

90th Anniversary



THE RELIABLE SOURCE



KEEPING EMPLOYEES INFORMED

August, 2018 | Volume 16, Issue 06



Reliable's Company Store is Live!

www.companypromostore.com/stores/reliable/

Reliable has launched an online company store where team members can order company branded gear.

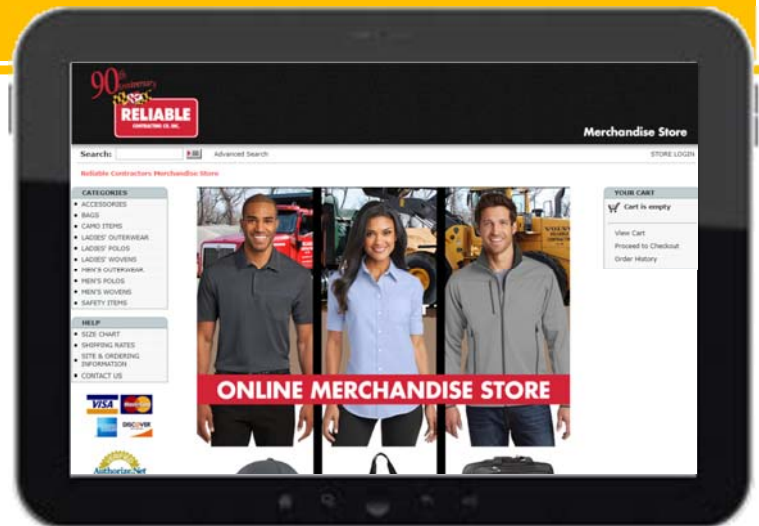
Go to: <https://www.companypromostore.com/stores/reliable/> Links can also be found on our company website and Facebook.

The store features apparel and accessories for men and women, including work wear, casual wear and even camo! We also have a selection of bags including backpacks, messenger bags and totes. Employees will also be able to order replacement safety gear. Items are shipped directly to the customers home. More items coming soon!

Items can be purchased using company issued gift cards or purchased directly. Gift cards will be issued through company sponsored contests and initiatives such as our safety and wellness programs, and employee contests. Keep an eye out for future announcements.

Feedback: This store is new and growing. Items will be added and changed regularly with the seasons. If you have a suggestion relating to items you would like to be available on the store site, please contact us.

Note: 1) Items are not returnable once they are branded with our company logo. Sizing charts are available for each apparel item. 2) Reliable does not profit from the sales placed through the company store.



Company Store Contacts:

For order issues:

Millenium Marketing Solutions

Reliable Contracting Merchandise Store

Contact: Melody Wood

301-725-8000 or mwood@mm4solutions.com

For suggestions:

Reliable Contracting Co., Inc.

Christina Masters

410-987-0313 or cmasters@reliablecontracting.com

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WHAT'S NEW:



Happy Birthday to our employees born in August:

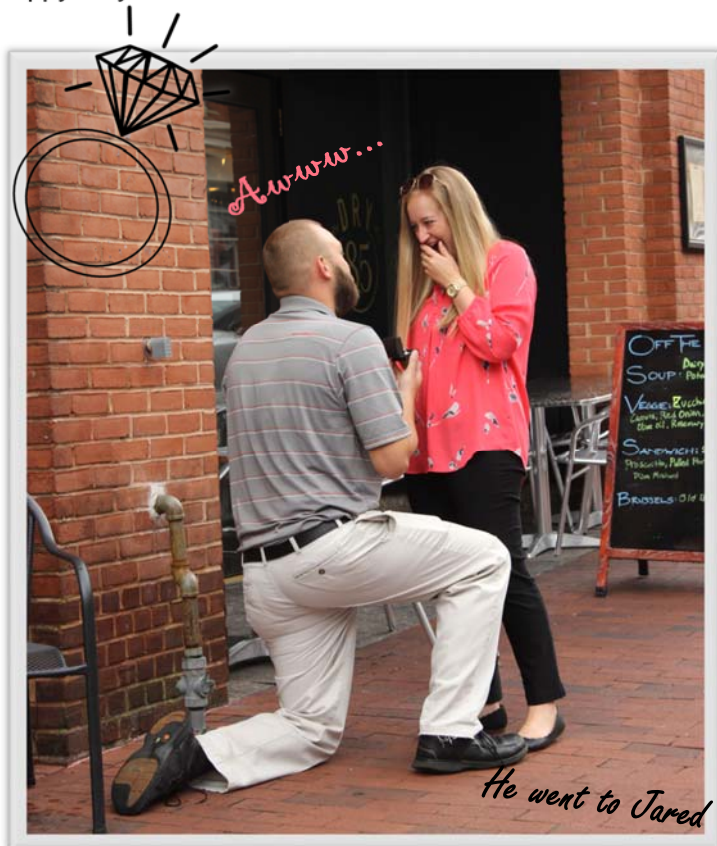
Larry Austin, John T. Baldwin Jr., Jay Baldwin, Terry Barnette, Juan Barrientos, James Blair Jr., William Carr, Kyle Carrier, Robert Carrier, Michael Cauley Sr., John Crawford, Trevor Dilla, William Dorsey Jr., Ramon Edwards, Ernest Ennis Sr., Tad Hall, Brian Heckmann, Cecil Herring Jr., K.C. Johnson, La'Mont Kelly, Michael Lowman, Keith Marnell, Hugo Martinez, Darrell McMahon, Molly Meyers, Jeffrey Miller, James Moucheron, Ronnell Parks, Alan Patterson, Louis Phipps Jr., Kevin Pitt, Dewayne Poling, Keith Pumphrey, Martin Queen, Bryan Remson, Anthony Seward, Grafton Smith, Robert Stecker, Robert Teague Jr., Edward Weekley, Holli Westfaul, Jon Westhoff, and Christina Yates.

A big welcome to our newest employees and rehires:

Thomas Bell, Curtis Brown, Justin Daniels, Brandon Iwanicki, Wade Korvin, Dylen, Ronnell Parks, Pierre Robinson, Joseph Waters, and Jon Westoff.

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.

She said yes! Jake Ash and Emily Hudgins are engaged to be married (pictured below). Jake, of our estimating department, popped the question on July 25th. We are all so happy for you both!



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

The Referral Bonus is Still Running



As of April 1, 2018, Reliable 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. *See terms below.*

***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 (or 7/9/2018 for the \$500 Dump Truck Driver bonus), 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

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



Effective July 9, 2018— NEWLY

HIRED DUMP TRUCK DRIVERS will receive a \$500 Sign-on Bonus (AND \$250 to the Employee who recruits a new Dump Truck Driver still applies). Qualified applicants must have a Class B CDL, DOT Medical Card, 2 years experience driving a Tri-Axle Dump Body, and a Clean Driving Record. The new driver must complete the satisfactory 90 day employment terms* in order for the driver and/or employee to receive his/her bonus, AND apply on or after July 9, 2018.

See terms above.



Healthy weight, happy body

Forget juicing, fasting, and fad diets. Just focus on being healthy and fit. When you eat right and exercise regularly, maintaining a healthy weight can happen naturally.

Fill up with fiber

High-fiber foods fill you up without filling you out. Getting the right amount of fiber a day can help you lose weight, regulate your blood sugar, and lower your cholesterol – all without counting calories.

Make time to move

Cutting calories can help you lose weight, but keeping it off long-term is a different story. Exercise is a must – aim for 200 to 300 minutes of physical activity a week to keep extra pounds you've lost from coming back.*

Rethink your drinks

There's more to maintaining your weight than watching what's on your plate. Calories from soda, juice, and alcohol add up fast. Switch to mostly water to help keep your weight from creeping up over time.

Looking for more ways to keep your weight steady?

*American Heart Association



Visit kp.org/weight and follow us @kpthrive.

The Photo Contest is Back!

Due to popular demand we are bringing the contest back. The contest will run September 2018 through March 2019.

All employees are invited to participate in the next round of our photo contest. Employees can submit as many pictures as they wish within the month. We are looking for photos of any Reliable jobsite that captures Reliable employees and/or equipment in use.

Different themes may be requested for each month. Be sure to keep an eye on our Facebook page for updates.

You have a better shot of winning if your photo includes the following:

- Action shots (crews/equipment working)
 - High resolution and clear images
 - Landscape Orientation
- Abides by Reliable's safety standards



Contest Rules:

- **All photos must adhere to Reliable's safety standards and company policies.** All photos will be reviewed by Safety and HR staff. Photos that do not meet company standards will be excluded from the voting round.
- **Photo Resolution:** We are looking for the best photo quality possible. (8x11 calendar size) – 1275 x 1650 pixels. Please send only uncropped photos as cropping reduces file size and resolution.
- *iPhone and other equivalent smart phones accepted
- Each employee can submit as many photos as they wish per month. No photo can be submitted more than once.
- All photos are due on the last day of each month by midnight. Photos re-

ceived after midnight will be submitted for the following month, if the contest is still running.

- All employees are eligible to participate in the contest.

Note: Sending iPhone photos directly from phone: clicking a photo and sharing to email automatically resizes photos to 800x600. To avoid this follow these steps: go to photos, select individual photo, click "copy", exit screen, open email, "paste" into new email. Full resolution will send.

Winner Selection

Monthly: Approved photographs will be submitted electronically the first week of each month for voting. The photos will be listed anonymously – names will be not be included. The winners will be chosen by Reliable's executive, management and office staff. The monthly winners and grand prize winner will be announced on Facebook and the follow-



Winners Receive a Gift Card of their Choice in the amounts that follow:

\$ **Monthly 1st Place - \$50**

\$ **Monthly 2nd Place - \$25**

\$ **Monthly 3rd Place - \$10**

\$ **Best Picture of the Contest Grand Prize* - \$100**

(See winner selection below)

Submit photos to Chrissy Masters –
Cmasters@reliablecontracting.com
or to Reliable Contracting's Facebook page.

Please include your name, email address, the location, job and work performed.

ing employee newsletter.

*Best Picture: The 5 – 1st Place monthly photographs will be voted on through the same process as the monthly pictures. Only one winner will be chosen.

Terms: Submission of photographs gives all rights to Reliable Contracting Co., Inc. and affiliated companies to be used for marketing purposes in print and internet publications, etc.



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