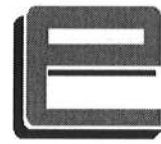




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1-18-2010

Valued field employees

I am excited to announce that VEC/Evets, in recognizing all the hard work and dedication that all of you in the field do, is going to reward the one employee who has the greatest amount of quality points. The winner is going to get an all expenses paid trip for him/her and a guest to the National Electrical Contractors Association's National Convention in Boston Massachusetts. Taking part in the last convention in Seattle, I can say that it was an awesome experience. There are several interesting things that go on at the convention. Several classes are put on to educate in tool management, renewable energy, manpower management, design-build and labor relations to name a few. Also NECA brings in a great group of speakers that interesting and informing. To top all of this off there is a vendor floor, of over 400 company's showing off all of the latest tools and material. All of this happens in the great city of Boston, I am sure that whoever goes will come away with better outlook on our industry, with many ideas to help our company out. The date for this year's convention is Oct. 2-5 2010. I will keep track of these quality points beginning this month going through the end of July. This will allow whoever goes to have 2 months to plan your trip. The point system that we will be using will be based on things that are already part of your day to day task. They include;

1. Tool box talks returned on time weekly- 1 point
2. No recordable accident 1 point per week
3. Passing a site inspection visit by someone other than PM- 5 points
4. Lost tool minus 1 point
5. Timesheet late minus 1
6. Taking a VEC class 10 points (Field Leadership, High Voltage splicing, etc...)
7. OSHA 10-5 points, OSHA 30- 15 points
8. Safety person of the month 10 points
9. Recognition letter from customer stating a job well done, 10 points
10. PM special vote, being if a PM thinks a foreman went out of their way and did a great job, 1 point
11. Credit card receipts on time 2 points
12. Truck inspection on time 1 point

These are the items that you all do a great job at everyday and we fill that we need to recognize you for this. At the end of each month I will have a master list with all employees' names and total points, this will be on the server for everyone to see. I am sure with this being a new program there will be many questions. Feel free to call or e-mail me and I will do the best to answer them. This will formally be called our "Field Leader Recognition Award".

Rich Tice

Superintendent

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