

*"Building our Company to Become the Business Partner and Employer of Choice"*

## Special Features

### Mechanical Services

#### THE PALM RESTAURANT



At the stroke of midnight on July 31, 2007, the Palm Restaurant, located at 1225 19<sup>th</sup> Street NW, Washington, D.C., closed its doors for a complete kitchen and

dining room renovation. Not too unusual, but this renovation had a six-week duration. The Palm's management had to have the restaurant back in operation and ready to open for business by September 2007.

John J. Kirlin, LLC's Mechanical Services Division partnered with two construction companies for the kitchen and dining renovation and the new veranda space being added between the existing building and the sidewalk.

Without knowing what was really above the stamped metal ceilings (there has been a restaurant on this site for 40 years with no appreciable renovation), John J. Kirlin put together a team that included steamfitter foreman **George Dehney**, plumbing foreman **Greg Kozak**, general superintendent **Joe Doody**, and several excellent subcontractors to attack this project.

It took the general contractors approximately a week to demo and remove all the spoils. While this was taking place, the sheet metal foreman and crew were busy drawing their sheet metal and coordinating with the electrician, sprinkler fitter, and our own plumber and steamfitter foreman to get all the items required for five chilled water ceiling-hung AHUs to fit. **George Dehney** and his fitters also installed a 60-ton air-cooled chiller and built a new pump room with base-mounted pumps, buffer tank, and expansion tank to support the chilled water system feeding the five new AHUs. George and his crew also installed a new gas-fired make-up air unit for the new kitchen hood. A new 4" gas main was also installed to take care of all the new kitchen equipment.

**Greg Kozak** and his plumbing crew demoed all the existing plumbing in the kitchen and dining areas with the exception of a few water lines and drains. They then proceeded to install a complete water and waste system to take care of the new kitchen equipment and the new equipment associated with the new bar area, which included new grease interceptors and water filtration systems.

With many hours spent and more issues resolved than you would expect, on September 10, 2007, John J. Kirlin, with the efforts from all involved with the project, turned the system on. By September 13, 2007, the owner had a complete, working HVAC and plumbing system and was ready for his inspections. On September 14, 2007, the new Palm Restaurant was ready for business.

*Continued on page 4*

# Officer's Message

Last year, our senior management staff carried through on our pledge to begin creating a strategic plan for the overall Kirlin organization. To do so, we collaborated with FMI, a management consulting firm. The process began with a survey of both our customers and our employees. The advice we received was enlightening and at the same time very humbling.

Our clients are well aware that our company has the economic and human capital to build large, difficult, and fast-track projects, but at the same time they told us that we can also be a little rough around the edges, and we need to be better managers of our subcontractors. It is important to point out that these same clients acknowledged our willingness to change and therefore were eager to provide constructive criticism and feedback. We should be thankful that they care enough about our well-being to help us improve.

Our first step in the strategic planning process was to create a statement of purpose, and we chose **"Building Our Company to Become the Business Partner and Employer of Choice."** We also refreshed our values and created new goals. This is not to say that we cast off the values and goals of our fathers—and I say that out of the utmost respect for Wayne, Michael, and Mr. Kirlin—but rather, we modified them to meet the needs of the times.

The first part of our statement of purpose dealt with the concept of becoming the business partner of choice. Why choose "Building Our Company to Become the Business Partner of Choice"? The word "building" does not imply that we are there yet, and there is no underlying message of arrogance or conceit. What it does suggest, however, is that we realize that our customers are a critical part of our existence and without them there would be no John J. Kirlin, LLC. It implies that we need to be constantly working to serve their needs and to always be aiming higher, always striving to exceed their expectations. To do so, we must learn to become a more user-friendly company.

With construction come problems, and rarely do we build a project where there are none.

When they occur, large or small, it is okay to disagree, but it is important to remember that good firms distinguish themselves from bad firms by how they choose to resolve their differences.

We selected the words "business partner" in our statement of purpose because not only do we need to focus on building relationships with general contractors, construction managers, and owners, we also need to remember our other partners—our subcontractors, vendors, and suppliers. Strong, profitable subcontractors and vendors are an important part of our existence, for we cannot and do not build projects on our own. We need them as much as they need us. These business partners are in this industry for the same reason we are—to make a profit. If they are not treated fairly, or worse yet do not make a profit, they will cease to provide us with competitive bids and we will lose market share. Although we are not responsible for ensuring or guaranteeing that our subcontractors and vendors will make a profit on each and every job, it is our duty to mentor them so that they can do so in the future.

The second half of our mission statement deals with becoming the employer of choice. Why choose "Building Our Company to Become the Employer of Choice"? Today, John J. Kirlin, LLC, is made up of more than 1,400 people. If we are a true slice of the current American demographic, then by 2010, 25 percent of our workforce will be retiring. By 2012, across the United States, there is going to be a labor shortage of more than 10 million workers across all industries.

This labor shortage is going to be felt even harder in the construction world because of how our industry is viewed by the mainstream American society. To help combat this trend, we are going to have to change our culture to attract the talent to sustain us and, just as important, lead our company into the future.



*Continued on page 3*

# Officer's Message *(continued)*

Jack Welch, former president and CEO of GE, says that to become the employer of choice:


- Employers must demonstrate a real commitment to continuous learning. No lip service.
- Preferred employers are meritocracies. This means pay and promotions should be tightly linked to performance.
- Preferred employers allow people to take risks and then celebrate those who do. And more important, do not shoot those who fail.

The second step in the strategic planning process was to set our values. Values are a code of ethics by which live; values provide the compass bearing for all of our actions. This was an easier exercise than one might expect, for we were all trained by Wayne and Michael and intuitively have been living by their model. We chose the following values:

- **Integrity:** Integrity is the foundation of our culture. This is not a new value for our company, as it has long been a core tenant of Wayne Day. If he said it once, he said it a million times: "Do the right thing."
- **Employee Well-being:** Our success depends on the well-being of our employees. To become an "Employer of Choice," we must also remember that at John J. Kirlin, employees are the backbone of our company's success and their well-being is equally as important to us as taking care of our customers. This, too, was a cornerstone belief of Mr. Kirlin and has been passed down by Wayne and Michael to the leaders of the company today.
- **Customer-Centered:** Simply put, satisfied and loyal customers are our most valuable asset. We need to focus our energies on our customers. We need to understand their problems and be a proactive partner. The better we are at doing this, the more likely we are to meet our goal of becoming their "Business Partner of Choice."
- **Excellence and Leadership:** We must strive for excellence through professionalism and leadership. Each and every one of us has a job to do for the company. Some of us are on the front lines building projects, and some of us are in the background supporting the infrastructure to make this happen. We expect excellence at all levels. This goes well beyond building quality projects safely and on time. The by-product of excellence in performance is customer satisfaction.

Kirlin has made a reputation as a recognized leader in our industry, but we think that today's definition of that value has to say more. We not only need to continue to be leaders in our industry, but we also need to be leaders in our community and in our families. And at the same time, we must develop leaders of tomorrow.

There is still more work to do to complete the planning stage of our Strategic Plan, and this will happen in the spring of 2008. When the planning stage is complete, I am counting on everyone at John J. Kirlin, LLC, to help us execute it, and hold us accountable to see that we succeed. Then, each and every time we take on a new project or a new task, or travel down a different road, we should ask ourselves, "How does this meet our purpose? Does this fit with our values?" And if it does not, we must ask ourselves "Why not?"

We must remember in the words of Nobel Prize winner Anatole France: "To accomplish great things, we must not only act, but also dream; not only plan, but also believe." We at Kirlin have always believed that we are the best at what we do, and we must never, never stop dreaming. 



**Robert W. Bacon**  
President and CEO

***"To accomplish great things, we must not only act, but also dream; not only plan, but also believe."***

Anatole France

## Mid-Atlantic

### QUICK FIT WORKOUT AND HALLELUJAH DIET

First, I would like to thank **Rob Bacon** for bringing Quick Fit to Rockville. It has changed my life. Let me tell you why I feel that way. I weighed more than 310 pounds and had a lot of health problems. I needed a change in my life.



AJ Miles and Rick Bradley

I had a big knot on back of my head that required a biopsy to see if it was cancer. I was very scared because my dad passed away with cancer. The results came back as fatty tissue. That was my wake-up call. It was not yet cancer, but, the fatty tissue could turn into cancer, so I had to change my lifestyle. I had tried all kinds of diets; they did not work for me. With five children, I did not have the money to go to the gym, so what was I going to do?

One Sunday morning, at men's prayer meeting, a gentleman named David gave me book to read. He told me that it was a gift. The book was titled *The Hallelujah Diet*. The very next day, Richard R. Bradley III came to the Rockville office to tell us about a workout that would not cost us any money, just 15 minutes a day. Rick said that if we eat half of what we eat now and work out with Quick Fit, it would change our lives! He was right! I started doing the Quick Fit workout every day, watched what I was eating, and started reading about the diet.

As a family, we tried to eat sensibly, but the book revealed what we considered a healthy diet was just the standard American diet: JUNK FOOD. I knew right then something had to change. I started to eat the way the diet suggested and began to feel better, lose weight, and my health issues began to improve. I am happy to report that I am no longer taking daily medication for high blood pressure, pain pills, allergy medication, an inhaler for asthma, and the list goes on.

I have been on the program for 23 weeks, have lost 53 pounds, and feel great! Maybe you are reading this and feel like I did, or you know that if you don't do something you may end up like this down the road.

This could be the ticket you need to change your life. I know it changed mine. If I can be any help, you can reach me at [hmajmiles@comcast.net](mailto:hmajmiles@comcast.net). I would love to hear from you.

—AJ Miles

## ST. REGIS HOTEL RENOVATIONS

John J. Kirlin, LLC, is entering into the final stages of the renovation of another four-star hotel in downtown Washington, D.C. Similar to the renovations of the Hay Adams Hotel and the Four Seasons Hotel, the St. Regis Hotel renovation is on the fast track. Located one block from the White House, the St. Regis is a Washington-area landmark.

Originally constructed in the 1930s, the St. Regis was in dire need of a complete renovation. Each of the hotel's 154 rooms was completely gutted and rebuilt. Additionally, the kitchens were upgraded, along with significant portions of the public areas. The renovations included all-new piping, plumbing fixtures, four-pipe fan coil units, and a new central plant. **Dan Branson** and **Bob Cronin**, two of John J. Kirlin, LLC's veteran foremen, skillfully guided the mechanical and plumbing renovation work.

As always, the prefabrication facility played a huge role in our ability to meet our commitments. **Paul King** and **Jimmy Quine** deserve applause for a job well done!

## Florida

### GULF COAST HOSPITAL

A new Lee Memorial Health System Hospital is taking form in Ft. Myers, Florida, and John J. Kirlin, LLC, is on the job! For Gulf Coast Hospital, the 420,000-square-foot addition and almost 20,000 square feet of renovation to



the existing hospital building have all been intended to accommodate the growth expected in the area. The new building will wrap around the current Gulf Coast Hospital. When complete, the facility will be four times larger than its initial footprint and will feature 349 private patient rooms, a 43-bed emergency department that will double the current capacity, 22 large operating rooms with more square footage

than in the current OR, and a structure built for future growth to 421 beds. For that future growth, the patient-care towers are being constructed to four stories, but are designed to go up another three.

With the contracts for this job's mechanical and plumbing scopes of work, we are working hard to ensure that new construction stays on track, that the renovation to the existing facility goes without any disruption to ongoing medical services or patient care, and that all appropriate systems and tie-ins for future expansion are properly in place. A large ground-floor central energy plant houses the systems' major equipment, and there are more than 1,600 fixtures, five boilers, a glycol chiller, and 25 air-handling units.

A three-plus-year construction schedule that began in February 2006 is slated to finish in June 2009, and John J. Kirlin is on track for its scheduled completion. A project of this size, scope, and duration has to be built by the right team of dedicated professionals, and we are very pleased to commend them here: **Richard Dickenson, John Buhler, Larry Lofton, Mike Lynch, Chris Coyne, Ralph Segarra, Dan Harrity, Fred Webster, Sharon Flowers, Jim Watkins, Ernie MacLeod, David Moore, Don Fuller, Bob Heselekrants, Vic Hendershot, Blaine Landess, and Marc Richardson.**

## Carolinas

### NEW HANOVER REGIONAL MEDICAL CENTER SURGICAL PAVILION, WILMINGTON, NC

John J. Kirlin, LLC, is constructing the Surgical Pavilion addition to the New Hanover Regional Medical Center. The 100,000-square-foot facility includes 25 operating rooms, 76 prep and recovery rooms, sterile processing, and 24 post-anesthesia beds. Completion is scheduled for September 2008.

The project includes three custom-built air-handling units providing 182,000 CFM tied to the hospital's central energy plant. Coordinating the fabrication shop and installation of piping for the coils in the very confined vestibules within the air handlers was crucial to stay on schedule. Steam and hot water heating are also provided from the central energy plant. Extensive medical gas piping was required to provide services to other areas of the existing hospital as well as for future projects.

New Hanover Regional Medical Center's Master Plan has six major components: a 179,999-square-foot women's and children's center, a 100,000-square-foot surgical pavilion, an emergency room expansion, heart center, radiology expansion, and patient tower renovation. John J. Kirlin, LLC, is looking

forward to pursuing further opportunities with the hospital expansion efforts.



The management team of **Cobe LeMunyan, Demo Stavrou, Paul Amend, and Robert Carroll** are proud of the effort thus far, considering the accelerated and ever-changing schedule. They are looking forward to the challenges of completing this project.

## Seminars

### CORPORATE

The 25th annual Foreman's Seminar was held at its new location, the Bethesda North Marriott Hotel and Conference Center.

This year's seminar featured a much-needed

venue change because of the record number of attendees. It also included powerful messages on the theme of "change." The morning guest speaker, Michael Blackstone from Shapiro Negotiations Institute, led the group in a game of negotiations. At first, the negotiation game did not allow the participants to talk to each other, but did allow them to communicate by selecting cards. As the game progressed, the teams were able to communicate verbally and try to negotiate the outcome of the points that would be awarded based on the cards they would show. The game was very beneficial in clarifying negotiation, even though the teams could not guarantee the cooperation of



Rick Bradley

their other team members. The afternoon started with the very lively Rick Bradley and his "15-Minute No Sweat Quick Fit Workout." The Quick Fit program has been running for about eight months in the offices at Dover Road, and at the seminar the foremen were introduced to the

*Continued on page 6*

# Special Features *(continued)*

program. Attendees received exercise kits so they could benefit from the program at home. Rick provided the foremen with his very vigorous demonstration of the program. Then he enlisted all the foremen to join him in the stretching portion of the program. Rick emphasized that if the foremen made a change and did the 15-minute workout every day they would feel better, be in better shape, and benefit from the program. The last speaker of the day was former Redskins quarterback Joe



Joe Theismann

Theismann. He talked about how positive change is, although it does not seem so at the time. Who better then Joe to talk about change—at the top of his career, and one misstep of two people and it was all over. He had to overcome it and figure out what his next move was going to be. Joe was able to communicate that the change in the leadership at John J. Kirlin, LLC, will keep the company moving forward and that the new ideas of the new management will create a bigger and better company. At the end of his sessions, Joe answered questions about his career and about current teams. Joe posed with employees for photographs and signed many autographs at the end of his session. The crowd was energized by his message. The Awards ceremonies followed Joe Theismann. This years company-wide winners were:

## PRODUCTIVITY AWARDS

- 1st Place – **Bob Calley**, Florida Division
- 2nd Place – **Tommy Lee, Jr.**, Carolinas Division
- 3rd Place – **Blaine Landess**, Florida Division
- MacGyver Award – **Phil Chiotis**, Carolinas Division



Bob Calley



Tommy Lee, Jr.

## SAFETY AWARDS

- 10,000 hours or less was awarded to **Kerry Jean-Baptiste**
- 10,000 to 20,000 hours was awarded to **Robert F. Cronin, Sr.**
- 20,000 to 50,000 hours was awarded to **Robert G. Carroll**
- 50,000 hours and over was awarded to **Theofilos Chiotis**



Blaine Landess



Phil Chiotis, Robert Carroll, Kerry Jean-Baptiste, and Robert Cronin, Sr.

## MID-ATLANTIC

The Mid-Atlantic announced its Foremen of the Year winners at its seminar. The winners are:

- Foreman of the Year – **Glen Bliss**, Mid-Atlantic Division
- Plumber Foreman of the Year – **Ron Griffin**, Mid-Atlantic Division



Ron Griffin and Glen Bliss

## FLORIDA

The Florida Division hosted its annual PM/Foreman Seminar in Ft. Lauderdale, Florida. This year's meeting included a packed agenda that incorporated a general business overview; an interactive orientation to support our upcoming conversion to Microsoft Outlook e-mail; very entertaining guest speaker Art Holtz, who had a long and illustrious career as an NFL football referee; a Victaulic product presentation; Kirlin's own take on the game show *Jeopardy!*, and foremen overviews.

The day's activities wrapped up in the late afternoon with presentations for Florida Division Productivity and Safety award winners as well as Foreman of each quarter, Foreman of the Year, the Pull Some Magic Out of Your Hat Award, and any special commendations. Hats off to this year's winners, listed below:

## PRODUCTIVITY AWARDS

- 1st Place – **Blaine Landess**
- 2nd Place – **Josh Wilson**
- 3rd Place – **Joel Markison**
- Fab Shop Productivity (NEW this year) – **John Dinkfelt**



Blaine Landess



Josh Wilson



Joel Markison



John Dinkfelt

## SAFE PROJECT AWARDS

- 0–9,999 hours – **Kerry Jean-Baptiste**
- 10,000–19,999 hours – **Steve Prine**
- 20,000+ hours **Eric Weideke**
- Safety Excellence (NEW this year) – **Jim Calvert**



Kerry Jean-Baptiste



Jim Clavert

## FOREMEN OF THE QUARTER/ YEAR AWARDS

- Foreman of the 1st Quarter, 2007 – **Kevin Hayes**
- Foreman of the 2nd Quarter, 2007 – **Josh Wilson**
- Foreman of the 3rd Quarter, 2007 – **Mike Schuster**
- Foreman of the 4th Quarter, 2007 – **Ron Alcantaro**
- Foreman of the Year – **Derek Bashanski**

## SPECIAL AWARDS

- Pull Some Magic Out of Your Hat Award – **Jeff Brown**

At our seminar this year, the group also had great fun surprising Division President **Mike Wilson** with a 50th birthday salute. The usual gag gifts were fun, but most hilarious was the Marilyn Monroe impersonator who showed up to breathlessly serenade him a la Marilyn herself . . . . “Happy birthday, Mr. President, happy birthday to you.”



Mike Wilson and “Marilyn”

## CAROLINAS

- The 2007 Foreman’s Seminar for the Carolinas Division was held at the Embassy Suites in Cary, North Carolina. This year’s seminar started with a morning session consisting of four different classes scheduled in three time slots. The



session topics were Project Manager/Foreman Relations, Subcontractor Relations, Risk Management, and Leadership. This schedule allowed the participants to choose the classes they wanted to attend and allowed for smaller groups and more interaction during the classes and mixing in between the classes. After lunch, the schedule included presentations by the nominees for the productivity awards, a review of the Kirlin Compliance Manual, the safety awards, and finally, the productivity awards. The top winners for the safety awards were **Robert Carroll** in the 20,000–50,000 hours category, **Larry Adams** in the 10,000–20,000 hours category, and **Cliff Holbrook** in the less than 10,000 hours category. First place for productivity went to the team of **John Hoffman, Todd Brunink, and Robert Koontz** for their rack mock-up. **Shane Bodenhamer** took home the MacGyver award for his dual test rig.

# New Employees and Promotions

## Special Projects

- **Charles O. Burlew Jr., CPA**, was promoted from director of business and finance to vice president. Charles began his career at JJKSP 12 years ago as division controller. Over the past six years, Charles has expanded his attention to business development. During this time, JJKSP was awarded numerous multiyear government contracts and has been accepted as a mentor into the SBA Mentor/Protégé program.



Charles Burlew, Jr.

- **Walter T. “Tom” Berrett Jr.** was promoted from construction manager to vice president. Tom has spent the past 15 years managing projects and developing his team of project managers. His technical expertise and knack for great customer service have been instrumental in our being awarded some critical projects in support of our military.



Tom Berrett, Jr.

## Mechanical Services

- **Michael Aughenbaugh** joined the team as an estimator. Michael resides in Arlington, Virginia. He enjoys golfing, fishing, and the Ohio State Buckeyes.



Michael Aughenbaugh

## Florida

- **Andrew Sanek** joined our Florida team in August as a project engineer. He has a bachelor’s degree in building

*Continued on page 8*

construction management from the University of Florida and seven years of experience in the industry.

Andy enjoys spending his time away from the office with his nine-year-old son, and riding motorcycles.



Andrew Sanek

- Project Manager **Nestor Morell** started with our Florida Division in August. He brings more than 25 years of experience in commercial,



Nestor Morell

residential, health care, and industrial mechanical contracting. Married for more than 15 years, he and his wife have two young sons, ages seven and two. In his spare time, Nestor enjoys music and family activities.

- Our new Senior Project Manager **Patrick (Rick) McMahon** is another welcome addition who started in October. He and his wife of more



Rick McMahon

than 24 years have two sons. The family has lived in south Florida for the last 12 years, and Rick has worked for more than 20 years in the mechanical industry. Fishing, boating, snorkeling, scuba diving, and riding Harleys keeps Rick and his family busy during off hours.

He's also a football fan of the Miami Dolphins as well as of his sons' teams.

- **Jeff Brown** was promoted to senior project manager.



Jeff Brown

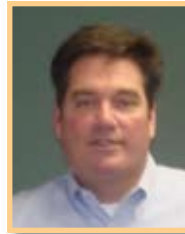
## Carolinas

- **Bill Raymond** joined the John J. Kirlin, LLC, as a senior project manager on the UNC Carmichael Hall project. Bill makes his home in Charlotte, North Carolina, with Lori, his wife of 17 years, along with their two children, Victoria ("Tori") and son, Billy. In his spare time, Bill enjoys attending school sporting events, swimming, boating, and off-road motorcycling.



Bill Raymond

- **Randall Roberson** joined the Carolinas team as the project manager for the Special Projects Department, responsible for the business



Randall Roberson

development, estimating, and project management of the department. Randall and his wife, Jennifer, make their home in Apex, North Carolina. They stay busy with their two children, Dylan Makenzie, age 22 months, and Ryan Carver, age 4 months. His 25-year-old son William Randall Roberson III currently lives and works in Richmond, Virginia. Randall enjoys all outdoor activities, reading, and golf.

- CONGRATULATIONS to **Ralph Stingo**, who was recently promoted to vice president, Carolinas Division.



Ralph Stingo

## Corporate

- Welcome to **Kathleen Buscher**, who joined the Corporate team as director of Human Resources. She currently resides in Reston, Virginia. Kathleen enjoys playing golf and is in pursuit of single-digit handicap, although she has not been successful thus far.



Kathleen Buscher

## Mid-Atlantic



Steve Johnson



Ed June

- **Steve Johnson** was promoted to project manager in December.
- **Ed June** was promoted to project executive in December.



Roger Mitchell



Jimmy Quine

- **Roger Mitchell** was promoted to constructive executive in December.
- **Jimmy Quine** was promoted to fabrication manager in September.

# Getting to Know You

## THE DISOTELLE FAMILY

Since 1994, **Kevin Disotelle** has worked with John J. Kirlin's Florida Division. From his initial position as a project engineer/assistant project manager, he progressed quickly through the years as a result of hard work and dedication to his current role of construction executive working out of the Division's Tampa office location. Kevin also obtained his Certified Mechanical Contractors license in 2006 and is the primary mechanical license holder for the Florida Division.

One of five children in his family, Kevin lived in Texas (mostly Houston) for a large part of his life, where he attended school and



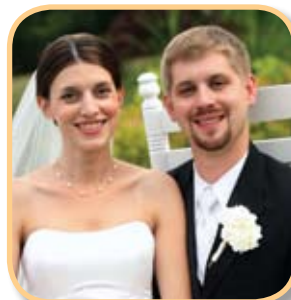
*Kevin, Lisa, Dawson and Conner Disotelle*



played multiple sports during his high school career. Upon graduating from high school, he received a full athletic scholarship for football to attend the University of Kentucky, where he received his degree in 1991. After college, Kevin accepted a job opportunity in California with a mechanical contractor, where he worked for three years until accepting a position with John J. Kirlin.

Kevin has been married to his wife, Lisa, for the past 13 years, and they have two boys, Conner, age 11, and Dawson, age 9. His free time is spent enjoying time with his family, coaching youth athletics, football, and baseball with his kids, and participating in their other extracurricular activities.

## Weddings and Engagements



# Welcoming the Newest Kirlin Members

## Mechanical Services

- Erin and **Mike Proctor** are proud parents again. On September 19, 2007, Erin gave birth to their daughter Erica Michelle Proctor, who weighed 7 lbs. 15.9 oz.
- Chris and **Lisa Heizmann** welcomed the birth of their daughter Hailey Christine Heizmann on August 23, 2007. Hailey weighed 7 lbs. 6 oz. and was 19 inches long.



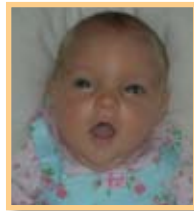
Hailey Christine Heizmann

## Mid-Atlantic

- Christine and **Tim Mack** welcomed their second daughter, Carolyn Grace, on October 29, 2007. She weighed in at 7 lbs. 15 oz. and was 19 ¾ inches long. Sister Virginia is helping mom and dad care for the new baby.

## Florida

- Emma Marie DiSalvo was born on August 21, 2007 at 3:01 a.m. She was 6 lbs. 4 oz. and 19 inches long. Emma is the daughter of Gary and Dana DiSalvo and is the first granddaughter for **Butch DeBerry**.
- Gail and **Jim Watkins** welcomed their granddaughter Shaniya Skye on September 11, 2007, at 9:15 a.m. Their daughter April couldn't be prouder



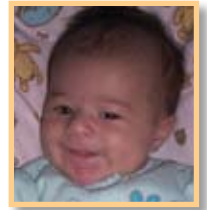
Emma Marie DiSalvo



Shaniya Skye

of her beautiful new baby girl, who was 6 lbs. 3 oz. and 19 inches long at birth.

- Marie and **David Livermore** have welcomed their first child, a beautiful daughter named Katelyn Marie. Born on November 5, 2007, she was 8 lbs. 2 oz. and 20 inches.



Katelyn Marie Livermore

## Carolinas

- **Sarah Kearney** and husband Mike Davis are proud to announce the birth of a grand-daughter. Mike's daughter Cari and her husband Brad welcomed the arrival of Bailey Rae Gleason on May 15, 2007, in Denver, Colorado. Bailey weighed 7 lbs. 5 oz. and was 20 inches long.
- Marilyn and **Joe Leap** celebrated the birth of two new grandsons. Alex Steven McQuiston was born to the Leaps' daughter Danielle and her husband Steve. Three days later, Noah Daniel Leap came into this world 12 days early to their son Bob and his wife Teresa.



Bailey Rae Gleason



Alex Steven McQuiston



Noah Daniel Leap

# Special Awards

## Florida

- Purchasing Manager **Chris Coyne** was employee of the 3rd Quarter 2007.
- **Troy LaRue** (not pictured)
- Division President **Mike Wilson** made annual award presentations to those whose efforts earned special honors. The 2007 recipients deserve to be proud—and here they are:



Chris Coyne and Mike Wilson



Suzanne Stiles



Tim Gill



Ray Mehta



Sharon Flowers, Tim Tillman, and Art Studer



Jeff Brown

Continued on page 11

## PERFORMANCE AWARDS

**Suzanne Stiles** and **Ray Mehta** –  
Employee of the 4th Quarter

**Tim Gill** – Employee of the Year

**Sharon Flowers, Tim Tillman,** and  
**Art Studer** – Victor Urbanic  
Dedicated Service Award

**Mike Lynch** (not pictured) – Customer-  
Centered Award (NEW this year!)

**Jeff Brown** – President’s Award

## Mid-Atlantic

- The 7th Annual Washington Contractors Awards was held October 25, 2007, at the Galleria at Lafayette Center, where John J. Kirlin, LLC,

received recognition as a  
Subcontractor of the Year.

## Mechanical Services

Office Employee of the Year:

**Joe Doody**

Service Employee of the Year:

**Brian West Fitter**

Employee of the Year:

**Andrew Moxley**

## Carolinas

- Recognition awards for employees who go above and beyond the call of duty went to Foreman of the Year **Steve Young**, and the Employee of the Year award went to **Mark Ferring**.
- The following were winners of the Carolinas annual safety awards for 2007:
  - Jonathan M. Carroll
  - Wendell Holland
  - Francisco Leon
  - Rene G. Molina
  - Dennis J. Roberson
  - Guillermo V. Roldan
  - William L. Roy

## JJK Gives Back

### Mid-Atlantic

- On Saturday, September 29, 2007, John J. Kirlin’s **Adrian Knight, Diron Jarvis, Marius McCrimmon, Robert Carter, Walter Aroche, Nathaniel Booker, Joe Waldon, Seth Mason, Sherman Pittman, Herbert Sellers, Wayne Green, Jenaire Green,** and **Elroy McKnight** participated in the Washington area’s ninth annual “Heat’s On—Water’s Off” project.

This event, sponsored by the Mechanical Contractors Association of Metropolitan Washington (MCAMW), along with Plumbers Local 5 and Steamfitters Local 602, is a major community assistance project geared to safeguarding the welfare of the community’s elderly and disabled. Its purpose is to service and repair the heating and plumbing equipment of the elderly who otherwise could not afford such a service and who may be running inefficient, faulty, or hazardous equipment.

The volunteers met at the UA Mechanical Trade School in the morning and were dispatched to homes. “This is one of our most worthwhile programs,” stated Matt Hahr, president of the MCAMW. “The people whose lives we improve are thrilled to have the work done, and the

volunteers are just as thrilled for the chance to make a difference in the community.”

### Florida

- John J. Kirlin was again proud to sponsor a team of intrepid walkers in the Race for the Cure in St. Petersburg, Florida. Our “Kirlin’s Crew for the Cure” members helped raise funds for the Susan G. Komen Breast Cancer Foundation by participating in the 5K walk. Their efforts, coupled with the generous donations of fellow employees and our business partners, allowed the team to raise money for this very worthwhile cause. Special thanks to our team’s captains Cheryle and **Richard Dickenson**.
- Florida Division President **Mike Wilson** had the distinct honor of presenting the proceeds from 2007’s holiday card fund charitable donation drive to Memorial Regional Hospital’s (MRH) Patient/Family Resource Center. This annual tradition encourages our employees to forego the money they would spend sending holiday cards to each other and instead donate it jointly to a worthwhile charity that specifically serves one of our own communities. The

*Continued on page 12*

request for donations is also extended to our valued business partners. This year's recipient, The Resource Center at MRH, is being created by patients and family for patients and family to be a central access point in the hospital, providing information about the community, personal business equipment (Internet, photocopy, fax), and assistance in locating hospital resources and connecting to support services during and after a hospital stay. It's also a place where the patient or family member can simply go and sit down in a different environment. Space for the center was granted by the hospital and it will be volunteer-staffed, so this donation will go toward the Center's build-out, equipment, materials, and technology.

- Kudos to our Kirlin team members who donated their time and skills to Habitat for Humanity. The efforts of **George Case**, Cheryl Doel, Elizabeth and **Tim Gill**, **Louise Meminger**, Keith and **Mary Tabela**, **Suzanne Stiles**, and **Bob Heslekrants** went toward painting, roofing, and cleaning up a deserving individual's home-to-be in Ft. Lauderdale. This was the Florida Division's second volunteer effort with Habitat for Humanity, and we are looking forward to making it a yearly event.



## Carolinas

- The Carolinas Division has donated to several great causes this past year. Some of them include once again the Calvary PCA (**Bill Thornton**'s mission group from his church), Juvenile Diabetes, Komen NC Triangle Race for the Cure, Special Olympics, Muscular Dystrophy Association, Duke Children's Hospital, West Johnston High, Princeton High, and several others.



Bill Thornton

The Carolinas Division for the second year in a row was able to donate more than 600 bears and children's games/activities to children at Duke Children's Hospital, UNC Children's Hospital, Pitt County Memorial Hospital, New Hanover Regional Medical Center, and Lexington Medical Center. The hospital staff and families were very appreciative of these efforts, which we hope to continue in years to come.

- The Carolinas Division was once again able to give a Christmas to families who otherwise might not have had gifts. These gifts consisted of clothes, toys, gift cards, food, and other necessary items. This year we were able to give to four needy families.

## Graduations

### Florida

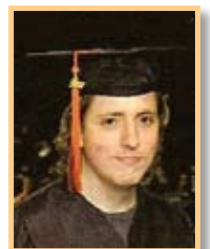
- Congratulations to Jessica Calley, daughter of Janet and **Bob Calley**, who graduated from the University of Central Florida with a double major in psychology and criminology. Jessica was a two-time recipient of the John J. Kirlin college scholarship and made the Dean's List for academic excellence every term. Her plans are to attend law school beginning in 2008's fall semester.



Janet, Jessica, and Bob Calley

### Carolinas

- **Dennis Brunink** and wife Cindy are proud to announce that their son Tyler Brunink just graduated from USC with a bachelor's degree in mechanical engineering.



Tyler Brunink

# Kirlin Shows Support for the Military

## Carolinas

- **Tommy Lee** and his wife Janice are proud to announce that their son Timothy R. Lee, who spent two summers working for us, went on to join the Marines and was recently promoted to Lance Corporal! Timothy is assigned to the Second Battalion/8th Division Infantry stationed at Camp Lejeune. He participates in daily patrols through Ramadi, Iraq, to accomplish the mission “to



Timothy R. Lee

win the hearts and minds of the Iraqi people.”

- **Ralph Stingo** and his wife Valoree are proud to announce that their son Nicholas Joseph Stingo graduated from Basic Training of the U.S. Navy on October 26, 2007, in Great Lakes, Illinois. Nicholas is currently attending “A” school, a series of classes including naval history, protocol, and doctrine. From there, he will travel to the naval station in Idlewild, Texas, for training in sonar detection.



Nicholas Joseph Stingo

## Pipeline

### Mid-Atlantic

- Congratulations to **Steve Hartig** for his hard work and “exceptional team attitude” on the SSA Operations Project. The general contractor sent a letter of recognition praising Steve’s “professional manner with attention to the needs of the Owner and the GC, while maintaining a responsibility to John J. Kirlin’s bottom line.” They also mentioned their trust and respect for Steve and their confidence in his ability to solve any challenging mechanical issues.

### Florida

- Our Florida Division was once again a stop sponsor in ABC’s (Associated Builders and Contractors, Inc.) annual Poker Run. More than 100 motorcycles started and ended the run in Palm Beach, with riders pausing at sponsored stops along the way to draw their poker hands. All the attendees enjoyed beautiful weather and a picnic and awards ceremony held at



Fred Webster and Diana Isaia

- the culmination of the event. We commend **Fred Webster** and **Diana Isaia** for their services manning our stop; they passed out John J. Kirlin hats, water, and fruit to the fun-loving bikers.
- The Florida Division celebrated together during their annual holiday party at the historic Riverside Hotel in the Las Olas district of Ft. Lauderdale, Florida. After the cocktail hour, staff and their guests enjoyed a delicious meal, a live band, and dancing.

### Carolinas

- The project managers’ meeting for the Carolinas Division was held in Cary, North Carolina. The meeting was held off-site to accommodate a larger-than-normal crowd. Those attending included our regularly invited project managers, senior management, and department heads, as well as invited guests from Affiliated Engineers, Inc., and two of our major subcontractors.



The meeting was held with the intent of sharing experiences and communicating candidly in the spirit of hearing and learning from each other to make our projects better for all of us in the future. Collaboration was on everyone’s mind when we discussed issues such as project closeout, document submission, practicality, maintenance, and system testing.

At the end of this phase of the meeting, the comments from the attendees were resoundingly positive. It proved to be a beneficial exercise, with everyone coming away with things to do to make the projects we work on together in the future run more effectively and efficiently.

- The Carolinas Division held its annual Christmas party once again at the Hilton Hotel in Research Triangle Park, North Carolina. We started the night with **Joe Turner** updating everyone on some of the outreach and donations the company had made throughout the year. He especially emphasized the efforts made during the holiday season and recognized employees who gave their time and help to these activities. The evening was also a time to recognize

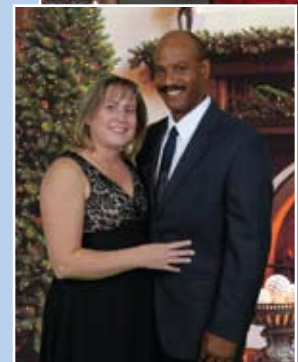
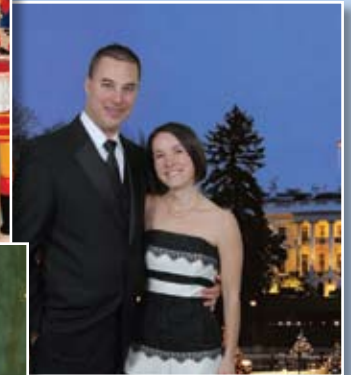
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new employees as well as those who had milestone service anniversaries with JJK. All had a good time as everyone enjoyed the food, drinks, music, and fellowship. The event

gave everyone a time to come together and commune with coworkers who are scattered at job sites throughout the Carolinas.

## Dover Road

- The annual holiday party took place at its new location the Manor Country Club, courtesy of **Brad Bolino**. The party was a big hit with the sounds of the band New Censations and a photographer, complete with the “green screen.” Although the weather did not cooperate this year, a first-class time was had by all. This year, the administrative staff at the Dover Road location collectively made the dinner selection, and a special thanks goes out to **Karen Hopkins, Cheryl Altemose, Pam Reilly, Misty Hildebrandt, Terry Lee, and Marjorie Fioravante** for their help.



## SPECIAL PROJECTS

- Replace Chesser Dental Lab Chiller; Ft. Polk
- Construct Rollup Connections Boilers and Chillers; WRAIR
- Site Work for Modular Laboratory; Ft. Benning Replace Air Cooled Chiller; Hunter Air Field
- Install Pharmacy Clean Room-Work Plan; Ft. Carson
- Replace Doors at Buildings 2500 and 4500; Ft. Jackson
- Replace Bathroom and Shower Floors; Ft. Jackson
- Isolation Room Exhaust System Repairs; Ft. Hood
- Replace Roof, Bldg. 885; Ft. Leonard Wood
- Installation of Revolving Doors, Bldg. 2; WRAMC
- Install Waste Anesthesia Gas Exhaust; Ft. Hood
- Repair Oral Surgery Suite; Ft. Jackson
- Install Water Pressure Booster Pump, Bldg. 511; WRAIR
- Rework Duct Plenum Box for AHU-Nine, Bldg. 302; Ft. Stewart
- Work Plan and Repair Services for Lightning Protection, Buildings 202, 303, 308, and 311; Ft. Stewart
- Repave/Restripe 3rd Floor Parking Lot; Ft. Jackson
- Repave/Restripe Log Loading Dock Parking Lot; Ft. Jackson
- Provide Additional Cooling Tower Cell and Associated Equipment for the Chiller, Bldg. 350; Ft. Stewart
- Repair NCD Ceiling; Ft. Jackson
- Misc. Projects 07; Ft. Riley
- Repair Surgical Cart Lift #1; Ft. Lewis
- Sidewalk and Parking Lot Repair; Ft. Hood
- Construct Ambulance Shelter and Rampway, TMC #12; Ft. Hood

- Replace Suspended Ceiling and VCT Floor Tile; Naval Air Station Oceana
- Lightning Protection System; Ft. Gordon
- Replace OR Reheat Coils; Ft. Benning
- Chiller Plant Repairs and Site Preparation for Install Freezer/Cooler and Plasma Freezer; Ft. Hood
- Renew Troop Medical Clinic; Ft. Jackson
- Renew Department of Pathology and Area Lab Support; WRAMC
- Bldg. 681; Schofield Barracks
- Nurse Call System, Bldg. 9040; Ft. Lewis
- Bldg. 606; WRAMC
- Nutrition Care Division (NCD) Structural/Foundation Repairs; Ft. Jackson
- Bldg. 691; Schofield Barracks
- Budge DENTAC Renovations, Bldg. 1278; Ft. Sam Houston
- Replacement of Hot Water Converters; WRAMC
- Type III Work Plan for 2nd and 4th Floor Entrances; Ft. Gordon
- Provide Work Plan and Repair First Floor Main Lobby at Bldg. 302; Ft. Stewart
- Update Facility Drawings; Ft. Jackson
- Interior Modifications, Bldg. 36009–MD000358P; Ft. Hood Renew Larson Dental Clinic; Ft. Carson Renew Medical Clinic; Ft. Huachuca
- Renew Pharmacy; Ft. Jackson

## MECHANICAL SERVICES

- Beechfield Elementary School; Baltimore, MD
- 7900 Westpark; McLean, VA
- Otsuka; Rockville, MD
- Fort Detrick; Frederick, MD
- BWI Mamma Ilardos; Linthicum, MD
- Louver Replacement; Washington, DC
- Sprint; Reston, VA

- McPherson Square Fitness; Washington, DC
- 7900 Westpark Atrium; McLean, VA
- Parkridge Center III; Reston, VA
- Forest Glen Annex; Silver Spring, MD

## FLORIDA

- Miami International Airport 739A, 739C, 739I, 740A, 746A, and 756E
- Miami International Airport 747B
- Reclaimed Water System Expansion to 24 MGD
- Memorial Hospital CEP Phase 2
- Met 2 Office Building
- Ave Maria University UGH Building 8

## CAROLINAS

- John Deere Facility Turfcare PV&V Lab; Fuquay-Varina, NC
- CISCO-VTG Lab Expansion; Research Triangle Park, NC
- West at North Street Condominiums; Raleigh, NC
- NC State University PRV Station; Raleigh, NC
- UNC Brinkhous; Bullit HVAC Replacement and Kitchen Addition
- UNC Physical Science Building
- Ft. Lee, Tactical Support Equipment Department
- Novartis, Underslab Work, FacsOps Building

## MID-ATLANTIC

- American History Museum; Washington, DC
- 1200 19th Street; Washington, DC
- 111 K Street; Washington, DC
- ACC5 Data Center; Ashburn, VA
- George P. Shultz, NFATC; Arlington, VA
- NGA-NCE Cup; Springfield, VA
- NGA-NCE Tech Center; Springfield, VA

# 2007 Milestone Anniversaries

- 35 years – **Michael Mack**, Corporate
- 30 years – **Robert Bacon**, Corporate  
**Vern Harris**, Mid-Atlantic  
**Stanley Menefee**, Mid-Atlantic  
**John Tippett**, Mid-Atlantic  
**Richard Yerby**, Mid-Atlantic
- 25 years – **John Abbott**, Mid-Atlantic  
**Michael Bell**, Mid-Atlantic  
**Michael Carr**, Mid-Atlantic  
**Daniel Davis**, Mid-Atlantic  
**Clifton Johnson Jr.**, Mid-Atlantic
- 20 years – **Benjamin Norris**, Mid-Atlantic  
**Richard Rabak**, Mid-Atlantic  
**William Welsh**, Mid-Atlantic
- 15 years – **Reynol Fleita**, Florida  
**Bruce Lyerly**, Mid-Atlantic  
**Andrew Richardson**, Carolinas
- 10 years – **Michelle Bell**, Mid-Atlantic  
**Elizabeth Browning**, Corporate  
**Joseph Cornell**, Mechanical Services  
**Scott Dashiell**, Mechanical Services  
**Charles Eubank**, Mid-Atlantic  
**Katrina Fleming**, Mid-Atlantic  
**Jaime Guerra**, Mid-Atlantic  
**Karen Hopkins**, Special Projects  
**James Kimmel**, Mid-Atlantic  
**Terry Lee**, Mechanical Services  
**Russell Long**, Carolinas  
**Ernest Macleod**, Florida  
**Shirley Manning**, Florida  
**Juan Montague**, Mid-Atlantic  
**Dixon Mouton**, Carolinas  
**Denise Perdue**, Corporate  
**Julius Proctor**, Mid-Atlantic  
**Jules Roberts Jr.**, Florida  
**Lester Slick**, Mid-Atlantic  
**Alan Shaver**, Mid-Atlantic  
**Eugene Spence**, Mid-Atlantic  
**Nicholas Stones**, Mechanical Services  
**Mary Tabela**, Florida  
**Vincent Thomas**, Mid-Atlantic  
**Clifford Utley Jr.**, Mechanical Services  
**Harold Washington**, Corporate  
**James Watson**, Mid-Atlantic
- 5 years – **Usama Akrouk**, Florida  
**Randy Allison**, Florida  
**Stephen Annan**, Mechanical Services  
**Clyde Bailey**, Mid-Atlantic  
**Richard Bailey**, Rockville  
**Gabriel Baltazar**, Mechanical Services  
**Spencer Bunnell**, Florida  
**John Caraballo**, Florida  
**Howard Clements**, Mid-Atlantic  
**Chantel Cothron**, Special Projects  
**Paul Crasco**, Mid-Atlantic  
**Patrick Day**, Mid-Atlantic  
**Daniel Demers**, Mid-Atlantic  
**Perry Eason**, Carolinas  
**Gregory Evans II**, Mid-Atlantic  
**William Fritz**, Mid-Atlantic  
**Dennis Goldsmith**, Mid-Atlantic  
**Richard Gonzalez**, Florida  
**Kenneth Gooch**, Mid-Atlantic  
**Clyde Graham III**, Carolinas  
**Scott Greeley**, Mid-Atlantic  
**Eric Hahr**, Mid-Atlantic  
**Jimmy Hayes**, Carolinas  
**Hayward Hinkhaus Jr.**, Mechanical Services  
**David Honeycutt**, Mid-Atlantic  
**Jamey Howard**, Carolinas  
**Joel Ireland**, Mid-Atlantic  
**Steven Johnson**, Mid-Atlantic  
**Robin Jones**, Carolinas  
**Edward Karwowski Sr.**, Carolinas  
**CE Lainez-Benavides**, Carolinas  
**Billy Leak**, Florida  
**Michael Lynch**, Florida  
**Marion Martin**, Mid-Atlantic  
**James Massey**, Mid-Atlantic  
**Jessica Meador**, Mid-Atlantic
- Milton McKenzie**, Florida  
**Raymond Milburn Jr.**, Mid-Atlantic  
**Jean-Claude Miller**, Special Projects  
**Rene Molina**, Carolinas  
**Siegurd Monroe**, Special Projects  
**Louis Morrison**, Mid-Atlantic  
**Gaynell Mulford**, Special Projects  
**Sonya Myers**, Carolinas  
**Michael Patton**, Florida  
**Curtis Reid**, Mid-Atlantic  
**Daniel Richardson**, Mid-Atlantic  
**Roy Skaar**, Mid-Atlantic  
**Jose Sosa**, Mid-Atlantic  
**Carlos Sterling**, Carolinas  
**Samuel Stokes**, Mid-Atlantic  
**Scott Strickland**, Mid-Atlantic  
**Daniel Taber**, Mechanical Services  
**Benjamin Thompson**, Carolinas  
**Martin Walker**, Florida  
**David Whitt**, Carolinas  
**Randall Wilkerson**, Carolinas  
**Randall Woolford**, Mid-Atlantic  
**Benavides Zelaya**, Carolinas

***“Gentlemen, we are going to relentlessly chase perfection, knowing full well we will not catch it, because nothing is perfect. But we are going to relentlessly chase it, because in the process we will catch excellence.”***