By Jon Schoff
Executive Vice President, Chief Operating Officer

Performance was put on the sides of our company trucks and into the Henkels & McCoy culture in the late 1980s. It continues to provide meaning to each generation of H&M management, supervision, and craft. It also has meaning for our customers whose needs we have long served.

Our customers’ needs and expectations continue to change and grow in response to advancements in technology, regulatory reform, and increased competition in their own markets. All of this has increased their need for contractors like Henkels & McCoy. Today’s market is very demanding, and our customers measure performance every day on every job. They want and expect best value for every dollar they spend. This means for true value to be delivered, a contractor’s performance has to be unmatchably excellent. For a contractor to gain sustainable competitive advantage, this means delivering the best possible project, better than the competition in all aspects. That’s the culture of “Operational Excellence” expected in today’s industry.

For Henkels & McCoy, Operational Excellence means as an organization that we must deliver the best value to the customer - as defined by the customer. This does not mean we have to be the low cost provider, but Operational Excellence will enable us to compete on the basis of best price. A lot of the large projects we now bid are awarded with pricing as only one component of the customer’s overall proposal evaluation. You would be surprised by the amount of work we win where we are not the low bidder but rather the customer believes we are the best value.

The investments in people, training, and process improvements that we have made in the last five years with our Safety Transformation, with project management, and with continuous improvement have all been in response to identified industry needs and incorporated into our strategy. We are well known for our performance, and in many cases we are already the contractor of choice of many of our customers. Our gains in key performance metrics are well documented over the last five years, all because we have challenged ourselves to be better and measured our performance against industry benchmarks and customer expectations. Our customers have come to know H&M by the successful projects being completed by this generation of the company. The white color of our trucks is also well known today, but did you know that decades ago they were green? More importantly, we want our customers - and our competitors - to recognize us for what we stand for and what our trucks symbolize for this generation, this level of unmatchable performance known as “Operational Excellence.”

To accomplish this, we will need to continue developing as a team. This includes standardizing business processes and working continuously on improving them. Without eliminating waste, it is hard to lower cost. We must also look at mistakes as opportunities to improve, rather than to lay blame. That’s why we perform lessons learned. And to further improve as an organization, we will also have to rely more on each other. That’s why we have plus/deltas after meetings – to point out what we did well and understand what we can do better as a team.

You will hear more about “Operational Excellence” in the months ahead as the Executive Team and RVPs continue the focus on the strategic planning process of Henkels & McCoy. We are doing this on an ongoing basis to plot our strategic place in the future of the industry, based on where we expect the opportunities in the industry will increasingly be focused. That future is more than just an extension of the past. We are extremely proud of the history of the company’s past achievements, yet our focus has to be and is, forward-looking.

There will not likely be one word that ever replaces Performance in the Henkels & McCoy vocabulary or on the sides of our trucks. It is up to each generation to add to the tradition and success of the company, not merely maintain it. As Paul Henkels would say, “to whom much is given, much is expected.”

Performance has built our business and Operational Excellence will further define how we perform in the 21st century.

Carlisle Area School District’s Commitment to Renewable Energy

Situated in Cumberland County, Pennsylvania, the Carlisle Area School District (CASD) covers seventy-eight square miles and serves approximately five thousand students in grades kindergarten through twelve. CASD’s mission is to provide students with the highest quality instruction and excellent support services in an environment that nurtures all students.

CASD is known throughout Pennsylvania for its technology, which is integrated into every classroom to enhance teaching and learning, and provide efficiency of routine operations (summarized from www.carlisle-schools.org).

Project Origins/Benefits

Having launched an overall energy conservation program, CASD began to look at renewable energy solutions and elected to install a one megawatt photovoltaic (PV) system on six acres at Bellaire Elementary School and Wilson Middle School. This system will generate about 1,500,000 kWh per year, reducing CASD’s carbon footprint by nearly 2,055,000 lbs.

In addition to environmental and economic advantages, the initiative has educational benefits. The solar array includes 1,227 kW of Sharp’s 240 W monocrystalline panels and 9.2 kW of Sharp’s 115 W framed thin film panels, and students will be able to compare the performance and energy savings of each technology. H&M Training Services is working with CASD’s Center for Careers and Technology to deliver the National Center for Construction Education and Research (NC-CER) photovoltaics program to district students.

This project is the largest solar array for a public school district in Pennsylvania and has been recognized with a 2010 Governor’s Award for Environmental Excellence.
Carlsile Area School District

Continued from page 1

Selection Process and Project Scope

The East Region's York, Pennsylvania

vania operating unit has enjoyed a successful relationship with CASD for more than twenty years, with a focus on pow-
er and communications work. In November 2009, the district asked H&M for budgetary pricing and a prequalification pack-
tion package to develop the PV system. This Project was

financed in part by a grant from the Commonwealth of Pen-
nsylvania, Commonwealth Financing

Authority. The Project was also funded by the Pennsylvania Energy Development Authority using monies from the American Recovery and Reinvestment Act of 2009.

H&M’s presentation led to a CASD Request for Proposal to design and install the system under an engineer, procure, and con-
struct model. The proposal included options for alternate technologies and a model of expected power performance. H&M subsequently prepared a site plan showing design options (fixed ground mounted, tracking arrays, carport canopies, and roof mounted), and was ultimately chosen based on proposal content, project approach, work his-
tory, and pricing.

This project employed the talents of the York, Pennsylvania operations staff and the Blue Bell, Pennsylvania Infrastructure Engineering Group. The H&M team was led by Joan Dalessio (Project Manager), Mark Holder (Construction Manager), and Rick Gutshall (Area Manager).

The one megawatt multi-
technology solar array consists of more than 5,000 fixed ground mounted photovoltaic panels, one passive tracker, and one dual axis tracker, all capable of being individually monitored in real time via wireless technology. A groundbreaking ceremony took place on April 23, 2010, and construction came to a successful close with commercial operation achieved on October 13, 2010.

Dedication

CASD’s October 19 site dedication featured refreshments, music, and a poetry reading provided by students from

Bellaire Elements-

ary School, Wilson

Middle School, and

Carlisle High School. CASD Director of Finance

Thomas D. Longenecker introduced key project stakeholders including Bob Geneczko, vice president of Customer Services for PPL

Electric Utilities, who presented the district with a $500,000 renewable energy rebate through PPL’s E-power initiative. Pennsyl-

vania Governor Edward G. Ren
dell, Pennsylvania State Senator Patricia Vance, and H&M Presi-
dent and CEO Rod Henkels

commended the project’s success and the benefits of green energy. School Board President Nancy Fishman then invited the rest of the Board to join her as she flipped the switch to the system, and Tom Longenecker directed everyone’s attention to the passive tracker, which began to turn to face the sun.

Quotable

“We are very honored to have participated in this landmark and visionary project from the start,” stated Rod Henkels. “It is extremely gratifying to see the involvement of local labor in an initiative with so many benefits to the community. The Carlisle Area School District has our sincere best wishes for long-term success.”

As Tom Longenecker re-
flected, “I am very pleased with the professionalism and expertise from all levels of the Henkels &

McGoy staff. I am also impressed with the level of personal ownership and pride Henkels & McCoy demonstrated during this solar project. Henkels & McCoy has clearly made it known that this is a special project and perfection is the only acceptable standard. This is a very unique project, the largest utility scale solar array of any public school in Pennsylvania. The Carlisle Area School District is honored to share the recogni-
tion of such an achievement with a company that cares about people and the community as much as we do.”

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

Specially 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.

Customer Feedback

From our valued customer Verizon: I would like to compliment Neal Gracey and his crew, Greg Whitzel, Willie Crouse, Ed Miley, and Ken Summers for their outstanding commitment to quality service to Verizon, especially the dedication and excellence that they have provided on the Inter County Connector project in Maryland. They have gone above and beyond in helping ensure that the ICC project has gone off smooth and problem-free.

Rarely has a contractor given us such complete cooperation. We have always been able to rely on Henkels & McCoy’s flex-

ibility and professionalism to get the job done right the first time. Henkels & McCoy’s crews have consistently made extra efforts to assist Verizon on completing our projects on time.

I would also like to personally thank Neal Gracey for his continued support and invaluable assistance in going the extra mile to ensure that Verizon’s best interests are always considered first. We look forward to continuing our relationship with Henkels & McCoy for many more years. Please accept our heartfelt appreciation and sincerest thanks for a job well done.

Forwarded from our valued customer PECO: We would like to thank you for the work that Henkels & McCoy (a contractor for PECO) did on the North Warner Road Project. They lowered the gas pipes on our street. They were professional, friendly, and left the area clean. They took extra special care of our lawn, as it was Zoysia grass, to remove the top layer in two pieces, dig the hole, and then replace the dirt with the grass tamped down on top. The hole in the street was filled and leveled for a smooth ride in the car.

It is nice to see a company with friendly, dedicated employ-

ees, who take care of the properties they work on. We would like you to pass on to Henkels & McCoy that they did the job they were contracted for in a professional and friendly manner.

Excerpted from a letter received by H&M: I wanted to send you a brief story about an encounter we had with three or four people from your company. I’m a police officer with the Allen County Sheriff’s Department in Indiana. On June 11, 2010, my partner and I stopped in the town of Daleville. When we returned to our car, it would not start. Almost im-
mediately, the guys from your company came over and began assisting us. Our vehicle was unable to be fixed, but these fine gentlemen spent about 2:50 minutes helping us to stop and help people they didn’t know, on a Friday at quitting time, speaks volumes about them and your company.
Safety Message

Safety Transformation: The View From the Field

By Andrew Salvadore, CSP, Corporate Safety Manager, and the People of Henkels & McCoy

If you haven’t heard, we exceeded our 2010 Target goal for OSHA recordable incident rate and it deserves CONGRATULATIONS! This represents the sixth consecutive year over year improvement in this metric. Our Safety Transformation builds on this momentum. For field to office staff, the quest for World Class safety performance represents tremendous responsibility and significant opportunity. We are grateful to the following employees for sharing their thoughts on the subject:

• Will Bowie: East Region IBEW 126 Journeyman Lineman. Seven years industry experience; four with H&M.
• Randy Case: H&M NetWorks Project Manager. Ten years industry experience; one year with H&M.
• Ryan Crull: Central Region Director of Power Operations. Sixteen years industry experience; thirteen with H&M.
• Debbie Furuglyas: Credit and Collections representative in H&M’s corporate office. Twenty years industry experience, all with H&M.
• Ron Goss: Senior Regional Manager - H&M’s Training Services. Twenty-eight years industry experience, all with H&M.
• Dennis Hassett: Superintendent in West Region Power group. Forty-five years industry experience; eight with H&M.

What does the Safety Transformation mean to you?

Ryan: I am working for a company committed to an injury-free environment that is concerned with the safety of its employees both at home and work.

Dennis: The Safety Transformation is the most comprehensive, complete program I have seen in my career. It is well thought out, well supported, and well received in the field. With Safety Coaching Observation, supervisors gain the skills to approach their people in a professional manner, showing empathy and concern for employees’ well-being while getting solid feedback.

How have you heard about the Safety Transformation at Henkels & McCoy?

Ron: It would be impossible NOT to hear about it! It is discussed at every meeting and we always have tasks associated with the Transformation. It is part of how we do business.

Dennis: It started when I was approached to be a member of the Process Improvement Team for Incident Investigation and then asked to be one of the trainers. At first, I was a little apprehensive, having seen so many rollouts in my career, but I have to say I have been very fortunate to be a part of this from the beginning. Working for a company that has provided us with the training, tools, and support to develop our skills to a point where we can truly take the message to our employees is very rewarding.

How do you see the Safety Transformation changing the company?

Will: I see the Safety Transformation changing the company in many ways. Our goal, “Nobody Gets Hurt,” can be achieved with the support of this program. Many good things are going to come from the program. I see a greater decrease in OSHA recordable rate. I see Henkels & McCoy being the safest place to work. I see employees taking more things they learn at work home to their families and everyday life. I even see Henkels & McCoy achieving the goal of being a leader in “World Class Safety.”

Have you spoken to your family about the Safety Transformation?

Randy: Yes, safety does not start and stop on the job. Safety is 24/7. It involves everyone in our lives.

Ron: All the time! Mostly about driving… (I have teenage sons!) We are trying to make the “two-second following distance” rule take hold. It is challenging, but hopefully I’m making progress!

Does the Safety Transformation impact on your job and your approach to it?

Will: The Safety Transformation has affected my life drastically. The skills learned and people encountered have helped me be more aware of hazards around me. It also has provided me with additional tools to solve problems that may arise, and helped the way I view safety when at home. The effects of the program show in the way I communicate with members of my crew, all the way to the PPE I use when I mow my lawn at home. When I mention the job, “Hazard Recognition” is much better, communication with crew members through “Safety Coaching and Observation” is better, “Listen Up, Speak Up” has been encouraged and has improved, and I also challenge every individual on the crew with “Felt Leadership.” The program has definitely changed my life. Possibly, one day to save it.

Debbie: I work in the corporate office so my hazards are less than for those who work in the field, but they are hazards nonetheless. I find myself walking slower around corners, using handrails in stairwells, using caution when stepping out into the hallway, etc.

Do you feel that the Safety Transformation has made Henkels & McCoy different from other companies?

Ryan: Henkels & McCoy has always placed great value on safety. However, the Safety Transformation is a proactive approach to being a leader known in the industry as the safest contractor by our employees and customers.

Randy: It will make H&M different! That difference will be noted in how we check each other as well as visitors to our job sites.

Do you have conversations regarding the Safety Transformation with peers at work?

Will: Yes, I do. In fact, I serve on the East Power Safety Council, giving me the opportunity to discuss the Safety Transformation program, the latest advancements and developments. In addition, everyone knows I am part of the initiative and has heard me speak about the program. I have enjoyed educating and updating my peers. Questions and concerns have been brought to me about the program, evidence that the Safety Transformation is starting to show its effects.

Rising Stars of Safety

Congratulations to Christopher Murphy (right), Safety Manager, Henkels & McCoy Central Region, for being named one of the “Rising Stars of Safety” by Safety + Health magazine in their October 2010 issue. As stated in the publication, Tom Henkels, Central Region vice president said, “Chris performed a thorough analysis of our current practices, made the key recommendations for revolutionizing our approach, and then designed and executed the implementation plan. This involved design and publication of our new processes, writing the training materials, attending train-the-trainer classes, structuring the implementation plan, and, finally, executing all of this by training our field leadership.”

One Hundred Percent! Executive Assistant to VP of Marketing Cathy Ferich, Executive Assistant Ann Ocheltree, Safety Administrator Pat Higgins, People Services Administrator JoAnne Trepak, and Corporate Safety Manager Andrew Salvadore worked together in achieving 100% compliance in Safety Transformation Felt Leadership awareness at Corporate Headquarters in Blue Bell.
East Region:
The East Region has several new hires and promotions we are proud to announce.
The General Construction Department recently hired Kevin Green as their Operations Manager. Kevin will be instrumental in the growth and further development of the General Construction Department. Kevin reports to Gordon Dennis, Area Manager—General Construction.

On October 9, the Gas and Underground group welcomed Jennifer Cantlin to the team. Jennifer will be working in the Burlington, New Jersey office as a Bid Coordinator, replacing Pat Brennan, who will be retiring in February 2011 after almost fifteen years of admirable service.

The Telecom group in York would like to thank Bill Theurer for his service with the company. Bill retired in September after thirty-two years of dedicated service. In addition, the Telecom group is proud to announce the following promotions: Steve Devlin has been promoted to Manager of Operations, filling Bill’s position; Jamie Berrier has been promoted to Area Manager; and Chad Rossetti has been promoted to Logistics Coordinator.
The Region would also like to announce a staff achievement in the Project Management Training Program. Gerri Brauckmann, Steve Capps, Cathy Bourse, and Tom Readinger have all completed three online courses earning them an Associates Certificate of Project Management.

Central Region:
Ron Jones was promoted to Vice President—Transmission and Substation (T&S) for the Central Region Power Group headquartered in Salem, Illinois. In his new role, Ron will provide greater strategic direction within the Power Group to navigate the rapidly re-emerging Transmission marketplace. With the increase in T&S work, he will concentrate on bidding and executing projects, and managing ongoing recruiting efforts. Tom Henkels, Vice President for the Central Region, stated, “Under Ron’s leadership, the Central Region has become known as the contractor-of-choice in Transmission and Substation construction. Over the past forty-two years, Ron has also cultivated a strong operations leadership team. This combination is symbolic of what has built Henkels & McCoy into the performance leader in our chosen IOBs.”

Ahmed Haseeb recently joined Henkels & McCoy’s Central Region as Associate Project Manager and is now playing a key role within the region as the PMO Region Scheduler. Ahmed establishes construction schedules for the various projects Henkels & McCoy is bidding on and ultimately performs during the build cycle. He utilizes Primavera P6 scheduling software to develop proposal schedules that graphically depict the workflow on the job site. In addition, he manages schedule updates while projects progress through construction. Ahmed is a 2008 graduate of Northern Illinois University, where he received a Bachelor’s degree in electrical engineering.

Project Spotlight: Planters Telephone Cooperative
Henkels & McCoy crews are back at work in Georgia. After completing Phase I of Planters Telephone Cooperative’s fiber-to-the-premise (FTTP) build-out, the H&M Wellborn, Florida office was recently awarded, and began construction, on Phase III. Planters Telephone, headquartered in Newington, Georgia, serves over 10,000 subscribers in the rural southeastern portion of the state. Seven trenching and directional boring crews are currently busy placing nearly three hundred miles of underground fiber in Screven County. Phase III is scheduled for completion in January of next year, with the RFP for Phase IV scheduled for release before year-end 2010 and construction kickoff next spring.

West Region:
Henkels & McCoy recognizes our responsibility not only to our customers, but to their customers as well. Input from residents, as excerpted below, is always greatly appreciated. Many thanks to those West Region employees whose performance merited this feedback.

“As of August 4, 2010, there was a scheduled power outage arranged through Southern California Edison. This letter is to express thanks for the professionalism of the crew that did the job. They were polite and courteous, but, most importantly, they did a fantastic job of replacing the pole. Your company should be proud to have employees like that. Please extend my gratitude, as well as other neighbors in my area with whom I spoke regarding this matter, to the crew that did such a great job.”

“I wanted to let you know that I recently received service through your company in the form of replacement of a power pole. The entire experience was excellent. Bob Padilla was fabulous regarding contacting and meeting with me. He calmed any concerns I had about disruption to my yard, etc. The tree trimmers (contracted) were also excellent. Today, your crew came to put in the new pole. They were right on time, professional, and polite. If the employees I came into contact with are any indication of your company, congratulations on the job you’re doing! Thank you.”

Just Awarded:
EAST: OSP/ISP with Amtrak; UG Power for PSEG; PPL
CENTRAL: Tower Wiring for Wind; Maintenance for Texas School District
WEST: SDGE wood to metal pole replacement
H&M NETWORKS: Turnkey Structured Cabling for new hospital in Georgia

East Region:
The East Region has been awarded a large stimulus funded project for Amtrak working under contract with Adesta. The scope of work consists of the construction and installation of various network OSP/ISP connections for security enhancements at various Amtrak facilities in Pennsylvania and Delaware. This project will be a collaboration between our Power group, Telecommunication group and the H&M Networks Division. This job began in late October and is scheduled to be completed during the first quarter of the calendar year 2011.

The Gas and Underground group has been awarded the Central area of the current PSE&G buried underground distribution project. The additional work will be for approximately 240,000 feet of cabling in central New Jersey and is intended to increase the reliability of PSE&G’s electrical distribution system. A majority of the work will be performed via directional trenchless boring and installation of conduit, short of the transformer. The East Region’s Power group will pull electric cable through the installed conduit and terminate in the transformer.

The Power group has recently been awarded two projects for PPL. The first is the Cellon Transmission Pole Replacement project which will replace approximately 176 wood transmission poles with 69 kV and 128 kV tubular steel poles in various locations throughout their Harrisburg and Lancaster regions of Pennsylvania. The second project is the Susquehanna to Lackawanna Optical Ground Wire (OPGW) installation project, consisting of sixteen miles of fiber installation from the Susquehanna 230 kV Switchyard to a splice point on the existing Stanton – Susquehanna 230 kV transmission line. The Power group has also been awarded an OPGW installation project for PSEG in New Jersey covering approximately eleven miles of fiber installation from their New Freedom Switching Station in Sickler, New Jersey, to Artificial Island in Lower Alloways Creek, New Jersey.

East Region Engineering is teaming up with our Telecom group for their second Engineer, Procure, and Construct solar project. The new project is being built in Edison, New Jersey. The scope of work entails building a 1MW PV solar farm on the PSEG & Edison Training Center property consisting of rooftop and ground mounted panels as well as parking canopies.

Central Region:
The Central Region has recently been awarded tower wiring work on wind farms in Minnesota, Illinois, and West Virginia. Work in Minnesota is underway on a 200 MW wind farm consisting of 122 Vetas 1.65 MW turbines. In Illinois, work began in November on a 150 MW wind farm consisting of 100 GE 1.5 MW XE turbines. The project in West Virginia is a 90 MW wind farm also utilizing GE 1.5 MW XE wind turbines; construction began in November. Work on these projects...
Engineering

As reported in Today’s Engineer in July 2008, based on a survey of U.S. electric utilities, the Center for Energy Workforce Development estimated that approximately forty-six percent of all engineering jobs in the electric and gas utility industries could be vacant by 2012, due to retirement and other forms of attrition. When you consider the shortage of college curricula that address power distribution, generation and transmission industries, this brain drain could have serious repercussions for our industry.

Not all engineering methods and infrastructure information are documented. The senior engineers are well-versed in design procedures and system knowledge. I would wager that more than once in your career a customer has referred you to someone on their staff who “knew how it was really done.” This individual had the nugget of information you needed to make the job a success. When these valued employees retire, they take with them years of experiences and system memory. To help bridge this knowledge gap, we employ retirees, in some cases former clients. By offering flexibility in levels of responsibility and work schedule, we provide income, a good work environment, and the opportunity to influence the next generation. In return, we are rewarded with dedicated and talented individuals willing to share their years of experience, providing design support, practical application of technology, and perhaps most important, mentoring for the less experienced staff.

H&M NetWorks

H&M NetWorks recently completed work with INX and the U.S. Army Corps of Engineers (USEC) on a CAT6a network cable infrastructure upgrade at the USACE’s District Headquarters in Walla Walla, Washington. The project was unique in that it was H&M NetWorks’ first installation utilizing CAT6a (the latest standard from the Telecommunications Industry Association (TIA) for enhanced performance standards for twisted pair cable systems).

The project was managed by an onsite H&M NetWorks project manager, Randy Case. Mr. Case worked closely with the survey and design teams as well as the installation crews to deliver the project on time, within budget, and with no injuries.

The scope included: Horizontal Station Cabling, Fiber Optic Backbone Cabling, Cabinet and Rack Build-Out, Patching, Electrical, Network Equipment Installation, Cat-Over Support, Existing Cable Relocation, and Project Management.

INX Inc. is a leading U.S. provider of JP and JP-related communications and data center solutions for enterprise organizations. Service offerings are centered on the design, implementation, and support of network infrastructure, including routing and switching, wireless, security, unified communications, and data center solutions such as storage and server virtualization. Customers include enterprise organizations such as corporations, as well as federal, state, and local governmental agencies.

We greatly appreciate our customer’s feedback regarding this project focusing on the “great partnership” between INX and H&M NetWorks and the prospect of “many successful engagements” in the future.

West Region: San Diego Gas & Electric Company recently awarded the construction of the Warner Springs to Santa Ysabel Transmission Line 685 (TL685) Wood to Steel Pole Replacement Project in San Diego County to Henkels & McCoy’s West Region.

The project’s purpose is to improve the reliability of the 69 kV TL685 by replacing approximately 136 wood poles with steel poles and reconductoring the line for a distance of roughly eleven miles between the Warner and Santa Ysabel Substations. The new poles are a combination of light-duty and engineered direct bury Corten steel poles and micropile foundation Corten steel poles. They are approximately 56-97 feet tall, represent an average height increase of approximately fourteen feet and engineered direct bury Corten steel poles and micropile foundation Corten steel poles. They are approximately 56-97 feet tall, represent an average height increase of approximately fourteen feet relative to existing structures, and will generally be located as close as possible to the existing poles. The new structures will be constructed using longer insulators and increased vertical and horizontal spacing. This will reduce outage potential, improve contamination resistance, reduce estimated facility maintenance, maximize equipment life span potential, and provide superior avian protection. The existing 1/0 CU bare conductor will be replaced with new multi-stranded steel core 636 ACSS/AW conductors.

This line is located in a potentially high wind area. The new structures are designed for extreme wind loading, fabricated using fire-resistant materials, and can accommodate future 12 kV and fiber optic facilities. Construction began on October 2, 2010. Completion is expected by April 30, 2011.

H&M NetWorks: H&M NetWorks has been selected by Gene Burton & Associates (GBA) and Piedmont Healthcare to install the structural cabling system for a brand new hospital being built in Newton, Georgia by Piedmont Healthcare System. The new hospital will be a 362,376-square-foot, 136-bed facility with nine floors. H&M NetWorks will provide all engineering, shop drawings, equipment, cable, project management, coordination, installation, configuration, testing, certification, training, and documentation to deliver a complete turnkey installation.

H&M NetWorks is collaborating with GBA, a healthcare consulting firm that provides a comprehensive, single-source approach to the medical technology and communications/IT needs of healthcare construction projects.
Innovations:

**NCCER Training**

Henkels & McCoy is a diverse company utilizing two different approaches within the same program for the betterment of the environment, safety, and our country’s infrastructure.

For years, H&M Natural Gas and Oil services have qualified employees using our National Center for Construction Education and Research (NCCER) coordinators and performance examiners to meet customers’ Operator Qualification (OQ) requirements through the NCCER program. OQ is a government law that requires documented certification of all natural gas and pipeline workers. NCCER is a nationally recognized provider of standardized, accredited craft training and certification.

Recently, another of H&M’s lines-of-business began to use our NCCER capabilitiies to realize its objectives. The H&M Training Services Group (H&M TSG) provides case management and occupational skills training to help diverse populations remain in school, return to school, or find employment. H&M TSG is delivering nationally recognized NCCER training programs in California, Florida, and New York. Our instructors providing the training are NCCER Craft Certified, meaning every student has the opportunity to earn an industry recognized credential.

Currently, students are learning the principles of green building through NCCER’s “Your Role in the Green Environment” program. At the Treasure Island Job Corps Center near San Francisco Bay, H&M TSG was one of the first organizations in the country to use NCCER’s “Introduction to Solar Photovoltaics.” Students were instructed in the design and installation of a fully operational solar array (see photo).

NCCER is the latest example of H&M’s commitment to provide the best for The Covenant House Pennsylvania (CHPA), or, as special guest speaker, former Covenant House Pennsylvania (CHPA) present Loma Linda University Behavioral Medicine Center (BMC), whose mission is to provide hope for those who are affected by mental illness and chemical dependency. The BMC’s programs and services are designed to provide whole person care addressing the complexities of the mind, body, and spirit.

West Region President Loma Linda University BMC with a check for $48,700 on October 10, 2010, which represents their best-ever golf fundraiser! Meanwhile, back East, attendees of the Fifth Annual H&M Invitational Golf Tournament, held on October 11 at the beautiful Philadelphia Cricket Club, also enjoyed beautiful weather, great camaraderie, terrific food, and an outstanding day of golf and good fellowship.

Covenant House Pennsylvania (CHPA) was again the tournament beneficiary, and was presented with a check for $100,000. CHPA, or, as special guest speaker, former “throwaway child” Bianca Cruz affectionately knows it, “The Cov,” sponsors young adults through support and counseling and offers refuge in times of crisis to kids and young adults with limited options in life. As 19-year-old Bianca so aptly put it, in her address to attendees following dinner, “I’m worth being loved, even if some people don’t see it, I know they see it at The Cov…. It’s nice to know that there are people who believe in us, and help us achieve our dreams.” Once more, the event received tremendous continuous support from clients and vendors, including — for the first time — a total of eight gold sponsorships with contributions of $5,000 each. We also received many in-kind donations such as raffle prizes, tee signage, and other items which helped increase the bottom line for The Cov. Thank you, everybody!

September 16, 2010 was another beautiful, warm, sunny Southern California day. In other words, just perfect for Henkels & McCoy’s West Region Charity Golf Tournament, held this year at the Los Serranos Country Club, in Chino Hills. The event at the new venue was planned by H&M’s own Jean Yount and Mark Johnson, and was a real crowd-pleaser. All funds raised benefit Loma Linda University’s Academy of Cancer Science (AoS), whose mission is to provide hope for those who are affected by cancer.

JDRF Walkers

Walk for the Cure Sets New Records

The Juvenile Diabetes Research Foundation’s annual Walk for the Cure was held Sunday, October 24 at the steps of the Philadelphia Museum of Art (think “Rocky”), and for the fifteenth straight year, Henkels & McCoy fielded a walk team. The team this year set a record with thirty-nine two-legged walkers and three four-legged ones. By walk day, Team Henkels & McCoy had collected just over $6,000, and team captain Paul Stinson reports that the final dollar amount raised was $10,090. Another H&M record! Many thanks to everyone who contributed or walked.

**United Way/BSA Campaign Tops Goal with $208K Raised**

Henkels & McCoy’s 2010 campaign for the United Way and Boy Scouts of America was another whopping success. Originally set at $150,000, the goal this year was surpassed, with a grand total of $208,408 raised through employee contributions. The campaign’s two beneficiaries, United Way and Boy Scouts of America, received $179,025 and $29,383, respectively. Congratulations, and thank you to all who contributed. A very special thank you goes to the West Region, where $99,240 was raised for the two campaigns!
Employee Service Milestones

We congratulate the following Henkels & McCoy employees and thank them for their dedicated service.

**Central Region**
- 25. Martin Eccleston
- 20. Arlie Bryant
- Timothy Lindsay
- Timothy Pierce
- Juan Salinas

**Corporate**
- 50. Anita Graziano
- 40. Elisabeth Visser
- 35. Cathy Ferich
- 30. Dean Giambone
- Donna Kaercher
- William Kokemor
- Gary Weikel
- 25. Edward Birdsell
- Jeffrey Cambridge
- 20. Frank Morott
- 10. Ernest Facciolini
- Joseph Freiberg
- Patricia Gambone
- Glenda Hesley-Hogan
- Paul Howard
- Thomas Rodriguez
- Teri Stahler

**H&M NetWorks**
- 25. Alan Shoemaker
- 20. Paul Copenhaver
- Mike Harrison
- Samuel Kersey
- 15. Keith Fritz
- Billy Herndon
- 10. Paul Kendrick
- Patricia Nagel
- Michael O’Kelley
- Jonathan Rubin
- Troy Smith
- Paul Szneluch
- Corey Williams

**East Region**
- 45. William Boller
- 40. Charles (Roger) Jerzerick
- Joseph Leonard
- Richard Moody
- Kathleen Richards

**West Region**
- 45. Edward Murphy
- 35. Dale Anders
- 30. Carl Branton
- Keith Wright
- 25. Scott Hartbell
- 20. Victor Beatty
- Richard Hill
- Robert Kaufman
- Walter Sutton
- Karlyn Wilson
- 15. Jerrold Anderson
- Ryan Baca
- Joan Burgess
- Timothy Cloud
- Jeffrey Fato
- Loren Fox
- Tennis Houston
- Joseph Liddicote
- Ken Marcobte
- Joe Morris
- Penny Robinson
- Larry Ross
- Gene Sany
- Rodney Soberano, Jr
- Thomas Thatcher
- Joseph Trappen
- 10. Richard Arakaki
- 10. Richard Arakaki
- Richard Arcieri
- Jon Askins
- Kathleen Beckwith
- Michael Beckwith
- Alfred Byfuglien
- Brian Clark
- Deanie Clutts
- Brandy Cook
- Danny Dahn Jr
- George Figgins
- Janice Grisham
- Jeffrey Hasek
- Shirley Le Gros
- Pondeca Lovest
- Leon Luther
- Julia McGinley
- Shawn Moore
- Fernando Real
- James Redlark
- Andrew Slauenwhite
- Gary Spencer
- Mark Svehla
- Gregg Ushijima
- Andrew Welton

**In Memoriam**

Kathryn Rawling

We are deeply saddened to report the death of former Henkels & McCoy employee Kathryn “Kass” Rawling on August 15, 2010. She was seventy-six years old. Kass was employed with H&M for thirty-five years and retired in 2005. Kass is also the mother of Sharon Dumke of the Disbursements Department. The Henkels & McCoy family is appreciative of the many years of dedicated service provided by Kass. She will be missed by family, friends, and all who knew her.

John L. Toole

It is with deep regret that we report the passing of John L. Toole. John worked for H&M as Director of National Accounts in Blue Bell, Pennsylvania from 1983-91. John’s efforts during his time with us are greatly appreciated.

Charles E. Brown, Jr.

It is with profound sorrow that we report the passing of Charles E. Brown Jr. A proud member of Laborers Union Local 57, Mr. Brown rendered dedicated service to Henkels & McCoy as a valued contributor to the East Region for more than twenty years. He counted golfing, biking, and cooking among his many interests. His presence will be greatly missed by all.
Initiatives in Safety Training

OSHA 10-Hour and 20-Hour Training Programs Help Safety’s Bottom Line

Safety will always be an integral part of Henkels & McCoy’s core values and culture. Our commitment in this area is energized by participation in initiatives such as the OSHA Electric Transmission and Distribution (ET&D) Partnership’s 10- and 20-hour training programs. Henkels & McCoy is a Charter Member of this historic Partnership, formed in 2004 by bringing together utility contractor CEOs and safety professionals, trade association and union leadership, and OSHA representatives. The group’s mission is eliminating significant injuries and fatalities in the ET&D construction industry.

The ET&D 10-hour program is targeted to power operations personnel and consists of the following modules: Intro to OSHA, Electrical Safety, Grounding and Bonding, Lifting and Rigging, Personal Protective Equipment/Fall Protection, and a 10-hour standalone program is required training for H&M power personnel at or above the foreman level. Additionally, all executives at or above the VP level or above have responded to EVP/COO Jon Schaff’s challenge to successfully complete this training.

The ET&D Partnership was established in 2004. Henkels & McCoy is a Charter Member.

Ed Rath of H&M
NetWorks explains a Cisco Wireless Access Point Module’s features to a potential customer at the Build Expo on November 3, 2010 at the Valley Forge Convention Center in King of Prussia, Pa.

For the latest trade show listings and updates, visit www.henkels.com.

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 Jack Newby, the company’s EEO Officer at corporate headquarters at 215-283-7280 or toll free at 800-523-2568, to your Region’s Assistant EEO Officer, or to any manager. Please refer to H&M Discrimination & Harassment Policy (Policy 105) for additional information.