



# The Conduit

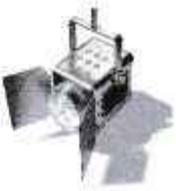


Volume 15, Issue 1  
January & February 2018

NEWS & VIEWS OF  
ELECTRICAL INSTALLATIONS, INC.

CHRISTMAS PARTY 2017





# EMPLOYEE SPOTLIGHT

## Happy Birthday

- 1/10 Annette Chamberlain
- 1/13 Wayne Wickens
- 1/18 Christian Brosious
- 1/18 Cory Glines
- 2/1 Ben Fritz
- 2/4 Tom Therrien
- 2/19 Tyler Capri
- 2/19 Bryan Payne
- 2/23 Mitchell Leary



## HAPPY WORK ANNIVERSARY

- Tom Therrien 21 years
- Mike Leary 19 years
- Christian Brosious 6 years

## WELCOME

### NEW EMPLOYEES

Frank and Tyler Capri—Frank and Tyler are a father/son team. They joined EI after working closely alongside our crews on many jobs and are familiar with the type of work we perform. Frank is a Master Electrician, and Tyler is an Apprentice Electrician. They live in Franklin with their family (wife/mom and two sisters). Tyler enjoys music and playing the guitar in his spare time.

## CLEAN OFF STORAGE AND OFFICE TRAILERS



As snow and ice season is upon us, please remember the importance of keeping trailer roofs clear of snow and ice. Snow and ice buildup on the roof of a trailer can cause the roof to sag, bending the aluminum supports. Total collapse is possible. Also as temperatures begin to rise, a sagging roof may leak. Please check your onsite trailers periodically for snow and ice.

### Factoid of the Month



It may sound like science fiction but there is a scientific measurement for the coldest it can ever be. 0 degrees on the kelvin scale (-273.15 C) is the coldest matter can ever get. At that point it's so cold even your atoms fall apart!



stay warm !!



On December 10, 2015, the coldest temperature ever recorded on Earth took place. On a high ridge in Antarctica the temperature reached -92 C!

## winter weather tips:

### know winter weather terms.

- Watch=winter storm is possible in your area. Follow local officials and media for tips and updates.
- Advisory=conditions expected to cause major delays & may be hazardous. Use caution.
- Warning=winter storm is occurring or will occur soon your area.

### winter storm tips.

- Prepare for possible power loss: add warm clothes to emergency kit, check flashlight (never use candles) & radio batteries, charge mobile devices, fill car tank, take cash out (ATM's may not work).
- Only use generators in open areas away from windows & home to prevent carbon monoxide poisoning.
- Bring pets/animals inside and move livestock to sheltered areas with non-frozen drinking water.
- Travel only if necessary. Keep an emergency kit in your vehicle.
- Let family and friends know where you are. Check on neighbors before, during and after a storm to make sure they are OK.

Number of hours worked without a "Lost Time" Injury **388,742**



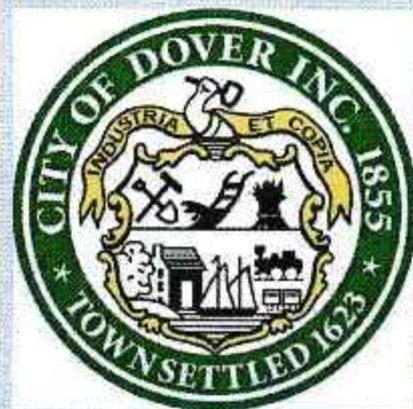


# The Conduit



Volume 15, Issue 2  
March & April 2018

## NEWS & VIEWS OF ELECTRICAL INSTALLATIONS, INC.



### FEATURED PROJECT WATER FACILITIES IMPROVEMENTS, PHASE I CITY OF DOVER, NH

This two-year project, which is nearing completion, was subcontracted to Electrical Installations, Inc. by Penta Corp in 2016. The project consists of completely demolishing and rebuilding one water treatment plant and upgrading several wells and chemical treatment facilities. EI has completed the electrical, construction, and instrumentation supply on the entire project. This million dollar project is nearing on-time completion by an extensive crew supervised by Neil Davis. Special thanks to Jim Fritz, Project Manager, Neil Davis, Andy Fritz, Ben Fritz, Frank Capri, Tyler Capri, Bryan Payne, Chris Roberts and Craig Sharpe as well as office and panel shop support staff for bringing this project in on time and, more importantly, in a safe and professional manner. We look forward to final completion within one month. Congratulations to all for a job well done!





# EMPLOYEE SPOTLIGHT

3/10 Eva Fritz  
 3/31 Shane Pouliot  
 4/25 Tracey Clarenbach  
 4/30 Brian Chevrette

**Happy Birthday!**

## WELCOME NEW EMPLOYEE

**Timothy Rainville** - Tim is an apprentice electrician working with Bryan Payne. He lives in Moultonborough with his wife and 16-month old daughter. He enjoys being on the water fishing and kayaking when he has free time.



## HAPPY WORK ANNIVERSARY

Matt Blood	14 years
Tom Brosious	14 years
Zack Fritz	8 years
Jared Leary	8 years
Andy Fritz	6 years
Ben Fritz	5 years



**Don't forget to set your clocks ahead on Sunday March 11.**

## ANNUAL EMPLOYEE MEETING

Friday, April 27, 2018

8:30 AM—1:30 PM

Ridgewood Country Club



## Factoid of the Month



Daylight savings time initially became popular during WWI to save electricity. It ceased after the war and regained popularity in the 1970s after the nationwide energy crisis because of the oil embargo of 1973. Daylight Saving Time doesn't begin at the stroke of midnight like you might expect. Rather, the time change is delayed until two in the morning to give or take an hour, the idea is that most workers with early shifts will still be in bed and most bars and restaurants will already be closed.

## Charlie's Quality Corner

Tech Tips - Connections

99% of all power, control and instrumentation problems can be traced back to loose or improper connections. We sometimes see critical processes interrupted by poorly made connections. Some considerations are:

- The preferred method for terminating power cables is to use compression connectors. Always use a crimper listed for use with the connector and apply the properly rated cable to connector. Check the temperature rise of the connector to match or exceed the rating of the equipment.
- Be sure to strip enough insulation off control and instrumentation cable. Torque terminal strips to manufacturer's spec's.
- Avoid "bird caging" when terminating finely stranded control wires.
- Be sure to insulate splices and connections with listed insulating materials which meet or exceed the conductor insulation and temperature ratings.
- Allow for insulating over sharp edges and for vibration.
- When connecting instrumentation and control wiring to terminal blocks, strip conductors to the proper length to avoid tightening on to the conductor not the insulation.



Number of hours worked without a "Lost Time" Injury

**399,262**

**HAPPY SPRING!**



# Welcome Spring!

## The Conduit

Volume 15, Issue 3

May & June 2018

### NEWS & VIEWS OF ELECTRICAL INSTALLATIONS, INC.

#### 2018 TEAM MEETING



On April 27<sup>th</sup>, all Electrical Installations employees gathered at Ridgewood Country Club in Moultonboro for EI's Annual Team Meeting. Our meeting began with introduction of those employees new to the company since our previous meeting: Annette Chamberlain, Tracey Clarenbach, Chris Roberts, Shane Pouliot, Frank Capri, and Tyler Capri.

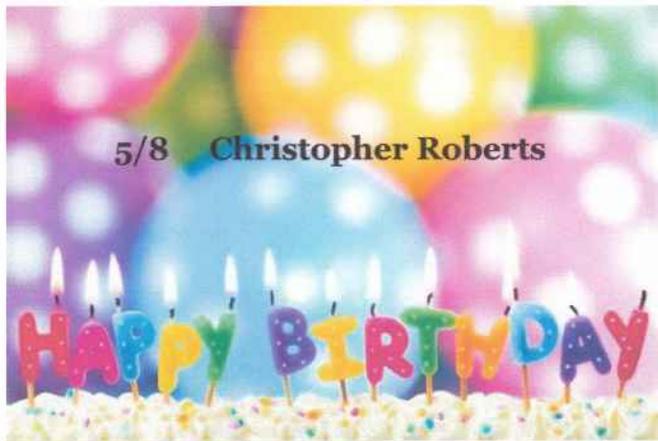
As always, our meeting began by focusing on our #1 priority, safety. Informational vendor presentations included "Explosion-Proof Wiring Methods & Equipment" and "Silica Dust Containment". Safety Director Matt Blood provided safety and OSHA updates as well as an overview of a Tool Box Talks phone app. Use of this app will be implemented on all EI job sites and it is expected to greatly enhance the effectiveness and frequency of Tool Box Talks. Charlie Fritz presented "New Compression Connector Techniques for Large Cables" including a demonstration of EI's newly acquired compression connector. In his own unique style, Charlie emphasized the dangers of improper use of this powerful tool.

Updates and advantages of EI's SIMPLE IRA Retirement Plan were presented by Greg Tetreault of Boston Partners Financial Group providing valuable information for those not already enrolled in this beneficial program. Updated information regarding EI's Employee Handbook and eSUB payroll submission were presented as well as purchasing techniques and recommendations.

Following lunch, we turned our focus to the company including most recent performance and the challenges that lie ahead. EI's annual "State of the Company" review highlighted 2017 as the most challenging year in EI's 30-year history. Faced with unprecedented volume and remote jobsites, adequate project staffing became our constant concern. Extensive use of subcontractors and temporary labor became the norm but it was the perseverance and dedication of our own EI team that allowed us to meet the challenges of 2017. We are only as strong as our employees and it would appear that we are virtually indestructible. The majority of our team members have spent many years contributing to our success and it was our pleasure to end our team meeting with presentation of milestone awards. Ben Fritz, Andy Fritz, and Chris Brosious were honored for having achieved 5 years of dedicated service. 10-year service awards were presented to Kim Souza, Casey Damon, and Michele Near. Once again, we were delighted to celebrate an employee reaching the 20-year service mark as we proudly honored Tom Therrien for more than 20 years of service. We are most grateful to all for their commitment and dedication.



# EMPLOYEE SPOTLIGHT



5/8 Christopher Roberts



## HAPPY WORK ANNIVERSARY

Cory Glines	13 years
Eva Fritz	12 years
Casey Damon	11 years
Michele Near	11 years
Mitchell Leary	4 years
Tracey Clarenbach	1 year
Christopher Roberts	1 year



Charlie Fritz congratulates Tom Therrien on completing 20+ years of dedicated service.



### Factoid of the Month

Memorial Day was first celebrated on May 30, 1868. It was observed by placing flowers on the graves of Union and Confederate soldiers during the first national celebration.

General James Garfield made a speech at Arlington National Cemetery, after which around 5,000 participants helped to decorate the graves of the more than 20,000 Union and Confederate soldiers who were buried there.



**THANK YOU !**



Casey Damon, Kim Souza and Michele Near are honored for 10 years of dedicated service.



Ben Fritz, Christian Brosious and Andy Fritz are honored for 5 years of dedicated service.

Number of hours worked  
without a "Lost Time" Injury **410,580**



Congratulations to Cory Glines and Ben Fritz, who have been elected as the new employee representatives to the JLMC.

# The Conduit

Volume 15, Issue 4  
July & August 2018

## NEWS & VIEWS OF ELECTRICAL INSTALLATIONS, INC.

### 7<sup>th</sup> Annual TDK Golf Classic

Electrical Installations is proud to have, once again, participated in the TDK Golf Classic which was held at Ridgewood Country Club in Moultonboro on June 8. Under perfect weather and course conditions, 122 golfers enjoyed a fun-filled day on the links in support of Nolan, Landan and Adisyn Keyser's College Funds and the Concord Hospital Payson Center for Cancer Care. Once again, we were inspired by the efforts and generosity of so many in our industry as vendors, contractors and community members came together for a special day of remembrance and fundraising.

The TDK Golf Classic originated in 2012 following the death of dear friend, Todd Keyser, of Penta Corporation. Having lost his battle with cancer at the age of 38, Todd left behind his wife and 3 young children. The first TDK Golf Tournament was organized in an effort to provide for the children's future and it has remained a much-anticipated annual event. In 2014 the Concord Hospital Payson Center *Lend Me A Hand Fund* was added as a recipient of tournament proceeds in acknowledgement of the support received by Todd and his family during his cancer treatments.

Congratulations to this year's tournament champions Jimmy Fritz, Cory Glines, Andy Fritz and Zack Fritz. Thank you to all who worked so hard to make this event a wonderful success, bringing our 7-year total donations to nearly \$160,000.



Landan, Adisyn, Nolan and Laura Keyser



Champions Andy Fritz, Jimmy Fritz, Zack Fritz and Cory Glines



Chris Countie, Charlie Fritz, Tom Therlen and Chuck Fritz



Tom Brosious, Ben Fritz, Jim Fritz, and Matt Blood



Darlene Fritz, Kelly Battles, Sylvia Keyser and Margaret Freedman





- 7/1 **Jimmy Fritz**
- 7/9 **Craig Sharpe**
- 7/9 **Darlene Chevrette**
- 7/28 **Charlie Fritz**
- 8/11 **Andy Fritz**
- 8/26 **Zack Fritz**



**HAPPY WORK ANNIVERSARY**

Brian Chevrette	22 Years
Darlene Chevrette	22 Years
Neil Davis	22 Years
Jimmy Fritz	8 Years
Annette Chamberlain	2 Years
Shane Pouliot	1 Year



**WELCOME WYATT ELLIOTT BLOOD**

We are excited to announce the birth of baby Wyatt at 10:27

AM on May 27. He weighed 7 lbs. 6 oz. and was 20.5" long. Mom, Chrissy, and dad, Matt, stopped by the office when he was just a few days old.

**WELCOME**

**Eric Tarbox**—Eric joins us as a journeyman electrician and is currently working with Tom Brosious. He lives in Gorham, ME with his wife. In his spare time he enjoys riding his Harley and fishing.

**Harry Blood**—Harry will be working part time in property maintenance here at the shop. He lives in Moultonborough with his wife, Anita. In his spare time Harry enjoys coaching girls' softball and fishing. As many of you know, he is also Matt

**DISTRACTED DRIVING**

The National Safety Council reports that US roadway fatalities had its largest percent increase in 50 years in 2015. While drivers polled by the US Department of Transportation and the National Highway Traffic Safety Administration feel that their performance is not impacted, serious accidents caused by distraction are on the rise.

In recent court cases across the US, several judges have held that drivers in motor vehicle accidents involving distracted driving can be punished criminally. In some cases, sentences were multiple years of incarceration, loss of license, and significant monetary fines. Please remember...

**HANDS ON THE WHEEL,  
EYES ON THE ROAD,  
MIND ON DRIVING**

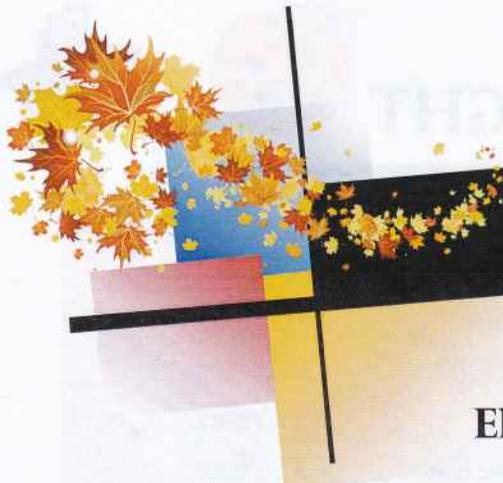
**Factoid of the Month**



On July 1, 1776, the Second Continental Congress met in Philadelphia, and on the following day 12 of the 13 colonies voted in favor of Richard Henry Lee's motion for independence. The delegates then spent the next two days debating and revising the language of a statement drafted by Thomas Jefferson. On July 4, Congress officially adopted the Declaration of Independence, and as a result the date is celebrated as Independence Day. Nearly a month would go by, however, before the actual signing of the document took place. Independence Day became a Federal holiday in 1870. Other countries, including Denmark, England, Norway, Portugal and Sweden also celebrate the Fourth of July as a way to bring in American tourists.

**Number of hours worked without a "Lost Time" Injury**

**420,377**



# The Conduit

Volume 15, Issue 5  
September & October 2018

## NEWS & VIEWS OF ELECTRICAL INSTALLATIONS, INC.

### Town of Newmarket Wastewater and Water SCADA Upgrades



Following EII's recent completion of an upgrade to the Town of Newmarket's Wastewater Treatment Facility, the Town elected to integrate all water and wastewater pumping stations with the new SCADA computers. Cory Glines and Jim Fritz submitted the successful bid, and EII was contracted to move all water system SCADA from the Water Treatment Plant to the Wastewater Treatment Facility and convert communication of five wastewater pumping stations from phone line to radio transmission.

With a 90-day contract duration, thoughtful planning and execution were integral to meeting contract deadlines. Brian and Darlene Chevrette and Eva Fritz, tasked with preparing and delivering submittals to Underwood Engineering within two weeks, did so efficiently. Upon approval, Matt Blood and Casey Damon promptly built and shipped five RTU panels for installation by Neil Davis and Andy Fritz, who hustled to maintain project momentum. Jim Fritz, Jr. worked to complete telemetry integration between the two facilities, and, with the help of Jim Fritz, Sr., all water and wastewater sites were up and running within two weeks.

Thanks to the expeditious nature and quality workmanship of all, this fast-tracked project reached substantial completion two weeks ahead of schedule! Electrical Installations enjoys a wonderful relationship with the Town of Newmarket, and we are pleased to have assisted them, once again, as they continue to upgrade technology.



Number of hours worked  
without a "Lost Time" Injury

431,297

SAFETY IS NO ACCIDENT





9/9/18	Chuck Fritz
9/14/18	Casey Damon
9/15/18	Matt Blood
9/17/18	Jim Fritz
9/20/18	Jared Leary
10/11/18	Frank Capri
10/17/18	Michele Near
10/28/18	Darlene Fritz



## Happy Birthday

### Happy Work Anniversary

Kim Souza	10 Years
Chuck Fritz	31 Years
Jim Fritz	31 Years
Darlene Fritz	31 Years
Charlie Fritz	31 Years

### UPCOMING PROJECTS

- Londonderry, NH – Pump Station Replacement  
DeFelice Corporation
- Mass. DOT Hwy. Division– Pump Station Improvements  
Losordo Electrical Services, Inc.
- Newington, NH – Booster Pump Station Upgrades  
Methuen Construction
- Portsmouth, NH – Pease WWTF Headworks  
Methuen Construction
- Saxton's River, VT – WWTP Upgrade  
Penta Corp.
- South Portland, ME – Secondary Clarifiers Rehabilitation  
Atlantic Mechanical, Inc.
- St. Albans, VT – WWTF Refurbishment  
Penta Corp.
- Stoughton, MA – Plain Street WTP Wells  
Winston Builders Corp.
- Webster, MA – Memorial Beach WTP Upgrade  
Sparks Company, Inc.
- Winter Harbor, ME – WWTP Upgrade  
Apex Construction, Inc.

### WELCOME JENNIFER MCCANN FRITZ



We are excited to announce the birth of Jenny Fritz on August 3, 2018. She weighed 4 pounds and was 17.25 inches long. Jenny was born a month early but is now home with Catie and Jimmy. Congratulations to them and to new grandparents Eva and Jim and great-grandparents Darlene and Charlie.

### Factoid of the Month

#### Sharing the Road with School Buses



If you're driving behind a bus, allow a greater following distance than if you were driving behind a car. It will give you more time to stop once the yellow lights start flashing.

It is illegal in all 50 states to pass a school bus that is stopped to load or unload children.

- If the yellow or red lights are flashing and the stop arm is extended, traffic must stop.
- The area 10 feet around a school bus is the most dangerous for children; stop far enough back to allow them space to safely enter and exit the bus.

Be alert; children often are unpredictable, and they tend to ignore hazards and take risks.



### GENIE LIFT



We recently purchased a Genie towable lift capable of reaching 45 feet for use on jobsites. It is stored at the shop in Moultonborough. Please call Matt to schedule in advance.

Matt Blood, Safety Director, demonstrates Electrical Installations' new lift

Merry Christmas

# The Conduit



Volume 15, Issue 6

November & December 2018

NEWS & VIEWS OF  
ELECTRICAL INSTALLATIONS, INC.

**URGENT**

**PLEASE READ THIS—LOST TIME HOURS RESET**

## LADDER SAFETY REVISITED

Although using a ladder may be second nature to many, according to the US Dept. of Labor, Occupational Safety and Health Administration (OSHA), falls from ladders account for 20% of all fatal and lost work-day injuries in general industry.

Please remember to work safely and follow these standard ladder safety practices regularly:

- Always look for overhead electrical hazards before handling or climbing a ladder
- Choose appropriate ladder for intended use (ie. never use aluminum ladders for electrical work)
- Inspect the ladder for visible damage/wear/slipping hazards; discard if determined unfit for use
- Use on stable, level surface; never place on boxes/barrels/other unstable bases for added height
- Always face the ladder when climbing up or descending and maintain a 3-point contact
- Keep body inside the side rails; never lean out beyond the ladder's side rails
- Do not sit or stand on the top step or the one immediately below it
- Never carry tools/objects/loads up a ladder; raise up using a hand line or have someone pass them to you
- Keep area around top and bottom of ladder clear
- Use a barricade to keep traffic away from ladder and prevent accidental displacement
- Carry a ladder with the feet pointing forward and towards the ground
- Rungs and steps must be slip resistant
- When used on slippery surfaces, ladder must be secured and stabilized
- Never move, shift or extend a ladder while a worker is on it
- Never tie/fasten ladders together to provide added length unless they are designed for such use
- Use ladder that can sustain 4 times the max intended load (3.3 times for extra-heavy duty rated)

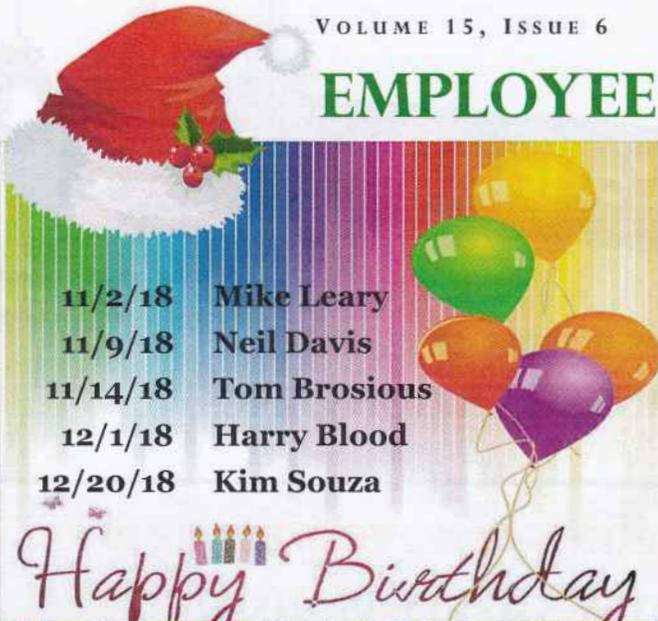


Number of hours worked  
without a "Lost Time" Injury

**2,466**

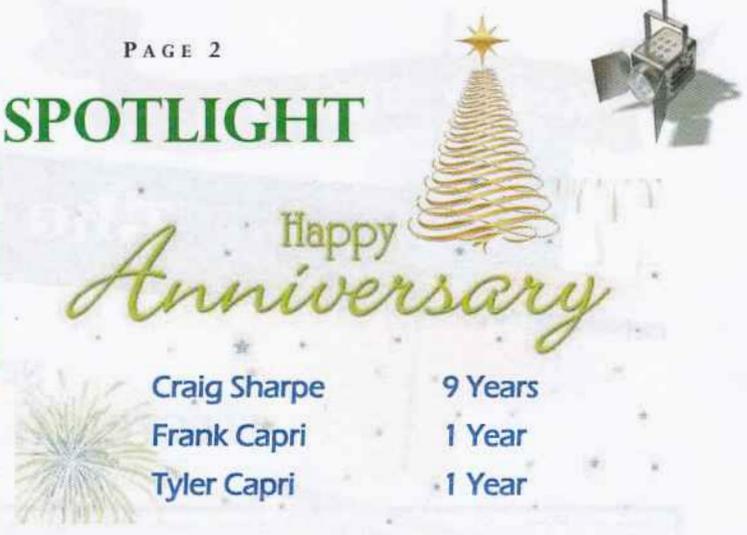


# EMPLOYEE SPOTLIGHT



11/2/18 Mike Leary  
 11/9/18 Neil Davis  
 11/14/18 Tom Brosious  
 12/1/18 Harry Blood  
 12/20/18 Kim Souza

*Happy Birthday*



Happy Anniversary

Craig Sharpe	9 Years
Frank Capri	1 Year
Tyler Capri	1 Year



**EI CHRISTMAS PARTY**  
 Saturday, December 8, 2018  
 6:00 PM—9:00 PM  
 Lemon Grass  
 64 Whittier Highway  
 (Route 25)  
 Moultonborough, NH

*Happy Thanksgiving!*  
*Merry Christmas!*

As you know, Thanksgiving, Christmas, and New Year's Day are paid holidays. As a reminder, the day after Thanksgiving is not a work day for Electrical Installations. This year, because Christmas falls on a Tuesday, we have decided to also close our doors for Christmas Eve day, December 24th.

The day after Thanksgiving and the day before Christmas are both unpaid days off provided for you to enjoy additional holiday time with family and friends. At your option, you may use earned vacation time to supplement your hours for these holiday payrolls. Please make your intentions clear when submitting payroll hours. In order to accommodate Christmas Eve as a day off, payroll must be processed on the Friday before Christmas. Consequently, all hours worked for the week ending 12/23 must be submitted prior to the morning of Friday, 12/21.

New Year's Eve Day is designated as an optional unpaid day off. Due to year-end accounting and procedures, EI's Home Office will be operating on December 31st. Field operations will be job site dependent—speak to your supervisor regarding scheduling.

**Factoid of the Month**



Daylight Saving Time 2018 comes to a close on Sunday, Nov. 4, at 2 AM. The retracted hour will bring more light to your mornings.



*Don't Forget!*  
 Clocks  
 FALL  
 back this weekend!

**SAFETY TRAINING**

The entire EI team will have updated CPR, AED & Standard First Aid certifications by year end. Once again, geographic disparities required training in four separate locations, three of which were conducted in October, the final to be completed next month. Special thanks to Debra Boyll of Becker Training Associates for sharing her knowledge with enthusiasm and humor.

