

A Newsletter for the Employees of Rex Moore Electrical

New Prefab Shop

April 2004

Volume 4, Issue 1

In today's construction environment, Rex Moore is faced with many variables that make it difficult to keep a competitive edge. In order to remain competitive in the market place, while still providing better than average wages,



View of inside prefab area

we all need to work smarter rather than harder. One easy way to accomplish this is through the use of prefabricated materials and assemblies. Almost every project can incorporate prefabrication if it is planned for in advance.

Prefabrication results in increased quality, labor savings, material savings and overall project savings. Some of the many items we are currently prefabricating are: large and small pipe bends, phenolic plates, lighting control cabinets, panels with homeruns, box assem-

blies, utility bollards, strut racks, temp power set ups, flex whips, pre-assembled fixtures and any other item that can be dreamed up. In June, a rebar bending machine will be added, giving us the ability to make rebar cages for pole bases. Basically, anything that can be done in repetition in a controlled environment can be prefabbed for a cost savings.



Pipe Bending Area

In order to facilitate this cost saving measure, Rex Moore converted 2,000 sq. feet of the Sacramento warehouse into a highly efficient work space equipped with the latest tools and materials to maximize efficiency. Another 1,500 sq. feet of outside area has been dedicated to prefab storage and outdoor activities.



Kuljeet Bhatti using chop saw.

In addition to cost savings, the prefab shop offers training to less experienced employees as well as apprentices. Employees learn materials, methods of installation and the proper use of specialized tools. We are also able to evaluate their attendance and work skills before sending them to a jobsite. In the end, Rex Moore gets a better-rounded electrician and the employee gets the benefit of learning

See Prefab Capabilities, page 5



Lighting Controls Box

Inside this issue:

Foreman & PM Conference	2
Cash for Ideas	2
Electrician Certification	3
Benefits Update	3
New Arrivals	4
Project Highlights	5
Charitable Endeavors	6

DATES TO REMEMBER

- May 31, 2004 Memorial Day
- July 4, 2004 is on Sunday this year.
- July 21, 2004 Foremen & PM Conference
- October 2, 2004 Sacramento area Company Picnic
- December 4, 2004 Sacramento area Holiday Party
- December 11, 2004 Fresno area Holiday Party
- Bay area Holiday party, TBA

Survival of the Fittest-Foreman & PM Conference Spring 2004

The only way to survive a tough economic climate is to be the fittest and the most prepared for the storm. Survival of the fittest was the theme for the Spring 2004 Foreman & PM Conference held on March 19, 2004 in Modesto, California. Over 170 foremen and project managers were in attendance.



Ted Crow, Mark Ladd and Bill Farnham at the foremen's conference.

This conference replaces the bi-monthly foreman meetings that were held in each individual office.

This new format proves to be more effective than the monthly meetings held in the past. "Ideally, we would like to hold three Foreman/PM confer-

ences a year; one in March, July and November. This will give our leadership an edge up on others in the industry. The breakout sessions are specifically tailored to the experience level of the people attending them." Greg Anderson, HR Director said.

The types of breakout sessions included how to conduct performance appraisals, disciplinary program processes and procedures, safety and loss prevention program and leadership training.



Randy Voss giving his presentation at a breakout session.

All Foremen Conferences will be all-day affairs. Breakfast, lunch and refreshments are provided to participants.



Jessie Moses and others at the buffet line at lunch time.

March participants received a goody bag with a T-shirt, office supplies, a Rex Moore bottle of water and a snack. The next Foremen's conference is scheduled for July 21, 2004.



Ken Hedrick makes a point while Joe Siewell looks on.

A Cost Savings Idea Could Net You **CASH!**

Most Rex Moore employees know that when a client sends a letter to management praising their work or an employee tells a member of the Executive Management Team that someone has done a great job, the industrious employee is rewarded with a gift certificate for a "hot commodity." But did you know that there are even better rewards available to an employee with a few good ideas?

There is a little known Rex Moore program that rewards employees for Cost Savings Ideas. Come up with or implement an idea that saves the company time and/or money and you could win \$250 in cash for your idea.

Just send an e-mail or outline your

idea for your manager, superintendent or a member of the Executive Management Team.

All submitted office and field ideas will be judged on a quarterly basis and the winner will be chosen based on the total savings of their idea.

This quarter's winner was Kurt Linsenmayer for his outdoor clock/speaker brackets.

Outdoor clock/speaker boxes typically need to be installed with the edge of the box 7/8" out from the plywood for installation of the stucco. This usually requires an extra set of



hands or additional time and frustration to get it set at just the right dimension.

Kurt had some sheet metal bent by the sheet metal contractor on-site, crimped it on (using a sheet metal crimping tool) and fastened it to the building in record time. The result is 7/8" every time.



Electrician Certification Testing

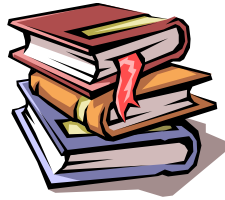
As you know time is slipping away to get your California state certificate. There are still over 70,000 electricians in California who need to get certified by January 1, 2005. The longer you wait the harder it will be to get an appointment due to limited testing sites.

Many of Rex Moore's electricians have taken this test and have reported that the test is not that difficult. It's an open book test based on 1999 code. "There are only three or four ohms law questions, two load calculation questions and the rest of the questions are related to code which you can easily look up." said Kurt Odra. You are allowed four hours to take the test. A code book

and calculator are supplied by the testing center.

The test is made up of 100 questions and 70% is considered passing. "I didn't do any studying before taking the test and was finished in three hours." Kurt Odra confessed. The tests are graded on the spot and a score report is issued. The score report can be used as a temporary certificate until the official card arrives in the mail.

"Technically speaking, an electrician will not be able to work in Cali-



fornia without a certification after January 1, 2005 but we really don't know how this will be enforced," Randy Voss said. In any event, it is better to be safe than sorry, so get signed up and take the test.

If you have questions regarding the certification, please contact Randy Voss in the West Sacramento office at ext. 170.



Don't wait till the last minute

Rex Moore Employees That Have Passed the Certification

Shahadat Ali

Greg Anderson

Irwin Atajar

Kuljeet Bhatti

Brian Black

Kevin Carnahan

Steve Eisert

Clayton Foster

Tim Frees

Nathan Gosink

Richard Hodges

Aaron Hoyt

Jason Johnson

Ford Krivanec

Ryan Lamb

James Lang

Kurt Linsenmayer

Stephen Littleton

Konstantin Lytchenko

Curtis McCullough

Todd Milanese

Kurt Odra

Shane Parisi

Oscar Rodriguez

Sergio Sanchez

Kirk Schwinn

James Sheldon

David Thurston

Jim Tietjen

Richard Townsend

Scott Troedson

Gheorghe Ursu

Randy Voss

Chris Yang

If you have passed the certification and your name is not listed, please send a copy of your certification card or score report to Hannah Miquez in the Human Resource Department in the West Sacramento office. A copy of the certificate will be placed in your personnel file.

401K Open Enrollment

Open enrollment for the 401K plan will be during the month of June. This is the time to make changes to your current election (*start, stop, increase, decrease*). Employees hired between January 1, 2003 and June 30, 2003 will now be eligible to enroll in the plan. Forms will be direct mailed to all eligible employees by June 1st. Please call Mary Anne Bates at (916) 372-1300 ext. 141 with any questions.

Rex Moore Arrivals



Anna Bucaroff

Born to Jason and Katsya Bucaroff. Jason is a purchasing agent in the Fresno office. Anna was born on February 26, 2004 at 7:59 a.m. at St. Agnes Hospital. She was 6 lbs 2 oz and 18 3/4 inches long. Anna has two brothers Jason Jr. (6) and William (3). "All is good at the Bucaroff house now," Jason says, "but still no sleep yet."

Heather Cunha



On February 17, 2004, Heather started in the Fresno office as the receptionist. One of her co-worker's described her by saying, "She's professional, great with the phones and has been able to get all caught up with her work. She loves to help others with anything they need help with in the office." Welcome Heather!

Kelli Patton, CPS

Kelli started in the Sacramento office on January 28, 2004 as Executive Administrator working with David Moore on contracts, marketing and other various projects. Kelli recently moved from San Diego to Sacramento but is a native of Sacramento. In San Diego, she spent the last five years at a mechanical engineering firm so she is familiar with the construction industry. Kelli received her Certified Professional Secretary by passing a day long exam in June 2003. Welcome Kelli!



Carson Hamer

Born to Kevin and Mary Hamer on February 28, 2004 at 7:30 p.m., Carson was 7 lbs 12 oz and 21 inches long. Kevin is an electrician in the Sacramento office. Carson is Kevin and Mary's second child. Brother Cody turned 8 on April 3, 2004. Both mom and baby are doing fine.



Photo not available

Hunter Scott Makelim

Born on March 24, 2004 at 3:28 a.m. to Scott and Myra Makelim. Hunter was 7 lbs 9 oz and 19 1/2 inches long and was born at Methodist Hospital in Sacramento. Scott works in the Sacramento office as the warehouse manager. This is Scott's and Myra's second child. Dad says their two year old daughter Hannah is fantastic with the baby. "She gives him lot's of hugs and kisses." Dad says.



Rachelle Perales and Brad Christensen

Rachelle and Brad were married on April 24, 2004. They had a large wedding at Rachelle's parents home. Four hundred guests were in attendance at the happy event. Ten months ago Brad proposed to Rachelle on the big screen at the Fresno Grizzlies baseball game. Rachelle and Brad will be honeymooning in Maui for a week. When Rachelle gets back, remember to call her by her new name Rachelle Christensen.



Prefab Capabilities (Cont)

in a structured and supervised environment. These skills make our new employees more valuable when they are sent to field.

A catalog of prefab items has been created to provide ideas as well as illustrate time and cost savings. Please let us know if you have other ideas that we can add to our catalog. This catalog has been sent to each branch and a daily delivery schedule will be set depending on branch needs.

If you have any ideas or comments, please contact Kurt Odra at 916-807-4677.



Panel make-up with homeruns cut to length.



Transformer Farm

The Laurels Project in San Jose

In the past two years, Rex Moore has responded to the changes in the economic climate by undergoing a substantial shift in our project mix. Nowhere has this shift been more pronounced than in the bay area, where we have transitioned from nearly 100% commercial work just a few years ago to a new project base consisting substantially of large residential multi-unit projects. With this shift comes an even deeper focus on labor costs since these costs consume a larger portion of the project's budget than a typical commercial project. Although making our labor budget on every project seems to be an elusive goal, the need to make this budget has never been so critical to a project's success as it is with these residential projects. If we are to be success-

ful in this endeavor, a detailed labor management program is essential.

"...Comprehensive Labor Management Plan."

The Laurels in San Jose, is an example of this new project base and labor focus. Under the leadership of our foreman, Gary Wheeler, this 535-unit 8 - phase apartment complex is manned by a crew of 20+ men driven to meet daily production levels established by a comprehensive labor management plan. The labor units detailed in the labor management plan are communicated to, and tracked by everyone from the foreman, project manager, and the lead men (James Sheldon Jr., Kirk Schwinn,

& Darriell Rushing) to the electricians roughing in the apartment units. The labor management program has provided the project team with a critical tool to track labor by unit and phase and to respond accordingly. Without the active implementation of the labor management program by nearly every member of this project team, the company's \$6.5 million investment in this project would be - if not hopeless - a virtual uncertainty until nearly the end of the project. Instead, this program has provided the project team and the company with a critical resource to target The Laurels to complete on or under budget and on schedule, Sept. 2005.

Expanding into New Markets

As Rex Moore looks at possibly expanding in the Reno market, we will be looking to do more projects in that area. We have two projects in the area already; Northstar, a project in Truckee and Raleys in Reno.

Raleys is being headed up by foreman Ken Hedrick. This 77,945 square foot supermarket is due to open in September later this year.

"Our biggest challenge with these projects right now is finding and training manpower. Reno for instance requires all electricians to be licensed and since we currently don't have any employees based in Reno, we will be looking for volunteers from our branch offices and/or we will be hiring in the local areas." Said Alan Palmer, West Sacramento Project Manager for the Raleys project.

The Raleys project should peak at about 16 men in May, June and July and the Northstar project is a two-phase project to be done within two years. If you are interested in working in either of these areas, please contact Mark Barton (x177) in the West Sacramento office.



West Sacramento Office
 Phone: 916-372-1300
 Fax: 916-372-4013

Hayward Office
 Phone: 510-785-1300
 Fax: 510-785-1319

Fresno Office
 Phone: 559-294-1300
 Fax: 559-294-1374

Cotati Office
 Phone: 707-793-3100
 Fax: 707-793-3105



- *River Cats tickets have been distributed to interested employees for the months of April, May and June. To everyone that got tickets, congratulations and have a great time. Watch your paycheck for more notices regarding summer games.*
- *The Sacramento area company picnic will be held at Royer Park in Roseville on October 2, 2004 from 11:00 a.m. to 3:00 p.m. Watch for more information and reservation forms in your paycheck.*

Have you checked out the website lately? Check out the Training calendar or the bulletin board. Sign on from any computer with internet access. Your user name is your first initial (dot) your last name and your password is your employee number. If you have any problems with the website or logging on, please contact Kelli at ext. 123 in the West Sacramento Office.

Awards

Chris Armer for Fresno Field Employee of the Month-Jan
 Matt Balaei for North Bay Field Employee of the Month-Mar
 Mary Anne Bates for Employee of the Month-Apr
 Deborah Cota for Helping the Hayward Office
 *Frank Crain for Being a Team Player
 *Brian DeVillier for Making a Client Happy
 David Dummer for Bay Field Employee of the Month-Mar
 John Edney for Bay Field Employee of the Month-Jan
 Judy Friend for Helping the Hayward Office
 Wes Gnile for Safety Awareness
 Jeremy Grosser for Sacto Field Employee of the Month-Mar

Chris Highsmith for Good Work on Two Jobs
 Marilyn Houston for Employee of the Month-Jan
 John Ledford for North Bay Field Employee of the Month-Jan
 Steve Noe for Good Work with Trade Association
 Steve Noe for Sacto Field Employee of the Month-Jan
 *Nick Priaux for Best Performance for a General
 *Kyle Rickards for Best Performance for a General
 *Steve Toews for Best Performance for a General
 Randy Voss for Good Work with Trade Association
 Eric Weatherholtz for Fresno Field Employee of the Month-Mar

*Denotes recognition from actual client letter

Charitable Endeavors - Ending Stroke

The American Stroke Association is hosting a marathon Sunday, June 20, 2004 in Kona, Hawai to raise funds for stroke research, education & advocacy programs. Rex Moore's own Debbie Fortune will be running in that marathon. Debbie is following a grueling training program in preparation for this, her first marathon.

With all of her \$4,000 fund raising goal raised, Debbie is anxiously awaiting the big day. She utilized a variety of methods to



reach her fundraising goal; in March she held a raffle for Kings playoff tickets along with other prizes and in April she had a large garage sale using donated items from neighbors and friends. One hundred percent of the profits went to the American Stroke Association. "I wanted to give people options to support me in this great cause for the American Stroke Association." said Debbie. If you would like to donate to this worthy cause, you can send donations to Debbie Fortune in

the West Sacramento office. All checks should be made out to the American Stroke Association.

Stroke Statistics:

- Every 53 seconds someone suffers a stroke
- Every 3.3 minutes someone dies of stroke
- 29% of all people who have strokes are under the age of 65
- There are 4.4 million stroke survivors.