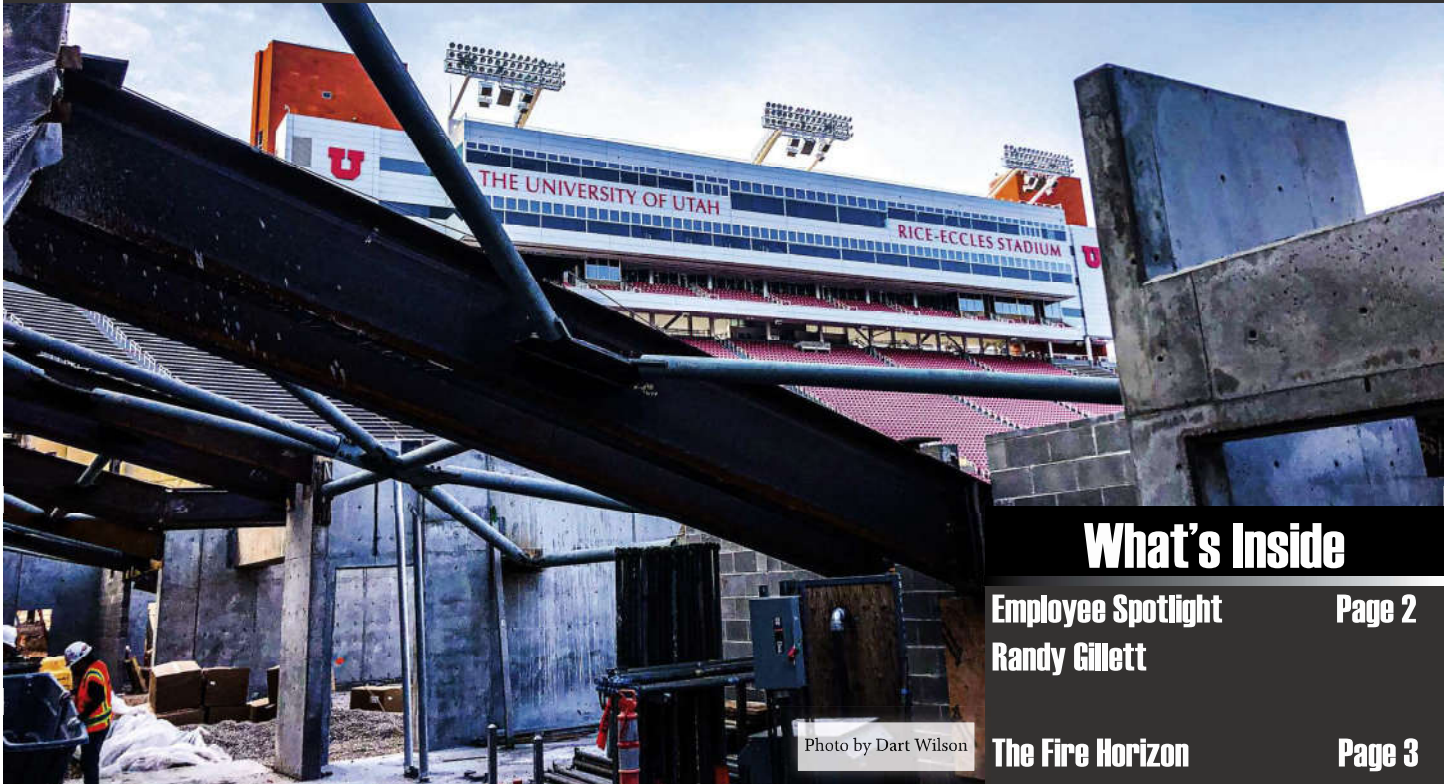


The FIRELINE

April 2, 2021

Volume 21.01



Want to Win a Yeti?

We are giving away a Yeti Tundra 35 Hard Cooler. To enter, text your name to 801-633-1447 (Managers and Sales are not eligible).

The winner will be randomly selected and announced on April 16th, via the company text number. Good luck everyone!



What's Inside

Employee Spotlight **Page 2**
Randy Gillett

The Fire Horizon **Page 3**
In the Community

The Fire Road **Page 4**
In the Community

Snapshots of our Workday **Page 5**

Current Company Stats

Current Employees	134
EMR	0.88
TRIR	6.16
Days Since Last Loss	299
Days Since Last Injury	29

A company BBQ will be happening in May. Details to follow later this month.

Team Members

Anniversaries

Scott Griffin	25 Years
Dart Wilson	20 Years
Kevin Ford	15 Years
Aaron Eisenbarth	15 Years
Dusty Rhoads	10 Years
James Conrad	5 Years

Welcome to the Team

FS Field	Hunter Johnson Ricky Nunez Zach Booth
AST Field	Dillion Bates
Service	Jared James
Shop	CJ Potts Zach Potts
Controller	Steve Johnstun
Safety Director	Dan Newsome

We would like to welcome Dan Newsome to the Fire Engineering Team as our Corporate Safety Director. Dan has over 23 years of experience in the construction of airports, power plants, refineries, chemical plants/semiconductors, military bases and automotive plants. He also has a successful safety track record with maintenance turn arounds and decommissioning projects at several refineries. Dan currently holds over 30 certifications and instructor licenses and is continuously seeking further education to expand his knowledge and skillsets. We look forward to him being responsible for leading, managing and assuring safety compliance throughout all levels of projects and programs within our company.



Employee Spotlight: Randy Gillett

Randy has been a part of the Fire Family since 1976 when he was just a junior in high school, working half days on work release. When he started, the shop was located on 3900 South and 700 West. That location was shut down due being built on top of a field full of uranium trailings.

Fire protection has come a long way since those days. Back when Randy started, all pipe was threaded from 8" all the way down to 1". Vics were more expensive so they were rarely used. A stick welder was used as compared to a mig welder today. They would cut everything with an oxygen acetylene torch instead of a plasma cutter like we currently use. Randy also remembers that when he started there were only three types of heads; upright, pendant, and sidewall. Now we have 50-60 different types of heads for all different applications and hazards.

When the shop moved to the current office building, we thought it would be plenty of room; but we outgrew it, and aquired the building where the shop is currently located. We are planning on making changes to help with our growing company and making sure the shop is the best it can be to keep up with the demand. Randy has done a great job over the years keeping up with all of the changes and we look forward to continueing to use his expertise and knowlege as we grow.



Expanding and Growing Advanced Safety Technologies

Last year in AST, we placed a major focus on taking the "next step" with the department. That next step includes expanding the Fire Alarm and Clean Agent sales team. We hope to hire one new person before mid-year and plans to hire another sometime in 2022.

Along with our expansion goals of expanding the Sales department, we are aggressively expanding our scopes of work as well; this includes

soliciting different scopes of work such as Cat 6 data cabling, CCTV, Access Controls and Area of Refuge systems. This will give AST a much larger field to work in and setup our growth plans for success.

Although last year had been a challenging one for everyone, I am very proud with how our team has endured and foresee great things ahead for our future.

-Tory Mann

Under Budget

The follow are recent jobs that have come in under budget. Good job team!

Fire Sprinkler Design Projects:

Cedar Hills Self Storage
Duck Valley Juvenile Center
Logan Gateway Office Building
SLC Global Port Bldg. 2

Fabrication Shop Projects:

Cedar Hills Self Storage
Charlotte Pipe 70k Warehouse
Colwyn Bay Office
SLCIA North Concourse

Fire Sprinkler Field Projects:

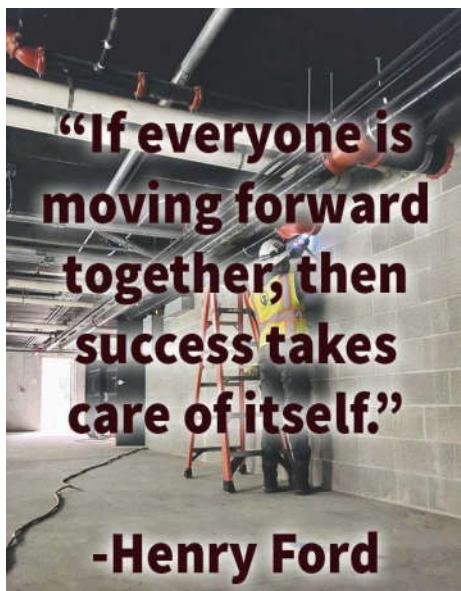
Moda Peak
Stadler Paint Booth Building
Thatcher Chemical Chlorine Bldg.
Terramerica Building F

AST Design Projects:

Ancestry Brooks Machine Ph. 2
Idaho Power Bennett Mountain
Morton Salt Fire Alarm
Mountain Tech South 2

AST Field Projects:

Duncan Aviation
Cedar Hills Self Storage
Freeport West Meridian 3
IQS TI Freeport West Landmark



The Fire Horizon

Project: Amazon BOI5

Location: Boise, Idaho

Size of Building: 276,457 sq. ft.

System: Eight ESFR Overhead Systems and one PLD Diesel Fire



Project: Lifetime Warehouse

Size of Building: 500,000 sq. ft.

Location: Clearfield, Utah

System: 16 ESFR Overhead Wet Systems and one PLD Diesel Fire



Project: Amazon DUT5

Size of Building: 355,000 sq. ft.

Location: Ogden/Marriot-Slaterville, Utah

System: 6 ESFR Overhead Systems, 4 Dry Pipe SYstems, 1 PLD Diesel Fire Pump

In the Community

Fire Engineering and Advanced Safety Technologies are proud to be sponsoring Kevin Perry's son's baseball team, The Red Dragons. Good Luck!



Talk to Leah Freeman for other possible sponsorships.

The Fire Road

We're off to a great start in 2021! Plenty of work is coming in, and we are doing a great job taking control of our safety and healthcare costs.

Here are some of our accomplishments and goals:

Management:

- Continued leadership training.
- Changes to the 401K plan so Principal handles everything and prevents self-management errors.
- New brokers for our 401K plan.

Accounting:

- Steve Johnstun joined our team.
- Narrowing down new software and likely making a decision and start implementation within the next 6 months.
- Meghan is doing a great job with collections. We currently have no outstanding invoice past 90 days!
- Beau created Contract Aging Reports to help track outstanding work, like getting change orders paid.

Sales:

- Hiring new FS Sales Engineers over the next couple of years.
- Kelsey has changed to Sales Assistant and works directly with Doug and Leah. This helps keep contracts closer to Sales, and frees up some burden from Accounting.
- Hiring a new AST Sales Engineer this quarter and another in the 1st quarter of 2022.

Human Resources:

- Wrapping up our first ever 401K audit for the IRS.
- Helping Safety with Onboarding.
- Getting Bamboo HR software.

FS Design:

- Working through the challenges of BIM and Revit.
- Developing templates that are consistent and easier to read and show dimensions.
- Kamron Baird is now full time.
- Weekly trainings on systems, Fire Pumps and new technologies.

FS Purchasing:

- Priority boards to help organize and prioritize their workload.
- Looking into new software for purchasing and warehouse management.

FS Shop:

- We went for a trip and are working with Viking to upgrade our processes to get four times the output and much better quality. We're excited about it and we'll even get more yard space for parking.
- Material Handlers work directly under James Berntson.
- Succession plan for James Berntson to take over as Shop Manager long before Randy retires to give him time to learn
- Getting a new groover and 1-ton truck for more deliveries.
- Changing our fabrication process and ultimately have 100% QC checks to eliminate weld leaks.

FS Field:

- We're preparing to move new people into foreman positions and are hiring more team members.
- We completed the airport project and are changing the SLC skyline this year!

AST Department:

- AST has done a great job turning jobs around, even in a Covid year they are at 65% of the budget cost for the last 6 months. Keep up the great work.
- Hiring new AST Apprentices.
- Expanding the department and looking to hire foremen.
- Bryan is wearing multiple hats and mastering all of them.
- Design is doing a great job keeping up with demand.

Service and Inspections:

- Axel Robinson moved from field to sprinkler service department, and hired his apprentice Jared James.
- We are looking for service and inspection personnel.
- Trent Owens is doing new Inspection Sales.
- Looking for software to streamline processes and be more efficient.

Safety:

- Working on our Corrective Action Plan.
- Great job keeping our TRIR down!
- Covid numbers are declining and vaccines may mean an end to masks this year.
- Masks may still be required on jobs depending if required in the contract.

I really appreciate the feedback from everyone in our safety and insurance meetings. It really helps me understand how to make things better. Keep the feedback coming and keep up the great work!

-Tom Brancheau

Snapshots of Our Workdays



Photo by Tom Hardman



Photo by Leah Freeman

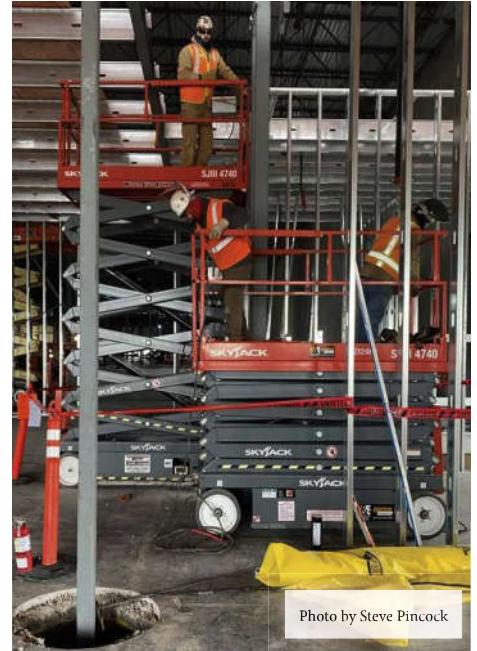


Photo by Steve Pincock

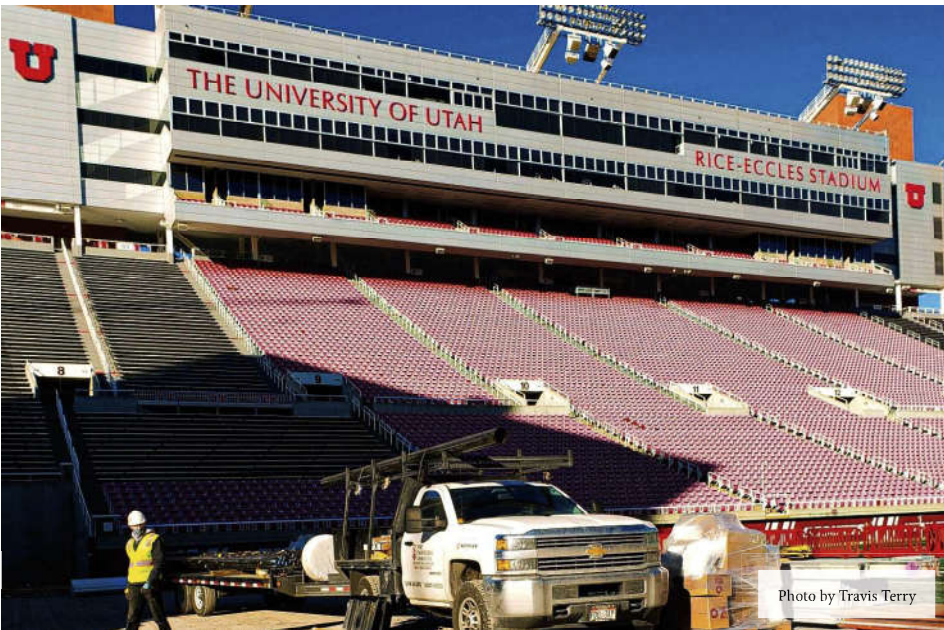


Photo by Travis Terry



Photo by Leah Freeman

Have photos from jobsites? Send them to Leah for a chance to see them on our social media and future FireLines!



@fireengco
@AdvancedSafetyTechnologies



@feci_ut



@fireengco
@AdvSafetyTech

Now Hiring!

All Positions

Call us today
(801) 262-3329

or apply online
fireengineeringco.com

