



History Column

By Steven R. Moore

Benjamin Rex Moore, founder of Rex Moore Electrical, was born in Plano, Texas on January 19, 1884. When Rex, Sr. (he went by the name Rex) was twelve, he took his father's Colt 45, some food and some money he had saved and ran away from home. He worked odd jobs, lying about his age until he eventually became a lineman stringing power and telephone lines for local power companies and the railroad throughout Texas and California. In 1908, while he was working in the Sacramento Valley for the railroad he met a "redhead" in Arbuckle, California.

Stay tuned for the next history chapter of the beginnings of the Rex Moore Company in the next newsletter.



State of the Company Address

By David R. Moore

As many of you are aware, last year and the beginning of this year have been difficult for the construction industry. The economy has been sluggish due to many factors including 9-11, the fall of the stock market, the popping of the Dot Com bubble and other factors. Many companies in the industry have experienced long periods without work, implemented layoffs, instituted wage and/or benefit rollbacks and some have even gone bankrupt.

The news does not seem to be getting much better in the short term and many analysts are not predicting a turnaround until the Fall of 2003. If this turns out to be true, the construction industry will not feel the benefits until the spring of 2004. Many contractors will have to continue limping along by implementing downsizing and cost cutting strategies until the turnaround.

Now for the good news, the economic impact to Rex Moore Electrical and Telecom has not been as significant. This is due, in large part, to a great workforce, sound management practices and a strong estimating department. We have been able to maintain our backlog of work and remain profitable through being more efficient than many of our competitors, shifting markets with our clients and providing exceptional quality and service.

We foresee 2003 as a good year and we are expecting to grow while others are shrinking. We currently have 90% of our \$100,000,000.00 budgeted sales already under contract for 2003. Most of this work has already started or is in the design stage. We have been extremely lucky to be able to shift markets on a dime and pick up work that we have normally not been interested in. This work is the public works market.

Public work is usually much more competitive and is built over longer durations than private work. Public work currently makes up half of our backlog for the year. Thanks to our experienced field crews, flexible management style and diligent estimating staff we have been able to enter the public works arena and keep everyone working.

New Employee Recognition Program

We have changed our employee recognition program. There will now be Team of the Quarter instead of Team of the Month. We will still have the Field Employee of the Month every other month to be announced at the company meeting.

The Office Employee of the Month will now also be every other month instead of every month. We will choose one office employee from one of the four branch offices.

Good luck!

Office Employee Of Month for February

Brian Stone was chosen as the Office Employee of the Month of all the offices in February. Congratulations Brian.

Brian has been a remarkable asset to Rex Moore. With all the changes in the Service Department, Brian has assumed many roles and has done an excellent job doing so. We all appreciate him.

Keep up the great work Brian!

Safety Corner



Safety, To Do or Not to Do?

As soon as you mention “safety” people start to roll their eyes or think, “what will it be this time”, or “now what will I have to do”. Sound familiar? It seems people relate to safety as a “**To Do List**”, and we already have too much to do. You know if you really think about it, safety is a “**Not To Do List**”. Don’t fall off that building. Don’t allow things to fly into your eyes. Don’t take unnecessary risks. Don’t take chances. Don’t get hurt and Don’t hurt anyone else. The “To Do List” starts after there has been an accident. After an accident someone needs to help the injured person, possibly call for medical help, do an investigation of the accident, fill out a report of what happened, and so on. This could be a “To Do List” for many people. What about the person who got hurt? Get emergency medical attention, schedule follow-up visits, possibly schedule physical therapy, maybe long term disability, and deal with time off work. I can’t speak for you but I know this is a big pain in the neck. So, is safety a “To Do” or “Not To Do” issue?

We want everyone to go home every night after work in one piece and uninjured.

I know everyone feels the same way. Nobody wants to get hurt, so why does it seem so hard to practice a “Not To Do List”?

I don’t camp out on jobsites or sneak around and try to catch people doing things wrong. I do however visit jobs and hope to see everyone doing things right. It is much more gratifying to me to see people working safely than not. It is also much more gratifying for the individual to not get hurt, collect as much money as possible, and improve their quality of life. Did I say **collect money**? When I say collect money I mean, continue to earn a good wage on the job, receive safety bonuses, and improve their life. If you get hurt, you can lose all of that.

Bottom Line: It’s up to you! If you practice the “**Not To Do List**” you will continue to improve your quality of life, and that’s what it’s all about!

Randy R. Voss
Safety & Training Director
REX MOORE ELECTRICAL CONTRACTORS & ENGINEERS

Sacramento River Cats 2003

The River Cats minor league baseball season is rapidly approaching. The season will start on April 3rd, 2003 and ends on September 1st, 2003. We will be raffling off tickets to all interested employees. If you are interested in entering your name in the raffle, keep an eye in your paychecks for the raffle entry form. You may also call Dawn Swanson at 916-372-1300 ext. 123 to have her send you a raffle form or to give her the dates you are interested in.



Good luck in the raffle!

Fresno Grizzlies 2003

The Fresno Grizzlies minor league baseball season is here. The season will start on April 3rd, 2003 and end on September 1st, 2003. John Abele has a sign up sheet on his office door for all those interested in seeing a Fresno Grizzlies game.

Have fun at the game!



21 Ways to Say "Well Done"

Sometimes, offering praise is harder than it should be. In a busy office, it's easy to forget to compliment and voice your appreciation.

Praise can really make a team member's day. Here are some reminders on how easy it really is to say, "Thanks, well done":

1. I'm proud you are on my team.
2. Congratulations on a terrific job.
3. You're so helpful. Thank you.
4. You keep improving. Good going.
5. Thanks so much for your consistent effort.
6. I really admire your perseverance.
7. Your mood always lifts the team's spirit.
8. You're a champion.
9. Wow, what an incredible accomplishment!
10. Great effort. You make us all look good.
11. I have great confidence in you.
12. You've grasped the concept well.
13. Your customer skills are sensational.
14. Your sales results are outstanding.
15. You're a valuable part of this team.
16. Your efforts are really making a difference.
17. You are a bonus.
18. You continue to delight our customers.
19. You make the team's vision come alive.
20. Your accomplishments inspire the team.
21. Customers are noticing the efforts you are putting in.

Franchise Tax Board



The Franchise Tax Board is off and running. This is a \$17 million + project. The project consists of one 1-story building, one 3-story building and one 4-story building totaling over one million square feet of office space. The steel erection will start on March 31, 2003. The current crew has received training on forklifts, excavation

Attention:

*We have the Bed
and Breakfast gift certificate for
Camilla Inn for whomever won it
at the Sacramento Christmas
Party. You forgot to pick it up at
the office. Please call Mary Anne
Bates at 916-372-1300 Ext.
141*

and other job specific training. We are looking forward to the two miles of trench header for the floor raceway starting in May 2003.

We have a very aggressive schedule with completion in May 2005. We are working closely with the general contractor, Swinerton Builders, to succeed in this completion date goal.

North Bay Office News: First Solar Project Completed : Bunce Solar Project



The North Bay has completed its first solar project at a contract amount of \$23,381. After nearly 4 months of locating and working with an engineer, this project was finally under way. Unexpected engineering costs gave us a tighter budget than originally anticipated.

In order to meet our budget, with fixed material cost, our only option was to take the money from our labor hours. With the support of the North Bay team including Jim Christian (foreman) and Jake Olson, this job was still a success.

Thanks Team for being flexible and making due with what we had.

Rex Moore Employees Called up for Duty

As the war with Iraq intensifies, we need to keep our prayers and thoughts with the troops overseas. Let's not forget about the families.

Here at Rex Moore Electrical we have our own employees helping out in the effort to free the people of

Iraq and make the world a safer place

Those employees are:

Noel Rodriguez

Onal Conness &

Nick Velando.

Our prayers and thoughts are with each and every one of you.



UC Merced Infrastructure

The Fresno Team is currently working on the first phase of the new UC Merced Campus. This phase of the project includes a utility tunnel which will house primary and secondary medium voltage cabling, communications cable tray and wire, hot and chilled water, steam lines, and gas piping.

The project also includes a reinforced concrete bridge across Fairfield canal. We will be installing several large fiberglass duct banks on the underside of the bridge, which will be tied into the main campus infrastructure on future phases.

UC Merced will be the tenth campus in the UC system and is scheduled to open in the fall of 2004. The project team includes Rick Thomas-foreman, Micheleen Collins-project coordinator, Jason Bucharoff-purchasing agent, and Randy Ross-project manager.



Proposed Site at UC Merced

Company Picnics and Holiday Parties

The Sacramento Company picnic this year will be in the Sacramento Area. All employees from all offices are invited. We will be having it at Hagan Park in Rancho Cordova on Saturday, July 19. We will provide food and drinks. There is a swimming pool, a softball diamond, kids play area, free petting zoo, tennis courts, horseshoe pits, and a foot path to the American River. Bring your swim suits, softballs, softball mitts, and tennis rackets if you would like to use any of these amenities. Look in your paychecks for further information on the picnic. Dates for the Fresno, Cotati and Hayward company picnics will be announced when more information is available.

The Sacramento Office Holiday party this year will be at the California State Railroad Museum on Saturday, December 6. Once again, all employees from all offices are welcome. There will be a strolling dinner, strolling magician and a comedy show. We will also have music for dancing at the end of the night.

The Fresno Office Holiday Party will be on December 12 at the 600 Club at the Fresno Grizzlies Stadium.

No dates yet for the Hayward and Cotati offices. We will keep you posted when the information is available.

We look forward to seeing each and every one of you at both events!

In the News

Sacramento ~ We have many fathers-to-be here in the offices at Rex Moore. David Moore's wife, Vanessa, is pregnant and is due in late May. Mike Sullivan's wife, Christine, is due in mid June, Bill Hubbard's wife, Donna, is due in mid August, Dave Uenaka's wife, Angie, is due in early July. Gordon Dollar's wife, Irena, is due in July. David Ramos is expecting a girl in April. Congrats to all the new fathers-to-be.

Hayward ~ Brent Iseman's wife, Karen, is due in late July. Richard Hodges passed the State of California Electrician's Certification Exam with a 98%!

Cotati ~ We have a new Project Coordinator in the Cotati office. Her name is Kelley Schultz. Welcome! Scot Shields also passed the State of California Electrician's Certification Exam.

Fresno ~ Randa Scheidt is expecting a child and is on maternity leave. Paul Struffert in the warehouse had a baby boy in December. John Trujillo had a baby in mid-March.

If you have something you want us all to know, such as an engagement, a marriage, a new baby, or even a milestone, please let Dawn Swanson know at 916-372-1300 ext 123 or by email at d.swanson@rexmoore.com so we can put it in the next newsletter!

In Loving Memory - Glenn E. Sutton 1937-2003

Glen Emerson Sutton passed away on March 29, 2003 after a long battle with illness. Glen was born on March 12, 1937. He was the fourth of six children to Luke Morris Sutton and Dorothy Helen Lindsey. After leaving the US Air Force in 1959, he went to work in the electrical field and remained in that field for over 35 years. Glen worked at Rex Moore Electrical as a Senior Estimator in the Sacramento office from 1991 to 1998. Services were held for Glen Sutton on Thursday, April 3 at 2pm at the East Lawn Memorial Park in Sacramento, CA.

Glen will be greatly missed.



Glen Sutton 1937– 2003



P.O. Box 980010
 West Sacramento, CA 95798-0010
 Phone: 916-372-1300
 Fax: 916-372-4013



Important Dates to Remember

Ted Barlow Golf Tournament	<i>May 4</i>
Sacramento Company Meeting	<i>May 14</i>
Fresno Company Meeting	<i>May 21</i>
Bay Area Company Meeting	<i>May 28</i>
North Bay Company Meeting	<i>June 4</i>
Company Picnic (Sacramento)	<i>July 19</i>
Company Picnic (Hayward)	<i>No Date Yet</i>
Company Picnic (Cotati)	<i>No Date Yet</i>
Company Picnic (Fresno)	<i>No Date Yet</i>
Holiday Party (Sacramento)	<i>December 6</i>
Holiday Party (Hayward)	<i>No Date Yet</i>
Holiday Party (Cotati)	<i>No Date Yet</i>
Holiday Party (Fresno)	<i>December 12</i>
Annual MEP Golf Tournament	<i>May 18</i>
Rex Moore Forklift Rodeo (Fresno)	<i>April 26</i>

Semi-Annual Ted Barlow Golf Tournament

The semi-annual Ted Barlow Golf Tournament will be on May 4, 2003 at the Turkey Creek Golf Course in Lincoln, CA.

The tournament will be a standard scramble starting at 10:04am. Each player will play best ball on all 18 holes. Each team must use three tee shots from each player on the team.

First place will win \$100.00 gift certificate at Pro Shop and \$40.00 cash

Second place will win \$60.00 gift certificate at the Pro Shop and \$20.00 cash

Third place will win \$44.00.

The tournament is full. If you are interested in playing in the next tournament, make sure to sign up quickly since the spaces fill up fast.