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## *Focusing on the Future*

As we begin our 104th year of business, it's important that we step back and assess ourselves at an arm's length to determine how well we are positioned for the future. This self-evaluation can include numerous areas of concern, such as market conditions, customer retention, technology, new market penetration, training, diversification, etc. We discuss many, if not all, of these topics at our annual Long Range Planning Meetings as well as our monthly Manager Meetings.

The one area that we are certainly focused on for the future is the demographic / generational mix of our employees. Ideally, we would look for a balance of experienced (baby boomer) employees to mentor the tech-savvy upcoming generation of X's & Y's. When reviewing Kelso-Burnett's demographic office mix, I am pleased that we show the same number of employees in their 30s and 40s as we do in their 50s and 60s. The average age of our office employee is 46, which is right in the middle of a person's working career who retires at age 66.

So why is this important?

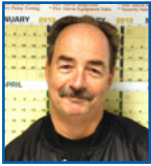
We firmly believe that we need to be positioned, not only to meet our customers' needs today, but for years and even decades

to come. Long-term relations are started by individuals, but it is our job to make sure that the values these relationships are built upon are passed on to future generations of employees. With that in mind, we are ready to service our customers well into the next 100 years.

*– Brad Weir, President & CEO*



## K-B Sparks



### Mel Ames

Mel Ames, a Contech MSI Co. electrician out of our Rolling Meadows office, is a Warriors' Watch Riders (WWR) member. Warriors' Watch Riders is an

organization that provides motorcycle escorts for military servicemen and women who are either deploying to or returning home from war. The organization also supports military families with fund-raisers, family-support events, and other awareness-raising activities.

On December 11, 2011, an article was featured in the *Northwest Herald* of Warriors' Watch Riders members welcoming home a Marine from Cary, Illinois returning from Afghanistan. Mel Ames and his WWR members organized a flag line outside a restaurant in Crystal Lake, where the young Marine and his family were eating lunch. The WWR members escorted the young man to his home and presented him with mission beads, a challenge coin, and thanked him for his service.



### Ryan Ferguson

Congratulations to Ryan Ferguson (pictured on the right), a Contech MSI Co. "C" card apprentice electrician out of our Rolling Meadows office, for recently receiving the fourth-year Apprentice of the Year Award from I.B.E.W. Local Union 134. Ryan has a great number of achievements over his tenure with Contech MSI Co., including receiving the first-year Apprentice of the Year Award during his first year of service.



### Sean McBride

Congratulations to Sean and Renee McBride for recently welcoming the newest addition to their family. Their first child, Caitlin Olivia McBride, was born at 5:52 PM on Friday, January 20, 2012, weighing 8 pounds and 2 ounces, and 20 inches long. Sean McBride is currently the CAD Manager out of Kelso-Burnett Co.'s Rolling Meadows office.



### Brad Weir

Congratulations to Brad Weir, current President & CEO of Kelso-Burnett Co. and current NECA Governor, for receiving the Electric Association's "Hall of Fame" Award. The award was given during the EA's Annual Awards Dinner on October 13, 2011 at Carlisle in Lombard, Illinois.

The Electric Association's "Hall of Fame" Award honors outstanding individuals who have played a key role in the development of the electrical industry, and recognizes individuals whose innovation, hard work, dedication, and vision have promoted industrial growth and social progress.

## 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 111 scholarships to sons, daughters, grandsons, and granddaughters of Kelso-Burnett Co., KB Advanced Technologies, and Contech MSI Co. employees.



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

### Scholarship Recipient

Karactus Blome  
Kelly Bowles  
Lindsay Callanan  
Caitlin Foli  
Kevin Foli  
Christopher Formosa  
Joseph Lucente  
Brandon Mruk  
Lauren Mruk  
Jessica Rosales  
Alyssa Szynal  
Caleb Trotter

### K-B Employee

Teena Horne  
Bill Nickeas  
Tim Callanan  
Michael Foli  
Michael Foli  
Pete Formosa  
Antonio Lucente  
Jeff Mruk  
Jeff Mruk  
Edgar Rosales  
John Szynal  
James Trotter

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

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

## *K-B Milestones*



For over thirty years, Kelso-Burnett Co. & affiliates have been working on the DeKalb, Illinois campus of Northern Illinois University, completing miscellaneous electrical, structured cabling, and fire alarm installation projects. Kelso-Burnett's first project for NIU was in 1978 for the remodel of Swen Parson Hall, and we have held a major presence on campus ever since.

Over the years, Kelso-Burnett Co. electricians and technicians have worked in nearly every building on the NIU – DeKalb, Illinois campus completing projects such as the Altgeld Hall historic renovation, Alumni Hall & Visitors Center, East Campus, Chiller Plant, Neptune Halls, Proton & Therapy Center, Yorden Center, Wellness Center remodel, Wesley Foundation, various dorm cabling and feeder-cable projects throughout the entire campus, and countless more.

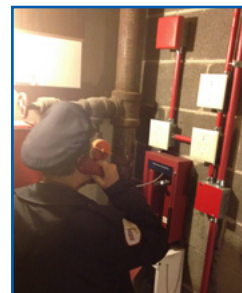
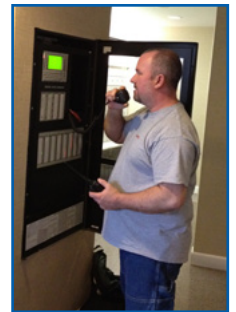
## *Contech MSI Co. Installs Voice Communication / Fire Alarm System throughout Lake Park Plaza Condominium Building*



Contech MSI Co., an affiliate company of Kelso-Burnett Co., recently worked with Lake Park Plaza Condominium Association and AON Fire Protection Engineering Corporation to install a new Life Safety/Voice Communication System to a 31-story high-rise condominium building in the East Lakeview neighborhood of Chicago at 3930 N. Pine Grove Avenue. Since opening its doors to owners in 1970, the building has had several major conversions over the years but never implemented a working Life Safety system throughout the building. Back in 2005, the City of Chicago implemented Life Safety and High Rise Sprinkler Ordinances in residential and commercial high-rise buildings by requiring enhanced and effective safety measures to buildings that were built prior to 1975.

Contracted through Lake Park Plaza Condominium Association, Contech MSI Co. electricians and technicians completed the installation of a new City of Chicago-compliant and required fire alarm/voice communication system. Per the life safety evaluation ordinance, the system includes a one and two-way voice communication system with ADA-compliant visual notification and full detection throughout the entire building including lobbies, corridors, and all public areas, and future elevator recall functions. The entire system included the installations of a Voice Communication/Fire Alarm Control Panel, 220 Life Safety Speaker/Strobes, 270 Smoke Detectors, 17 Life Safety Speakers, 68 Life Safety Speaker Modules, 66 Life Safety Strobe Modules, 12 Firefighters Telephone Modules, 12 Firefighters Telephones (for two-way communication), 7 Life Safety Strobes, 6 Control Relay Modules, 3 Monitor Modules, 5 Heat Detectors, and 6 Signal Extender (NAC) Panels. Over 6,000 feet of Wiremold and over 5,000 feet of conduit was installed throughout the high-rise condominium building.

Special thanks to Lake Park Plaza Condominium Association's Property Manager, Michael P. Hulbert, and Assistant Manager Pam Pinney, along with Chief Engineer Roger Wiegler and the entire Building Staff. Together they worked with Contech MSI Co.'s project team consisting of Division Manager Rocco Bartucci, Foreman Tony Malone, Electrician Mike Bein, and Technician John Cronshaw. With Tony Malone's vast knowledge of these Life Safety Evaluation (LSE) systems, he was able to complete all of this in just under 2,000 man-hours, adding to the success of the project.



## K-B Toy Drive

Thank you to all those people who helped out in Kelso-Burnett's 9th Annual K-B Christmas Toy Drive. Since the inception of this operation nine years ago, we have had a steady increase in donations, and we once again managed to go above and beyond. Even in these very difficult economic times, you still found the means to reach out to those less fortunate. The K-B Toy Drive helped ensure that this Christmas was a very memorable one for many children and their families.

This year's Kelso-Burnett Christmas Toy Drive collected over 1,000 toys, books, games and clothing items, as well as over \$680 in monetary donations. With the money that was collected, we were able to purchase more than 400 toys, sweaters, scarves, socks, coats, and purses. We also bought food supplies to provide a holiday meal for 18 needy families.

This year, close to one-eighth of the toys were given to Taproot Foundation, an organization that supports inner-city families. The remaining items were distributed to many other needy families throughout the Chicagoland area. These families had anywhere from one to 16 children, who ranged from one month to 17 years old. Every family Kelso-Burnett visited was grateful and excited. In the largest of the families, the grandmother is a foster parent who takes children in off the streets. The toy drive team reaches out to this family every year, and while the size of the family grows with every visit, so do the children's smiles.

Special thanks go out again to Paul Ehr, brother of Kelso-Burnett's Carl Ehr out of the Gurnee branch, for providing two vanloads of toys through the Treasure Chest Foundation. Also, we would like to give thanks to all those people who gave their time to participate in the Toy Drive, and all of those who've helped make a large difference in many needy people's lives by purchasing, collecting, organizing, and distributing all of the food and toys this past Holiday Season.

Pablo Albuja of Contech MSI Co. spearheads the Annual K-B Toy Drive and had this touching story to share from his firsthand experiences this past holiday season:

- "We had the privilege of reaching out to a grandmother who had nothing to give to her granddaughter, whose mother was in prison. We had the honor of seeing the tears of joy as she had the opportunity to give her granddaughter something for Christmas."

"There were many more heartwarming stories of people giving thanks for answered prayers and parents holding back their emotions because they didn't know how they would provide something for their children for Christmas but this is one stood out the most!"

Over the past 9 years of holding the K-B Toy Drive, there have been many tears and smiles of joy from children and parents who are from very harsh neighborhoods and living conditions alike. Thank you again to all who donated and gave their time for the 9th Annual K-B Toy Drive, as none of this could have been done without your continued support and donations. We look forward to more smiles again next year.



### TAPROOTS 2011

#### 8TH ANNUAL

### PROJECT UPLIFT CHRISTMAS OUTREACH

*Dear Pablo & Maritza, Brother Rocky, Employees of Contech MSI Company and the New Life Covenant Church Family:*

*Yesterday, we received a special "thank you" card from the staff and families of A Safe Haven Foundation Homeless Shelter. The card reads:*

*"In this busy world, it's wonderful that some people still have the art of taking time for others – of giving from the heart. Thanks for what you did. Thanks for being you."*

*Please accept this expression of gratitude on behalf of Taproots and all the men, women and children you helped to bless through our Project Uplift Phase I & Phase II Christmas Outreach.*

*Project Uplift Phase I: Because of your generous hearts and caring thoughtfulness, you helped us to provide **54 homeless and needy families**, comprised of 58 adults and 88 children, with a special day of uplifting encouragement that included family pictures, a delicious holiday meal, fun entertainment, children's activities and gifts for every child and adult.*

*Project Uplift Phase II: In addition, toys, gifts and food were distributed to **44 needy families** (comprised of 59 adults and 147 children).*

*We are especially grateful to Pablo and his team. They not only collected donations and shopped for gifts and food, but they also came out to personally help serve our special guests during Project Uplift Phase I, and traveled to various neighborhoods to deliver gifts and food to many families through Project Uplift Phase II.*

*On behalf of the staff and Board of Directors of Taproots, we are so very thankful for your generous support and pray that you will continue to be blessed in return. We wish you and yours a blessed and prosperous 2012 New Year!*

### *WaterSaver Faucet Co.'s LEED Gold Headquarters Remodel & Addition*

Since July of 2010, Kelso-Burnett Co. has been working with architect SKJN Architekten and general contractor Pepper Construction on the remodel of WaterSaver Faucet Co.'s headquarters facility, located at 701 W. Erie Street in Chicago, Illinois. Established in 1946, WaterSaver Faucet Co. has become the world's largest manufacturer of faucets, valves, safety equipment, and related products for use in science laboratories. Over the years, the company had grown immensely and developed a need for expansion. While WaterSaver could have moved out of the country to pursue lower costs and cheaper labor, they decided to remain at their longtime home in Chicago. In 2006, they acquired an industrial facility a half-mile down the road, which now is home to their Guardian emergency eye wash and shower product line. Additional plans called for the renovation and expansion of their existing headquarters facility at 701 W. Erie.

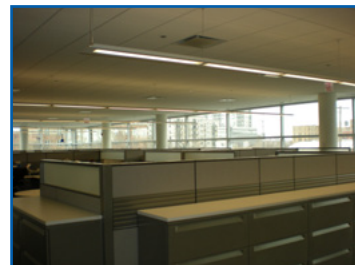
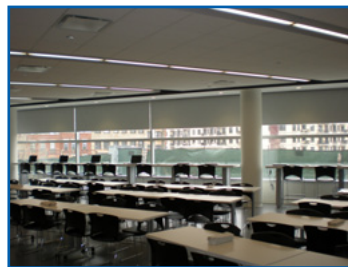
Contracted through Pepper Construction, Kelso-Burnett Co. completed numerous electrical installations to the project, which consisted of six major phases of remodeling in the existing 80,000-square-foot factory and the build-out of a new 45,000-square-foot addition. Kelso-Burnett's team, consisting of 12 electricians during the peak of construction, installed a Lutron EcoSystem, an emergency generator, and all of the temporary services / operations that were required for each phase-to-phase transition, wired all of WaterSaver's production machines, relocated and rewired the electrical closet and its components, and much more. Additionally, Kelso-Burnett Co. met a 50%

Chicago residency requirement for its workers, and had a 25% Minority Business Enterprises (MBE) and 5% Women Business Enterprises (WBE) project participation.

To date, Kelso-Burnett Co. electricians have worked over 18,000 man-hours. Currently, there are 4 Kelso-Burnett electricians working to complete roughly 1,200 additional man-hours until the project's completion in June of 2012. All construction was/is completed while the factory remains fully operational, and the numerous phase-to-phase transitions created extreme challenges and commitments from all of the trades involved. Due to everyone's hard work and dedication, the WaterSaver Faucet Co. headquarters remodel and addition project will be a success for all parties involved.

On February 6, 2012, many of WaterSaver Faucet's personnel moved into their new LEED Gold headquarters office space, located in the new addition wing. We'd like to thank WaterSaver Faucet's President Steve Kersten, SKJN Architekten's Sander Kaplan and Neil Weber, and Pepper Construction's project team, consisting of Senior Project Manager Kevin Kozlowski, Project Engineer Jack Ryden, and Superintendent Tony Spencer. All together, they worked superbly with Kelso-Burnett's project team, led by Rolling Meadows Branch Manager John Ryder

along with our Foreman Greg Silvestri, and numerous of Kelso-Burnett's finest electricians to complete this prestigious project for such a historically significant and iconic Chicago company.



**Think Green**



If you wish to receive all future newsletters via email, please email Matt Nemshick at [mnemshick@kelso-burnett.com](mailto:mnemshick@kelso-burnett.com)



## KELSO-BURNETT CO.

Chicago • Rolling Meadows  
Rockford • Gurnee

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Kelso-Burnett Co. Headquarters  
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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.