

The Fire Line

November 17, 2010
Volume 03-10

JOB PROGRESS REPORTS & YOU

How does one stay competitive in today's job market, survive economically, minimize layoffs, not cut wages and maintain a positive attitude?

Here are a few examples of the dark side our competitors have yet to realize.

	FECI	LOW BIDDER	DIFFERENCE
NEURO Psychiatric	314,000	230,000	84K
OWATC	158,000	105,000	53K
VA Hospital	50,000	27,000	23K
BYU Tower	829,000	561,000	268K
Thanksgiving Park	159,000	107,000	52K
U of U Eccles School of Business	337,000	160,000	177K

This small sampling of our competitors bidding indicates what? I say panic and over-reaction in a difficult market place. Losing money on jobs, just to keep people working, will most certainly end up costing more jobs than at first look. Leaving 33% on the table cannot be recovered. Selling 1.8 Million dollars worth of work for 1.2 Million is **NOT** good business.

Being competitive does not mean be stupid in the process. Planning and following thru on all policies and details will in the end reign supreme over ignorance and lack of self control.

Communication is an important detail and comes in many forms, one of which, at Fire Engineering, are the Job Progress Reports (JPR's). With accurate reporting on all present and future jobs, we can use this tool in several beneficial ways namely:

1. Weekly feedback to help manage jobs.
2. Limit job losses.
3. Gain valuable information on our productivity.
4. Use this information in estimating future work in lieu of old ways.

With this vehicle, we can better understand how to adapt and compete for future business. Good feedback is crucial to our success. The JPR is not a microscope on any one individual's performance. The JPR is a way, to estimate more accurately in the future, which translates into more job security for all of us and preservation of our company going forward into the future.

We are recognized as a Quality Contract for a reason. Although, at times change seems somewhat difficult, try losing your job or our company! We in Management are striving to avoid the pitfalls and certain death some of our competitors will realize.

With everyone understanding we must change and move forward together, we all stand a better chance to preserve our way of life better than most. JPR's, if accurately reported, are only one small step in this process with potentially giant positive consequences.

~Kent Mann~

THE TOP 8

This October, the American Fire Sprinkler Association awarded Fire Engineering as a **"Quality Contractor."** Only eight Quality Contractors have been awarded in the entire United States by the association.

To be recognized as a Quality Contractor, a company must be well run and have strong organizational expertise in four different areas.

Safety

Even though we are working feverishly to get our safety record in line, we have developed a very strong safety program. This includes excellent insurance coverage, a safety program and a safety officer. The most important parts are our Safety Training, New Hire Orientation, Tool Box Talks, Continuing Education, and daily safety reviews.

Recognition in Safety also includes a Quality Assurance Program. From the time we are awarded a contract, thru job's end, Fire Engineering has in place and follows policies and procedures that helps us provide a product of the highest quality.

Training and Education

Key to surviving in the construction industry is training. Unions do a fair job, but fail to provide training beyond an apprentice program.

After our apprentice program, we provide continued training and testing in NFPA 13, 13D, 13R, 14, 15, 20 and 24. But training does not stop in the field, all company managers have received outside management training. Designers and salesmen are also held to a standard and are expected to obtain NICET level four within ten years of being hired.

Quality of Life

Employee benefits really set construction companies apart. Along with Social Security, our employees will retire with three sources of retirement income. 401k funds, ESOP funds and, of course, Social Security.

We have great Health Insurance and the company pays for the majority of the premiums. With all the debates about health in Washington, it is good to know, Fire Engineering has very few changes to make to comply with the new health care laws as they are enacted over the new few years.

Now add in our sick, personnel, maternity and vacation leave. For the construction industry, these are comparatively excellent benefits.

Then to also remind and educate everyone about Fire Engineering happenings, we use the "Fire Line," which also is one of the qualifying factors of becoming an AFSA recognized Quality Contractor.

Industry & Community Relations

Every employee who witnessed our fire sprinkler demonstration in the Cherry Street House, was absolutely awe struck by the results. Those who attended will never forget how house fires spread amazingly fast, are very destructive, and very hot. But most important, house fires are minimized and controlled with fire sprinklers.

Did you know that the Cherry Street fire demonstration was attended by many fire departments from North of Ogden to South of Provo? They too were impressed.

Community involvement like the Cherry Street fire demonstration, helping municipalities strengthen fire codes, and helping support community service programs like we did with Murray City at Sam's Club, helped Fire Engineering not only meet but exceed the qualifications necessary to become an AFSA recognized Quality Contractor. We should all be proud to be a part of the Fire Engineering Team.

~Bart Leeftang~

Fire Engineering's Christmas Party!

Fire Engineering invites you to our Annual Christmas Party at the Red Lion Hotel!

**Friday, December 10, 2010
6:00 pm to 10pm**

Fire will be providing a buffet dinner, two drink tickets per person, entertainment and taxi services!

Mark it on your calendar and call Ronda to R.S.V.P today!

**Red Lion Hotel
161 West 600 South
R.S.V.P by November 26th!**

