

A Newsletter for the Employees of Rex Moore Electrical

SAFETY SPARKS CHANGE

August 2004

Volume 4, Issue 2

The construction industry is very concerned with employee safety and injury occurrences. When we have injuries in the field, or in the office, our worker's compensation insurance records are categorized by type; first aid, days lost or fatal injuries. After three years of experience, a formula is used to calculate a number that represents our average rate of injuries and this number is changed annually. This number is our Experience Modifier Rate (EMR) and once identified, it is used to determine how much insurance will cost us. Rex Moore is a self insured employer for worker's compensation which means we pay our own claims from our profit and we don't use the formula for insurance premiums but this weighted formula is used by generals and owners to measure us as a liability. The formula is weighted for seriousness of injuries so a very serious injury will count for more than a more insignificant injury but a large number of minor injuries is just as bad as one or two major injuries. The construction industry doesn't have a benchmark standard number, however, a



new company will always start out with an EMR of 1.0 which is considered high by most general contractors.

Rex Moore's EMR is around 0.90 at this time, however, we would like to get it down closer to a 0.70. A lower EMR shows our clients that we are more responsible and safer on a job site and when we are safer, more owners and general contractors want to work with us.



Cornerstone Fellowship Church got a Togo's lunch for practicing good safety habits.

Of course that means more work for our employees.

Last year's safety incentive program ended October 2003 basically because it wasn't working. As part of Rex Moore's new risk management program, on the spot recogni-



Juanita Kirkpatrick, the New Safety and Risk Manager at Rex Moore.

tion is being used. Juanita Kirkpatrick is our new Safety and Risk Manager. Part of her job is to catch employees doing their job safely and practicing good safety habits on the job. When she sees someone doing the safe thing without being told, she rewards them. "We see the need to step up our risk management and good safety practices. Our goal is to get to 1,000,000 man hours with no injuries." Juanita said.

The largest obstacle right now is getting feedback from the field crews. The field crews don't let us know when something isn't working for them or what is keeping employees from following safety procedures.

(Continued on page 7)

Inside this issue:

Sacramento Area Picnic	2
Cost Savings Idea	2
Benefits Corner	3
New Arrivals	4
Certification Test	5
Project Highlights	7
WECA Graduates	8
Charitable Endeavors	8

DATES TO REMEMBER

- September 6, 2004
Labor Day
- October 2, 2004
Sacramento area
Company Picnic
- October 29, 2004
Halloween Costume
Contest/Potluck-W.
Sacto Office
- Nov. 25-26, 2004
Thanksgiving and the
day after.
- December 4, 2004
Sacramento area
Holiday Party
- December 4, 2004
Bay area Holiday
party,
- December 11, 2004
Fresno area
Holiday Party
- December 11th
12th Annual Santa
Breakfast

SACRAMENTO AREA COMPANY PICNIC

The Sacramento Company picnic is going to be held on October 2, 2004 at Royer Park in Roseville.

This year's picnic will have games, food and fun for all. We have kid sitters lined up to help run all the games and even keep an eye on the kids at a



craft table. The kid sitters are girls from Bethel 291 of the International Order of Jobs Daughters. They will be volunteering their time to help us with the games at our picnic for a donation to their organization.

Games include a combination inflatable train bounce house/water slide for the kids (see above), a bungee run for



A whopping 52 feet long!



all ages and an inflatable obstacle course large enough for parents and kids alike.



Ludy's BBQ will be catering our event with BBQ ribs and chicken, cowboy beans, macaroni salad and fruit. For those of you that are vegetarian, veggie burgers will be available. There will also be a few hamburgers and hot dogs for the



younger picky eaters.



two types of beer as well as water and sodas.

A caricature artist will be joining us for a couple of hours, if you



would like to get a rendering of you, your spouse and/or your kids, these drawings can be framed and make a great keepsake. A sample of the artist's work is below.

Watch your paycheck in September for the RSVP form. All employees from all offices are welcome.



WHAT AN IDEA CAN DO

This quarter's winner of the best savings idea is Kelli Patton for her cost saving findings of \$13,000 in overhead shipping costs and for implementing an overnight delivery system between the offices that will save approximately \$11,000 annually.

When looking into a better option for overnight mail between the offices, Kelli found that Federal Express had been

overcharging Rex Moore for the past two and a half years. She investigated the correct charges and presented a request for reimbursement to Federal Express in the amount of \$13,000.

The overnight mail delivery between the offices was her original goal. She found a more efficient

solution for half the cost of what FedEx was charging even with the correct discount.

Rex Moore now has a courier service that routes overnight delivery packages directly to and from the branch offices and the W. Sacramento office. Kelli receives a \$250 check for her cost savings ideas.

SUMMER CONFERENCE 2004

The Summer Conference 2004 proved to be as great a success as the first Foreman Conference in March 2004. There were a few changes from



Wes Gnile and Kevin Carnahan going through the breakfast line.

the March Conference, however. The summer conference started an hour earlier and ended an hour and a half earlier with a half hour lunch. A special guest speaker from our insur-



Richard Townsend, Tammi Sanchez, Steve Raffaelli, Jesse Moses, Nathan Gosink and Mark Newton getting ready for a day of learning.

ance company was brought in to talk about defensive driving. Three new instructors were added to the break-out sessions schedule. Juanita Kirkpatrick taught safety issues. Brian Raimondi conducted a class on Fire Alarm and Brian Stone taught Quality Assurance.

The conference was held at the Doubletree Hotel in Modesto on July 21, 2004 from 6:30 a.m. to 3:00 p.m.



Steve Noe, Brandon Ross, Roger Mendoza and Mark Chewing enjoying a break before the conference gets started.

The Winter Conference 2004 will be held on November 17, 2004. Mark your calendars.



PRE-FAB UPDATE

The prefab shop continues to support the field with fast and reliable service as well as development of new cost saving ideas. The latest time saving idea came from FTB. Approximately 130 small rebar cages, bolts and bolt patterns were built as one

assembly. With coordination from the field crew, the cages were built with bolts tied to the inside of the cage with the pattern attached. The whole assembly is put in place creating a faster installation with less chance of error.

HR AND BENEFITS CORNER

Human Resources: Employee satisfaction surveys will be going out in September. Please make sure to fill it out and return it. These surveys do not help us at addressing issues if you are not honest and forthright so please be honest. Start thinking now about how you feel about and how we could improve as an employer.

Benefits: It is very important to make sure that you have named a beneficiary for the life insurance and retirement plan that is provided by Rex Moore. You can e-mail a message to hrd@rexmoore.com or contact Mary Anne or Hannah in the W. Sacramento office to verify your beneficiary status or to make changes.

By the same token, you should also be verifying that the HR/Benefits and Payroll departments have your current address and phone number on file.

The next scheduled open enrollment for 401K is in December.

REX MOORE ARRIVALS

Abigail Julien Evelyn Armer

Abigail was born to Chris and Rebecca Armer on June 6, 2004. She was 7 lbs 4 oz and 19" long. Mom stays home with Abigail and her 3 year old brother Conner. Conner is mom's "big helper."



Jude William Ferdolage

Born to James and Tawnya Ferdolage on June 22, 2004, Jude was 6 lbs 15 oz and 20" long. Jude's 4-year old brother Tyler is very good with the baby. Mom and baby are both doing fine. Mom says Jude is a healthy, happy baby.



Gillian Michelle Anderson

Eric Anderson and wife Laurie had Gillian on March 31, 2004. Congratulations.



Giovanna Yvonne Rodriguez

Born to Cesar and Maria Rodriguez on June 15, 2004 at 8:14 a.m. She was 6 lbs 7 oz and was 19" long. Congratulations.

Colton Eian Owens

Colton was born to Eian Owens and Chandelle Schulke on June 17, 2004. He was 9 lbs 4 oz and 22" long. Mom says he is very healthy and in the first week had already gained 8 oz.



Dakota Marie Danzl

Brian and Victoria Danzl had Dakota June 4, 2004. She was 8 lbs 6 oz and 21" long. Dakota's older brother Ty is 4 1/2 and mom says he tries so hard to help with the baby. Mom and baby are doing just fine.

Babies in the newsletter will receive a \$50 savings bond from Rex Moore.



Juanita Kirkpatrick, CHST

Juanita is our Safety and Risk Manager and joined us mid April after being a 3rd-party consultant to Rex Moore for the prior nine months. She has 13 years in the safety profession, a bachelors in Business Management and is certified to teach in many areas regarding safety and other compliance. She was a helicopter mechanic in the Air Force and is currently a volunteer teacher at the New Sacramento Technical High School. Everyone loves her especially when she's giving out rewards for good safety habits. Welcome Juanita, it's great to have you here.

Annika Shonk

Annika is that great voice you hear when you call the Hayward office. She was brought on board in May as the receptionist after five months as a temporary employee in the same position. She is an avid Oakland A's fan attending as many games as she can. She attended college in Santa Cruz, CA as a Child Development major (which she says has been very useful in an office) and she is planning to go back to college soon for some nighttime business classes. This is her first office job and she feels she has learned a great deal already. Welcome Annika. We all love your wonderful personality that comes through in your voice when you answer the phone.



Bob Osborne

Bob joined Rex Moore on July 7, 2004 as a Senior Project Manager. Prior to coming to Rex Moore, Bob worked for Royal Electric for 13 years. He also worked for SASCO Electric and Jensen Electric both in Reno, Nevada. Bob received his Bachelors at CSUS in 1975. Bob is currently working on the Vet Med project. Welcome Bob, we look forward to getting to know you.



Joe Siewell

Joe was promoted from the ranks in the field to project manager last April. Before coming to Rex Moore in June of 2000, he was a superintendent for a local electrical/plumbing contractor. In the past four years, Joe has shown a high level of determination and enthusiasm for his work. Joe loves to go camping and is an avid golfer. He fits right in and is doing a great job.

REX MOORE ARRIVALS (CONT)

Thomas Ostatnik and Patricia Campbell

Thomas and Patricia were married on June 12, 2004. They had a small ceremony of 70 people on the Capital lawn. They plan to honeymoon in Hawaii September, 2004. Thomas is a field electrician in Sacramento. Congratulations Mr. and Mrs. Thomas and Patricia Campbell.



Mark Barton and Shauna Henry

Mark and Shauna were married on June 19, 2004 at the Arden Hills Country Club and Spa. With 85 people in attendance, they had a very beautiful and intimate ceremony. She walked down the aisle to Etta James "At Last" and they exited the ceremony to Barry White's "You're my first, my last, my everything." They went on a Mediterranean cruise the first week of September for their honeymoon. Mark is Rex Moore's Personnel Manager. Congratulations Mr. and Mrs. Mark and Shauna Barton.



James and Teresa Santo

James and Teresa Santo were married at the Covenant Presbyterian church in Palo Alto on July 10, 2004 with 25 family and close friends in attendance. A reception luau was held the next day. The couple plan to honeymoon in San Diego. Congratulations Mr. and Mrs. James and Teresa Santo.



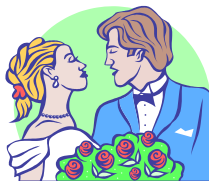
Aaron Semenoff and Megan Odra

Aaron, an electrician in the Sacramento branch married Megan (the daughter of Kurt Odra, a superintendent in Sacramento) on May 30th at the Headquarter House in Auburn. With a little over 200 people in attendance, they had a beautiful wedding and reception. They honeymooned on a week long cruise to Ensenada, Mexico and Catalina Island. Congratulations Mr. and Mrs. Aaron and Megan Semenoff.



David and Mary Keslar

David and Mary were married on June 19, 2004. Congratulations Mr. and Mrs. David and Mary Keslar.



CELEBRATIONS

The Sacramento area Holiday party will be held at the Tsakopoulos Library Galleria at 828 I Street in downtown Sacramento on December 4, 2004. The event will run from 6:00 p.m. to

12:00 midnight. Heavy Hors d'oeuvres will be available and we will be entertained with a comedy show similar to last year.

The Bay area Holiday party will be

held at City Beach this year.

The Fresno area Holiday party will be held at the Old Town Station in Clovis.

Watch your paycheck for information regarding holiday parties.

CHANGING AND GROWING THE LOOK OF REX MOORE

The EMT has been spending a great deal of energy over the last 6 months analyzing our corporate structure, overhead, department interaction and MIS integration. In addition, they have taken a hard look at the branch offices and how they interact with Sacramento.

In analyzing the North Bay, the EMT referred back to the original strategy for

opening the office in Cotati. The strategy was to have an "address" in the North Bay to help with recruiting electricians, supporting our current clients, developing new clients in the area and developing a service and maintenance department. After a long discussion, the EMT concluded that the market was not enough to support the long term corporate goals but that it was necessary to

stay committed to the area and our current clients. We have elected to stay in the North Bay market, and continue supporting our clients, but to manage the work from Sacramento like we have done in the past. The North Bay branch closed in mid August but we are not leaving the area, our electricians or our clients.

CERTIFIED ELECTRICIANS WILL WORK IN 2005

In January 2005, you must be certified to work in California as an electrician. You must have 8,000 hours to qualify to take the test in the first place. If you qualify and have not passed the test, your wage will be adjusted to the 71% level and you will be enrolled in a training program. If you do not have the 8,000 hours to qualify, then you must be enrolled in an approved training program. Rex Moore is still working on getting an in-house approved training program in place. Apprentices enrolled in either the ABC or WECA program do not have to take the test. It is still not definite if the law will be enforced in January 2005 but Rex Moore intends to follow the law as specified. If you haven't gotten around to taking the test and you are qualified to take it, you may not be working in January and certainly not for the same pay.

For more information on the exam, please call Mary Anne Bates in the West Sacramento office or contact her at m.bates@rexmoore.com or at (916) 372-1300 x141.

Thank you to all the Rex Moore electricians that have passed the exam:

Shahadat Ali
Greg Anderson
Scott Angier
Irwin Atajar
Mansur Balaei
Michael Biscay
Brian Black
Terry Boller
Kevin Carnahan
Ken Chapman
Charles Chase, Jr.
Monty Clifton
Darvin Crawford
Ted Crow
John Dewey
Donald Dickey

Steve Eisert
Clayton Foster
Tim Frees
Dave Gilbert
Wes Gnile
Nathan Gosink
Jeremy Grosser
Keith Hacker
John Haines
James Helstowski
Ed Hendershot
Dan Higuert
Richard Hodges
Aaron Hoyt
Jason Johnson
Ford Krivanec
Mark Ladd
Ryan Lamb
George Lapine

Willie Lawson
Chad Leger
James Lewis
Kurt Linsenmayer
Konstantin Lytchenko
Ricardo Mapaye
Felipe Mariscal
Wally Masters
Curtis McCullough
Todd Milanese
Dan Neace
Tim Neuhard
Scott Northouse
Kurt Odra
Shane Parisi-Residential
Brian Raimondi-Fire Alarm
Markku Ratilainen
Dee Robertson
Oscar Rodriguez

Sergio Sanchez
Kirk Schwinn
James Sheldon, Sr.
James Sheldon, Jr.
Brian Stone
David Thurston
Jim Tietjen
Richard Townsend
Scott Troedson
Gheorghe Urse
Kevin Valencia
Dang Vang
Jacob Vickers
Randy Voss
Derek Wallace
Roland Watan
Mark Whitwell
Chris Yang

In addition, Rex Moore strongly encourages anyone with fire alarm experience to get their Fire/Life Safety certification as well.

WECA GRADUATES

Of all the Fifth year commercial apprentices that competed in the annual WECA Wire-Off, Gheorghe Ursu placed first receiving a \$100 Platt gift card, Corneliu Sirbu placed second receiving a \$50 Platt gift card and Aaron Hoyt placed third receiving a \$25 Platt gift card.

The challenge consisted of a 105-question written test and a timed Practice Exercise in which they assembled electrical equipment mounted on a tower.



This fall, Gheorghe will represent WECA at the IEC National Wire-Off in Minneapolis, MN against other winning apprentices from many other states. WECA will pay for Gheorghe's expenses and a companion as he competes on their behalf.

We congratulate all of our graduates. You are all winners!!

Darvin Crawford-North Bay
Levi Durano-Bay Area
Steve Eisert-North Bay
Aaron Hoyt-Sacramento
Dennis James Hurts-Bay Area
Walter Masters-Sacramento
Paul Ortiz-Bay Area
Jesse Ruiz-Sacramento

Darriell Rushing-Bay Area
Corneliu Sirbu-Sacramento
James Strand-Sacramento
Edgar J. Sujo Ramirez-Bay Area
Gheorghe Ursu-Sacramento
Xang Xiong-Fresno

WECA Telecom

Randy Rivera and Roman Rivas graduated from the first graduating class of the WECA Telecom apprenticeship program.

DETERMINATION

Congratulations to Gheorghe Ursu! On July 23, 2004, he was sworn in as an United State citizen.

SAFETY SPARKS CHANGE (CON'T)

(Continued from page 1)

Juanita visits job sites on a regular basis looking for risk and safety issues. Her van is equipped with basic supplies now, but eventually, she will have access to extensive safety equipment so that she can take care of immediate needs when she is visiting a job site. The top three things she sees as a problem in the field are 1) employees wearing eye protection, 2) proper placement of ladders and 3) proper usage of safety chains on scissor lifts.

Housekeeping is also one of the top five problems areas. Housekeeping is also moni-



tored by Brian Stone, Quality Assurance Manager.

Many employees have already been awarded for practicing good safety habits. Project Cornerstone Fellowship Church, led by foreman, Mark Shontz from the Hayward office, was rewarded with a Togo's lunch for being 100% compliant with Personal Protective Equipment (PPE).



The following people were given \$10.00 gift certificates for good safe practices on the job: Adrian Americano, Jerry Bridges, Brad Clearwater,

Jason Falch, Enrique Fausto, Jonathan Hesby, Andrew Housh, John Kavanagh, Abel Lopez, David Perez, Emily Ramirez, Rudy Ramos, Markku Ratilainen, Scott Troedson.

The following people were given \$25.00 gift certificates for safe practices on the job: Ken Bridges, Lindberg Hernandez, James Sheldon.

If you have questions, call Juanita at 916-425-5205.



KOHL'S BRENTWOOD—PREFAB SUCCESS STORY

After hearing our lighting vendor promise to deliver re-lock and failing to do so three times in a row, Scott Trodeson and Ken Chapman put an emergency order in to the Rex Moore pre-fab shop.

Ted Jansen and the pre-fab team received the order at 9:00 a.m. on a Thursday morning. Ted coordinated material ordering with supply houses and our Hayward purchasing agent, John Hinds. By late Thursday morning the pre-fab shop was in full production and by Friday night 700 fixture whips were palletized and ready for Scott Makelim and the warehouse team to deliver.

At 6:30 a.m. Saturday morning Pete Adair arrived at the jobsite with four pallets of pre-fabbed fixture whips. He was greeted by a 20 man crew that wired 98% of the 750 sales floor light fixtures in an 8 hour shift. Nice job guys!

Pre-fab received the order at 9:00 a.m. on Thursday morning...At 6:30 a.m. Saturday morning Pete Adair arrived at the jobsite with four pallets of pre-fabbed fixture whips.

Pre-Fab Team

Deepak Avinash
Ted Jansen
Dave Martin
Don Tipple
Dean Troswick
Troy Walrath

Kohl's Brentwood Team

Angel Aguirre
Adrian Americano
Ryan Bray

John Choi
Adrian de Jager
Carlos Garcia
Joe Gonzales
Akbar Khan
Jason Maciel
Ricardo Mapaye
James McNulty
Roy Mok
Solin Nov
David Perez
Henry Peters
Choy Phanixay
Cesar Rodriguez
Scot Troedson
Dan Weagle
Noreman White
Adrian Woodward



Joe Siewell, Tammi Sanchez, Eric Schottgen, and Brian Wilsey from Graybar

GOLF TOURNAMENTS

The Annual Ted Barlow Memorial Golf Tournament for Rex Moore employees was held on June 13, 2004 at Turkey Creek.

Thirty-six players attended the tournament ranging from vendors, clients and Rex Moore employees.

The Annual Fall Rex Moore Employees Golf Tournament is planned for September 26, 2004 at Rio La Paz! We are trying a new location this year so come out and play. Single sign ups are welcome and no experience is required. Look for the sign up sheet in your paycheck.



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

- *River Cats tickets have been distributed to interested employees for the months of July and August. To everyone that got tickets, congratulations and have a great time.*
- *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 W. Sacramento Office.

A w a r d s

Angel Aguirre for Bay Field Employee of the Month-May
 Jeremy Badeker for Ecstatic Customer
 Andrew Beck for Ecstatic Customer
 Steve Beishline for Ecstatic Customer
 Steve Brown for Ecstatic Customer
 Brad Christensen for Fresno Field Employee of the Month-July
 Chris Collum for Customer Commitment
 James Comstock for Sacto. Field Employee of the Month-July
 Darwin Crawford for N. Bay Field Employee of the Month-May
 John Dewey for Fresno Field Employee of the Month-May
 Eric Elmer for Bay Field Employee of the Month-July
 James Ferdolage for Best Driver
 Judy Friend for Employee of the Month-August

Mike Justice for Employee of the Month-June
 George Lapine for Ecstatic Customer
 Vincent Martinez for Ecstatic Customer
 Bryan Olsen for Ecstatic Customer
 Eric Schottgen for Ecstatic Customer
 Dan Shebaylo for a Job Well Done
 Ed Skellenger for Ecstatic Customer
 Glenn Thompson for Ecstatic Customer
 Rick Townsend for Winning the Customer
 Gheorghe Ursu for Sacto. Field Employee of the Month-May
 Kevin Westerman for Customer Commitment
 Donnie Wilkins for Ecstatic Customer

CHARITABLE ENDEAVORS

Do you volunteer at the local community center...Work on the weekends with a non-profit organization... Sit on the board for a youth group... Coach little league or just belong to your child's school PTA? Rex Moore wants to know about it.



Please e-mail Kelli Patton at k.patton@rexmoore.com with a list of your volunteer activities or charitable endeavors in the last year or call the W. Sacramento office at 916-372-1300 x123

Every year, Rex Moore chooses an employee who actively volunteers in his or her community for a Philanthropist of the Year award gives \$1,000 to that person's favorite char-

ity. Certain charitable activities may be chosen to be highlighted in the newsletter as well.

Volunteering to help in your community is one of the most noble things you can do. Its time to be recognized for it.

