



Bringing You the Power to Achieve

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POWER EXCHANGE

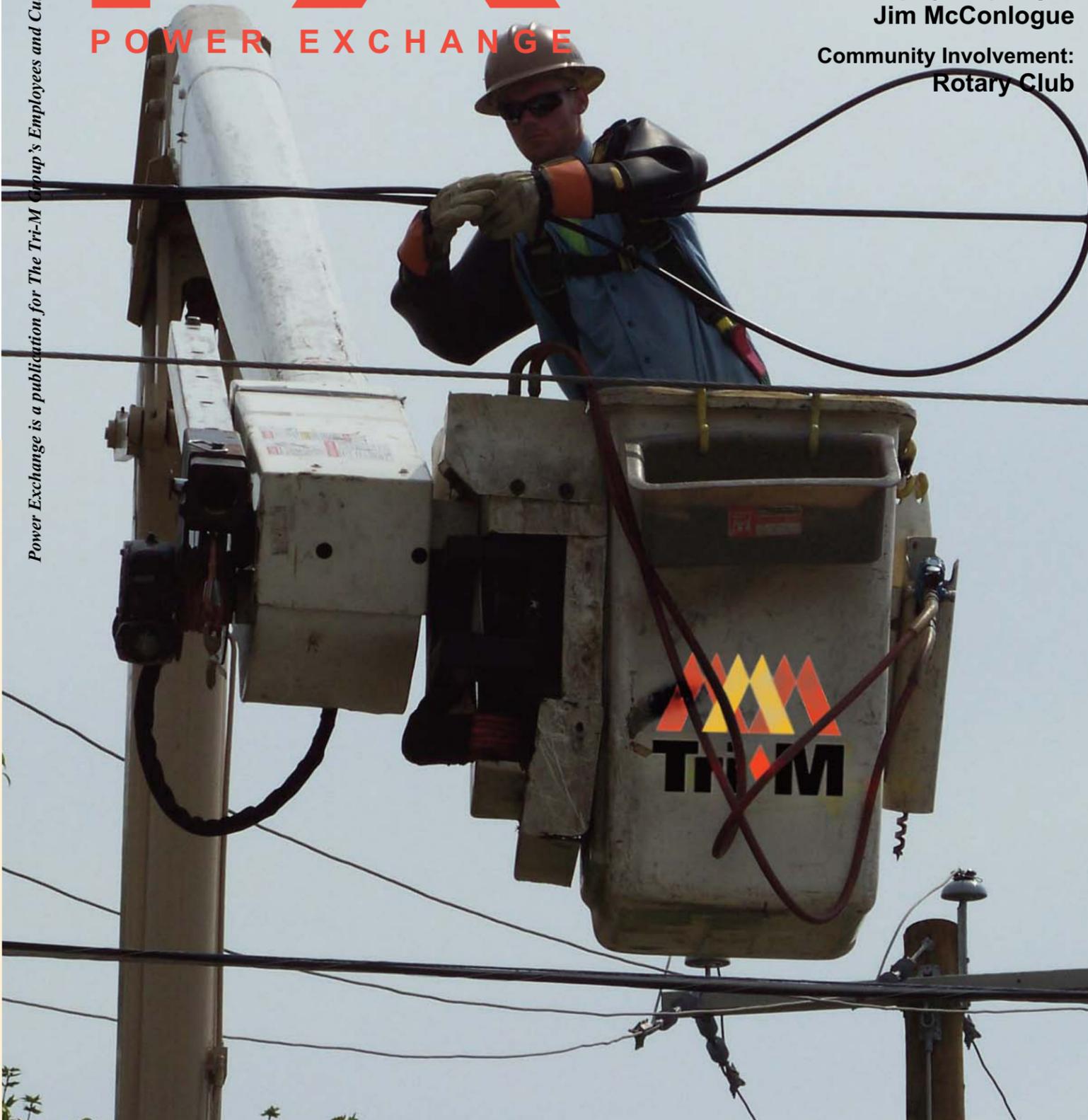
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Tri-M Garners Multiple Awards of Excellence from ABC

The Tri-M Group, LLC was awarded two coveted Awards of Excellence at the 20th Annual Southeast Pennsylvania Chapter (SEPA) ABC Awards of Excellence Program on November 17, 2010. The following night, November 18, the Delaware Chapter of ABC held their Annual Awards and Tri-M garnered one more Award of Excellence and a Merit Award.

Tri-M submitted projects in the specialty contractor (electrical) category, and won Awards of Excellence at both chapters for the electrical installation at the University of Pennsylvania's New Bolton Center Colic and Isolation Barn in Kennett Square. The 206 Gale Lane Solar Conversion Project was selected for an Award of Excellence by SEPA and an Award of Merit by the Delaware Chapter. This project involved the installation of three different solar arrays - roof and ground mounted and a parking canopy array - at Tri-M's corporate headquarters in Kennett Square.



Pictured left is the Eagle Award presented by the Southeastern PA Chapter of ABC and at the right, the Award presented by the DE Chapter of ABC.



TRI-M IS COMMITTED TO LONG-TERM RELATIONSHIPS

One of the points we hope to make with our newsletters is something we take very seriously at Tri-M. It is one of our guiding principles. Simply stated, it says, "We will not sacrifice a long term relationship for short term profit." From the beginning in 1964, it was a notion we both embraced and practiced on a daily basis, and a big part of the reason the organization has continued serving numerous customers for thirty and forty years.

Many major local firms played a significant role in the early history of The Tri-M Group. Some of those initial projects were small by today's standards, but they nevertheless helped establish Tri-M's ability to deliver quality and reliability as well as ingrain that guiding principle into our culture.

Over the years, Tri-M has been involved in numerous initiatives with local Fortune 500 companies and major institutions. Working with these organizations, we've learned cutting edge advances in new construction methods and engineering innovations that have continued to influence The Tri-M Group over the years. We've worked with clients, both large and small, by participating in roundtable discussions, the implementation of Total Quality Management initiatives and most importantly, the pioneering implementation of improved safety procedures for our employees and all those working at our customers' facilities. What was learned through collaboration with our clients has enabled Tri-M to develop standards and practices that are now employed for all of our construction projects.

We've been fortunate to have all of our business units working at one or more of these local firms for many years. In many cases, we maintain a daily presence at their facilities; monitoring the building automation systems, keeping their telecommunication functioning or simply servicing and maintaining the delivery of power. When the need arises, Tri-M continues to lend its design/build construction expertise where it fits the client's requirements for both speed and comprehensive engineering.



We often extend our experience to Construction Managers during the budgeting process, providing many recommendations, suggestions and opportunities for improving the construction effort with product, scheduling and logistical concepts. This is especially true when it comes to our knowledge of LEED construction and the importance of building and lighting controls in the ongoing operation of a client's facility. The strength and competence of The Tri-M Group is truly on display when all major business units...Medium-High Voltage, Electrical Construction, Building Automation Systems, Life Safety and Security and Network Services...work in concert on a single project. This single source of responsibility eliminates coordination and scope concerns between the electrical services.

It is not only this type of professionalism in both our construction and engineering that we bring to any one project, but also, because of our penchant for long term relationships, an understanding of both the explicit and nuanced needs of our clients. For all of those clients, both large and small, we look to always have Tri-M's value exceed our price and perform on each project in order to earn the next one. We've been successful doing business like that for over 46 years and it remains a process we seek continuously to improve, not to change.

Congratulations to Ron Bauguess, who was recently promoted to Vice President of the Electrical Construction Team at Tri-M. Ron began his career at Tri-M in 1988 as a Journeyman, and has worked diligently throughout the years as a Lineperson, Line Foreperson, Project Manager, Senior Project Manager and General Manager...living proof that hard work, dedication and commitment pay off.

SERVICE ABOVE SELF

Tri-M Continues Long-Standing Commitment to Rotary Clubs

The world's first service club, the Rotary Club of Chicago, was formed in 1905 by Paul P. Harris. By 1921, Rotary clubs had been formed on six continents, so in 1922, the organization adopted the Rotary International name. As Rotary grew, its mission expanded beyond serving club members' professional and social interests. Rotarians began pooling their resources and contributing their talents to help serve communities in need. The organization's dedication to this ideal is best expressed in its motto: **Service Above Self**. By 1925, Rotary had grown to 200 clubs with more than 20,000 members. Today, 1.2 million Rotarians belong to over 32,000 Rotary clubs in more than 200 countries and geographical areas.

Tri-M has long supported the works of Rotary Clubs. Tri-M founder, Tom Musser, is a life-long Rotarian and served as President of the Kennett Square Rotary Club from 1986-1987 and was a charter member of the Longwood Rotary Club, a spin-off of the Kennett Square Club. Tom is a Paul Harris Fellow.

Jim Horn, President and CEO of Tri-M, also a Paul Harris Fellow (+3), is a charter member of the Longwood Rotary Club, and has maintained perfect attendance for the 13 years he's been a member. Jim has served on numerous committees and assisted in such projects as holiday parking at Longwood Gardens, filling book bags

with school supplies for distribution to school children, "move-in" and "move-out" for Camp Dreamcatcher's annual summer camp and traffic control for the Kennett Run, to name just a few of the activities to which Jim has lent support.

Jen Reider, Senior Estimator for Tri-M, has been a member of the Rotary Club of Newark, DE for 10 years. She most enjoys Rotary's avenue of international service and serves as her club's International Service Committee Chair and District 7630's Rotary Foundation Grants Committee Chair. Through the Rotary Foundation Jen has participated in clean water and sanitation projects in Guatemala, India and Ghana. In 2008 she was host counselor to a Rotary Foundation Ambassadorial Scholar from India studying at the University of Delaware and in 2009 she led a team of five young professionals on a one month vocational and cultural exchange to Sri Lanka.

Additionally, Tri-M has been generous in helping fund various Rotary activities throughout the years. The long-term investment in support of Rotary is one more example of Tri-M's commitment to giving back to the community in which the Company operates.



Jim Horn, far left, participating in one of Longwood Rotary's service projects, the distribution of school supplies to local school children.

the 4 Way Test

... OF WHAT WE THINK, SAY OR DO

1. Is it the **TRUTH**?
2. Is it **FAIR** to All Concerned?
3. Will it **Build GOODWILL** and **Better Friendships**?
4. Will it Be **BENEFICIAL** to All Concerned?

Meet: Jim McConlogue

Jim McConlogue joined Tri-M as Chief Estimator and Director of Pre-Construction in May of 2005. He accepted the challenge of helping Tri-M grow the company through promoting its conceptual, negotiated and “at risk” capabilities.



Thirty-five years earlier, Jim started his electrical contracting career in his father’s business, first as an Apprentice and then as a Journeyman Electrician working primarily in residential and multifamily construction.

Jim’s career took off rapidly starting as an Estimator with a large Electrical Contractor in Philadelphia and training for seven years primarily on highly specialized hospital and lighting projects. Before long, he was assigned to manage large projects in Washington, DC; Fairfax, Virginia and Portland, Maine. In 1984 the company transferred him to Miami, Florida where Jim eventually took over as Senior Project Executive.

By the late ‘80’s Jim accepted a transfer to Palm Beach Gardens, FL managing and developing work for what had become the largest electrical contractor in Florida.

In August of 1992 Jim’s crew led the emergency response to Hurricane Andrew. He worked closely with Florida Power and Light to set up temporary electrical power for the area’s hospitals and primary food distribution centers. The task was monumental with the damage to the electrical utility infrastructure being so devastating. By employing his management skills to their fullest on this task, he was eventually promoted to Division Manager for the Company.



In order to deal with family illness, Jim and his family made the difficult decision to pack up and head back to the Philly area in 2000. He quickly found employment, becoming integrally involved as Senior Electrical Manager on one of the most unique lighting projects in this or any area, the Kimmel Center for the Performing Arts. Despite the success of the project, Jim’s firm was owned by Enron and became a casualty in their financial collapse. Thus began a new search for a permanent home where he could again capitalize on his talents. That search eventually led him to The Tri-M Group.

Although subjected to a very lengthy and thorough interview process, he was nonetheless impressed with what he learned about the organization, its culture and its ownership. “Both Tom Musser and Jim Horn believe whole-heartedly in investing in their employees’ education, safety and general well being. That commitment not only pays dividends to them as owners, but just as importantly, to employees’ careers and ultimately, to customers.”

After several successful years managing pre-construction, Jim agreed to once again take on the duties of project management in order to oversee the execution of the electrical work for a customer’s “state of the art” office expansion. The customer and construction manager and especially the ownership at Tri-M could not be more pleased.

Jim and his devoted wife Margie live in Wayne, PA...which ironically (after all the early traveling) is the town where they grew up, became high school sweethearts, and have been together since.

Outside work, Jim is a devoted dad to his daughter Jane, who recently graduated from Florida State; and his son Jimmy, a senior student and baseball player at Lehigh University. Together with Margie, their favorite hobby for the past fifteen years has been traveling weekly to watch their kids play volleyball, baseball, softball and swimming. Jim also runs the Wayne American Legion Baseball Program and has been a dedicated baseball coach for over 20 years.

New Bolton Center – Isolation and Colic Barn

Tri-M was selected as the Contractor of choice to perform the Electrical work for the “State of the Art” Isolation and Colic Barn at University of Pennsylvania’s New Bolton Center.

This state-of-the-art structure, formally named the James M. Moran, Jr. Critical Care Center, is located at the University of Pennsylvania Veterinarian School’s New Bolton Center in Kennett Square. The facility, a combination of a barn and a medical hospital, has two wings, one dedicated to isolation cases, and one for colic cases. Each wing has a procedure room and is attached to a common central staffing area. The medical facility was constructed on a biosecure site area of the world-renowned New Bolton campus.

The Center chose to build a separate facility to avoid the potential for cross-contamination in the existing intensive care facility. The project included the construction of the first tissue digester in the state of Pennsylvania, which features a technology that is superior to incineration and will provide a valuable resource in the event of disease outbreak in the surrounding areas.

The focus of the building construction, which began in the fall of 2008, was on low maintenance and durable materials. Construction on the project was completed in the spring of 2010.

The project was constructed on a site where there were existing structures and utilities, as well as mature landscaping. This condition made much of the under-

ground work a difficult endeavor, since the field crews needed to deal with numerous changes in grade elevation and were required to work around the existing site utilities.

One of the keys to the success of the project was the extensive planning and initial coordination of the MEP trades involved in the project. This enabled the execution of the work to proceed in the proper sequence. It also prevented conflicts in the installation and made the execution of the interior work more productive.

Project Scope

- ◆ 35kV Outdoor Main Service Switchgear, Nema-32 Metal Clad Switchgear for Main and Tie Breakers
- ◆ Three 35kV Load Breaker Switches
- ◆ Two 35kV-4801/277 Pad Mount Transformers
- ◆ 450kW and 205kW Diesel Generators with skid tank and sound attenuated waterproof housing
- ◆ Isolated Power Panels for Procedure Rooms
- ◆ 1600 amp and 400 amp Switchboard for secondary distribution
- ◆ Fire Alarm System
- ◆ Site Lighting
- ◆ Extensive Site work and Underground Ductbank for new electrical services





Personal Protective Equipment used in Cable Crimping

Business Focus SAFETY



Safety Harness Training



Confined Space Set-up



Forklift Training



Tri-M's Jim McConlogue (see article on page 6) was the winner of Dupont's FS&RE Safety Slogan Contest for Delaware. Jim's winning entry, above, will be used on all Dupont safety-related correspondence in the state of Delaware.

Tri-M makes safety a priority because it just makes sense. Because our employees are our most valuable asset, Tri-M recognized early on the need to keep them safe and healthy...we need our employees well in order to stay in business. Therefore, Safety Training at Tri-M is just as important as our Craft Training.

In the mid-eighties, there was an industry trend toward increased safety awareness. At that time about 15% of our workload was for a long time customer who was very safety conscious, so their safety requirements were a key component in the development of our safety program. It was about that time that Tri-M created a new position dedicated to safety management with the sole purpose of developing and enforcing our safety program and safe work practices. In fact, many times we were called upon to help our peers with the development of their safety programs.

Initially, there was a significant amount of resistance because of a general belief that safety was too costly in terms of reduced productivity and increased equipment costs. It was important to get the point across that we could not afford NOT to be safe.

Employee feedback has always been key to the success of our safety program. Personnel are more willing to take ownership when they are an integral part of the solution. When encouraged to bring new or better ideas to the table, employees offered suggestions and solutions rather than complaints. Consequently, the trend shifted from resistance to acceptance of the program. Many programs including health fairs, flu shots and safety awards, to name a few, have been implemented over the years to reinforce our commitment to employee wellness. These programs have driven home the fact that Tri-M genuinely cares about its employees and their safety and well being.

In the early nineties, the OSHA PINS – “Partners in Safety” Program was developed. This was the first initiative using the OSHA 10 hour course along with a customer’s specific safety requirements. Tri-M was an active participant in this program and on the PINS committee. In order to maintain the highest possible level of safety we always adopted the highest applicable standard. We also complied with annual prequalification requirements of several other major customers which centered on their specific safety and safe work practices. Tri-M has always been poised to deal with unique customer situations as they arise. On one jobsite, we developed specific procedures with a fall protection manufacturer to deal with the unusually tall buildings on which we were working. We have continually worked closely with our customers and employees to develop new procedures or modify existing ones to ensure continued safety in unique or challenging situations.

To ensure our employees are well trained in safety, each new hire attends a full day of safety training on the first day of employment. We have also developed and maintained a comprehensive written safety manual which is distributed to every new employee and reviewed as part of the safety training. Toolbox Talks, jobsite audits, accountability and feedback from employees are also core components of our safety program and have been since its inception. Both routine and supplemental toolbox talks are utilized. Routine Toolbox Talks deal with general day-to-day site safety and safe practices, whereas supplemental talks are used when pertinent information needs to be addressed, such as lessons learned from a particular incident. Our Safety Committee, comprised of management, office and field personnel, meets monthly to address any jobsite conditions, procedural changes and other relevant safety topics.

Over the years, Tri-M has recognized and awarded safe employees with safety incentive awards including Safety Dinners for milestones of 5, 10, 15 and 20 years of perfect safety. These individuals are also recognized at the company’s Annual Meeting.

Thanks to the comprehensive Safety Program at Tri-M and our safety conscious employees, we are often recognized in the industry as a leader in safety. We have received several safety awards from customers over the years and are recognized annually by Associated Builders and Contractors as recipients of the ABC Platinum S.T.E.P. (Safety Training and Evaluation Process) Award. But our greatest satisfaction is derived from sending our employees home safe and sound at the end of the day!



Lockout Tagout - Each lock represents a life.

hereby presents the
Safety Training and Evaluation Process
STEP Award to
The Tri-M Group, LLC

In recognition of the company's Platinum Level of achievement
and its ongoing efforts in the development of a quality
safety program for 2010

James Elmer
ABC National Chair

Kirk Pickrel
ABC National President and CEO