



THE RELIABLE SOURCE

Keeping Employees Informed

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What's New:

Photo Contest: The Winners for the June photo contest have been selected:

☆ **1st Place** for the \$75 Amazon Card: Edgewater Boat Ramp Paving, by Archie Oliver



☆ **2nd Place** for the \$25 Amazon Card: Paving Off of Spa Road, by Joe Heiss



Follow us on Facebook to see the additional photos for May and stay up-to-date on the competition. Contest rules can be found on our website and Facebook page. Also look for photo tips. Remember: **We need at least 300 dpi photo resolution. Thank you to all the participants. Keep the photos coming!**

New Faces: Please welcome the following new or returning employees to our team: Tristan Breen, Patrick Burkman, Tanner Craig, Trevor Dilla, Craig Floyd, David Hutchins Jr., TJ Jones, and James Torres.

Reminder: New employees are eligible to elect benefits on their 90th day of employment. We offer health, dental and vision benefits as well as 401k and more...if you are nearing your 90th day please contact Beth Thompson in HR for your benefits packet.

July Birthdays: Dillon Atkinson, Justin Bogdan, Donald Cardwell, Harold Cole, Darrell Coombs, David Cox, Catherine Garner, Albert Gibson, Samson Gray, Robert Green, Ernest Harris, Russell Hatfield, David Hicks, Derrick Klump, John Lucente, Brian Middleton, Jesse Middleton, Anthony Mitchell, Leonard Morris, Ryan Nehus, Catherine Rzepkowski, George Sappington, Louis Schneider, Tiant Sellman, Richard Shaffer, Paul Smith, Cindy Spiess, David Talbot, Algernon Tisdale, Daniel Weinstein, Timothy Whitehead, Scott Youngman.

We love sharing good news. Please contact HR@ReliableContracting.com to inform us of a happy event in your life such as new baby, wedding nuptials or anniversaries, etc.

Heading Photo: MD LIVE! Hotel Site, by Travis Dohler

New Online:

Finances and Retirement page:

☆ StratWealth is introducing a ROTH IRA option to our 401(k) plan. Read the **401(k) Decision Time!** packet, courtesy of StratWealth to get the pertinent info help with your investment decisions.

{How to Find these articles:

Go to www.reliablecontracting.com, hover over the **EMPLOYMENT/EMPLOYEES** tab, then click on **Finances and Retirement**.or **Employee News & Wellness tabs**}

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Archie Oliver

With the deepest regret, we announce the passing of our Landscape Foreman, Archie Oliver. He was a dear friend to many and a long time employee of Reliable. Archie passed away suddenly on July 5, 2017 at the age of 50.

Archie worked for Reliable 32 years, starting in 1985. Archie was nominated for Foreman of the Year for 2015 for the amount of time he spent on the CPV pipeline project in Waldorf. It required many nights as well as Sunday's to get the job done. Archie and his crew did a great job keeping the job on the tight schedule we had to maintain.

Here is what Michael Abbott had to say in our CPV Recap article about Archie from our Corporate Newsletter, The Reliable Report, dated Winter 2015/2016, "Archie and his crew were last on the trail portion of the project on Aug. 27, 2015 to complete the final stabilization. They ran out of straw that evening, but Oliver and his crew wanted to finish the project that night. As a result, they drove nearly 1.5 hours to the Millersville office, loaded up their trucks, drove back to La Plata, and finished the project by midnight. This type of action is truly commendable for going above and beyond to help achieve goals of the project and the company. The deadlines were met, and the CPV owner and the county were both very pleased to have this phase completed."

Tad Hall, the manager of our landscaping department recently had this to say about Archie, "I started working with Archie in 1987 when I took over Meade Turner's crew. We worked together until 1998 when I was offered a chance to move up. It took a while but I was finally able to talk Archie into taking my place as foreman of the crew. He was young and always questioned whether he could do the job or even wanted to. I had no doubt that he could. After being in a foreman position for 18 years, the choice proved to be the best for Reliable and Archie. He always lead by example and would never ask someone to do something he would not have done himself. After 18 years I know that there is not a company, foreman or crew member that did not respect and admire Archie for the person and boss that he was. Over the years the landscaping crew changed many times but the quality of work never changed. That's the kind of guy and foreman Archie was. No matter what changed he held the job and his standards to the highest level. They always say that nobody is replaceable.... I am sure we will find somebody to take his job, but we will never replace him! Archie always tried to do the right thing and always amazed me at the things he was able to accomplish. I spent over 30 years of my life working with and getting to know one of the best people I have ever met and it was a privilege to have shared all those years with Archie! It will be a void personally that I will never be able to fill. This will be the first time since 1928 that Reliable will not have an Oliver on the payroll, and as much as Archie liked softball....there was not a better person to go out hitting a Grand Slam in everything he did. God bless Archie and all that he stood for! It was an honor to be your friend!"

Archie is survived by his wife Valencia Oliver; two daughters, Arneisha Oliver, Valencia Tatum; and their son, Corey Coates. Archie will be sorely missed. Our thoughts and prayers go out to his family.



From left: Tiant Sellman and Archie Oliver at the 2017 Bull Roast



2015 Foreman of the Year Nominee Presentation, from left: John T. Baldwin, Jack Baldwin, Archie Oliver, Meade Baldwin Sr., Rob Scrivener, and Jay Baldwin.

401(k) Plan Notice

March 15, 2017

Dear Employee,

YOUR 401(k) PLAN'S ADMINISTRATIVE COSTS ARE BEING REDUCED.

The Plan Trustees of Reliable Contracting are committed to ensuring the costs and recordkeeping services reflect the needs of your Plan. We recently conducted a plan review with John Hancock and are pleased to announce a reduction in your plan costs. The changes, outlined below, will come into effect no later than 30 days after you receive this notice.

This letter is communicating an overall reduction in your plan costs. You may see these charges reflected in a different manner than previously disclosed on your 404a-5 & Investment Notice.

Description	Current	Revised
Credits	0.00%	Credit of (0.10%)

Small differences between figures shown may occur due to rounding.

This letter only includes the administrative charges that are changing. For a complete list of administrative charges, review the Important Plan Information section of the 404a-5 Plan & Investment Notice that was previously provided to you or contact your plan administrator. You can also access this notice by visiting John Hancock's participant website at www.jhnpensions.com (or www.jhnympensions.com for plans domiciled in New York).

If you have any questions about this letter, please contact your Plan Administrator.

*If applicable, charges may fluctuate based on the total assets in the Plan according to a pre-set schedule and other conditions agreed to by your plan sponsor and John Hancock. If a credit rate applies, it may vary depending on the applicable percentage based charges.

Financial Wellness Resources

Thank you to everyone who participated in our Financial Wellness Day on June 24th. Employees had the opportunity to listen to two interactive presentations given by StratWealth and BB&T, and won gifts and gift cards by participating in some fun games.

For those who missed the presentation: resources are available on Reliable's website for the StratWealth presentation on the new Roth 401(k). Visit the Finances and Retirement page on Reliable's website to download the information packet.

BB&T was also on hand discussing the various methods to manage debt and finances. To learn about BB&T Financial Foundations Program, visit through www.BB&T.com/Knowledge. Once you register you be able to learn more about the following:

- Savings
- Investments
- Mortgages
- Overdraft Fees
- Credit and Debit Cards
- Identity Theft Protection
- Insurance
- And more!



BB&T@Work

*Achieve Financial Wellness
Through Your Workplace*

Movin' n' Groovin'

An activity challenge



Are you ready?

Registration is open for our next **Reliable Contracting wellness activity to start walking, movin' and groovin' your way to better health!**

Join our challenge, **Movin' n' Groovin'** Get your groove on with our latest challenge! We'll be taking a walk through several iconic music cities throughout the United States. We'll encounter genres from Grunge to Country and a little Rock and Roll. Walking is more fun when music is involved so grab your mp3 player and tennis shoes and get ready to get a little pep in your step! This is just a 4 week "jaunt" so don't let this one pass you by.

This challenge kicks off on Saturday, July 15th and will run until August 15th.

There will be a chance to win fun prizes for those who keep up with the Reliable pacer truck (rolling along at 7,000 steps per day or 210,000 steps to cross the finish line) and a grand prize will be announced...Our top 3 winners from our last challenge; Ross Batts, Mike Blimmel and Pete Duran will be classified as "motivational walkers" and while they can still win prizes they will not be eligible for the Grand prize. This means the "Top

Spot" is up for grabs and *YOU may be able to waltz right in and be the #1 winner! Ask prior winners about the GREAT prize packs they walked away with!

We are offering a "second chance" for those employees who may have stepped short of their goal in the last challenge and also for new participants. For those who did not place in our last challenge and who walk at least 5,000 steps a day (150,000 for the challenge) can win a **PLUSH RELIABLE BLANKET!**

Register at <https://reliablecontracting.walkertracker.com>

Registration will be open to Reliable Employees to walk on their own or you may invite 1 person to join you and register to walk the virtual map as well. (Registered walkers must be 18 or older and only *employees will be eligible for prizes).

Website Features: stay up to date on the go with the Walker Tracker app or simply login to the website. You can track your steps using a wireless device (such as Fitbit, jawbone, etc.), your smartphone (using Apple Health, Google Fit, or the Moves app), or any other pedometer you'd like. You can convert your other activities (such as swimming, biking, dancing) into steps also! Reliable has a limited number of pedometers available so if you need one, or have any questions, please call Beth Thompson at 410-987-0313 ext 6320. (Please consult with your physician before starting any new exercise regimen) Registration is limited so sign up soon and start Movin' n' Groovin'!



US SPORT VENUE PRIZE RECAP:

Those who kept up with the pacer during our last walking competition recently received their wellness bags, picture above. They were comprised of the coveted Reliable blanket, picnic cooler (with cutting board, bread knife and corkscrew), lunch container, stretch band and sunscreen. The Top Ten participants received all the above plus a solar water lantern. And the top three won Dicks Sporting Goods gift cards.

Start Saving Today

Special discounts for employees of ABC members!

To register for a new account, visit <https://abc.corporateperks.com>



Contacting Reliable

For more information on any of these articles or for any personnel needs, call the Corporate Office or stop by the Employee Assistance Desk or Main Lobby.

Reliable Contracting Co., Inc.

The Founders' Building, 2410 Evergreen Road, Suite 200, Gambrills, MD 21054

Tel: 410-987-0313

Email: HR@ReliableContracting.com

Online: www.ReliableContracting.com

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