

90th Anniversary



THE RELIABLE SOURCE

KEEPING EMPLOYEES INFORMED

May, 2018 | Volume 16, Issue 04

WHAT'S NEW:

90th Anniversary Celebration Update

All employees should have received an invitation in the mail by now. **Please return your RSVP cards today!**
Note: One guest per person. No one under 18 permitted.

Our special event will include great food, live band, entertainment and much more. We are excited to announce the event will be catered by **Mission BBQ! Calvert Brewing Company** and **Angel's Share Wine & Spirits** will be providing our beer and wine. We will also have many food trucks on hand for dessert. **Radio City** will be performing live. And lastly, **Fireworks Extravaganza** will close our evening with a fantastic show.

We have planned a spectacular evening and hope to see you there!

If you did not receive an invitation, please call 410-987-0313 and ask for Lorraine Crickenberger.

Happy Birthday to our employees born in

May: Joe Albert, Jarrod Anderson, Torrey Bardelli, Mikel Betts, Philip Bryant, Patrick Burkman, Brama Bus-sell, Kenny Butler, Sheldon Clarke, Gregory Coard, Michele Cook, Dallas Evan, Fred Frampton, Tommy Fulton, Floyd Henson Jr., Nicholas Imbrogulio, Steve Knopp, Richie Lupton, Walter Maul, Billy Midgett, Victor Miller, Gary Nelson, Gary Newberg, Anthony Nichols, Richard Pack, Dustin Pfeiffer, Sidney Phelix, James Powell, Cory Rayburn, Mark Richardson, Brandon Schmidt, Mark Sewell, Derrick Shaw Jr., Howard Sim-son, Ashley Smith, Scott Talbot, Anthony Wright, Tom Wyatt, and Carlos Young.

A big welcome to our newest employees

and rehires: Richard Basulto, Derek Basulto, Willis Commodore III, Zachary Kronenwetter, Ricky Mackall Jr., Aaron Newman, Tony Oliver, Michael Proctor, Adrian Robinson, Barbara Sampson, and Todd Turner.

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. Please contact Beth Thompson in HR as you near the end of your trial period.

Congratulations!...

Introducing Mr. and Mrs. Doughty

Ricky Doughty and his bride, Jacqueline, tied the knot on March 24, 2018. Best wishes to the happy couple!



Making her debut...

Ms. Evelyn Monica Chaney was born Friday, April 27th to Alan and Lisa Chaney. Evelyn weighs 7 lbs 6 oz. and is 19.5 inches long. She is their first child. Mom and baby are doing well. Congratulations to the new family!



Got News? —send your life changing events, such as **graduations**, marriage, anniversary and birth announcements to HR@reliablecontracting.com.

In this issue:

Reliable Employees Visit the White House...page 2

How to cope with Serious Stress...page 3

New Employee Manuals...back page

Hiring Bonus and Open Positions...back page

Reliable Contracting Visits the White House for Tax Cut Ceremony

Reliable Contracting's President and a few employees had a front row seat at the White House Rose Garden ceremony praising the positive impact the H.R. 1 Tax Cuts and Jobs Act has had so far on businesses. Jay Baldwin, Cathy Rzepkowski, Warren Johnson and Dewayne Poling were joined by many other business owners and ABC members at the ceremony on April 12 to hear President Trump speak about the results of the tax bill.

Cathy Rzepkowski said it was "A day I'll never ever forget! When I was asked by Rob Scrivener if I would be interested going to the White House to hear remarks by the President on the recent Tax Cut Reform for Americans I was so caught off guard. I was shocked but also very excited and I accepted the invitation. Getting an opportunity like this doesn't come along too often and I have never been to the White House or ever seen a United States President in person before.

It was a sunny and gorgeous day. We arrived at the Rose Garden, outside the White House and we were making our way to be seated, about 6 to 7 rows back from the podium, when a guard, dressed in uniform came up to our row and explained to us that he was moving our row to the very front. I'm like, pinch me, I could not believe this was happening. Looking around you saw the armed White House police, TV cameras crews, photographers, reporters and top White House officials. Vice President Pence came out from the White House greeting everyone as he made his way to the Rose Garden. He came over to our seating area and introduced himself to each one of us.

Once everyone was seated the President came out from the White House and graciously shook the guests' hands on stage. President Trump delivered his speech on the positive results from recent tax cuts. By lowering the corporate tax rate gives employers the incentive for new hires, pay raises and bonuses. The tax cut has put more money in everyone's paycheck. The extra money we receive will trickle spending to other businesses and our economy in time will get stronger and stronger."

As a result of the bill passed in December 2017, over half of ABC contractor members now plan to grow their team with additional employees. According to a recent poll, 52 percent of members plan on investing in concepts such as workforce development to strengthen their teams. Nearly all of the member companies (90%) believe that their employees have seen an increase in their paychecks. The U.S. Department of Treasury conducted an analysis which concluded that the construction industry paid the highest effective tax rate for any sector from 2007 to 2011.

Reliable Contracting's President, Jay Baldwin said, "Due to the passage of tax reform and optimism on infrastructure and the economy, we have given our employees across-the-board bonuses, added sick leave for all hourly employees and plan to hire 50 to 100 additional workers in the next six months...We will also be making significant capital expenditures, including a new asphalt plant."



From left: Brett McMahon and Deborah Carr of Miller and Long Co., Inc.; Warren Johnson, Cathy Rzepkowski, Dewayne Poling and Jay Baldwin of Reliable Contracting Company, Inc. at the White House Rose Garden.



Combating Serious Stress

We all encounter daily stressors. These might include too many personal or work-related demands, family squabbles, or disgruntled customers or clients.

When faced with a highly stressful event in your life – perhaps the death of a loved one, a life-threatening illness, or a serious financial loss - some strategies work better than others in helping you to cope:

- Avoid unnecessary changes in your life. Instead, reserve what energy you do have for dealing with the stressor at hand. If possible, stabilize your work and home environments while working out the primary problem.
- Quiet your mind. In times of stress, the mind can make things seem worse than they are by creating endless versions of impending disaster. Because the body can't tell the difference between fact and fantasy, it responds with a heightened physical response.
- Stay in the present. You can calm both your mind and body by keeping your mind in the present, which is seldom as stressful as an imagined future or regrettable past. To keep your mind in the present, focus your attention on your breathing, a sound or visual pattern, a repetitive movement, or meditation.
- Courageously and aggressively face the stressor. Resist any temptation to ignore the stressor. Instead, carefully appraise the seriousness of the problem without magnifying it out of proportion. In addition, confirm your view of the stressor by talking with others. Make a special effort to speak to family,



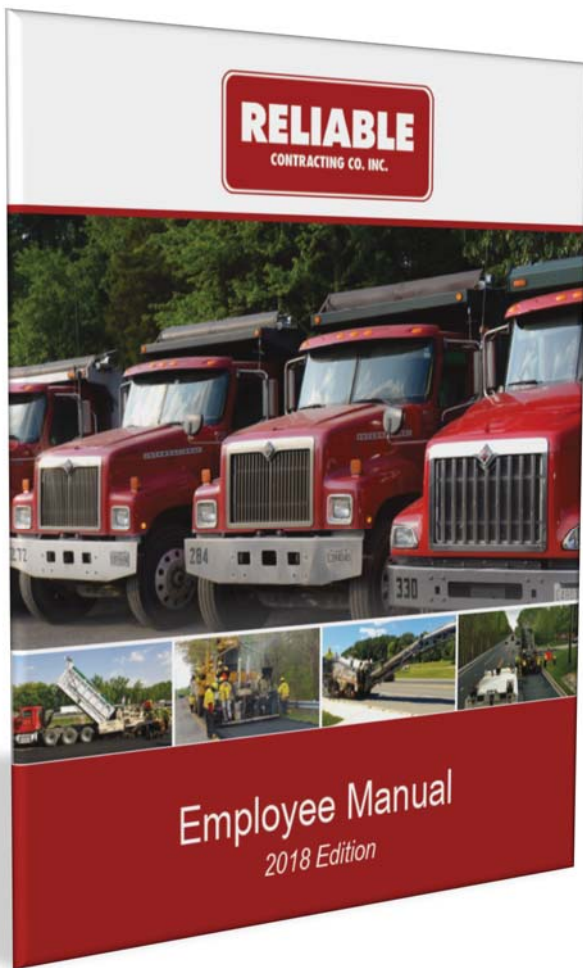
friends, or coworkers who have dealt with similar experiences.

- Take inventory of your coping responses. Confidence is a valuable ally in combating stress, and it builds on memories of past successes. Review successes you've had with other stressful life situations. Recall some of the specific things you did to cope.
- Take action. Commit yourself to a reasonable course of action to deal with the stressor. Action is a powerful stress-reducer. Research shows the body lowers its production of epinephrine, a powerful stress hormone, when a person shifts into action.
- Take time out to relax. At least once or twice a day, take time to decompress by relaxing — perhaps by listening to soothing music, taking a walk, gardening, reading, or exercising.

Adapted from The StayWell Company, LLC © 2018

Contact Carebridge at [800.437.0911](tel:800.437.0911) or visit www.myliferesource.com for more information!





New Employee Manuals

You should have recently received your copy of Reliable's Employee Manual – the 2018 Edition. Please take a moment to review the Manual.

Sign and return the Acknowledgement and Receipt form to your supervisor.

Turn to page 1 and read about Reliable's history which began in 1928. This year, 2018, marks Reliable's 90th Anniversary!

Fun fact: the majority of the pictures on the cover were submitted by employees through our photo contest. Thank you to those who contributed.



The Referral Bonus is Still Running!

As of April 1, 2018, Reliable has reinstated the referral/sign-on bonus for the successful hire* of new employees. Foremen and hourly employees are eligible for the \$250 bonus for each successful referral and the new employee will also receive a \$250 bonus. The hiring bonus and referral bonus will be paid the month following the new referred employee's successful completion of their 90th day.

***Successful Hire and Satisfactory Employment:** In order for the referring employee and the referred employee to receive the bonus, the referred employee must submit a completed application, stating the name of the referring employee listed on the line "How did you learn of this job announcement?". Applications must be submitted after 4/1/2018, AND the new hire must effectively complete the 90-day trial period, as outlined in the employee manual, in order for either party to receive the bonus.

This promotion will run until further notice.

**HELP
WANTED**

We are currently hiring for the following positions:
Backhoe Operators,
Concrete Finisher, Dump
Truck Drivers, Heavy
Equipment Mechanics,
Heavy Equipment Operators, Pipelayers, and
Rubber Tire Loader Operators. *Positions are subject to change. Check our website for updates.*

DON'T MISS OUT!
Follow us on Facebook for even more news.

Contacting Reliable

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

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