that finishes ahead of schedule and under budget, wins the accolades. But don't underestimate the importance of the double play.

For example, one of Pete Lamb's (East Region Corrosion Department) customers needed a gas regulator replaced and in a hurry. Pete suggested the Engineering, Procurement, and Construction approach. A ground ball was hit to the pitcher. Pete put East Region Engineering in contact with the client. The pitcher flipped the ball to the shortstop covering second; out at second. Joan Dalessio (East Region Engineering), working with John Lewis (East Region General Construction), prepared a bid level design and bid. The shortstop throws to first base getting the runner just in time. Henkels & McCoy won and was awarded the job. But here is where the comparison with baseball ends; the client won too. The job was completed, and the customer was able to get his boiler in operation on schedule.

the potential for expansion) for T-Mobile in the Philadelphia, Pennsylvania area for the construction of cell tower sites. In addition to ongoing blanket work for PPL, the power group has been awarded a 69 kV re-conductor project in South Lititz, Pennsylvania and a three-part transmission job in Carbondale, Pennsylvania.

The Underground Group has been awarded a project for Daidone Electric, installing water and gas mains for DOT in Chester, New Jersey; two Emergency Call Out Blanket contracts with Aqua New Jersey; and three projects with PSE&G (a Level 2 Emergency Excavation Blanket, a directional drill package in Mt. Laurel, New Jersey, and a gas piping upgrade project at Wanaque Station in New Jersey).

### Central Region

Our gas line of business has continued to be successful in 2009. We have recently received four awards for replacement of main, services, and associated restoration work by Duke Energy in Cincinnati and Northern Kentucky. This is part of their

# Roundup

## H&M NetWorks News

### Next Steps in the Growth Strategy

Striving to meet a goal of maximum self-performance, H&M NetWorks has opened new offices in Phoenix, Arizona and Columbus, Ohio and has invested in new management to fortify the division's presence in the Pacific Northwest. According to Vice President/Division Manager Mark Lehman, "Our presence in these markets allows us to better support our national client base."

H&M NetWorks' East Region Director David Bracaglia has high expectations for the Columbus-based operation. "Columbus is home to many banking, insurance, and health care organizations. It also has a large education market. In 2008, Forbes.com named Columbus as the top up-and-coming tech city." Ric Faris, an RCDD and industry veteran, has been hired to run the Columbus office.

H&M NetWorks' West Region Director Dave Carabine offers a similar explanation for expansion into Phoenix. "If you are not in all the NFL cities, you aren't a national company. Among U.S. cities, Phoenix ranks in the top twenty percent in GDP. Technology and aerospace firms, ideal prospects for H&M NetWorks' services, employ more

than fifty percent of the region's manufacturing workers." Allen Beck heads up H&M NetWorks' operations there.

Carabine was instrumental in the hiring of Matt Farrer to forward H&M NetWorks' agenda in the Pacific Northwest, stating, "Matt's background in telephony made him an ideal candidate for us, as his experience in this area will be very helpful in supporting this new line of business for H&M NetWorks."

In 2008 and 2009, H&M NetWorks met customer requests, adding expertise associated with these technologies. Lehman's team is now poised to meet another: "Many of our clients appreciate the value of self-performance. We plan to deliver, with our people, everywhere we can!"

## Corporate News

In response to growing market opportunities for larger and more complex projects, H&M recently added another Senior Project Manager to the Corporate Project Management Office. Tim Wagar is a seasoned professional with the experience and knowledge to support the development and execution of existing and future projects. In addition to PM and Sponsorship roles, he will provide training and mentoring to further develop H&M's existing Project Teams. The enhanced capabilities represented by the combina-

tion of our existing and newly arrived staff better positions H&M to meet our clients' needs for cost-effective, timely, and high quality project delivery.

Tim (pictured at right) has more than thirty years of project management experience, primarily in power station construction at various locations in the United States and abroad. Tim has worked for Shaw Power and Calpine Corporation, and is a registered engineer in nine states.



Additionally, we are pleased to announce that Sung Choi, Project Manager, Corporate Project Management Office, and Larry Kenetski (shown at left), Senior Project Manager, Corporate Project Management Office, have recently earned the Project Management Professional (PMP®) designation from the Project Management Institute. We salute Sung and Larry for this significant professional achievement.

Robert C. Dundon (right) has joined the Corporate Sales and Marketing department as Market Manager - Communications. In this role, he will assist in the development and execution of H&M's telecom business strategy and provide support to regional operations. Bob has more than twenty-five years of relevant experience in sales, marketing, and business development with carriers and service providers, including Bell of Pennsylvania, Maryland Broadband Cooperative, and PPL Telcom.



Welcome and congratulations to these H&M employees.

15-year project to replace all bare steel and cast iron gas mains in their system. We have more than 48,000 feet of main and 1,700 services to replace by December 2009. Duke currently has seven contractors on this project and is anticipating a completion date in 2015.

The Renewable Group was awarded the Raleigh Wind Farm, a 52 wind turbine project in Canada. This project consists of underground collection, padmount transformer installation, and tower wiring for a 78 MW Invenergy project in Chatham, Ontario, Canada. This marks the first wind energy project for Henkels & McCoy Canada.

The Canada Group was awarded over 100 miles of rail plow work in Canada. Henkels & McCoy Canada was awarded the next phase of rail plow construction to install fiber optics and power on 100 miles of CN railway near Winnipeg, Ontario, Canada.

Our Telecommunications Group was awarded the fiber installation work for Amtrak in Michigan. Central Region was awarded the Amtrak EPC contract to install 97 miles of 2x2" duct, 156 handholes,

and the 24-strand backbone as part of the Federal Government's ARRA Stimulus Plan. This marks the first Amtrak contract for the Central Region.

The Power Group was awarded two 345 kV switch yards for Bechtel. This is for the Prairie States energy project in southern Illinois. This project is valued at over \$1.3 million.

### West Region

The West Region has been awarded a three-year time and equipment contract by the Los Angeles Department of Water & Power to furnish labor services for installing, removing, and splicing underground distribution system cables in their Northern and Southern Distribution areas. The Northern Distribution area includes Northridge, West Los Angeles, and Van Nuys Distribution Districts, while the Southern Distribution area includes Lincoln Heights, Palms, Central, and Wilmington Distribution Districts. The contract start date was June 23, 2009 with a projected end date of June 8, 2012.

## Thank You Loyal Customers and Employees

Henkels & McCoy is once again ranked in the top tier of the *Engineering News-Record's* list of Top 600 Specialty Contractors. We gratefully acknowledge the loyalty of the customers who put their faith in us and the outstanding efforts of our employees, whose tireless dedication to Henkels & McCoy's core values brings our commitment to excellence to life.

## Transforming Our Safety Culture

by Bill Mattiford, Director,  
Corporate Safety/Environmental

Sound easy? Well, it's not. We don't just flip a switch or make up a new slogan and everything falls in line... it doesn't happen that way. "Transforming" is defined as "undergoing total change; to change completely for the better." Transforming our safety culture at Henkels & McCoy will be a major undertaking, one that senior management is prepared for and committed to accomplishing.

In the first place, why do we want to change and advance the safety culture? As part of our "Core Values" and Corporate Strategy, we state that H&M is committed to providing a safe and healthy workplace for all our employees, and that we want to be recognized as a leader in safety excellence. You might say, "But I thought we have had significant improvement in our OSHA rate, and incidents and injuries are down, right?" Right!

While that's true, the fact remains that we continue to have incidents and injuries. That means we haven't met our true goal, our objective, and daily mission of "Nobody Gets Hurt."

As you all know, our journey to safety excellence has been a work in progress and part of the continuous improvement process, and we have done a really good job to date. But, as Jim Collins, author of "Good to Great" says, "... good is the enemy of great..."

On the journey to safety excellence, we understand there are times when it helps to get another perspective. That's why we recruited and hired the assistance of DuPont Safety Resources, and conducted the Safety Culture Assessment in November 2008. The results of this Assessment gave us a clear picture of where we are, and where we need to be to achieve "World Class." It will require a "transformation."

Our 2010 safety plan is to take the next step toward safety excellence. The Executive Steering Committee to lead the transformation has been selected and work has begun on those next steps. Over the next few months, all of our employees will be asked to participate in the journey to transform H&M safety to "World Class" safety.

Join us on this journey... it will make your day Incident Free, so you can enjoy your life away from work!

## H&M Nationwide 100% Fall Protection Program Pays Off

September 1 marked Henkels & McCoy's implementation of a one hundred percent fall protection system requirement when climbing wood poles. This helps address a long-term issue in the Electric Transmission and Distribution (ET&D) and telephone industries, which have a history of worker injuries relative to ascending, descending, and working position tasks.

By way of background, manufacturers of climbing equipment have made dramatic design advances over time. This evolution has resulted in appropriate levels of protection that are significantly more user-friendly. Seeing this as an opportunity to positively impact the traditional safety challenges represented by pole climbing, H&M commissioned a team of management, safety professionals, and most importantly, end users. Their objective: Assess the problem (review our incident history), develop a plan of attack, and execute that plan.

Evaluating different fall protection devices was a critical part of this initiative. As a result of the team's efforts, procedures have been changed, and a climbing system has been identified for use on ET&D and telephone work. The system chosen was a combination of the BuckSqueeze climbing device and the Buck-A-Juster rope lanyard.

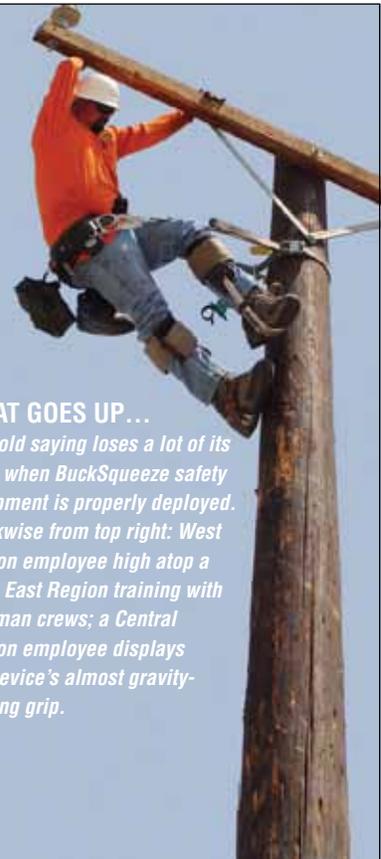
Used as a system, these tools provide the level of protection H&M desires. All H&M regions have been utilizing "train the

trainer" and end user training sessions, instruction from Buckingham Manufacturing Company, Inc. experts, and hands-on use of the system. Some regions fully implemented the system as early as July 1 in anticipation of the companywide targeted implementation of September 1.

The value of this new initiative was demonstrated quite clearly and dramatically on July 1. An H&M apprentice was performing distribution work. He was positioned near the twenty-five-foot level and on the low side of a pole slightly leaning towards a canyon. As the apprentice started to descend, he "cut out." The BuckSqueeze device held the employee in place, preventing a fall and its potentially severe consequences. The employee was not injured.

Joe Ebersbach, Director, Power Operations – West Region, states, "One hundred percent fall protection is a tough policy for linemen to accept. But our team in the West has already benefited from use of the system and one young man is lucky to be working today because he made the choice to use the BuckSqueeze. I can't stress enough the importance of education, proper training, and time to practice using the system. These elements are critical if we expect to overcome the natural resistance to change."

This is yet another example of how H&M's commitment that "Nobody Gets Hurt" is made real on a daily basis.



### WHAT GOES UP...

*This old saying loses a lot of its sting when BuckSqueeze safety equipment is properly deployed. Clockwise from top right: West Region employee high atop a pole; East Region training with two-man crews; a Central Region employee displays the device's almost gravity-defying grip.*

# Employee Service Milestones 2009

These Henkels & McCoy employees attained the following milestones in 2009. Congratulations and thank you for everything you do.

## Corporate

35 Years: Jon Schoff

- 25: Theresa Horrox  
20: Joanne Antrim, Bill Boell Jr, Carolyn Fisher  
10: Rick Allen, Mindy Blinebury, Joe Catagnus, Paul DeMara, Dorothy Gambale, Christine Howard, Joe Melignano, Jim Naughton, Ivan Plachuta, Bobby Reynolds Jr, Sandra Webb

## East

- 40 Years: Robert Jefferies Jr, Frank Zaborowski  
35: Kenneth Beamer Jr, Richard Brown, Stephen Devlin, David Newcomer  
30: Beverly Arvin, Pamela Buchmyer, Greg Class, Gordon Dennis, Arthur Healy, Steve Johnson, Walter Labick Jr, Richard Larsen, William Ravis, William Richards, Preston Souders Jr  
25: Bonnie Baer, Richard Bailey, Robert Baumgardner, George Castelli, Wayne Enders, William Green, George Norris, Peter Salotti Jr, Ira Staub Jr  
20: Tim Barton, David Clyde, Brian Covert, Jim Duffy Jr, Jose Evaristo, Glen Goss, Christopher Howard, Robert Millette, Pat Murphy, Kim Nguyen, Jesse Nobles, Edwin Owens, Graciano Pinho, Carlton Smith, Dennis Tharp, Steven Vance  
15: John Belo Jr, Marie Diamond, Calton Doby, Don Eckman, Rodell Ellis, Joao Esteves, John Irvin, Peter Janco, Alain Laflamme, Charles Lake, Mary McDonald, Mahendra Misra, Robert Nelms, William Ryder Jr, Kevin Swanton, James Talbot Jr, Bernadette Tetkowski  
10: John Bean, Linda Beck, Gerald Belgin, John Breslin Jr, Antonio Coimbra, Valentin Dasilva, Joseph Diccico, Alcino Dinis, Michael Faggione, Michael Gardner, Keith Gembe, Keith Harper, Ray Hill, Dan Joseph, Michael King, John Lasko, Deborah Leonard, Paul Melroy, Ed Minar, Fern Naugle, Rory Palm, Bhasker Patel,

Samuel Rittenbaugh, Susan Ross, Alton White, Kevin Ziegler

## Central

- 30 Years: Reyes Carpio, Richard Duvall, Ron Jones  
25: Jim Blevins, Clint Grassmick  
20: Jim Cooley, Bill Henderson, Darin Kirkbride, Mark Maxwell, Patrick Puzzuto, John Ricketts, Leonard Sweet  
15: Eddy Ballard, Leon Cuthbert, John Dorman, Luis Erazo, Timothy Sample, Mike Seutter, Barry Webb  
10: Jodie Brown, Bernard Browne, Anne Bunnell, Jennifer Clark, Robert Cowie, David Cox, Hugh Egger, Paul Eggleston Jr, Forrest Gallahair, Susan Goff, Jacquelyn Harper, Marion Higgs, James Land, Timothy Lindsay, Jeff Meredith, John Mihalik, Jim Mills, Michael Mosley, Melvin Parnell, Matt Schneider, Pete Shelton, Carolyn Smurr, Terry Thomas, Linda Vereeke, Rosalio Villalovos, Donald Wilson

## West

- 30 Years: Paul Bulthuis, Steve Haug, Ray Schultz

- 25: Ernest Kauffman, Darrell Stevenson, Stephen Stramski  
20: Jim Dillahunt, Paul Henkels Jr., Dave Stein  
15: Frank Alvarez, Jerome Banks, Jerry Haworth, Lloyd Johnson, Gregory Kunes, Tony Olszewski, Leno Santy Jr  
10: Justin Apa, Nestor Arras, Jeremias Balguna, Michael Christensen, Ronald Cook, William Deemer, Dean Dickson, Frank Erdodi, Eric Garcia, Steve Gunnerson, Kenneth Hallett, Robert Jones, Chris Marshall, Antonio Marzan, Michael Orr, Phil Schuster, Bob Spellman, Barry Suit, Leonard Szymanski, Frank Vehec Sr, Susan Voorheis

## H&M Networks

- 35 Years: Margery Smith  
30: Willa Blackwell, Mark Lehman, Frederick Sutliff Jr  
25: Ed Gonzales, Ron Goss  
20: Thomas Clothier, Samuel Hamburger, Michael Kelly, John Moynahan  
10: Geoffrey Axtell, James Bricker, Nicholas Ficca, Gregory Herm, Darryl Kornegay, Anthony Orr, Antonio Perdomo, Michael Romanazzi, Fabian Thompson, Patricia Toto, Juan Velazquez, Gladys Yost

## In Memoriam

### Doug Welford

We are deeply saddened by the passing of Doug Welford, our Power South Area Manager, whose contributions to the company spanned nearly twenty years. During that time, Doug's strong work ethic and dedication to excellence enabled him to advance through a variety of positions including foreman, general foreman, and area supervisor.

As Ron Jones (Vice President Central Region Power), who knew and worked closely with Doug throughout his time with H&M said, "Doug was not only a great employee and manager, he was a great friend. Doug was always someone you could count on to do the right thing, whether it be in his professional or personal life. It was a privilege to have known him."

Doug was also a veteran of the U.S. Army and we honor him for his service and what he has meant to the Henkels & McCoy family. He is greatly missed.

### Larry Brown

We are deeply saddened by the passing of Larry Brown, a longtime Henkels & McCoy employee whose contributions to the company's power operations ultimately led to a position as power manager in the Northwest area. Prior to assuming management duties, Mr. Brown, who retired from full-time work in the late 1990s, developed a strong foundation in the industry as an estimator. His efforts on the company's behalf are remembered and appreciated.



## Putting Our Core Values into Practice

In the spring, twenty-seven Henkels & McCoy employees became certified trainers in the Creating an Atmosphere of Respect™ program. Representatives from all regions are now qualified to train managers and/or employees on workplace harassment prevention and diversity issues. Our goal is for every H&M manager to receive Creating an Atmosphere of Respect™ training or complete the on-line Harassment Training by the end of 2009. This program re-emphasizes H&M's Policy 105 and our

commitment to equal employment opportunity while providing a workplace free from discrimination and harassment, and reinforcing the Core Values on which Henkels & McCoy was built.

Through a partnership of the Safety and Human Resources groups, this message will also be delivered to staff at job sites through a "tailgate" version of this program.

For the list of certified trainers, please contact Sandra Morris in Blue Bell at 215-283-7688.

## H&M Always There To Help - Karing for Karen Benefit

I write this with great pride in and appreciation for Henkels & McCoy and its greatest assets, our employees!

My name is Greg Class, Director Specialty Services for the East Region under the guidance of Denis Palermo and Jim Duffy. Since the fall of 2006, my sister Karen has been fighting cancer, which has most recently spread to her liver. Karen has two young teens and is a single parent. In July 2009, her family, friends, and neighbors decided to sponsor a benefit to help Karen with her mounting medical bills.

The benefit was held on August

11, and was a huge success. H&M and numerous East Region employees made donations. We also held a 50/50 drawing that Chris Howard, Project Manager from our Richmond, Virginia office won. Chris, in turn, donated the entire \$940.00 back to Karen!

This is yet another unbelievable example of the generosity and thoughtfulness of the Henkels & McCoy family.

Words cannot express my appreciation and the admiration I feel towards everyone at Henkels & McCoy for helping my sister in this difficult time.



## H&M Trade Shows 2010

*We invite you to stop by and see us!*

### National Retail Federation

January 10-13

Jacob K. Javits Convention Center  
New York City, Booth #2614

### Pipeline Piggung and Integrity Conference

February 16-18

Marriott Westchase Hotel, Houston, Booth #603

### CalCom

February 16-18

Radisson Sacramento, Edgewater Ballroom  
Sacramento, Booth #43

### Transmission Summit 2010

March 1-3

Almas Temple Club, Washington, DC

### Data Center World Conference & Expo

March 7-11

Gaylord Opryland, Resort and Convention Center  
Nashville, Booth #908



### IN THIS ISSUE

#### H&M Announces Formation of Henkels & McCoy PEI Inc.

O Canada! We welcome our good friends from British Columbia to the H&M family.

### FEATURES

- Field Inspections Go Digital
- ATC Alliance Agreement Awarded
- Tourneys Swing for Charities
- Fall Protection Program Pays Off



### DEPARTMENTS

Management Message, Safety Message, Regional Roundup

### PLUS...

In Memoriam, Employee Service Milestones, United Way, 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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*Merry Christmas and Happy New Year*