



Summer, 2009

Produced by  
Danna Gossett



## ERMCO Playing key Role in the Indianapolis Convention Center Expansion

Table of Contents...	
Convention Center Project	1
Employee Highlights	2
Green Energy Group	3
ERMCO/WESCO Tradeshow	
Department Updates	4
Southport Belmont Waste-water Project	5
NECA Presentation	6
Electri-International	
ERMCO Recognition	7
President's Message	8



In these economically difficult times, with words flying around such as recession, depression and economic slump, something very positive is going on in our city- the expansion of the Indianapolis Convention Center. Not only is the expansion creating many jobs for all types of construction, the added space for conventions and other events will bring more national and international business to Indianapolis and all of Indiana. Locally based Shiel Sexton Co. Inc. is the lead Construction Manager, in association with minority partner, Powers & Sons Construction Company, Inc. ERMCO is the successful contractor for all of the electrical packages let to date for the expansion, including the demolition package, electrical work for the main facility and the connector tunnel which will connect the Convention Center to Lucas Oil Stadium. ERMCO's management team includes Senior Project Manager, Scott Donovan, General Foreman, G.W.

Jones and Project Manager, Tony Schmoll, along with several key foreman handling various phases of the project.

The 465,000-square-foot addition to the Indiana Convention Center, when completed in 2010, will feature 72 meeting rooms with a total of 118,000 square feet of meeting space and more than 566,000 square feet of exhibit

space. The expanded Indiana Convention Center will be connected to Lucas Oil Stadium via a climate-controlled walkway. The expansion will make our convention center one of the nation's top 20 largest convention center complexes in the country.

ERMCO began working on the expansion project in January of 2008, prepping the site for the October of 2008 demolition of the RCA Dome, which included relocating all major electrical utilities and two generators. That in itself was an enormous task involving extremely detailed coordination with the owner's staff since the Convention Center had continuous major events running throughout the utility relocations.

There are many design details of the project that are important to the efficiency and integrity of the facility. The busway method of distributing power is far more efficient than standard pipe and wire installations and will allow for better maintenance and add flexibility in the future. The (258)- 10'x10' Exhibit Hall light modules will contain a total of 2,000 light fixtures. These "clouds" will be fabricated off site. Once completed, ERMCO will hoist them into place. There will also be an extensive lightning protection system installed on the roof to protect against lightning caused overloads. The custom fabricated utility boxes are a key element of the project. They are 42" x 24" and weigh over 250 lbs. In addition to electrical services, they also contain data, fiber, audio/visual, water and air services for use during conventions and exhibits.

This job is not without its challenges, the main one being that all the conventions and events scheduled for the Convention Center during the construction must continue uninterrupted throughout the project so careful attention has to be paid to scheduling to never let the Exhibit Hall be without power. ERMCO's Foreman, GW Jones, assures that ERMCO's pre-planning and scheduling will assure that our portion of the project will run smoothly and that we will work diligently will all of the other trades to meet the completion date of December of 2010.

### **ERMCO's scope of work for the Convention Center includes:**

- Approximately 750,000 feet of conduit/MC cable
- 1,500,000 feet of branch circuit wiring
- 640,000 feet of feeder cable
- Installation of 273 utility floor boxes in the exhibit halls
- Approximately 6,500 light fixtures
- (258)- 10'x10' Exhibit Hall light modules
- Lutron dimming system, including-  
over 65 dimming/relay panels and multiple control stations

### **For power distribution, the facility is supported by-**

- (4)- 15 KV substations
- (19)- 500 to 750 KVA transformers
- (36) Switchboards
- (113) Distribution/branch panelboards
- Approximately 1000' of 1600 Amp and 2500 Amp of busway



## Joe Allison, Director of Estimating



**Joe Allison**

Joe Allison, ERMCO's Director of Estimating, is a soft spoken, quiet man who does not like to blow his own horn or draw attention to himself, but rather lets his hard work and dedication to his job speak for him.

Joe became a Journeyman Electrician and a member of IBEW Local Union #481 and he later earned his Master Electrician's License. Joe's father, also named Joe, had worked as an electrician for the

Pennsylvania Railroad in Indianapolis and encouraged Joe to "find a trade to put food on the table." It was only natural for Joe to follow in his father's footsteps and become an electrician.

Prior to his work at ERMCO, Joe worked in various facets of the electrical trade, from field work for many years, to estimating, to being a Project Manager. Prior to coming to ERMCO, he worked for Shambaugh and Son. There, he ran many jobs as a Project Manager such as the Gatorade Facility, much of the Eli Lilly and Company work, and the Kroger Distribution Center to name a few. He was acting as Branch Manager at Shambaugh in 2005 when they decided to close the Indianapolis branch.

ERMCO President, Darrell Gossett, knew Joe's reputation as a strong and dedicated worker and contacted him to encourage him to consider working for ERMCO. To everyone's benefit, Joe accepted. Joe has held his current position at ERMCO as Director of Estimating since shortly after starting with ERMCO in January of 2006. Joe's main role is to work with the estimators in his group to identify the project costs, to control risk and protect the company's assets.

Joe and his wife Bev of 39 years, have three grown children, Joe, 38, Chris, 34 and Karen, 29, all of whom have taken the advice that Joe took from his father of learning a trade. His son, Joe, is an journeyman electrician, Chris recently acquired his Masters Degree in electrical engineering and Karen has her Master's Degree in education.

At this point, Joe is extremely grateful to the Gossetts for having faith in him and his ability to work in the capacity as a Director. He's also thankful to V.P. Jim Tsareff for enabling him to excel in this environment and he is content to keep on doing what he has been doing for the previous 39 years, doing what his father did before him, working in the electrical industry. By the same token, the Gossett family and the management of ERMCO are extremely grateful to have someone with Joe's skills and work ethic in this important role, providing solid leadership for the future.

## Shawn Christ, Foreman



**Shawn Christ**

Shawn Christ is currently a foreman for ERMCO and a key member of the Construction Operations Team. Shawn grew up in Avon, IN. In high school, he was very active in several sports including track, football and basketball. After graduation in 1988, he enrolled in the Indianapolis Electrical Joint Apprenticeship Training program, graduating as a journeyman electrician in 1995. He was working for Shambaugh and Sons at the time of his graduation, where he continued to work,

driving a service truck. He remained at Shambaugh until October of 2005, when he came to work for ERMCO.

Once at ERMCO, he became a Foreman working with his younger brother, Bryan, at the State of Indiana Forensics Laboratory project. Shawn says he and his brother work well together because they respect each other's work ethic and have always gotten along well. They were taught a good work ethic at home many years before because their father, Ron Christ, expected nothing less. For instance, while many of their other friends were given cars by their parents, Bryan and Shawn were expected to buy their own and insure it themselves. At the time, this was a hard lesson, but Shawn thinks this helped him to become responsible and to understand the importance of hard work.

After the Forensics project was completed in 2006, Shawn worked in ERMCO's Pre-Fab department for a short time, which gave him a good understanding of how those services could be utilized on future projects. He then began a 2 1/2 year stint as a Foreman at the Indianapolis International Airport project. With the Airport now completed, Shawn most recent assignment has been that of Foreman for the M-74/12 Building remodel project at Eli Lilly & Co., which he is successfully completing at this time.

Outside of work, Shawn spends most of his time with his son, Alex, 12 who keeps him busy going back and forth to soccer practice. Shawn also enjoys singing; at one point, he actually cut demo tracks in Nashville, TN. Now he enjoys singing karaoke whenever he has the time.

Shawn is a hard working electrician who knows what it takes to make a job a success. Christ feels that part of his job is to "read" his journeymen and put the right electrician into the right position, because a job is only as good as the people working with him. He uses the example of the team assembled for the Lilly M- 74/12 project, where he has been very happy with his fellow employees and their work. At work, Shawn feels there are three principles by which to live to ensure a successful outcome on the job and they are; always be on time, work your eight hours diligently and no "break time bull." In Shawn's words, he feels that "ERMCO is a company with a heart and they deserve a full day's work."

## ERMCO Announces Formation of Green Energy Group



- Lighting Solutions
- Energy Audits
- Combined Heat and Power
- Automated Demand Control Systems
- Intelligent Demand Response Programs
- Solar & Wind Energy Systems
- Commodity Procurement
- Waste Heat Generator Solutions

ERMCO is excited to introduce our Green Energy Group. The purpose of this group is to provide a single source for all of our customers' energy management and sustainable construction needs.

In addition to the services listed on the left, the Green Energy Group also has 3 LEED APs available as resources. Many construction projects today require some level of LEED participation, and with ERMCO's LEED capabilities we can help achieve those goals during both the design and construction phases. ERMCO works with vendors to provide the best solutions for each project and can provide energy management plans that will correlate with the project's sustainable construction plan.

There are multiple benefits to the services provided by ERMCO's Green Energy Group: Changing out and retrofitting fixtures leads to lower energy costs; facilitation of alternative energy sources such as wind and solar provide lower cost options to traditional energy sources; Understanding the way your building operates allows you to manage your energy output in the most efficient manner; Using LEED/Sustainable construction and renovation processes to provide energy usage cost savings in the future; and Energy management and sustainable construction allowing for minimal environmental impact.

For more information on utilizing the services of ERMCO's Green Energy Group, contact David Peterson, V.P. of Business Development at 317-423-3850.

## ERMCO & WESCO Team Up To Present **Go Green** Tradeshow

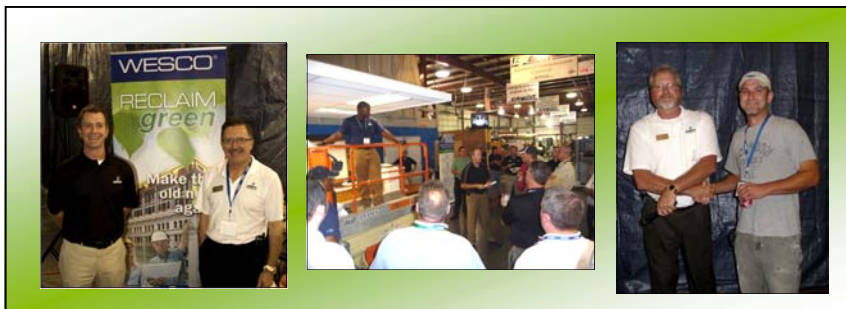
ERMCO recently hosted the ERMCO/WESCO Go Green Tradeshow. The event was focused on providing information on the latest "green" technology, products and services provided by ERMCO and its suppliers. There was also the opportunity to attend various installation demonstrations and educational seminars on different green energy topics.

The tradeshow was a huge success with over 300 people attending, including customers and ERMCO field and office employees. Everyone walked away with new knowledge about green energy and its benefits. Many people also took home one of the many great door prizes provided by ERMCO, WESCO and other exhibiting manufacturers. Brad Austin was the grand prize winner of the flat screen TV.

### Special Thanks To Our Exhibitors

#### Including:

- 3M
- Advance
- Cooper B-Line
- CSC
- Eaton
- Federal Signal
- General Cable
- Greenlee
- Ideal
- Kline Tools
- Leviton
- Lithonia Lighting
- Philips





## Support Operations

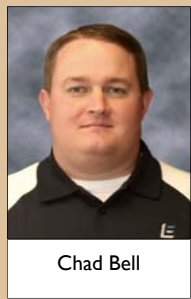
### ERMCO's Commitment To Zero Injuries Paying Big Dividends

ERMCO implemented the Zero Injury program on May 28, 2008. Since that day, we have worked over 900,000 hours without one lost day injury. We have had only 4 recordables and 16 first aid incidents in that same time frame. As impressive as these numbers are, we are not satisfied. We have had 5 months of absolute zero, including no first aids, so we know it can be done. ERMCO has initiated many programs to help reach our goal of zero injuries. One such program is the Safety Immersion Program, which is a highly intensive safety class presented in house by ERMCO's Safety team under the leadership of JD Kyle, Health and Safety Director. This class provides additional reasons behind being safe such as EMR and insurance rates. ERMCO's goal is to provide this class to all field employees. ERMCO also provides several foreman the on-line 30-hour OSHA Safety Training class, a comprehensive safety program that instructs craftspeople on property safety procedures and habits.

---

## Specialty Contracts

### Chad Bell Becomes Professional Engineer



Chad Bell, Project Manager with the Specialty Contracts Group, has earned the title of registered Professional Engineer. Chad also recently received DBIA (Design Build Institute of America) Certification and his LEED A.P. accreditation. Along with project design and management duties, he will now have the primary responsibility for review and certification of ERMCO's design projects.

Jim Bewsey, ERMCO's Vice President of Specialty Contracts stated, "Having Chad's enhanced capabilities and the P.E. certification within our own staff enhances our ability to react quickly to our customers' needs in the areas of design/build and design/assist. This allows us to continue building our reputation as a market leader in the design and construction market. With this accomplishment, Chad continues to show his leadership and vision and is a vital member of our team for the future."

## Communications Group

### Communications Group Displays Data Center Expertise

ERMCO, Inc. is quickly becoming the preferred contractor for Data Center communications systems. Two projects currently underway are outstanding examples of ERMCO's Data Center expertise and capabilities.

Medco Health Solutions, LLC is building the world's largest and most advanced automated pharmacy on I-65 between Indianapolis and Lafayette, IN. At the heart of the project is the facility's Data Center. ERMCO is performing approximately \$1.3 Million of work, installing all cabling for the data center, the fiber optic and copper backbone cabling, and the **Systemax** Cat 6 structured cabling system for the facility. The structured cabling system includes over 750,000' of Cat 6 cable. ERMCO's work is under the direction of Cain Grocox, Project Manager and Joe Baker, Foreman. Project completion is scheduled for late 2009. The new 318,000 sq. ft. facility will employ approximately 1,300 at its anticipated peak operation in 2012.

The new Community Health Network Data Center is a two story building connected to their existing IT building. The project includes the build out of a new MDF in the new 31,500 Sq. Ft. Data Center building, horizontal cabling to support spaces, and installation, termination, and testing of cabling required for server and storage cabinets. The \$650,000 project, under the management of Bruce Kuhn, includes the installation of multi-mode fiber, single mode fiber, and Cat 6 cable to 90 cabinets in the data center. It also required connecting the new MDF to the existing MDF with copper and fiber cabling using redundant pathways inside and outside of the building. Construction is under the management of Rollins Construction Co. and completion is scheduled for August, 2009. For more information on ERMCO's Data Center installation capabilities, contact Gene Burcham, Communications Group Director, at 317-423-3770.



## **Southport / Belmont Wastewater Project Huge Success**

ERMCO is a diverse company that has the capability of working on a wide range of projects. Some of the projects are very high profile jobs; projects that are well recognized in the community such as Lucas Oil Stadium, the Indianapolis International Airport and the Indianapolis Convention Center just to name a few. Then there are the projects that may not make headlines but are vital to the community. One such project is the recently completed Phase I of the Belmont and Southport Wastewater Treatment Plant.

The \$2 Million electrical upgrade at the Belmont and Southport Advanced Wastewater Treatment plant required replacement of multiple components and controls that had been in service for many years. While this project presented a difficult working environment due to the nature of the plant, the ERMCO employees led by Project Manager, Dan Fritsch and General Foreman, Ken Alsup, continued to provide quality and efficient work while being flexible with the owner's needs. Ace Mehta, Professional Engineer for Manek Corp. and the Owner's representative for the projects, stated, *"They (ERMCO's project team) showed good understanding of the project and safety practices. Best of all, I was impressed with their positive attitudes and high degree of cooperation... The quality of work was excellent and exceeded the expectations as reflected by the positive comments made by the United Water staff."*

The community may not view the Belmont and Southport Wastewater Treatment Plants as "high profile" or glamorous- Peyton Manning will probably never visit, let alone play there. There won't be 60,000+ fans show up to watch the operation. Still, it is refreshing to know that the ERMCO employees on that job were very much recognized for their professionalism and hard work. Ace Mehta went on to say, *"Among all the contractors I have worked with over the past few years, ERMCO has earned the distinction of being rated at the top of the list."*

Dan Kramer, Plant Engineer, United Water, had this to say about ERMCO's team, *"Overall, your entire team has been a pleasure to work with. I believe this starts with Ken Alsup's leadership. He consistently keeps me informed of progress and any issues that arise. Ken has impressed me with his ability to work around constraints and keep the work progressing despite inclement weather or operational restrictions. Many times at this facility I'm involved in projects where conflict is the norm. This project is the exception and it has been very refreshing to work with a contractor and superintendant that understands our requirements and respects our facility."*

It is always the goal of ERMCO to satisfy the needs of our customer while working within the constraints of the contractual requirements. From the feedback received from customer comments on this project, ERMCO exceeded all expectations.

Below are "before" and "after" examples of work performed at the Belmont Plant. This portion of work involved replacing obsolete feeder bus duct runs with stainless steel and aluminum conduit and cabling installation. This project also involved replacement of multiple motor control centers and major pieces of switchgear at both locations.





## Greg Gossett To Make Presentation At NECA's National Convention



**Greg Gossett**



**Jerry Greeson**

NECA holds its national convention annually for the purpose of opportunities for education, inspiration and networking. It is the best way to keep up with our changing industry and customer expectations. This year's convention will be held in Seattle Washington beginning September 12th. Attendance is expected to reach over 8000, including several members of ERMCO's management team.

In addition to learning about the latest trends, products and technology, ERMCO has the honor this year of participating in the presenting aspect of the convention. ERMCO's Greg Gossett, Vice President of Corporate Operations, along with Jerry Greeson, Director of Purchasing for Cleveland Electric, Atlanta GA., have been invited to provide an educational seminar on "Vendor Partnering for Better Profit and Performance".

Their session will define vendor partnering and highlight the benefits of a partnering relationship. Their agenda will include; how to select a vendor partner to help maximize productivity savings on the jobsite, what the relationship can mean to business, and mistakes to look out for. Their session also looks at vendor partnering from the manufacturer and electrical distributor's points of view.

ERMCO and Cleveland Electric are both members of The Electric Roundtable, a peer group of electrical contractors from across the U.S. that meets regularly to discuss best practices. Vendor partnering is just one of the many ideas that have been put into practice based on participation in this group. Over three years ago both ERMCO and Cleveland established their own Preferred Vendor Partnerships; ERMCO with Graybar and WESCO; Cleveland with Graybar and Mayer Electric Supply of Atlanta, GA. Both contractors believe that vendor partnering has made a tremendous difference in the operations of their company, adding efficiency and accuracy to the projects and the internal support process.

## Electri-International at the NECA Convention



While at the NECA National Convention, ERMCO will also participate in several activities being held by Electri-International, an educational foundation associated with NECA. Its purpose is to "promote and advance the ability of electrical contractors to meet the demands of today and the challenges of the future. The Foundation funds research and educational programs critical for the industry".

ERMCO joined the Electri-International Council at the Founder Level in March of 2007. Darrell Gossett now serves as a Trustee-at-Large for the organization and attends several E-I events throughout the year. Greg Gossett and David Peterson have also participated in various E-I activities. Additionally, ERMCO staff members have played an active role on the Task Forces for various studies. In particular, our team played a key role in the "Best Practices: Prefabrication for Electrical Contractors," authored by Dr. Susan Bogus, Ph.D., P.E., University of Mexico.

Current key Electri-International activities include a NECA Student Competition, "The Green Energy Challenge," involving NECA Student Chapters from across the U.S., and several continuing research programs, many of which revolve around renewable energy, facility energy audits and other alternative energy solutions, all of which will provide future opportunities for NECA contractors.

ERMCO, Inc., its management and staff are proud to be active participants in Electri-International and its contributions to the future of the electrical industry.

In February, ERMCO won the Governor's Workplace Safety Award for 2009 in the innovation category for specialty contractors. The annual Governor's Workplace Safety Awards are a result of a partnership among the Indiana Department of Labor, on behalf of Governor Mitch Daniels, the Indiana Chamber of Commerce and the Central Indiana Chapter of the American Society of Safety Engineer. The award provides recognition for companies based on best practices for eliminating job-related accidents and illnesses and salutes those organizations for which safety and health have been made a top priority. To qualify, a company must be deemed to be free of compliance disputes concerning all applicable local, state and federal statutes and regulations.

### Governor's Workplace Safety Award



ERMCO has always put safety as our top priority and recently we have been recognized locally and nationally for our excellence and innovation in safety. Locally, we have been awarded the ICA Gold Summit Safety Award, Pepper's Safety Top Performer Award, and the Governor's Workplace Safety Award for innovation.

We are very proud of these recognitions, and another honor came when ERMCO was recognized on the national level by being named First Place winner of the AGC's National Construction Safety and Excellence Award for Specialty Contractors with 700,001 - 1 million man-hours.

It was not a simple process to win this honor. After sending in our application, judges read through thousands of applications from across the country. It was then that we were notified that ERMCO was one of the two finalists for our category. Vice President, Greg Gossett, and Director of Health and Safety, JD Kyle, flew out to San Diego to give a presentation to another panel of judges at the AGC National Convention. Then, at a breakfast attended by over 2,000 construction industry professionals, the winners were announced including ERMCO's first place.

### ERMCO Wins First Place for the AGC National Safety and Excellence Award



### ERMCO sponsors \$4000 scholarship for Ace Mentoring Program recipient!

Recently, the ACE Mentor Program of Indiana awarded a total of \$44,000 in scholarships to students from Arsenal Technical High School, Decatur Central High School, George Washington Community High School and Pike High School. The ACE Mentor Program is in its fourth year in Indianapolis and provides students with a first-hand look at the Architecture, Construction and Engineering world. ERMCO was a sponsor of a \$4,000 Scholarship that was awarded to Brett Conn. Brett will be graduating from Pike High School this month. He will attend Norfolk State University in Norfolk, Virginia and will study architecture.





## PRESIDENTS MESSAGE- NAVIGATING IN CHOPPY WATERS

- by Darrell Gossett, President, ERMCO, Inc.



President,  
Darrell Gossett

It is said that smooth waters don't make for good sailors and I believe that is true. There is no doubt- these are some very tough times. Today's market has created both challenges and opportunities for ERMCO. Desirable jobs are scarce and, when they come around, the competition is vicious. To compound problems, some key projects have been cancelled or delayed. Finally, many of our long-time core customers have been hunkered down to sit out the storm.

This has created the need for change for many companies in the marketplace, ERMCO included. Overall, it appears that our revenue won't be dramatically reduced this year, due in part to our joint venture projects outside of our local market. However, our field workforce has decreased by over 50% since the peak in the spring and summer of 2008 when the Indianapolis Airport and Lucas Oil Stadium, along with several other major projects were going full steam ahead. While we haven't had major changes in terms of numbers in our office staff, we have had some reductions and they have not come easily. People aren't numbers- when reductions are necessary, they are accompanied by concern and compassion.

With all of this said, this has also been a time of opportunity for us. For over a decade now, we have operated with well thought-out annual business plans and this has never been more important than in today's market. We have detailed, written goals that are acting as our "game plan," keeping everyone on the same page and working in the same direction. We have very specific guidelines in place for controlling risks, staying in close communication with our customers, training our staff for the future, continually improving our productivity and quality, maintaining our safety standards, protecting our cash position and strategically planning for the company's future. These guidelines are serving as a constant reminder of what we must do to thrive in today's market.

The lead-in sentence in our 2009 Business Plan this year was to "Do everything within our power to protect our cash position." ERMCO is in a very strong financial position due, in part, to the many successful projects we've had the last few years but, it's also due to the job being done by our team members today to protect our position. Our cash position allows us to stay on top today when others are dealing with lines of credit being reduced and bonding becoming difficult for them to obtain. We do not have these issues today and, as the market strengthens, we're in the perfect position to hit the ground running and take advantage of every opportunity.

The management of ERMCO and the Gossett family owe our thanks to many. To our customers, thank you for your confidence in our ability to bring value and stability to your projects. In these tough times, your decision to rely on us to deliver your projects in difficult conditions has been a key to our continued success. To our vendors and associates, thank you for your partnership in bringing maximum value to everything we do together.

To our employees, thank you for your loyalty, your support, your understanding of the current conditions, your willingness to do what it takes to maintain our quality in less than ideal conditions and your ability to continually insure that we are the best option for our customers by delivering their projects on time and providing the best value for their investment. We appreciate all of you and look forward to the future with great optimism and anticipation of continued growth and success.

### Education and Advancement

ERMCO is continually looking for trained employees who possess the abilities and skills needed to advance to the next level of employment. While many factors such as experience, relationship with a particular customer etc. go into the decision of who will serve as a Project Foreman, one of the key elements is if the individual possesses the technical knowledge and interpersonal skills required to serve in a leadership role. The IBEW offers continuing education classes in many areas, both technical and inter-personal throughout the year. We encourage all employees to take advantage of those classes and gain the required skills needed to be considered for future advancements.