

The FIRELINE

November 4, 2021 Volume 21.02



Mike Shawver
Salt Lake City Hotel

Company Holiday Events

The holiday season is approaching and Fire Engineering is bringing back the holiday party at Gardner Village for employees and a guest, on Friday, December 17th at 7pm. We will be sending out more information regarding the event as we get closer to the date.

The annual company Shop Party will also be happening this year, on Thursday, December 23rd. These events should be a great time to come together as a company, recognize the hard work we have been doing throughout 2021 and talk about where we are going for 2022.



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Current Company Stats

Current Employees	142
EMR	1.42
TRIR	1.52
Days since last loss	28
Days since last injury	65

Team Members

Welcome to the Team

FS Field

Maurice Abrams
Hunter Anderson
Peyton Colemere
Noah Fetzer
Keeton Hansen
William Harris
Drew Jolley
Scott Kirk
Anthony Martinez
Ricardo Nunez
Bryan Olivera
Matthew Payne
Troy Pollock
Dennis Sharpless
Eber Tena
Kelsey Vasten

AST Field

Jake Jensen
Landon LeFevre
Jacob Nussman
Jim Tenegal

Fab Shop

Trevor Berntson
Morgan Pullman
Devin Vaccaro

Office

Ryan Bajilo
Pete Clark
Aliyah Crystal
Iris Gonzalez Lozano
Tiffany Ruiz
Robin Stewart

Welcome Back

Joe Avery
Hunter Johnson

William Keener
Ricardo Lopez

New Foremen

Peter Louangsithideth
Coby Gatley
Sam Ricketts

Changing Positions

Cole Wright - FS Service Manager
Nick Ludlow - Purchasing

Anniversaries

Randy Gillett	45 Years
Tim Gardner	40 Years
Dave Bump	20 Years
Molly Johnson	20 Years
Diego Bou-Rodas	15 Years
Corky Davidson	15 Years
Jeremy Heath	10 Years
Todd Oborn	10 Years
Todd Schmidt	10 Years
Sam Papenfuss	10 Years
Will Baker	10 Years
Brandon Burton	5 Years
Coley Cook	5 Years
Ben Fitzsimon	5 Years
Troy Hawkins	5 Years
Gayles Hughes	5 Years
Ann Mansell	5 Years
Mark Nuttall	5 Years
Hagen Sperry	5 Years

Team Member Spotlight Molly Johnson

I was hired on at Fire Engineering September 7, 2001. Little did I know I would be working here 20 years later! I started as the company receptionist and quickly felt like I was part of the "Fire Family".

I was asked to plan the company Christmas party that year. An employee dressed up as Santa and we gave our gifts. Things quickly changed when the Grinch showed up and started stealing the gifts. I panicked trying to get the party back in order. I had NO clue who the Grinch was and didn't know he was part of the plan. Everyone had a good laugh when Russ Jones finally took off the mask.



If you know, you know that Fire Engineering employees love a good party, and I have planned my fair share of parties over the years, but this is still one of my favorite memories.

In 2002 I moved into Service and Inspections and worked with Doug Johnson when he moved into the office from the field. Fire was growing and expanding the Service Department and I stayed in that position for several years. In 2016, I moved into Accounting to do contract billing where I am today.

One of the best parts of my job are the people that I work with. Over the years I have met some incredible people at Fire Engineering and formed so many great friendships.

Changes for FM-200 and Ecaro-25 Systems

In the first Biden administration rule aimed at combating climate change, the Environmental Protection Agency is phasing down production and use of hydrofluorocarbons (HFCs), which part of that chemical group is FM-200 and Ecaro-25 type agents.

This phase down of production of these agents will start in 2022. Having the ability to install, maintain and test FM-200 and Ecaro-25 systems was the original reason our Special Hazards department was created. This change will have a major impact on our future

offerings of non-water fire protection solutions.

Fortunately, our industry has been through this before, when Halon was banned in 1994, and manufacturers are already working on new systems such as hybrid water mists and inert type systems to replace FM-200 and Ecaro-25 applications.

Our Sales team have met with both Fike and Kidde to discuss their future plans, with this phase out in progress, and are excited about some new gaseous fire suppression systems coming soon.

Under Budget

The following recent projects have come in under budget. Great job team!

Fire Sprinkler Design Projects:

Capital Properties - Spanish Fork
Daybreak Commerce Park Bldg. 5
EZ Fire Wax Tank
White Knight Phase 3

Fabrication Shop Projects:

Cedar Hills Self Storage
Fairbourne Station Office Building
SLCIA North Concourse Ph. 1

Fire Sprinkler Field Projects:

Alpha Warranty
Holcim Shredder Conveyor Deluge
IPEX Expansion
SLCIA North Concourse Ph. 1

AST Design Projects:

Elko Performing Arts
Gazelle - FedEx
Vast Data Center Admin Building
Wells High School HVAC Upgrade

AST Shop Projects:

Cedar Hills Jr. High
Murray School District Admin.

AST Field Projects:

MP Materials Bldg. Fire Alarm Repairs
Verizon West Jordan UPS Expansion



Lyndon Bowles and Kelly Maynes
Lifetime Warehouse

The Fire Horizon

Below are a few upcoming projects for the company:



Project: Recursion at the Gateway

Location: Salt Lake City

Size of Building: 100,000 sq. ft.

System: Five Interlock Pre-Action Systems, 3 Wet System and a Pre-Action Detection System

Project: Hexcel Project Honeycomb

Location: West Valley City

Size of Building: 45,000 sq. ft.

System: Four wet systems on two levels, office and lab



Project: Holbrook Building 3

Location: Lehi

Size of Building: 160,000 sq. ft.

System: Four ESFR Wet Systems and one 1,500 gpm electric fire pump



Message from HR

Open enrollment is just around the corner (we are aiming for mid-November) so be on the lookout for information on 2022 benefits.

Annual Wellness forms were mailed out to all employees. In order for FECI to continue paying premiums for 2022, employees and spouses will need to complete the necessary items by April 30, 2022. Also make sure you change any beneficiary information if your relationship status has changed. If you have questions, please contact LaNae or Robin; we're happy to help.

With the end of the year approaching, we want to make sure W-2's are going to the correct address. Everyone needs to log on to BambooHR to make sure all of your information is correct. If you need to make changes, please do so.

Lastly, we are all still trying to navigate through the global pandemic and with COVID numbers on the rise, and cold and flu season, it is recommended that if you come to work sick, please wear a mask to help keep everyone healthy and safe.

The Fire Road

This upcoming year we will be celebrating our 75th anniversary. We have been through many iterations of management, employees, friendships, good times and bad times, prosperity, and loss. Countless stories could be told all along the way. As I reflect at where we have come from and see the people we have today, I get excited about what we will build together in our future.

I've recently watched a documentary called "The Last Blockbuster" about the retail chain that rented home movies, and read a book called "No Rules Rules" about the company Netflix. It was very interesting to see the dynamic between the two organizations as Blockbuster is all but gone and Netflix has dominated their market.

Great people were working at Blockbuster, but they kept the same business model as the world was changing around them. Netflix however, has always strived to be innovative and stay ahead of their competition. They didn't keep the same business model, and went from a small mail in DVD company, to streaming, to making full production movies. By the time Blockbuster tried to change their business model to compete with Netflix, it was too late.

So, what was the difference between the two companies? The people. A company name is just a name. It's the people working hard and being innovative together today that define a company.

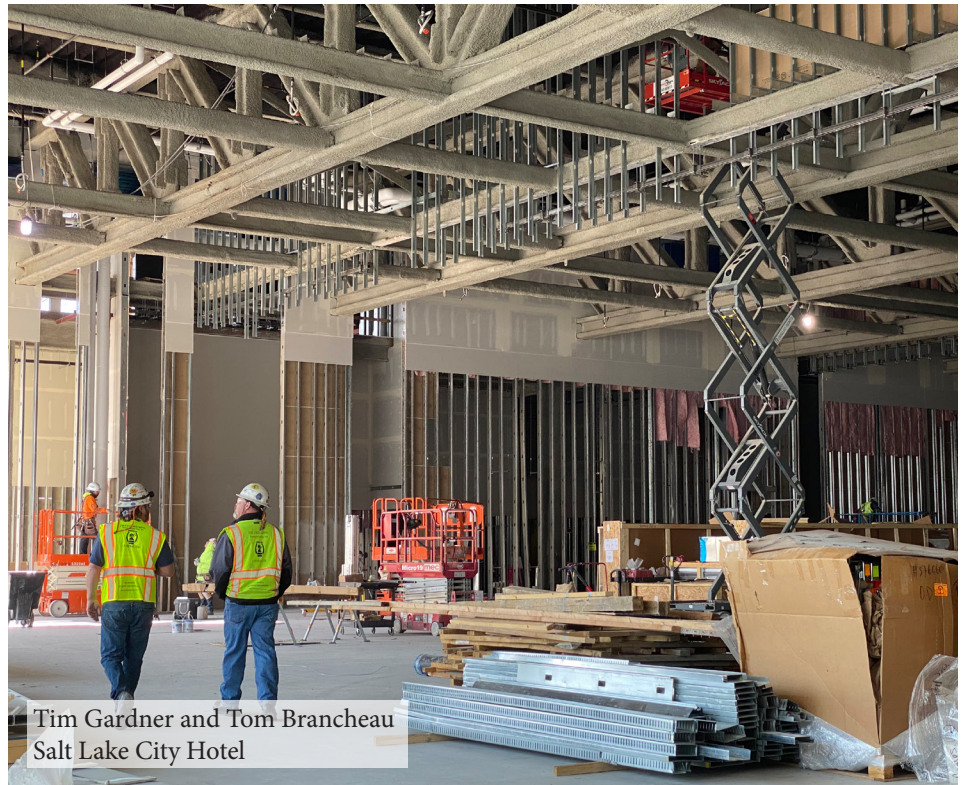
Blockbuster was complacent. Netflix was striving to be better and continues to do what their competition doesn't want to do, because it's difficult. The adage of "If it aint broke, don't fix it" only works if you're constantly reassessing yourself and your company, and comparing it against your competition to ensure that it isn't in fact "broke".

I've also thought about how we've used the term "Fire Family" in the past. While we do bond and care about each other, our livelihoods and the performance of our company make us more like a sports team. We put the right players in the right positions, come up with new ideas, work together and practice to win the game. Sometimes that means picking each other up when things are down and refusing to lose.

Just like Netflix, we must choose to be better than our competition. We must choose to do the difficult things that others don't want to do. We must choose to make ourselves and our team better than we were yesterday and have to choose to start right now.

You have all done a great job of working together and solving our challenges through a tough Covid year. We will continue to make improvements by investing in, and developing ourselves, each other, new company software, new Professional Development Plans and wage structures, management and leadership training, and better support and accountability systems to ensure that we stay strong today and build a stronger future. I appreciate the great job you all do.

-Tom Brancheau



Tim Gardner and Tom Brancheau
Salt Lake City Hotel

Safety Corner

We are beginning the 4th quarter with a new EMR of 1.42 and two recordable injuries for the year. We will discuss what those numbers mean and how it impacts the company in upcoming department meetings. As always, we strive for zero injuries and encourage safe behaviors every day. Be aware that all incidents, injuries, and near misses need to be called in to Safety immediately.

I would like to recognize Cole Turner for calling in an unsafe condition at Lakeview. We were able to resolve the issue with the appropriate people because of his timely reporting. Thank you to James Conrad for identifying an unsafe condition in a permit required confined space entry

situation. With the help of Kelly Maynes and Kenny Sprouse, we were able to design and fabricate a device needed to complete the confined space entry task safely. I would also like to recognize Chris Pearson for reporting and documenting an incident involving a smashed windshield.

Wear all required PPE while on job sites.

I would like to thank everyone for being so welcoming, I am very pleased to be a part of FECI family and look forward to building lasting relationships and helping to improve workplace safety.

-Tiffany Ruiz

We want to hear from you

What would you like to see covered in future issues of the FireLine?

What kind of pictures would you like to see of your fellow team members and jobsites?

Have an idea for an article?

Contact Leah in the office with any ideas for future issues.

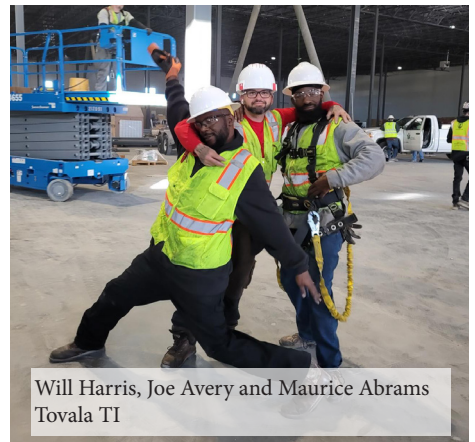
We look forward to hearing from you.



FEEDBACK



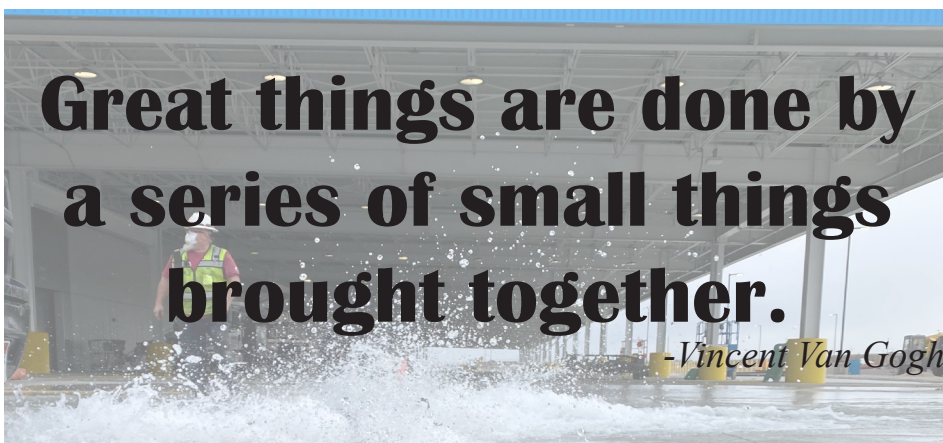
Rico Lopez
Riverton Flex Building A



Will Harris, Joe Avery and Maurice Abrams
Tovala TI



Landon LaFevre
Vast Data Center Colocation



Hagen Sperry
Nucor Steel Ghent Cooling Tower