

The Winners Circle

October 2007



*You are part of the
Winning Team!*

REMINDERS

- *Next Holiday -Thanksgiving
Thursday November 22nd*
- *Apprentices: Please submit
updated MD Apprenticeship
Agreements to Angelia*



SAFETY TIP

SAFETY GLOVES ARE A MUST !!!

Employees' hands in the workplace are always vulnerable to cuts, burns, bruises, electrical shock, and chemical exposure. Although there is no OSHA regulation for hand protection, the right gloves could mean everything to your hands. Whenever you are working in a situation where there is a danger of lacerations, burns or abrasions to the skin, hand personal protective equipment should be worn. The protective gloves that are to be worn should be suited for the operation and able to withstand the specific hazards of the task. When selecting the type of glove to wear for a specific work activity the following things should be considered: The degree of dexterity, duration, frequency and degree of exposure to the hazards. Also, gloves should always fit properly and be replaced periodically depending on the frequency of their use. Remember, your hands are your most important tool in life, use your gloves and keep them in tact.

President's Message....

I've been a little remiss in getting this newsletter out, so I apologize to those that sit on the edge of their seats at the end of each quarter waiting to read my message.

As most of you are keenly aware, it was an extremely busy summer. Most of you have worked plenty of overtime and I thank you immensely. Since our last newsletter in April, we've installed close to \$8 million worth of electrical work.....that's quite an accomplishment for any company, much less one that's 2 years old. Again, I thank each of you for your hard work.

Recently I've been discuss-

ing with the office staff about how companies in our business tend to evolve. In our situation, it's been more of an explosion than an evolution! In either case, during these times we need to do a complete and thorough analysis. Once this is complete, we need to make the necessary organizational changes to enable the company to move forward in a positive manner.

Over the next several weeks, we'll inform everyone as to the extent of the organizational changes that will be made. Please feel free to comment or send in your suggestions on how we may better do things.



I truly appreciate everyone's patience as we attempt to streamline processes and make our organization a better place to work. I also look forward to everyone's attendance at our Annual Company Meeting slated for November 15, 2007. At this meeting, we'll clearly define many of the operational changes, discuss health and benefit plans and give everyone an update on our 5 Year Plan.

Until next time...Rick

ANNUAL COMPANY MEETING

1st Electric will be hosting it's Annual Company Meeting on Thursday, November 15, 2007 - 12:00 p.m. at Snyder's Willow Grove. This meeting will include our 5-Year business plan as well as critical health and dental plan changes. We also plan to introduce new benefits to our current employment package.



Our open enrollment period will end December 1st. Any changes, additions or deletions must happen prior to the December 1st deadline.

You will also be offered the opportunity to sign up for our 401K plan at that time, if you haven't already done so. This meeting is MANDATORY and ALL employees must attend. If you have any questions please see your immediate supervisor or contact Angelia - Human Resources at 410-242-0303 or alittle@1stelectricinc.com



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