

Focus on Safety

Gannaway Builders is committed to be the MOST safety conscientious construction company in the state.

We will start recognizing each of you every month that take safety issues seriously and conform to all safety requirements.

Answers to Brain Teasers:

The gentleman is a baseball player. The masked men are the Catcher and the Umpire.

Holiday Safety Suggestions from Kristi

Deck the halls...safely.

- Place Christmas trees and other greenery away from fireplaces and radiators. Keep tree stands filled with water dried out Christmas trees are a fire hazard.
- Check each set of tree lights for frayed wires, broken bulbs, and loose connections. Throw away damaged sets. Never string more than three sets of lights on an extension cord, and never run cords or strings of lights behind drapes or under carpets. Turn lights off when you go to bed or leave the house.
- Place lit menorahs and other candles away from decorations and drapes. Place candles out of children's reach and where pets can't knock them over. Blow out all candles before going to bed or leaving the house.
- If you have small children, avoid sharp or breakable decorations. Keep tinsel and other small trimmings out of children's reach. Avoid using decorations that look like candy or food they may tempt a child to eat them.
- Use caution when decorating with spun-glass "angel hair" or "bubble lights." They can cause injury if they are swallowed. Only use spray snow that's labeled nontoxic.
- Keep holiday plants away from children and pets. Mistletoe, holly berries, and Christmas cactus are poisonous if swallowed. Poinsettias can cause stomach irritation in humans, and they can make pets very sick.

Over the river and through the woods...

- When you leave the house, turn off all tree lights and blow out all candles.
- Buckle your seatbelt every time you drive or ride in a car. Whether you're traveling by car or plane, make sure your child is buckled in a safety seat, booster seat, or seatbelt.
- Remember that homes you visit may not be child-proofed. Ask to move breakable or dangerous items out of children's reach. If the host's home has stairs, bring a safety gate.
- When staying overnight, bring outlet covers and check that cabinets are free of toxic items or have safety latches.
- When visiting friends or relatives who have a dog, let the dog sniff you before you try to pet it. Do not leave your child alone with the dog.
- Never drive after you drink or use drugs.

Have a Safe and Happy Holiday!



Gannaway's Nuts & Bolts

Volume 1, Issue 8, December 2006

Birthdays for December:

James Griffin - 12/4
Joey Williams 12/05
Guy Gannaway - 12/06
Terry Weiland -12/08
Pat Dickson - 12/10
Agron Neziri - 12/11
Douglas Keresztesi - 12/12
Donnell Joyce - 12/13
Rachel Postel - 12/20

Birthdays for January:

Lionel Clavette - 1/19
Roger Crosby -1/29

Holiday's

Monday, December 25
Monday, January 1

EMPLOYEE SPOTLIGHT SHINES ON: DENNIS BIRCHARD



How long have you worked for Gannaway?
Six months.

What is your main job responsibility? **Senior Project Manager for the Isis Hotel, Emilia Townhomes and Palms of Redington Shores.**

What is the greatest satisfaction you receive from working in this industry? **Being both a field worker in the past and now a construction manager, it's the pride you experience when you see the facility you've worked on well after it's completion. Knowing that you had a part in building it.**

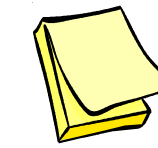
How did you first become interested in the field of construction? **By needing an income to survive as a family man with no real experience in any profession.**

What is your goal for this company? **To continue in a team approach with all our employees to produce a high quality construction company that we can all be proud.**

Where were you born and raised? **Born in Royal Oak, Michigan (outside of Detroit) and raised in Walled Lake, Michigan.**

How long have you lived in Florida? **Since 1970**

A Note From Human Resources:



Just to keep everyone informed, our Human Resources is putting together an employee handbook so be looking for it to come the first of the year. Handbooks will be geared appropriately per employee; for instance, full time and part time will each receive their own and so on. The handbook's purpose is to clarify company related issues to help incur a smoother plan of operation.

Each employee will soon know how much sick, vacation, personal, and comp time that they have, and also how and at what rate they are incurring it (depending on full or part time positions, hourly or salary). All company holidays and days off will be clearly listed. You will also find a list of who you need to call regarding emergencies or personal time off).

Be expecting those and some other general issues to be thoroughly addressed, and if there is anything you feel has been excluded, we would love to hear about it.

Terri Miani
Office Manager/Human Resources

EDUCATION IS THE ABILITY TO LISTEN TO ALMOST ANYTHING WITHOUT LOSING YOUR TEMPER OR YOUR SELF-CONFIDENCE.

— ROBERT FROST

MERRY CHRISTMAS & HAPPY NEW YEAR!

THANK YOU ALL FOR A JOB WELL DONE THIS YEAR.

TAKE FIVE:



I would like to take this time to thank each and every one of you for contributing a gift for the Angel Tree. Each tag represents a child in our community who is in foster care or who has been adopted out of the foster care system. The innocents of simple wishes were requested such as toddler hair accessories, a toy Corvette car, lego's, dolls, etc. and all have been fulfilled. This event was a great success, we were able to sponsor all thirty children and we are looking forward to even a bigger goal success next year.

Rachel Postel

Reflections of our Staff: Christmas Party 2006



(Turn your photos in, if you would like to see this feature continued)

Seasonal Health Focus: Flu Shots

Cold and flu season will be here before you know it. The season typically starts as early as October and lasts through March or April. Your neighborhood Publix or Wal-Mart Pharmacy can help you stay strong during the season of sniffles and coughs. Your flu shot typically runs for \$25, a nominal fee when you realize it will save you about two weeks from being out of work. Give your local Publix or Wal-Mart a call for their flu shot schedule. Typically there is no appointment necessary so think about it next time you go shopping!

Holiday Sniffles tip 101

-Stock up on Echinacea and Vitamin-C, following recommended dosage to minimize length & strength of cold.

-Cold Eeze cold drops have Zinc which will clean up your cold in no time; you may find these in any grocery or drug store. As always, follow recommended dosages.

Stupid Crooks

A man walked into a Topeka, Kansas Kwik Stop, and asked for all the money in the cash drawer. Apparently, the take was too small, so he tied up the store clerk and worked at the counter himself for three hours until police showed up and grabbed him.

Brain Teaser

A gentleman leaves home, proceeds a short distance and turns left. He goes another short distance and turns left again. He goes another short distance, then goes home. As he nears home he sees two masked men. Who are the two masked men?

(Answers on back page).

Home project "Estimating Tips" By Bill Cooper, P.E. Senior Estimator

- Know what you are buying before you talk to Contractors or Retailers
- Know quantity you intend to purchase (square yards of carpet; square feet of counter top; etc.)
- Know quality of items offered (compare products: weight of carpet, weight of pad, content (% nylon, % wool, % polyester blend, etc.)
- Know who you are buying from (check with Better Business Bureau, local licensing agency – Pinellas County Licensing Board and/or local permitting agencies; recommendation letters.)
- Get at least three (3) competitive prices – "DON'T BUY ON IMPULSE"!
- For home improvements (additions, renovations, remodeling) use only licensed/insured Contractor, insist on a written contract which contains the guaranty and warrantee provisions for the work, and make sure a permit is pulled, if required by local governing authority
- Select competitive Contractor or Retailer by recommendations and reputation
- Use your instinctive "first impression" as a selection factor
- Never provide an upfront deposit of more than 10% to 20% unless for custom cabinets, counter tops, or special order items until material is delivered, and then no more than 50%
- Use credit card for any required reasonable deposits (check fraud protection availability with your credit card(s))
- Never make final payment until all specified contract work is completed to your reasonable satisfaction and industry standard
- Make sure Notice of Commencement is files, contractor provides lien releases for all payments to subcontractors and material suppliers, including final payments
- Make sure permits are properly posted by Contractor(s) and that all inspections have been called for and passed, including final inspection

"Safety at Gannaway" From Roger Edwards, Vice President of Field Operations

Dear Gannaway Employees:



Gannaway Builders, Inc. is a company that cares about the safety and well-being of all its employees. We aim to not only meet current safety regulations, but exceed them. This however, is not always an easy task to accomplish. It takes

everyone in the company to buy into it without prejudice. Simply put; even after having a Safety Director, safety and health training for all Supervisors, weekly meetings and safety equipment on site, all it would take is an employee to do a task without using a safety device to injure or kill themselves or others.

One thing I would like all of us to strive for is to be safe. Don't just go through the motions when your Supervisor, Safety Director or OSHA is on-site. Become as comfortable with your PPE as you can. Adjust your safety harnesses, hard hats, eye protection, etc. so they fit securely, yet comfortable. Wear them to the point that you actually feel vulnerable without them. Look out for your fellow employee. Stop them if you see them working in a hazardous manner. Help each other.

One thing I never had to do is tell a persons' family that their son or daughter died on one of our construction sites. It's something none of us want to experience. We will not be successful as a company if we're not safe. I implore everyone to be diligent in safety. Your family depends on it.

Sincerely,

Roger Edwards