

THE N.EWS K.INDLY C.OMMMUNICATED

PRESS

June 2013

LETTER FROM THE PRESIDENT

Work seems to be ramping up for the year and we've been extremely blessed with the recently awarded projects. We are actively bidding more work so as to secure enough projects that will carry us through the end of the year. I'd like to welcome back Ian Hollows & Scott West (forgot to give him kudos in the last newsletter) to the Norm King Construction team. Also, a nice hello & welcome to the team goes out to: Jay Mamrak, Todd Graf, & Bob Kavelec. Please know that your hard work, craftsmanship & dedication are truly appreciated by our company. In our company, we never take success for granted. We are constantly evaluating and improving the way we run our business. Many of our best ideas & improvements have come from our "front line" people and we encourage & welcome your input to improve our strategies. Our success is directly tied to your drive & dedication and we look forward to growing together. Thanks again for all your hard work.

JOBS CURRENTLY WORKING ON & BACKLOG

CMHA Miles Point, Tupa Front Steps, ODOT Facility Volkswagen Dealership, Giant Eagle Café Equity Trust Building, Oakwood Commons. DDM Piers, Ulta N. Olmsted, Huntington Bank

BELOW IS A LIST OF OUR CORE VALUES WE LIVE BY EACH WORK DAY
TIMELESS MASONRY VISIONS BROUGHT TO LIFE;
PRECISE, PROFOUND, PASSIONATE

Core Values:

1. Foundations set on Faith & built with the Builder, never giving up
2. Build masonry structures for others with care & compassion, as if it were our own.
3. Work hard everyday to ensure profit, growth, and secure employment for our business family
4. Innovative ideas to exceed our customers' expectations
5. Ethical business practices on every level. Do what we say
6. Dedication to safety & quality workmanship on all projects
7. Our employees make a difference & their work is important
8. Value & appreciate hard work done by all
9. Hire, motivate, and develop outstanding people
10. Foster a workplace where everyone can succeed.

NKC EMPLOYEE SPOTLIGHT

I'd like to give a shout out to Mike Nero and the whole ODOT Crew that has worked on the project. The project architect had the following comment: "please pass along my kudos to the masons. The work I saw was really good. I have been experiencing some really poor masonry work lately, so nice job!" Sometime next week, lunch is on NKC. We'll have pizza, wings, and pop for the crew. Thanks and these comments builds our reputation & reinforces future work.

PRODUCTIVITY AND SAFETY NEWS

I'd like to everyone know the extensive refurbishing of our bennu scaffolding. We are currently finishing the powerwashing and repainting of all the power units & wings. Also all new safety equipment are being replaced and any mechanical items are updated. If any equipment needs repair or replaced, please communicate that back to us so we can take it out of service and repair any defective equipment. Your safety is #1 priority to us. On the productivity side of things, congratulations to John Crouse, Guy Warden, and Scott West for each earning a \$25 gas card for their innovative thoughts & procedures. At CMHA Belmore, John thought of setting the cast stone caps at a retaining wall by using a skateboard to roll pieces down the planked wall. Guy & Scott implemented the idea.