

# IN THE LOOP

The Quarterly Newsletter of Midasco, LLC

Volume 3 Issue 4 ■ Fall 2007

**Signing ■ Lighting ■ Signals ■ ITS ■ Construction and Maintenance**

## New Jobs

- 07-13-00: Cherry Hill Construction Company @ I-95 Express Toll Lanes, I-895 to South of Chesaco Avenue. Electrical and ITS.
- 07-14-00: Shirley, Facchina, Trumbull Joint Venture @ Inter County Connector, Contract C. Electrical, ITS and ETC.
- 07-15-00: Corman/Kiewit Joint Venture @ Telegraph Road Interchange. Signing, Lighting and Communication.

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## Message from the President Delivering Quality Projects Safely and On Time

Displayed prominently on every desk or in every office at Midasco are our Mission Statement, Vision Statement and Values. While these are impressive looking framed documents their true value is in their application in our everyday actions. Midasco's vision statement is: *Midasco, LLC will be the premiere specialty infrastructure contractor in the Mid-Atlantic region by 2012.* I want to focus on just one of the methods by which we intend to achieve our vision statement: *delivering quality projects safely and on time.*

Delivering quality projects safely and on time is the key to Midasco's success. While we perform many support functions such as estimating, job costing, safety, job supervision, equipment management, labor, human resources, equipment operator, accounting, and purchasing, what we really do is deliver successful projects. Only successful projects will keep our customers coming back for more. And only our customers coming back for more will ensure our continued success.

So, what makes a quality project? Certainly meeting the owners' specifications is a minimum measure of quality. Building work in accordance with standard details is a measure of quality. Finishing work with no or minimal punch list is a measure of quality. But are these enough? They're probably not enough to make a repeat and loyal customer. Here are a few ideas that I have received over the years on how to provide a quality project:

- Be proactive by monitoring the project, anticipating the next step and being ready with materials, manpower, and equipment when we're needed.
- Be well financed so that cash flow, bonding, and insurance is not a problem for the owner or general contractor.
- Manage the project in conformance with the contract – no exceptions.
- Manage the jobsite and treat it as if it were our own.

Help the general contractor or owner achieve their goals for the project.

While by no means exhaustive, if we consistently exceed the above expectations, we are delivering quality projects.

So what makes a safe project? Safe projects have no injuries and no near misses. Safe projects are performed according to the procedures established in the safety manual. Further, safe projects conduct weekly tool box talks and periodic detailed safety training.

So what makes an on time project? On time projects meet all milestone, substantial completion and final completion dates in an organized and efficient way. The reality of signing, lighting, traffic signal and intelligent transportation system scope of work is that some of the work will only be available at the end of the project. However, we can minimize our presence at the end to the project by completing as much of our scope of work as early as possible.

Let's achieve our vision statement by delivering quality projects safely and on time!



*Michael Filipczak  
President*

## Human Resources Update

What an exciting 6 months this has been since my start in late May, 2007. With a new year, brings new resolutions both personal and professional. My professional resolution is to remain an active and integral part of this exciting and expanding organization and to offer guidance and support to each department and employee as needed. I encourage each of you to look ahead to the future. No matter what your position is in the company, please remember that as an employee, you are a vital part of a very important team.

I want to thank everyone for making our very first Training Week a huge success. Over 80 employees from the Elkridge and Williamsburg offices participated in this event. The feedback we had from this event was very positive.

Please remember that I encourage you to come to any member of the HR department with any questions or problems you may have related to any benefit or employment related issue.

### **HR Connection**

MIDASCO proudly presents the development of an online, web-based Human Resources Communication Tool called HR Connection. It is a site that will enhance the communication between MIDASCO and its employees regarding:

- Company Information: Mission, Vision and Values
- HR Information: Policies, Procedures, Handbook, Holidays, Benefit Summaries and Forms
- Quick links to our Healthcare providers
- Career Growth-opportunities for employees / Job Postings

This is also an interactive site that will allow employees, spouses and significant others to communicate confidentially with the HR department regarding questions or concerns they may have.

Look for more information in payroll stuffers as we further develop this communication tool. We hope to have it up and running soon!

### **Organizational Development**

MIDASCO is extremely proud in the manner in which we have outlined the organizational development of its personnel. We encourage all employees to view their positions as a career and not just a job. Laborers, Operators, Foremen, Superintendents and Project Managers have the opportunity to expand their horizons and achieve their own personal/ professional goals and promotions. Midasco is a team environment. We couldn't accomplish any one specific job without a team of individuals, each with their own specialized skills. If you would like to learn and train for a new position or move up within the company, please feel free to contact your supervisor or a member of HR.

### **MIDASCO Apprenticeship**

**BIG NEWS!** MIDASCO has instituted it's very own Apprenticeship Training Program. This program, named MAP (Midasco Apprenticeship Program) by our very own CFO, Kathy Conti, helps our employees learn and practice specific skills in a classroom environment. We feel that classroom instruction only compliments the on the job training employees receive on a daily basis. So far "Year 1" has been developed. "Year 1" competencies involve: Basic Safety, Intro to Construction Math, Intro to hand tools and Basic Communication Skills. "Year 1" classes will be in session for 90 days. Our current goal is to have "Year 1" run at least 3 times a year, allowing employees hired throughout the year the opportunity to enter the program as quickly as possible. Plans are underway to develop classes for MAP years 2-4 throughout the 2008 calendar year.

Any MIDASCO foreman or superintendent looking to earn additional income for training and teaching, please see a member of the HR department for further information.

*Continued on page 3*

## Human Resources Update Continued...

### VACATION

For 2008, MIDASCO has instituted a Paid Time Off Program (PTO). This is in response to requests from many of our employees. Paid Time Off will allow employees the flexibility and freedom to use their "time off" as they wish, whether it be for vacation, sick or personal days. As an added bonus, MIDASCO has included 3 extra days of time off with this new program.

### 529 COLLEGE PLAN

Just a reminder to all employees, American Funds (the same company who implements our 401k plan) also has a college savings plan available. This plan has no affiliation to Midasco, but is available without expenses to Midasco employees. For more information please contact Robin Degener with CBIZ for American Funds (Direct (301) 784.2321 Office (800) 445.7447).

### 401k

Automatic enrollment for the 401 K plan went very well. As a reminder, unless you opted out, you are automatically enrolled. If there are any questions regarding your 401K, please contact Jay Michels or Robin Degener with CBIZ for American Funds (800) 445.7447).

### Job Postings:

MIDASCO is building for tomorrow – We are looking for energetic, self motivated and experienced **Laborers, Operators, Foremen** and **ITS Technicians**. Join the leader in the industry by calling Rick at 410-579-6732 or email at [rtormo@midasco.net](mailto:rtormo@midasco.net) EOE.

For those who are MIDASCO employees, remember – **REFERRAL BONUSES ARE STILL IN PLACE!!!!!!**

MIDASCO, LLC also promotes growth from within the organization. For those who are interested in advancement, please feel free to contact a member of the Human Resources Department for further details.

For further information regarding any of the information presented here, please feel free to contact Tenea Clements at 410-579-6703 in the office or email at [tclements@midasco.net](mailto:tclements@midasco.net) or Rick Tormo at 410-579-6732 in the office, cell phone 410-365-4605 or email [rtormo@midasco.net](mailto:rtormo@midasco.net).



Rick Tormo  
H.R. Director

## Fleet for Thought

Now that the holidays and training week have concluded, it is back to business and making money. I would first like to thank everyone involved and everyone who attended the inaugural equipment training held in the Elkridge yard. Special thanks to, Jon Ramirez, Kenny Page and Chris Evans for stepping up when asked. All three of them did a great job! Next year we look forward to seeing a few new volunteers to help out with the training.

During the shutdown, Al Minear, David Wilson, Ty Cornelius and Mark Murray were hard at work repairing the equipment. Each unit was equipped with a new accident kit, triangle kit, IFTA sticker, insurance and registration information and a fire extinguisher. Remember “All” of these items should be accounted for when doing your daily inspection. We also worked on several units that hadn’t seen grease since their last service or even longer. This is a major problem. We need to do a better job with preventing mechanical failures, daily greasing of the machines is one step in the right direction. If you are unsure of what to grease, please read the operator’s manual or ask someone in the shop to show you.

Moving forward, the Fleet Department would like to wish everyone a safe and prosperous New Year! Plan your work, Work the Plan! Safety First!



*Mark Malamphy  
Fleet Manager*

## Featured Recipe

Recipe for Hawaiian Chicken & Rice from the October 17, 2007 Halloween Hawaiian Luau

- 1 package of chicken tender filets
- 1 bottle of Sweet Baby Rays Barbeque Sauce
- 1 box of Zattaran’s yellow Rice
- 1 Bag of Frozen Peas & Carrots
- 1 Zucchini & 1 Squash
- 8 oz. can of diced pineapples
- 1/4 tsp Spices– Paprika, salt, pepper & Cayenne Pepper
- Cut into small cubes & soak chicken in Barbeque Sauce
- Grill or cook chicken—set aside
- Cook Zattaran’s Yellow Rice according to the box—set aside
- Sauté Zucchini & Squash
- Cook Peas & Carrots
- Place all items in a casserole dish, mix in pineapple and add Spices to taste
- Dish may be eaten Hot or Cold



*Carden Snider  
Executive Assistant*



## Health News– Midasco Blood Drive

One of the seven items listed in MIDASCO's Vision Statement is "Making a positive contribution to the communities in which we operate." We would like to start out the year with a blood drive as a way to give. In order for the American Red Cross to come out for us to donate blood, we need at least 50 people signed up to donate blood.

**Why should MIDASCO employees donate blood? Simple Answer: You could save someone's life!!**

Many people consider it a right to receive blood when needed, but don't often consider the responsibility of giving blood to maintain the community supply of others. To meet the patient need, the American Red Cross must collect over 6 million blood donations a year.

- ◆ Blood is a medicine that can only be given from one person to another—no other source is currently available.
- ◆ Every two seconds someone in America needs blood, yet only 5% of the eligible population donates blood in any given year.
- ◆ Because blood is perishable, new donations are needed everyday.
- ◆ It takes about an hour to donate blood, and one donation can save the lives of up to three people.
- ◆ Eligible donors can give blood every 56 days or up to six times in a year.

Since we will need 50 people to commit to donating blood, we will have donor sign-up sheets posted in all of the Midasco offices and will send a sign-up sheet to everyone in their paychecks. More information about the blood drive will be coming soon. We encourage employees, their friends and families to sign-up for the blood drive. Williamsburg employees can sign up if they will be working in the Maryland Northern Virginia area during the last week of February. Our neighbor PERI Formworks, Inc. will also be joining us in the Blood Drive and we plan to recruit the rest of our office neighbors as well.

We hope to make this an annual business community event! So, sign-up and help make it a success!

### THE MIDASCO BLOOD DRIVE:

**When:** Wednesday, February 27, 2008

**Time:** Noon until 6pm

**Where:** MIDASCO Office Elkridge Lunch Room



*Carden Snider  
Executive Assistant*

## Midasco's New Employees– Fourth Quarter

Gregg Atkinson	Foreman, Elkridge
Jerome Gabaldon	Project Manager, Elkridge
Demery Hamil	Foreman, Elkridge
Leonard Hess, III	Operator, Elkridge
Griffin Mabe, "Pug"	Project Manager, Williamsburg
Jackie McDaniel	Laborer, Elkridge



## Idea Corner-Giving Back to the Communities in Which We Operate.



Since our last Newsletter publication, we hit a major milestone of 100 ideas to be submitted to the IDEA System. To date another 31 ideas were submitted keeping the IDEA System process alive and strong.

**Alex Lincoln**, in our Accounts Payable office from our last All Hands Meeting was inspired by one of our Company Visions about Midasco Employees “Making a positive contribution to the communities in which we operate”. She submitted an idea to the IDEA System, that MIDASCO sponsor a company blood drive. We think it is a great idea and plan to kick start the year with a blood drive on February 27, 2008. **Shannon Sadaka** our assistant controller came up with another way we can give back to the communities in which we operate by running a toy or food drive. “Angel Kids” would empower Midasco employees who would like to participate and be given/assigned a child to purchase them clothes/toys for the holidays. Some other ideas are a coat, hat & glove drive or a work boot drive.

If you have other ideas on how Midasco can contribute to the communities in which we operate or if you know of any charities that could use our donations, please submit your idea to the Idea System or contact **Carden Snider** at (410) 579-6728.



**Congratulations to John Mallinson**, a Foreman who operates his crews out of the Williamsburg office!!

**John's idea:** Make wooden outrigger pads for all equipment with outriggers (bucket & boom trucks). Make them with a handle and the equipment number so that they stay with the piece of equipment.

Mark our Fleet Manager is doing an inventory of all of our equipment to make sure all equipment with outriggers have outriggers pads. If pads need to be made, on rainy days Foremen can make the needed outrigger pads marked with the equipment #.

*Carden Snider  
Executive Assistant*



## MIDASCO'S CORE VALUES

I would like to take a moment and discuss one of Midasco's core values. That's Experience and Teamwork. The year 2007's additions to our Project Management Team added an additional 70 years of relevant construction experience to our already well seasoned staff, which is now a total that's pushing nearly 200 years. Combined, our superintendents can boast over 140 years of construction knowledge, and together our Foreman add at least another 300 years of hands on problem solving.

When faced with a problem either in the field or in the office, it's a great feeling to know you have so much knowledge to draw from in order to come up with the best possible resolution. Please use this vast resource whenever you feel you need it.

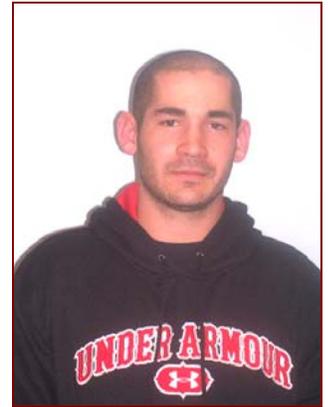
*Craig Hoffman  
Senior Project Manager*





## Employee Spotlight: Jason C. Johnson, Sr.

Well, our long fun-filled week of training has just ended. Many Employees loved the knowledge that was gained as much as they did the FREE food! While the entire group of Field Employees was rehashing and lining up to leave, I managed to steal Jason away for a few minutes to chew the fat, sort of speak. We chewed, chewed some more, absorbed and digested the following:



**TC:** Mr. Johnson, when did you start working here?

**JJ:** Feb 7, 2005.

**TC:** And you are a Laborer right?

**JJ:** Yes, I had 2 years experience as a Laborer before I came to Midasco.

*Jason  
Johnson*

**TC:** What is the task you like the most in your position?

**JJ:** Well, when I got here I didn't know how but since then I learned how to operate a Backhoe, Mini Excavator, Forklift, and got a few certs.

**TC:** Wow Jason, it seems like you are advancing fast here in the such a short time. Is it your goal to be a Foreman?

**JJ:** I am really eager to learn more and advance. I really want to be in the Safety Department with Mike.  
(Mike Anderson/ Safety Director)

**TC:** That is a great field to get into. What made it interesting to you?

**JJ:** I just like the concept of the department and I love communicating with all Employees from Yard Helper to Management. I am a safe person and like helping others.

**TC:** It seems like you've answered my next question: "Where do you see yourself in 5 years?" (laughing)

**JJ:** Oh well Tenea, actually I see myself in the Safety Director role for another location here at Midasco.

**TC:** It sure is refreshing to see an employee with a 5 year plan. I'm curious, what made you even apply to work here nearly 3 years ago?

**JJ:** I was referred by my friend, now Foreman, Dave Wolf. I look forward to Midasco branching out to other sites in other states.

**TC:** Yes me too! We will be giving birth to new locations before you know it. Speaking of 'birth', you just had a baby didn't you?

**JJ:** Yes, My son, Jason Jr., was born on November 27, 2007. I'm really excited!

**TC:** That's great Jason! Really it is.... Welcome to Fatherhood and Welcome to Midasco, LLC.

*Tenea Clements  
H.R. Generalist*

## Training Week January 2008



Months of organization and planning went into preparing our first ever Training Week which was held on January 2nd, 3rd & 4th of 2008. The planning team of Rick Tormo, Carden Snider, Mike Anderson and Mark Malamphy spent a lot of time coordinating the logistics of the how, what, when and where of Training Week.

The training offered was OSHA 10 Hour, MOT, CPR & First Aid, Equipment and Management Training. We also offered bilingual training to all of our employees. The equipment training was held at the Elkridge yard. The Laborers and Operators were divided into three groups and started their training by

watching videos on different pieces of equipment which lead to a discussion, quiz and ultimately hands on training with the equipment. They were trained on crane, backhoe, forklift, mini excavator, bucket truck and trencher. Mark and Rick rotated each group through the equipment training on Wednesday and Friday. Mike Anderson, Safety Manager gave instruction Thursday at the Ramada-BWI for the OSHA 10 hour training which was given to the

Foremen, Crew Leaders, Operators and Laborers.



Foremen, Crew Leaders, Superintendents and Project Managers received their training at the Ramada-BWI. Tom Tansey a Training Consultant from ARTBA (American Road Transportation and Builders Association) flew in from North Carolina New Years Day to prepare for the management training. Foremen and

Superintendents had Management Training together on

Wednesday and the Superintendents along with the Project Managers had a two day session on Thursday and Friday. Some Foremen and Crew Leaders received MOT Training as well as CPR & First Aid. Everyone enjoyed their time bonding with fellow employees that they normally don't see during lunch time and breaks. Lunch was provided everyday for everyone at both locations and was quite tasty!



Everything ran smoothly according to the final close and Training Evaluation. The consensus from everyone was that Training Week was a success. Thank you to everyone who filled out the training evaluation forms, your input is greatly appreciated!

Listed are some of the suggestions we took directly from the training evaluation forms that we plan to take into consideration when we plan for future training:

- Smaller class sizes
- Foremen, Superintendents and Projects Managers should have a training course together.
- More hands on training.
- Train to the individuals needs.
- Train via computer programs.
- More training offered throughout the year.
- Have training in Williamsburg

Look forward to more training and thank you to everyone who came prepared and with an open mind.



*Carden Snider  
Executive Assistant*

# Training Week January 2008





## Promotion–Greg Gresko

I am pleased to announce the promotion of Greg Gresko to the position of Vice President. Greg will be responsible for oversight of all projects in Maryland and Virginia and will be based in our Elkridge, Maryland office. Project managers will report to Greg and he will be responsible for improvement to and implementing of our estimating and project management systems.

Greg has a twenty-six year history in the signing, lighting, traffic signal and intelligent transportation system industry, the last seven years of which have been with Midasco. Greg exemplifies the values that we live by and has demonstrated outstanding leadership during his tenure. In his new role, I am confident that Greg can help us achieve our goals and realize our vision statement.



*Greg Gresko  
Vice President*

Please join me in congratulating Greg and welcoming him to his new position.

*Michael Filipczak  
President*

## Dale Carnegie “Breakthrough” Award–Tony Gilberto



Tony Gilberto participated in a Dale Carnegie Training course, Effective Communications & Human Relations. During Session 10 on November 13, 2007 Tony had to give a presentation in front of the class. Tony’s fellow class members voted and announced him the winner of the “Breakthrough” award for the session! Tony graduated from the Dale Carnegie Course on November 27, 2007.

Congratulations, Tony on your award and successful completion of the Dale Carnegie Course!

*Michael Filipczak  
President*

*Tony Gilberto  
Project Manager*

## THANK YOU Michelle Parks!!!

Richard Parks is a laborer that works out of the Elkridge Office. His wife’s name is Michelle. Richard Parks showed up at the Elkridge Office one morning to tell us that his wife made some “goodies” for everyone at the office. He wanted some help unloading from his car the baked goods that Michelle prepared from scratch. I offered to help.

We went out to his car and proceeded to unload the multiple containers of brownies, cookies, chocolates and cakes. They were single serving size complete with napkins, plates, & small Styrofoam containers so that employees could take some of the tasty treats home.

Michelle must have stayed up all night working her fingers to the bone to prepare everything! Everyone enjoyed Michelle’s treats during the Holidays!



From everyone at the MIDASCO Elkridge Office, Thank You, Michelle and the rest of the Parks family, Richard and Chase!!

*Carden Snider  
Executive Assistant*

*Thank You*

## SAFE HOUR AWARDS

### 2000 SAFE HOURS

John Mallinson  
 Al Minear  
 Mark Murray  
 Kenneth Page  
 Rick Walton  
 Wayne Warner  
 Troy Young

### 1500 SAFE HOURS

Santos Espinal  
 Chris Evans  
 David Floyd  
 Joe Fowler  
 Brian Goldberg  
 Kim Gonzales  
 Jesse Hartwell  
 James Hartwell  
 Mack Harrell  
 Ronald Howell  
 Sam Hume  
 Calvin Jackson  
 Danilo Jacome  
 Terrell Johnson  
 Joe Kinhart  
 Marcus Lankford  
 James Larkins  
 Charles Mason  
 Melvin Mayorga  
 Terry Mullan  
 Brenton Nelms  
 Louis Osorio  
 Richard Parks  
 Dimas Ramon Mayorga Paz  
 Tim Price  
 John Ramirez  
 John Reid  
 Joe Sandoval  
 Scott Schuh  
 Tibebe Tafesse  
 Josh Thompson  
 Tillman Turner  
 Steve Waters  
 David Wolf  
 Jordan Young

### 1000 SAFE HOURS

Ty Cornelius  
 Randy Dornon  
 Tom Howell  
 Joseph Plez  
 Jason Portock  
 David Starnes  
 David Wilson

### 500 SAFE HOURS

Mike Akles  
 Bill Burton, IV  
 Everado Palma-Valdez  
 Marco T. Palma-Valdez  
 Vincent Price  
 Rick Walton, III



## Tenea's Tidbits

Winter storms create unique challenges for everyone. I always keep my own "Safety Survival Sac" in my car. You never know when you may need it. Here's what's inside:

1. Heavy Blanket
2. Two Bottles of water
3. Granola Bars
4. Flares
5. Flashlight
6. \$20



Like I said, you just never know! Please take a quick look at some common Winter issues:

### Primary Winter Dangers

- **Strong Winds, Ice Storms, and Heavy Snow**—Winds can create blizzard conditions with wind-driven snow, heavy drifting and dangerous wind chill.—Ice accumulations can bring down trees, electrical wires, and communication towers.—Snow storms can bring a major city to a standstill. It can strand commuters, stop incoming supplies such as food, and disrupt emergency and medical services.
- **Extreme Cold**—Prolonged exposure to cold conditions can cause frostbite or hypothermia. Infants and elderly people are most susceptible. Freezing temperatures can cause severe damage to vegetation. Pipes may freeze and burst into homes that are poorly insulated or without heat. Long cold spells can cause rivers to freeze, disrupting shipping. Ice jams may form and lead to flooding.

### Physical Effects

- **Frostbite**—Frostbite is damage to body tissue caused by that tissue being frozen.
- **Hypothermia**—Hypothermia is dangerously low body temperature, below 95 degrees Fahrenheit. The warning signs are uncontrollable shivering, memory loss, disorientation, incoherence, slurred speech, drowsiness, and apparent exhaustion.
- **Wind Chill**—The wind chill is based on the rate of heat loss from exposed skin caused by combined effects of wind and cold. As the wind increases, heat is carried away from the body at the accelerated rate, driving down the body temperature.
- **Overexertion**—It is easy to overdo it when shoveling heavy snow, pushing a car or walking in deep snow. The strain from the cold and the hard labor may cause a heart attack, and sweating could lead to a chill and hypothermia.



Please dress warmly in layers, be prepared in the event of a car break down, and most of all DON'T OVER DO IT!

*Tenea Clements*  
*H.R. Generalist*

## Midasco Trivia Contest Answers-TRIVIA CONTEST (2)

Here are the answers to our last Trivia Contest. The answers to some of the questions can change (see #7 and #9) but I used answers that correspond to the approximate date of the last newsletter (October 31<sup>st</sup>).

1. Who is Midasco's oldest (not in age but in years with Midasco)? Hint: If you went to the company picnic you should know the answer. **ANSWER: Rico Renzi. Rico has been with the company over 23 years.**
2. Speaking of picnics - where was our first one? **ANSWER: Patapsco State Park in 1998. The picture below is from that event and the baby is Nicolas Renzi (Rico's son) when he was a newborn. He is now 9 years old!**
3. In our job cost structure what do the numbers 2,3,4,5 that precede the sub job or item stand for? Each one has a specific meaning. Partial credit if you know only know one or two. (Thanks to Shanon for this question) **ANSWER: 2 - signing; 3- electrical; 4- ITS; 5 - signals. Extra credit for those who listed 6 -boring!**
4. What is our most costly (in terms of purchase price) type of equipment? **ANSWER: National (or other) crane with an auger.**
5. When did we start our own in-house directional boring operation? **ANSWER: We bought our first equipment in 2005 and started actual work in early 2006. Credit for either answer.**
6. What do the first two numbers in our job numbers signify (e.g., 05, 07)? Hint: This is not as easy as you think. **ANSWER: The year the job was bid. In some instances it is the year the job was awarded but rarely.**
7. How many pickup trucks are in our fleet? Do not count those with a dump body. **ANSWER: 41 including foreman's trucks. This turned out to be a controversial question. Some thought foreman's trucks were not "pickups."**
8. When did we open the Williamsburg office? **ANSWER: The lease was signed in February 2003.**
9. How many employees does Midasco have? How many are in Williamsburg? **ANSWER: At the end of October we had 114 employees total with 19 of those in Williamsburg.**
10. What is the name of the new bank we have for your payroll checks or direct deposits? **ANSWER: PNC.**

**AND THE WINNER OF THE GIFT CARD IS: CHARLES TAMAYO!!** Congratulations Charles and thanks to everyone who participated!

*Kathy Conti  
CFO  
&  
Nicolas Renzi  
(Rico's son)*



**-For Picture: See Above Answer # 2 -**

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**Signing · Lighting · Signals · ITS**  
**Construction and Maintenance**

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Submit your ideas to the IDEA System on how we as a company can contribute back to the communities in which we operate or if you know of any charities that could use our donations.

Also, look for the Blood Drive Sign Up!!!  
Blood Drive will be February 27, 2008 from noon until 6pm at the Elkridge Office.

## LET'S TALK SAFETY— Your Impact on Workspace Safety

It is often said that an accident is not the result of a mistake, but the result of many mistakes happening at once. Look around and take note of your work environment. Are there overlooked and unnoticed hazards? Is there anything that might cause someone to injure themselves?



- Voice any safety concerns to your Foremen or to your Safety Department.
- Pass on ideas to management that might improve safety for your fellow employees.
- Take time to talk to your co-workers and make sure they are aware of safety and their surroundings as much as you are.
- Safety is a team effort, work together and be safe! Let's all make **2008** the best year ever on record.

It is MIDASCO Policy that you must report all injuries and accidents, no matter how small to the responsible Foreman as soon as they occur. The responsible Foreman will report injuries to the Safety Manager (Mike Anderson) no matter what time of day/night or weekend. The safety office will assist in the preparation of the "First Report of Injury" form.

"The door to safety swings on the hinges of common sense."

Mike Anderson  
Safety Manager

