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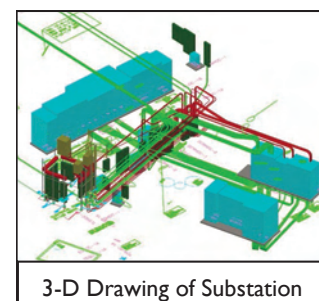
ERMCO CONNECTIONS

3-D Modeling Makes Union Hospital a Success



ERMCO, Inc. and Sycamore Engineering (Terre Haute, IN) recently completed the Garmong/Pepper Construction project, the Union Hospital expansion in Terre Haute, IN. ERMCO managed the project and Sycamore provided the labor, with the exception of Hobe Nickerson, Dave Carter and Brian Moran who performed the high voltage testing. Project Manager, Mike Summers, as well as Project Engineer, Casey Rains, were on site every day to ensure that this was another successful ERMCO endeavor.

The Union Hospital project began in June of 2007 and was completed in January 2010. It is a five-story, 500,000 square foot hospital expansion that connected with the original hospital. ERMCO and Sycamore completed the installation of the electrical, fire alarm systems, and rough in for the voice and data and various other systems for the hospital.



What makes this project unique is that this venture is one of the first in Indiana to be completed using BIM - Building Information Model or 3-D modeling technology. The general contractor, Garmong/Pepper, provided a 3-D model of the building for each of the specialty contractors to add their individual elements to. Mike Summers and Casey Rains worked with our Construction Services department to add every piece of electrical and systems installation design to the model.



Interior Hallway at Union Hospital

There are many advantages to the 3-D modeling process. It allows a smoother coordination between trades since all installation can actually be seen in a three dimensional way. It also automatically provides a complete operation and maintenance manual for the owner based off the information stored within the BIM model. The number one advantage of this process is the way it increases field efficiency. An issue that could take days to fix when discovered during actual installation can be resolved in a matter of minutes when found with the 3-D model.

With an aggressive construction schedule, weather issues and the logistics of the job itself, this project was not without its challenges. However, with hard work, dedication and Construction Services' involvement, the Sycamore/ERMCO team was able to complete the job successfully and in a timely manner.

Richard Levi, Foreman



Richard Levi grew up in Broad Ripple Indiana. In high school, he studied hard and also participated in the Magnet Program, a program that allows you to get technical training in various fields. Richard took auto mechanics classes; something he feels was beneficial to him throughout his life.

Upon graduation in 1985, Richard joined the Air Force. He was stationed in San Antonio TX for his basic training and later stationed in Portugal. He learned a great deal in the Air Force, but mostly how to be self disciplined and how to take orders. Although he never considered making the military a career, he felt it helped mold him into a hard working, mature man.

After being honorably discharged from the Air Force after 4 years, Richard worked briefly for the Post Office as a mail clerk and then enrolled in the Electrical Apprenticeship Program. Upon topping out in 1999, Richard worked for Long Electric, took a short call at Eli Lilly, Inc., worked for IEC and finally settling in with ERMCO Inc. in 2004. ERMCO recognized his leadership potential quickly and made him a foreman shortly after hiring on.

Richard has run such projects as Clarian North Hospital, the Indianapolis International Airport and now is running work at the Indianapolis Convention Center.

Richard and wife, Stephanie, have five children; Richard Jr., 18, La-Shante, 17, Shayla, 15, Braylon, 13 and their 2000 leap year baby, Kirra, 10. Richard feels comfortable with a large family since he was brought up in family with 4 brothers and 2 sisters.

Richard has many hobbies even with his busy schedule both at work and at home. He participates in a pool league and a bowling league, he plays golf and thoroughly enjoys riding his Honda CBR 929 motorcycle. He belongs to a motorcycle club that not only goes on scheduled rides together, but also does charity work for troubled youths as well.

Richard is a man who knows how to both work and play hard. He enjoys his job and takes it very seriously, especially now in these troubled times, but he also knows how to leave work at the job and enjoy his children and many interests at home.

Cain Grocox, Project Manager



Cain Grocox was born in Oxford Ohio in 1968 but later moved with his family to Rushville Indiana. In high school, Cain played football and wrestled all four years, but his main focus was to join the military. He joined the Army through the delayed entry program his senior year.

Cain was accepted into West Point, the Naval Academy and the Coast Guard Academy, but chose West Point to further his military career.

During his senior year, it was discovered that he couldn't pass the eye exam and therefore, couldn't be admitted into West Point. Even after appeals all the way to the Attorney General, Cain realized that his dream of being in the military had come to an abrupt halt.

He enrolled in Ball State University where he obtained a B.S. in landscape and architectural design with a minor in business. To earn extra money, he played in a band, one that was voted the "hottest band on campus" two years in a row. He also tutored fellow students in physics, history and math. Cain graduated with honors in 1992 and his son, Cain II, was born his senior year of college.

Cain became a Landscape Designer for Pro Green for a short time but later began working at INTAT Precision, a local factory in Rushville. With hard work and much over time, Cain and his wife Amy, were able to pay off both of their student loans and buy a house.

With the hectic schedule of the factory leaving little time to spend with his family, Cain needed a change. In 1998, Cain began working for Clawson's Communications. While on the job, he was told that ERMCO Inc. was starting a telecommunications department and was going to hold interviews. After talking with Director of Communications, Gene Burcham, Cain was hired on at ERMCO in April, 1999.

After attending the telecommunications apprenticeship program to further his knowledge in the field, Cain became a project manager for the Telecom Department in 2002. This new position lead to him handling such jobs as the Indianapolis International Airport, the Convention Center, Anthem and much work at Eli Lilly Inc., to name a few.

Even though Cain had a serious motorcycle accident in 1995 which laid him up in the hospital for several days, Cain still owns and rides his Harley Davidson Super Glide Sport. He also enjoys hunting and has an impressive gun collection. He enjoys participating in WWII re-enactments when he can. Cain is now in a band with his brother, Project Manager, Green Energy, Andy Grocox, and his son Cain II. He also enjoys ski diving, scuba diving and white water rafting.

Cain is an honest, hardworking person and one of the key components to ERMCO's success.

ERMCO Wins Multiple MICCS Safety Awards



Vice President, Greg Gossett and
Health and Safety Director,
JD Kyle

On April 15th, 2010, over 750 construction industry people gathered at the convention center for the Metro Indianapolis Coalition for Construction Safety "Excellence in Safety" Awards Presentation. The awards program is for all companies that are involved on the construction team - owners, design firms, construction manager, general and prime contractors, and subcontractors. Qualifying companies are honored for outstanding safety programs and records.

Each company with a qualifying safety program is recognized with a "Safety Achievement Award". Competing against each other within their categories, all of those who are awarded a "Safety Achievement Award" are nominees for the "Safety Leader Award." This Award is given to the company in each category deemed by the judges as having done the best in their category in protecting the safety of construction employees.

ERMCO, Inc. was named the 2010 MICCS Safety Leader Award for Electrical Contractors. This is a huge honor for us as we take great pride in putting the safety of our craftspeople as a top priority. This award recognizes the dedication of all our employees, from executive to field personnel, to work safely and reach a goal of zero-incidents.

ERMCO Vice President, **Greg Gossett**, was also honored during the event with the Board of Directors award, the highest award MICCS can give to an individual. This award recognizes an individual who has dedicated his or her time to the MICCS organization and has a true passion for the mission of MICCS to have every worker in the construction industry return home in the same condition they came to work each day. Greg currently serves on the Executive Committee as a member of the Board of Directors acting as Treasurer for the organization. Previous positions also with MICCS include having served as a member of the Long Range Planning Committee and the Certification Committee. MICCS President, Gary Price, said this, "I have had the opportunity to work with hundreds of treasurers on many boards...Greg is the best treasurer I have ever worked with."

One additional honor went to **Greg Phillips**, ERMCO foreman, who received the Outstanding Craftsperson award. Each company is allowed to nominate one person from their organization that exemplifies dedication to safety. These craftspeople are honored by having their name announced and receiving a Carhartt jacket with their name and accomplishment embroidered on it.

We would like to congratulate all of our employees who are the reason we are able to participate in this awards program. At ERMCO, safety runs deep in our culture, and everyone who works for us has been a part of shaping that. The biggest example of this dedication by our entire company is that, as of 4/21/2010, we have worked **1.33 Million** man-hours with **ZERO** lost-time incidents.



Greg Gossett



Greg Phillips

ERMCO Puts Their Money Where Their Mouth is for Safety!

It is no secret that safety is the number one priority that ERMCO has for all of its employees, and therefore recognizes and rewards safety conscious people by making them eligible for cash rewards. To be eligible for the cash drawings every quarter you must be free of:

- Accidents or injuries requiring medical attention.
- Violations of ERMCO, Inc. or customer mandated safety policies.
- Responsibility in any property damage accidents involving company or customer property
- Reprimands for violations of any company or customer disciplinary policies

The safety incentive quarterly awards program has recently been revised from twelve \$100 awards for safety to one \$1200, one \$200 and one \$100 awards. The first winners of this new incentive program for this past quarter were, Chuck Glauber - \$1200, David Kessler- \$200 and Marc McCafferty - \$100. Congratulations!!

All employees are invited to our upcoming Celebration Dinner Dance at the Atrium on June 4th. This year, along with dinner, prizes and camaraderie, the band Peace Train will be performing with a mixture of 60's and 70's music.

Participation in community service is a core value for ERMCO and our employees. We recognize that we are blessed and that it is a privilege for us to give back to those less fortunate. This has been demonstrated again with this trio of events.

Susan G. Komen Race for the Cure

ERMCO's team members once again showed strong support for the 2010 Susan G. Komen Race For the Cure to support breast cancer research, with well over 80 team and family members walking in this year's race which took place on Saturday, April 17th. ERMCO participated as part of the Clarian Health Partners team, the largest single group in the event. This event has special meaning to ERMCO as our staff includes several breast cancer survivors, including staff member and stockholder, Brenda (Gossett) Roberts who joined the team for the walk. ERMCO is proud to sponsor the entry fees for our volunteers each year for this event. We appreciate their participation and look forward to continued support of this important cause. (For more information, visit <http://www.komenindy.org/race>)



Some of the ERMCO volunteers gather before start of 2010 Race for the Cure

Rebuilding Together Indianapolis



ERMCO volunteers build retaining wall at Rebuilding Together 2010

2010 marked the 11th year for Rebuilding Together Indianapolis and, once again, ERMCO and our team members played a key role in the event's success. Rebuilding Together is a national organization that renovates homes for elderly, disabled and low-income home owners, revitalizing neighborhoods and creating an atmosphere of sharing and caring. Since 1999, the Indianapolis affiliate has renovated approximately 250 homes in 10 separate neighborhoods, along with other community projects. This year, over 500 volunteers worked on 24 homes in the Haughville neighborhood on the near west side of Indy.

As a Block Sponsor, ERMCO had responsibility for two homes. Jim Bewsey and Tim Lewis were House Captains. Donna Glass and Rod Burton were Volunteer Coordinators. Rod is also on the Board of Directors and is Treasurer. Darrell Gossett is Past President and oversees the Strategic Plan. Megan Gossett is on the Publicity Committee and is responsible for the

Rebuilding Together Indianapolis website. David Peterson has been instrumental in introducing other groups, including SMPS to the event. On Saturday, April 24th, these individuals and their families along with several other ERMCO volunteers participated in "Game Day." In all, over 20 ERMCO team members helped renovate this year's homes and neighborhood. Colts Safety, Jamie Silva, joined us as our guest at this year's event, adding to the excitement for our homeowners and volunteers. ERMCO also provided tools for use by all of the organizations, insuring a successful event. Our thanks to all who participated this year and for your long-time support for this event. (For more information, visit www.rebuildingtogetherindy.org)

CHAMP Camp Silver Sneakers Ball

ERMCO, Inc., the Edward M. Gossett Foundation and several members of the ERMCO team were once again proud to sponsor and support this year's Silver Sneakers Ball, benefitting CHAMP Camp, a group which provides a week-long camping experience for children with tracheotomies or requiring some other type of breathing assistance. Many of the campers have multiple health issues in addition to their pulmonary requirements (for more information, visit www.champcamp.org)

The Silver Sneakers Ball is the main fundraising event for CHAMP Camp each year. It is a black-tie affair with the caveat that you must wear tennis shoes. ERMCO donates to both the silent auction and the live auction and, additionally, several members of the team actively participate in the auctions at the event. This year was additionally special for the family as Katrina Gossett, daughter of Darrell and Thecla, was asked to be a speaker at the event. As a camper for 9 years who has now moved on to be an attorney with Baker & Daniels, she shared with the 300+ attendees what a difference her CHAMP Camp experiences have made in her life. Other guests at the event included Jamie Silva of the Indianapolis Colts and Indiana basketball legend, Bobby Plump. This year's event will go a long way towards funding CHAMP Camp for 2011. They will receive additional funding from the ERMCO Charity Golf Outing this fall.



Danna Gossett and Colts' Jamie Silva enjoy CHAMP Camp Silver Sneakers Ball



President's Message - Thoughts on Safety, Serving Others & Servant Leadership



Darrell Gossett,
President

I want to first take this opportunity to congratulate everyone involved in the safety efforts at ERMCO, which is, in fact, everyone on the ERMCO team. You can read in other articles in this newsletter about the various safety awards that we've received and the incredible current statistic of working over 1.3 Million hours without a lost day accident. The mindset that has become our safety culture isn't something we can force to occur or make someone do. It is something that each one of our team members must want to do- the results show that this is no doubt the case. Special congratulations and thanks go to JD Kyle, Wes Taylor and our team of safety professionals who coordinate our safety program every day.

I also want to express my personal congratulations to Greg Gossett for being named the recipient of the MICCS Board of Directors Award (see P. 3) Greg's dedication, not only to this association, but to everything he is involved within our industry, is a outstanding example for our employees of how to conduct themselves, becoming involved in our industry and community. This brings me to the point of my message. I recently had the privilege of attending an event on the topic of Servant Leadership sponsored by the Indiana Construction Association (ICA) Leadership Development Committee. I've had the privilege of serving as the ICA Board Liaison to this group for over two years. During that time, I've watched these future leaders grow, build relationships, and learn some of the keys to success in leading our industry forward.

Several members of ERMCO's management team have chosen to participate in this group. David Peterson, ERMCO Vice President, served two terms as Chairman of the group. Nine of our team members attended the Servant Leadership presentation, which was especially rewarding because the message touched directly on what they need to understand in order to successfully lead us according to our company's Mission and Vision.

Our speaker for the evening was Dr. Kent Keith, the Executive Director of the Greenleaf Center for Servant Leadership. The center was founded in 1964 by Robert K. Greenleaf, who first defined the concept. Servant Leadership is leading with a desire to serve others ... it begins with the natural feeling that *one wants to serve first*, to make sure that other people's highest priority needs are being served. This is the opposite of leading by power, making people do what you want them to do simply because you're the guy with the power to do so.

As I listened to Dr. Keith, it struck me that what he was describing is what the team members at ERMCO do every day. Our people lead with the idea that they will have much more success by seeing themselves first as a servant whose purpose is to find out what people need in order to accomplish their goals and then do everything possible to give those things to them, providing guidance when it's needed.

Servant-leadership is important in every facet of your life- at home, at work and in your community. The key is listening with an open mind, truly caring what others think and focus on coaching, not controlling. As I watch, I see examples of Servant Leaders every day. ERMCO's team members DO care about others first. I see it in the employees and their family members- over 70 strong- who walked with us at the Susan B. Komen Race for the Cure; in the 20+ volunteers who gave up their Saturday to work with us at Rebuilding Together Indianapolis; in all the many community projects and initiatives our people are involved in throughout the year. I see it in the way so many of our managers participate in the associations that serve our industry. I also see it in the way our project and field management team handle their jobs and in the way everyone has embraced our Safety culture.

Dr. Keith told us that not only are Servant Leaders proven to be more successful and more profitable, they also lead happier lives and make everyone around them happier at the same time. I am proud to say that ERMCO is a company that epitomizes Servant Leadership. Our mission, vision and core values are built around these concepts and we will continue to serve others first as we successfully move into the future.

For more information on Servant Leadership, visit the Greenleaf Center for Servant Leadership at www.greenleaf.org

Internal Changes for a Stronger ERMCO, Inc.

To keep ERMCO strong and competitive in the marketplace, there have been some changes made in the management staff to better utilize the talent that is available and to ensure that the company is properly organized to provide new opportunities and new experiences for the ERMCO team members.



Clarian Saxony Rendering

Because of this, Project Manager, Chad Bell, is moving from the Specialty Group into the Large Contracts Group, with his first assignment being the project management of the Clarian Saxony job. Chad's hospital experience will be of tremendous value in meeting the needs of this project. Project Engineer, Casey Rains, will be working with Chad on this project, and will be extremely valuable on Saxony, with the knowledge he has gained working on both Reid and Union Hospitals over the last few years

Next, Project Manager, Andre Grocox, has moved from the Business Development and Marketing Department to the Specialty Team. Under Vice President of Business Development and Marketing, David Peterson's direction, Andre has built the foundation for the Green Energy Group, and the rewards of his efforts are now beginning to be seen. The timing is appropriate to move the Green Energy Group from the developmental stage and incorporate it fully into the operational structure of the company. It fits very well with the Specialty Group and this is the structure that will best allow Andre and everyone on the ERMCO team to serve the customers and grow the green energy business.

Project Manager, Kris Ashcraft, formally a member of the Large Contracts Group, will also be joining the Specialty Contracts Group. Kris will continue to oversee the work he has been managing, and will add customers and projects as his workload allows. With Kris' relationship with the Project Managers and field leaders along with the strong support staff that has been built, the services he has been providing will improve by combing them with the resources of the Specialty Contracts team.

Another change involves the Construction Services Group. It has been a goal since it was conceptualized to continually grow the services provided and the capabilities of the Construction Services Group. From the beginning, Ken Edwards and his team have been innovative in their approach to providing assistance to the project managers and field leaders and have continually looked for ways to make ERMCO more safe, productive and efficient. ERMCO continues to provide 3-D services, scheduling, layout drawings, pre-fab assistance and other services to more of our projects. Recently, in addition to leading the Construction Services Group, Ken has been asked to focus a great deal of his attention on the major projects he's managing outside of ERMCO's market, such as the Louisville Arena.

Ken and his team are doing a great job on the Arena; it is one of the most critical projects in ERMCO's current workload. Furthermore, other similar jobs are being examined and it is expected that Ken will be critical to their success as they are added to the job list. To allow Ken to focus on national projects, Adam Rude, long time ERMCO employee and Project Engineer within the Construction Services Group has been asked to take over as the leader of the department. Adam has been a member of the Construction Services Group since its inception and has played a significant role in its success. Management is confident that he will do an excellent job in continuing the growth of the department and involvement in more projects moving forward.



Louisville Arena Rendering

ERMCO believes the reorganization of its team members will fully utilize their talents and will therefore strengthen the company's ability to service its customers and their needs.

ERMCO Jobs in Progress

- | | | |
|---|--------------------------------------|-----------------------------|
| * Clarian Saxony Medical Center | * Ronald McDonald House | * MEDCO |
| * The Indiana Convention Center Expansion | * Louisville Arena (Louisville, KY) | * Belmont/Southport |
| * Carmel Performing Arts Center | * Barclays Arena (New York, NY) | Waste Water Treatment Plant |

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 interpersonal 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.