



COMPANY PROFILE

Founded in 1923, we build, engineer, and connect the world's strongest utility infrastructure networks, providing families, businesses, and public agencies with the energy, light, and communications they need to be safe, healthy, and productive.





A Leader in Major Infrastructure Markets.

Henkels & McCoy (H&M), is a privately owned, industry-leading utility construction firm providing critical infrastructure design, construction, and maintenance services for the power, oil & gas pipeline, gas distribution, and communication markets throughout North America. H&M adapts nearly 100 years of experience to the dynamic and evolving infrastructure needs of today. Clients who partner with H&M can count on **SERVICE, TRUST, and CONVENIENCE.**

Service

- Reliable service from the right professionals with the right tools and the right expertise.
 - More than 5,000 highly skilled craft and professional personnel are able to address any challenge.
 - Multi-disciplined workforce self-performs all major construction activities.
 - A fleet of more than 8,300 units of modern equipment tackles specialized tasks.
- Worry-free, innovative solutions meet specifications, budgets, and timelines.
 - H&M adheres to a Lean philosophy and a passion for continuous improvement.
 - A rigorous Project Management Methodology maximizes resource efficiency.

Trust

- Experience matters. Founded in 1923, H&M proudly continues a nearly 100-year history of success.
- Enjoy the assurance of partnering with one of the largest, most trusted contractors in North America.
- H&M consistently ranks in the Top 10 on *Engineering News-Record's* Specialty Contractors List.
- H&M understands the industry, embraces emerging technologies, and executes with excellence.

Convenience

- Experience the ease of partnering with one dependable source for all infrastructure needs.
 - With regional offices across the country, H&M has unsurpassed reach and resources.
 - Rely on H&M's demonstrated mastery in a complete range of services across the full project lifecycle, including project management, construction, maintenance, and seamless EPC services.
- Receive customized solutions with successful outcomes and quantifiable economic benefits.

A Culture of Continuous Improvement

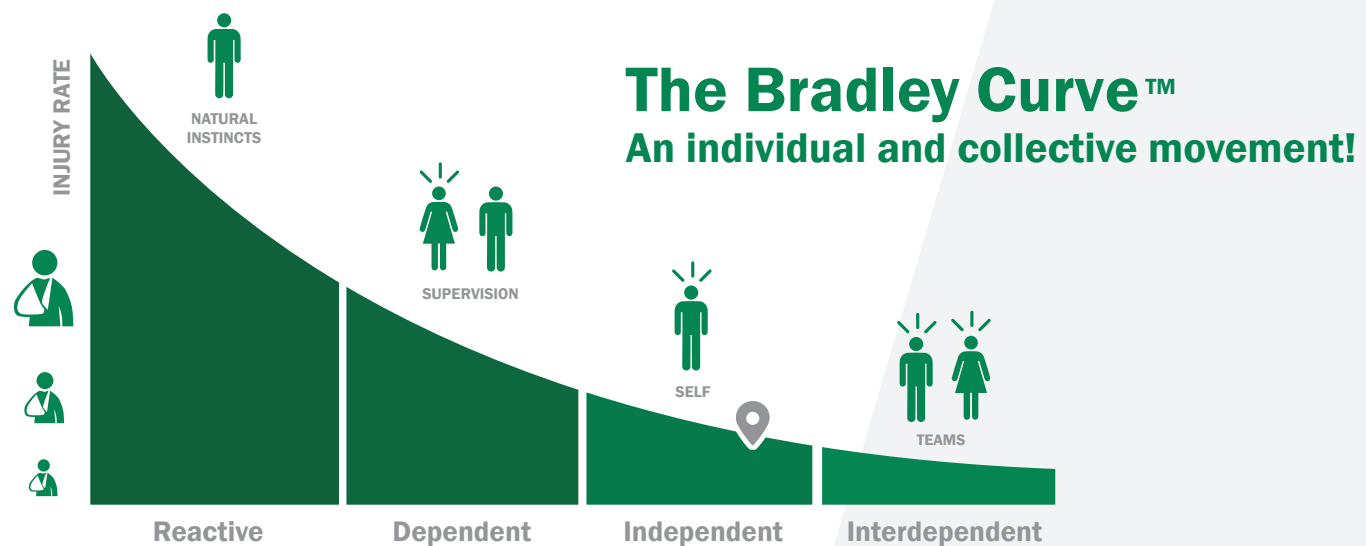
A culture of continuous improvement is driven by a company-wide commitment to Lean principles. Every process is consistently challenged in order to discover better work methods and unique solutions to eliminate waste. By adhering to Lean principles, H&M remains nimble while maintaining the discipline to execute with a high caliber of quality and accuracy.

Commitment to Safety

Safety is interwoven into H&M's culture, daily practices, and every aspect of work. Safety drives the development of impeccable work practices and is at the core of the way behavior is observed, communicated, and investigated. H&M follows a daily safety management system of leading and lagging indicators, including coaching observation trends, work site audits, good catch and near miss reports, corrective action follow-ups, total recordable incident rates, days away, and restricted duty and transfers. With these indicators, H&M performs trend analysis and program validation of safety performance. This vigilant evaluation and implementation of company and industry-wide best practices make certain H&M maintains the absolute highest safety standards to protect our workers, our clients, and our community. H&M aims to be the safest contractor in the markets we serve by fulfilling the daily mission to ensure "Nobody Gets Hurt!"

H&M utilizes the DuPont Bradley Curve to measure progress on the path to world-class safety. Initially ranked as above average in the execution of safety management, H&M has moved progressively toward a mature safety culture, with a team commitment and belief that safety is truly sustainable and zero accident performance is attainable. H&M has been recognized with an E.I. DuPont Safety Excellence Award.

Our Path to World-Class Safety



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Henkels & McCoy is a founding member of the Electrical Transmission & Distribution Partnership, a collaborative partnership working to reduce fatalities, injuries, and illnesses in the electric line construction industry.



Henkels & McCoy Group Gives is an enterprise-wide initiative that empowers employees to put our company values of compassion, commitment, respect, and stewardship into action.



Our employees are passionate about making a positive impact in the communities we serve and the areas in which we live and work. By giving through fundraising, volunteering, making in-kind donations, and participating in outreach activities, our team members exhibit a dynamic sense of commitment and ownership in efforts that strengthen our communities.

As an enterprise founded on strong values, the Henkels & McCoy Group family of companies is proud of what our employees accomplish and the meaningful difference they make. Through Henkels & McCoy Group Gives, we support our staff by sharing resources, matching gifts, and contributing to causes that provide hope and opportunities to those who need it most. Together, we enrich our hometowns and the towns of the people whose lives we touch.

Core Values

INTEGRITY

Be honest and keep our promises, living our values through action.

STRONG WORK ETHIC

Work safely and effectively, taking personal pride in our work and in those who perform it.

COMPASSION, COMMITMENT, AND RESPECT

These define our relationships with each other.

RESPONSIBILITY AND ACCOUNTABILITY

Lead by example. If we make a mistake, we admit it, correct it, learn from it, and move ahead.

CONTINUOUS PERSONAL AND TEAM IMPROVEMENT

Stay open-minded, listening and seeking knowledge for the development of ourselves and the Company.

STEWARDSHIP

Share our time, talents, and good fortune both in and outside the Company.

PERSPECTIVE

Maintain a constructive balance between our personal lives and our work.



HEADQUARTERS

Henkels & McCoy, Inc.
985 Jolly Road
Blue Bell, PA 19422
Phone: 215-283-7600



www.henkels.com
marketing@henkels.com

Contact us toll-free at 1-888-HENKELS