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## *LEADERSHIP – Just what is it and who has it*

One of the most misunderstood attributes of people is leadership. Many people believe that leadership is only for those in upper management positions, but I completely disagree. Anyone can be a leader, and if you look around, you can spot them.

A leader leads by example and by consistently doing what is right, whether he or she intends to do so or not. There are leaders in corporate, government, family and athletic settings. Anywhere there are teams or group activities with people working with one another, there are those who possess leadership qualities.

Many believe that you first need a position of authority to lead. Personally, I think people first need to show off their leadership abilities in order to gain an authoritative position in any setting.

Some years ago Jim Kouzes and Barry Posner, who are researchers, award-winning writers, and highly sought-after teachers in the field of leadership, conducted some research on the qualities of leadership. From the results of their research, they felt that there are five very important traits that qualify people as leaders.

- 1) **Honesty** – people want to follow an honest leader. Don't assume people think you are honest simply because you have not been caught lying.
- 2) **Forward-Looking** – leadership is figuring out where to go from where you are now and communicating it to people.
- 3) **Competent** – people want to follow someone who is capable. Don't be afraid to demonstrate your competency.
- 4) **Inspiring** – people want to be inspired. Help them see beyond a narrow focus and tell them how they fit in the big picture.
- 5) **Intelligent** – you are never done learning. Continue to increase your knowledge every day of your life.

We can all be leaders in our own way. In group settings, there may be multiple leaders with each leading in a different manner. Keep striving to develop your own leadership style and great things will happen. Always remember the saying, "The more I practice, the luckier I get."

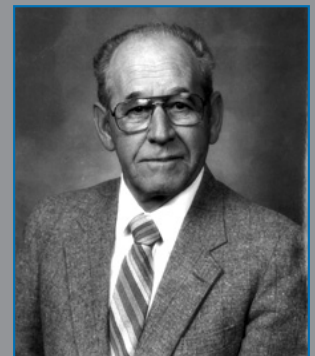
Leadership – try it.

—*Jim Kostek, Board Chairman*

## *K-B Milestones*

In the 1980s, Kelso-Burnett survived one of the worst recessions since the Great Depression. In 1980, the past president of K-B, Cal Cooper, wrote, "We have completed the most successful year in the history of K-B, achieving goals we did not consider possible. We are concerned with the recession, as we should be...but we will weather the storm by doing the good job we have proven we are capable of doing and by managing the operations with proven methods."

As we persevere during the recent "worst recession since the Great Depression," Kelso-Burnett continues to "weather the storm" by providing superior workmanship and customer service to all of its customers. Cal Cooper's statement during the recession of 1980 is a reminder that history truly has a way of repeating itself. The core values Cal expressed 30 years ago remain equivalent with the current belief system of Kelso-Burnett Co. in today's market.



## *K-B completes construction on Northern Illinois University's East Campus Chiller Plant*



Recently, Kelso-Burnett Co. worked together with River City Construction and Henneman Engineering, Inc. on the construction of a new chiller plant at Northern Illinois University's East Campus in Dekalb, Illinois. Although the project was on hold for nearly a decade, NIU eventually received the necessary funding from the Capital Development Board, the Illinois Department of Commerce, and the Illinois Department of Economic Opportunity to build the new structure. Construction on the new East Campus chiller plant began in September of 2008 and concluded in April of 2010.

The East Campus chiller plant is a single-story steel and concrete structure with custom built masonry cooling towers. It contains a full basement that houses four 1200-ton electric centrifugal chillers that have the capacity of 4,800 tons, and a future capacity of 7,200 tons of cooling. The structure now serves as a chilled water cooling system for many of Northern Illinois University's East Campus buildings, such as "Altgeld Hall, Campus Life, Faraday Hall, Faraday West, Founders Library, the Health Service Center (including the Speech-Language-Hearing Clinic, University Police and Telecom), the Holmes Student Center, Gilbert Hall, Lowden Hall, Montgomery Hall, the Music Building, the Psychology/Computer Science Building, Swen Parson Hall, the Visual Arts Building, Williston Hall and Wirtz Hall," according to the October 29, 2007 article in *NIU – Northern Today*. Overall, the new facility will greatly reduce the university's future energy costs. In reality, chilled water cooling is very environmentally friendly, and much quieter than NIU's previous chillers.

Contracted by the Capital Development Board, Kelso-Burnett was responsible for furnishing and installing Northern Illinois University's electrical requirements for the East Campus chiller plant. Kelso-Burnett's project team, consisting of Rockford Branch Division Manager Mike Cultra and Superintendent Doug Branch, installed a 13.8kv primary duct bank and tested and terminated cable. Other tasks included installations of two primary manholes, one 4000 amp service, two 3000 amp services, one 13.8 kv pad mounted switch, one 3000 kva 13.8 to 480 volt pad mounted transformer, four 125 hp VFDs, eight 60 hp VFDs, four 25 hp VFDs, a new fire alarm system and other miscellaneous chiller controls during project duration.



We'd like to thank River City Construction's project team consisting of Project Manager Ed Council and Superintendent Dan Taylor, along with Henneman Engineering's project team consisting of Project Managers Mark Blazis and Jim Brody. Together they worked superbly with Kelso-Burnett's project team on all areas of the East Campus Chiller Project. We'd also like to thank Northern Illinois University and the Capital Development Board for overseeing all construction activities, and for contributing to the success of this extremely technical project.

## Around Chicago

### L.A.T.E. Ride

Beginning at Buckingham Fountain (700 S. Columbus Avenue) on July 11, 2010, Friends of the Parks' L.A.T.E. Ride will be host to over 8,500 bicyclists that will undergo a 25-mile bike ride from 12:00 am until sunrise.



The L.A.T.E. Ride includes traveling alongside Chicago's immense skyscrapers, through many of Chicago's

neighborhoods, and witnessing the magnificent sunrise over Lake Michigan while traveling along the lakefront path. Attendees will enjoy music and refreshments prior to their trek through the city, and food and beverages directly afterwards. Participation is \$40-\$45, with all proceeds from the event benefiting Friends of the Parks, a 34-year-old not-for-profit parks advocacy group whose mission is to protect and improve Chicago's parks and forest preserves in Cook County. For more information on how to participate, visit [www.lateride.com](http://www.lateride.com).



### Terry Butz Scholarship

In 2002, Kelso-Burnett Co. established a scholarship in honor of Terry Butz, who served as President of Kelso-Burnett Co. from 1987-1997. The Terry Butz Scholarship Fund serves as a means to provide present and future students with funding for higher education. To date, we have given out 84 scholarships to sons, daughters, grandsons, and granddaughters of Kelso-Burnett Co., KB Advanced Technologies, Contech MSI Co., and ETTI employees.



We are happy to announce and congratulate the 2009 recipients of the Terry Butz Scholarship Fund. They are:

#### Scholarship Recipient

Lindsay Callanan  
Don Hardin  
Kevin Foli  
Christopher Formosa  
Jeff Twietmeyer  
Chad Franke  
Brittany Hoste  
Alex Jones  
Katie Korbas  
Michael Lucente  
Lauren Mruk  
Jessica Rosales  
Mary Sedlack  
Erika Alton

#### K-B Employee

Tim Callanan  
Laurie Conglianese  
Mike Foli  
Pete Formosa  
Bob & Margi Forss  
Curt Franke  
Nan Hoste  
Ralph Jones  
Greg Korbas  
Antonio Lucente  
Jeff Mruk  
Edgar Rosales  
Steve Sedlack  
Vince Staszak

Applicants each submitted a resume and a short essay that described their personal attitudes and values. Scholarships were for various amounts up to \$1,000.

We thank all those who applied and wish this past year's Butz Scholars continued success in their studies.

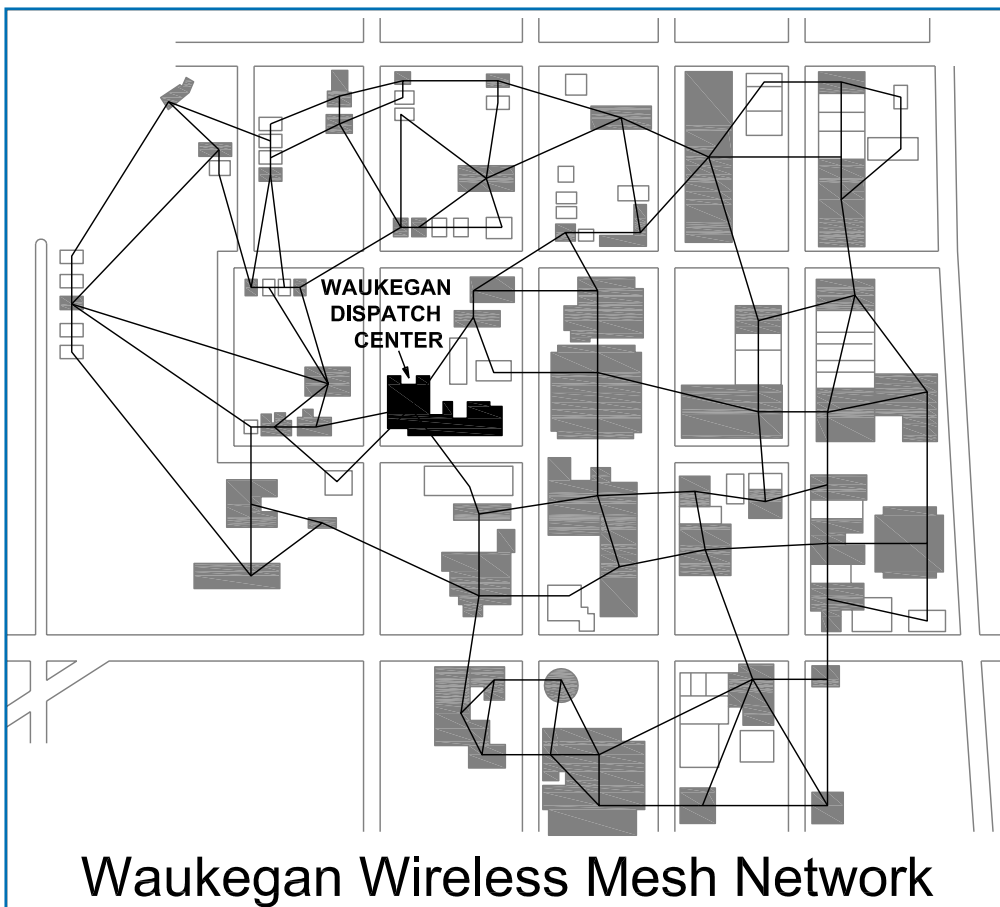
## Contech MSI Co. Awarded 6-Year Monitoring Contract

In the summer of 2010, Contech MSI Co. will begin a very large monitoring contract installing radios at various Waukegan, Illinois locations. Over the course of the next year, Contech will be installing 800 radios in various businesses, schools, and municipal buildings throughout the Waukegan area. Upon completion of the initial radio installations, Contech will be providing technical services and routine maintenance for the next 6 years to ensure that the system functions properly.

Upon completion, the radio installations will ultimately be tied in directly to the Waukegan Police Dispatch Center so that authorities will be able to be notified in the event of fire or burglary attempts whenever an alarm is

triggered. The radios will comprise of a “Mesh Radio Network” which allows for continuous connections and reconfiguration around broken or blocked paths to reach its destination. In other

words, the radios will feed off each other to route a signal back to the police department to alert the authorities of any major issues that require immediate attention.



We would like to acknowledge Dave Clark, one of Contech MSI Co.'s electricians, for his instrumental role in winning this large-scale project. Over the years, Dave's outstanding service work has earned him a great reputation among many clients and municipalities in Lake County. His exceptional reputation certainly had an impact on the awarding process of the project, and we express our gratitude for his efforts.



## *Delegates from the Basque Country of Spain visit Kelso-Burnett Co. to learn how to operate an E.S.O.P. Program*

On March 11, 2010, Kelso-Burnett was visited by a delegation from the Basque Country of Spain to learn more about how Employee Stock Ownership Plan (ESOP) companies operate in the United States. Our visitors, comprised of six delegates from Spain, one representative from the National Center for Employee Ownership (NCEO), and an interpreter who teaches English at Basque Country's Mondragón University, all arrived at our Corporate Office in Rolling Meadows on the morning of March 11th. Here, colleagues from K-B presented the delegation with an overview of Kelso-Burnett's company history, as well as information on how its ESOP Program operates. The meeting was a great success, and it was truly remarkable to showcase our ESOP successes with Spanish delegates who aspire to implement, in their own country, a similar plan to the one that K-B has had since 1980.



Dear friends of KELSO-BURNETT COMPANY:

On behalf of our entire delegation, I write to express our heartfelt thanks for hosting our visit to KELSO-BURNETT. You and your colleagues were exceedingly generous with your time and facilities and, in particular, with information about the company and its Employee Stock Ownership Plan. We are grateful for your willingness to share so much information about the structuring and functioning of your ESOP and how it fits into the life of the company. We learned a great deal about ESOPs: about their flexibility, variety, tax advantages and their potential to contribute to company success, as well as about their complexity, repurchase obligations and the different operational challenges they can pose. These lessons will be invaluable in our efforts to establish an ESOP-like structure here in Gipuzkoa and we are deeply appreciative of your willingness to participate in our education about the ESOP phenomenon.

Thank you once more and please accept our best wishes for continued success in all your endeavors.

Sincerely,

Josetxo Hernández Duñabeitia

Executive Director



## KELSO-BURNETT CO.

Chicago • Rolling Meadows  
Rockford • Gurnee

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KELSO-BURNETT CO.

**Electrical Construction • Voice & Data Communication • Life Safety**

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**We are an employee-owned company that combines advanced technologies with superior workmanship to provide the highest-quality design, construction and project management available in the electrical contracting industry.**

**Since 1908**

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The safety department at Kelso-Burnett offers OSHA 10-

and 30-hour classes. For more information or to schedule a class, contact Scott Johnson at (847) 483-3826 or Cathy Kay at (847) 483-3827.



### **NFPA 70E Training**

Kelso-Burnett continues to train employees and clients on the NFPA 70E requirements. Only an employee who is certified as an “Electrically Qualified Worker” may approach and work on live systems. He or she must also utilize an Energized Work Permit. Contact Cathy Kay at (847) 483-3827 if you would like to schedule a training session.