

THE DIRT

July 23, 2015
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OUR PEOPLE MAKE THE DIFFERENCE

GROWING & PRESERVING IMCO CULTURE

Since the beginning, IMCO has been dedicated to our community, our people, and our work. The IMCO culture revolves around: team work, innovation, adventure, family, a relentless drive to work hard and enjoy life, and the commitment to keep each other safe. IMCO is a dynamic group of professionals who are driven to be the best in the business in every sense; performing dynamic, challenging, complex projects; always striving for excellence; and forging strong, trusting relationships along the way.

IMCO WINS FOUR TOP HONORS FROM AGC

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Spokane Riverside Park

SPOKANE SILO C DIGESTER

As the Spokane Silo C Digester crew progresses into the heart of summer, there are multiple aspects of the work coming together this quarter. The first 190 cubic yard concrete pour for lift one on Silo Digester 3 took place on June 18th and was executed flawlessly, as was the second 190 cubic yard pour on June 30th. The removal of the forms from the first pour revealed that there were no defects in the placement and that the crew performed the task above expectations. There will be a total of 1,140 cubic yards of concrete poured on this job. Concrete work will continue throughout this month. In conjunction with the concrete pour, the next lift of structural rebar is being created and staged for placement in the upcoming weeks.

At the same time, the mechanical crew, led by Rich Morasch, continues to make sound progress in what has been an extensive scope of piping work (shown here). Significant headway has been made with the yard piping that is being installed in challenging and confined conditions. Over the next couple months, Silo Digester 3 will continue to progress vertically along with the mechanical connections between the silo digester and the current facility.



*IMCO Honored by AGC.
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As quoted by AGC's Northern District representative, Liz Evans, "it was IMCO's night." IMCO was recognized for work at Oso with three different awards for Project excellence. IMCO was also honored with the Moss Adams Community Service Award for commitment to our communities. "I am incredibly proud of our people and what we do at IMCO," said Patti Imhof when she accepted this award. "But nothing makes me prouder of IMCO than when we are able to give back to our communities." IMCO was given three awards throughout the duration of the evening for construction excellence in highway/transportation and heavy industrial and the community service award. Then, to top it off, IMCO was surprised with the The Grand Award for construction excellence for our WSDOT contract working at Oso. The evening was a true testament to IMCO's continued strategy to maintain and cultivate the very best people in the business.

The evening's most touching moment came when a video was shown to the audience about IMCO's work at Oso. The short documentary style film featured IMCO's Tyler Kimberley, CJ Handforth, Brent Richards, Casey Dougherty and Travis Waldrop. The video captured a glimpse of what the experience was like for our people working at Oso last year. If you have not yet seen it and would like to please reach out to info@imcoconstruction.com for a link.

STRENGTHENING SAFETY CULTURE

Safety has been a hot topic at IMCO in 2015. The type of work being performed and pursued the past few years has been especially challenging and risky. We will continue to build these challenging projects because they are interesting, challenge is what we like, and because we build them better than anyone else. But dangerous work inherently leads to safety issues. Because of this, it is critical that we build a world-class safety program and safety culture that we all believe in and is truly the best in the business. There are many other reasons to improve our Safety program:

•**Increased job satisfaction:** Positively enforcing and talking about safety will increase our satisfaction in work well done. We need to acknowledge that going home unharmed after a hard day's work isn't a guarantee, and doing it successfully is something to be proud of.

•**Increased productivity:** Safety planning should be intermingled with production planning. Doing these two things hand in hand will increase productivity.

•**Recruitment & employee retention:** Having the best safety program shows our employees how much we respect them. We want to take care of our people and provide them with the safest work environment possible.

•**Winning new work:** Most private clients and many public agencies have strict safety standards that contractors are required to meet. By having the best safety program, we can ensure that we are eligible to pursue any project we want.

•**Public image:** We want to be known in the industry, with our clients and in the communities where we work, for being the safest contractor around. This builds trust and confidence in our ability to perform difficult work.

•**Leaving a legacy:** Part of "The Plan" is to run the Company for longevity. Keeping our people safe and providing a place that they are proud to be a part of is key to IMCO's long-term success.

With this increased focus on Safety, the operations and leadership teams at IMCO identified the need to expand IMCO's Safety Department. Steve McLaughlin was recently hired as the Director of Safety at IMCO. Steve has conducted safety training for the IMCO team in the past, which was reported on last quarter in the DIRT. He has over 35 years of safety experience and will be instrumental in getting our safety program to where it needs to be to support growth. In his role, Steve will help us further define and improve the IMCO safety culture, ensure we have the right people and resources in place, set short and long term goals, and support our continuous improvement. One of Steve's strengths is approaching safety positively. This is difficult, since safety is typically measure negatively, when there is a failure. We do not want to be talking about safety only when something goes wrong; We want to acknowledge when things are going right as well.

We want our safety program to be something that we can brag about, and it is! IMCO has the 13th best safety records of all contractors in the State of Washington,

with an EMR of 0.5881! That is something to be extremely proud of. The quality of our safety program has been instrumental in getting us work with Rio Tinto, Boeing, and the City of Spokane. We have a good foundation. We are getting the resources and tools in place to build it into something great!

"Steve's positive approach and knowledge of safety is going to benefit IMCO in so many ways. He has the ability to explain aspects of safety from job level to management in a way that is fun, achieves buy-in from (the team), and has everyone leaving a safety talk with a positive let's do this attitude! Safety is about a lot more than just numbers and statistics that equate to dollars on a job. It's about us all going home safe at the end of each day. I look forward to seeing Steve on our job sites." – Casey Dougherty, Superintendent

