

The FIRELINE

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Giveaway



Click on the link above for your chance to win a gift certificate to a local restaurant or a night out at Top Golf.

One entry per person.
Winners announced via text.

Look for more giveaways in future FireLine newsletters!

Perks at Work

Perks at Work is a program that offers employees discounts on a wide variety of products and services such as home electronics, appliances, home improvement, food services, travel and vacation packages and even car insurance. With every purchase you will earn reward points (WOWPoints) that are flexible and as easy to use as cash. Sign up today, start saving and start collecting!

Check it out on our interoffice website!



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Current Company Stats

Current Employees	142
Year to Date Contracts	91

Team Members

Welcome to the Team

Andrew Borek
Dalton Lowther
Devin Flowers
Enos Silvers
Ethan Eisenbarth
John Haight
Josh Erskine
Kasen Guymon
Kaylor Horton
Kelsey Welcher
Meghan Esquibel
Nick Ludlow
Vince Lopez

Welcome Back

Easton Fillmore
Kevin Campbell
Richard Romero

New Foremen

Chris Fitzgerald
James Conrad
Samuel Ricketts

Changing Positions

Bryan Vaccaro
-Special Hazards Purchasing
Mark Hendriksen
-Special Hazards Warehouse
Patrick Gundmundsen
-Welding
Leah Freeman
-Business Development
Trent Owens
-Service and Inspection Sales

Anniversaries

Paul Pearson	10 Years
Travis Terry	10 Years
Dixie Orton	15 Years
Tory Mann	15 Years
Rick Young	40 Years

Team Member Spotlight Nate McIntyre

When I was hired, I came in with the mentality that I'd be in my position for several years before having an opportunity to move forward. Through my efforts of learning as much as I could about our parts, products and the roles they played in the assembly process, I was noticed by a Field Manager. That Field Manager later brought up my name to others as a self-starter and that I had the drive to learn.

I was offered a position with the Purchasing Department less than a year after I was hired. I was blown away with excitement and pride, but also nervous. I had never been given a chance to move forward so quickly or been approached for an opportunity that wasn't requested.

This being the first time I was presented with such an option, I was

unsure how to feel, but as the day went on I was all aboard for this advancement. It all felt really fast but also really exciting to have my first desk space and work station.

I can't thank the company enough for what they see in me and so many other employees. Fire Engineering has surpassed all of my past expectations and experiences on how a company treats its employees. It's not just a company, it's also a family.

-Nate



MotiveHeath Steps Program

After reviewing the MotivHealth Incentive report that was emailed to everyone, I noticed there are 108 of us that are not participating in the MotiveHealth Step program.

You can earn \$1 for every day you, and your covered spouse, walk 8,000 or more steps, up to 20 days per month. Even if you only walk 8,000 steps 5 days out of the month, they will deposit \$5 into your HSA account.

I know a lot of you walk way more than 8,000 steps a day, so make sure you're set up and not letting free money go!

I know their program can be tricky getting set up, so if you need help, please come into the office and I can help you. Let's stop letting free money go!

-LaNae

The Fire Horizon

Our Fire Horizon is looking fantastic.

We have several large projects on the books that will carry us well into 2022. Our company will help change the Salt Lake City skyline with these up and coming projects.



Block 67 :
Two Towers with Parking Garage
6th & Main :
One Tower with Parking Garage



Salt Lake City Hotel :
This 26- Story Tower includes: Two High Pressure Fire Pump Systems, Water Storage Tank, Standpipe systems, Dry, Pre Action and Wet systems.

This state of the art Hotel includes: Ballrooms, conference rooms, gym and several other amenities.



650 S. Main : One Tower with Parking Garage

Liberty Sky :
21-story Tower with Parking Garage

With all the current uncertainty in the world, be assured our Fire Horizon, and future, is looking strong thanks to you and your efforts.

-Doug



SiteMax in the Field

So far, I have used SiteMax for two projects. Prior to using it, I had heard a bunch of negative comments about it, so I was irritated that I was the first one picked to use it for fire sprinkler field guys. I was also extremely nervous that I would screw up the paperwork massively the first two months using SiteMax.

I find it makes my paperwork much faster and easier to finish than using the old Dropbox or paper forms. SiteMax is easy to navigate if just you spend an hour messing around with it.

A couple of weeks ago, I had to fill out a TMCO in SiteMax; it was almost too simple. Three minutes start to finish, including getting signatures. I am still learning the intricacies and call Leah once a month, but look forward to not having to use Dropbox anymore; one less device to keep track of.

I think the coolest feature of SiteMax is that as I do my timecards, I input the information for what we are working on and it automatically inputs it into the JPR. This makes it so that I do not have to fill out the JPR separately, and makes my life much easier.

-Kevin Ford

The Fire Road

So, what is the Fire Road?

To keep everyone in the loop, we wanted to share a “Road-map” of things we are currently working on and those that are in queue to make our company better.

We are getting more involved with each department and finding ways to streamline processes, cut costs, and increase revenue to keep our company going strong. With better collaboration and feedback, we are identifying areas of improvement, prioritizing them and laying out goals. Some things may take a while to complete, but if they’re important, they are worth doing. To move things along quicker, we’ve tasked Leah Freeman, who has a Master’s degree in Business Administration, with heading up business development for our company, so we can make improvements in reasonable time-frames. She has been a great help with getting us better organized and coming up with ideas like SiteMax to make our way of doing business easier and more cost-effective.

Here are some of the things we’ve been working on:

Management

- Leadership training for all managers.
- Feedback channels: Better ways for employees to share ideas and concerns.
- Committees: Working together on company goals and fair ways to address waterloss and issues.

Accounting

- Cost codes - Creating better internal cost codes so we can track how to run the company.
- Reports - Every department has new or better reports to help see where we stand and how to balance the work loads.

Sales

- Hired John Haight from Delta.
- Moving Trent Owens into Sales for our Service & Inspections Dept.

FS Design

- Design Team Leads to split responsibilities and better support structure.
- Hired more designers with great potential.

FS Material Handling

- We’re now able to track how much time we’re spending on pulling orders, Field Orders and Returns to find ways to be more efficient.

FS Shop

- Shop is tracking how long it takes to to fabricate so we can ensure our estimates are correct.
- Second delivery driver and pipe trailer.

FS Field

- More foremen are moving over to SiteMax.

AST Design, Purchasing & Shop

- Bryan Vaccaro moved into AST Purchasing.
- Mark Hendriksen moved into the AST warehouse.
- George Schroeder is the Manager.
- Mike Wolf is Assistant Field Manager.
- Landon Sheriff is full time AST design.

Human Resources

- Professional Development Plan (PDP) - One of the most exciting projects we’re working on is creating a PDP for every position in the company.

From your first day on the job, you can see the career paths and opportunities our company has and

we’ll work together to align opportunities for you and our business needs for mutual success.

- Position classifications and descriptions
- Classification levels
- Advancement requirements
- Wage structure
- Structured and On the Job “OJT” training
- Training Teams: Volunteers to conduct training sessions

Software and Interoffice Website

- SiteMax is saving 70% time in payroll and 50% time in the field by not having to fill out multiple forms and moving them around in Dropbox.
- SiteMax now has mileage reports and TMCO’s.
- AST has moved all paperwork (including job binders, TMCO’s, TOM’s and meeting checkoffs) into SiteMax. They are now totally paperless.
- Design and shop time is now on JPR’s to see how the project is doing as a whole.
- We can now pull reports on how much time we spend on cutting sheets, field orders and returns.
- The text app has been working great at getting the message to everyone
- Utilizing Microsoft OneNote to collaborate.
- Using Teamup for Field workload scheduling and planning ahead.
- Revamping the interoffice website-Policies, benefits, FireLines, etc.
- We have a company feedback form in the interoffice website to share your thoughts of improvement and concerns directly HR.

We’re excited to be working with you to make our company better. Keep the good work and the feedback coming!

-Tom

Stay Safe; Stay Well

COVID-19...We are all tired of hearing about it and want things to go back to normal; but for now this is our new normal. We cannot ease up doing our part of social distancing to reduce exposure and keeping this virus out of our homes and company. We all need to take the risk of this infection seriously.

Follow the advice of the World Health Organization and guidance issued by the CDC and our local health authorities. For most people, COVID-19 infection will be a mild illness. However, it can make some people very ill and in some cases it's fatal. Each of us need to do our part in keeping everyone around us safe.

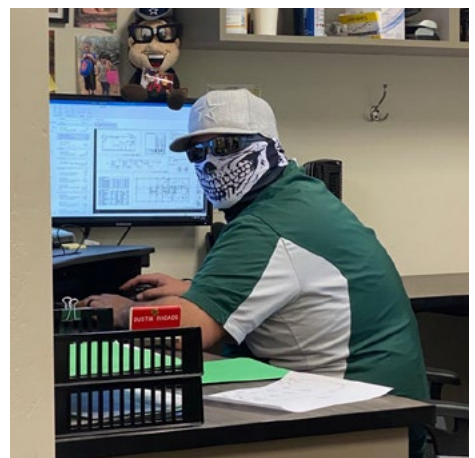
What should you do in case of a COVID-19 outbreak? Get the facts from reliable sources to help you accurately determine your risks so that you can take reasonable precautions.

10 tips to stay safe and reduce the exposure to COVID-19:

1. Wash your hands!
2. Disinfect surfaces.
3. Don't eat food or handle dishes or utensils touched by a sick family member.
4. Don't share a towel with anyone in your household who is sick.
5. Don't shake hands, kiss or hug people.
6. Don't touch your face.
7. Avoid crowds.
8. Wear gloves while out in public.
9. Don't share papers.
10. Practice good hygiene.

It is important to be informed of the situation and take appropriate measures to protect yourself and your family. Contact HR with questions and for information.

-LaNae



Look who's 40!



Can you remember what you were doing in August of 1980? Were you born yet? Did you know how to ride a bike? Did you even have a job? I bet a lot of you would say no.

Well, that is when Rick Young (Spanky) started his career with FECI. We would ask every employee to congratulate him on his 40 years of service and dedication. Thanks Rick!

-Doug

Company Reports

Accounting has been working on updating how we do our company reports. We always had limited information from our software, but Beau, our Assistant Controller, was able to create customizable reports. This provides us with more precise information on the cost of jobs, as well as the costs of running the company as a whole.

These reports include:

Labor Reports	Upgraded
Manpower Reports	Upgraded
Material Report	Upgraded
Overhead Report	New

JPRs are also being upgraded in SiteMax to include Design and Shop labor hours, with the Field labor hours. This will help to give full information on what it takes to run a job from all departments.



Be the leader you
want to work for.

Roth IRAs Now Available

Principal now offers Roth IRAs.

Contact LaNae in HR for help setting up your account.

You can also contact Principal with questions at principal.com/roth

What is the Perfect Company?

To us, the perfect company is a place where each of us are actively seeking ways to improve ourselves, our departments and our company.

By working together, we can better understand our challenges, find ways to overcome them, and come up with the next bright ideas that

will keep us on the top of our industry.

We are committed to dedicating the time needed with each department to understand how we can support you better, and create and environment that helps everyone grow and flourish.

-Tom & Doug



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?



FEEDBACK

We look forward to hearing from you.