

# KE Kortman Electric Inc.

est. 1983

Celebrating **25** Years  
of Excellence

QUARTERLY NEWSLETTER  
SEPTEMBER 2007

## RECENT PROJECTS



**TEMPE MULTI-GENERATIONAL CENTER**  
Okland Construction



**SKY HARBOR HVAC RETROFIT**  
Johnson Controls



**GILBERT FIRE STATION #1**  
Sundt Construction



**MOUNTAIN VALLEY REGIONAL REHAB.**  
M.J. Harris

### DID YOU KNOW.....

Installing compact fluorescent lights (CFLs) is one of the easiest ways to start making an impact on your energy bills.



The family was still unpacking boxes at their new Florida home, when the young teenage son took a quick break for a swim in the nearby pond. Seconds later, mom heard the screams of the young boy frantically swimming from an approaching alligator. Mom and a neighbor struggled to free him from the jaws clenched around his legs. From his hospital bed, the reporters asked if the scars on his legs would change his life forever. The boy pulled back the sheets showing the scars on his arms left by those who had saved his life and said, "These are the scars that will change my life forever".

A simple, yet profound perspective! In business, the challenge is to focus on the great things that can come as a result of change, and not get lost in the frustration of how difficult the battle may be at times.

I am excited to introduce the first edition of our KEI newsletter. Our staff has worked together to provide key elements of interest within KEI and to also provide information that is useful to our clients.

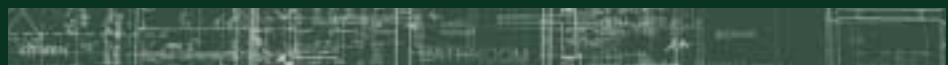
Over the last several months we've had many exciting changes going on and each of these have come about as a result of the outstanding effort of our team. We will highlight many of these in the upcoming newsletters:

- Started our 25th year in business in March 2007
- Established a Strategic Task Force to assist in addressing current and future challenges within our industry
- Launched the new KEI website. Visit us at: [www.kortmaninc.com](http://www.kortmaninc.com)
- Added a full time Labor Manager responsible for hiring/training of field employees
- Added a Director of Safety and Asset Management focused on the safety of our employees and their work surroundings
- Added a Director of Marketing and Sales focused on continuing to build strong relationships with our clients
- Exciting changes in our HR, Field Operations, Estimating, Purchasing and Accounting departments

The economy in Arizona has continued to remain one of the strongest in the country. We are blessed to have had the opportunity to work for clients all over the State and have made great friendships in that journey. Our commitment is to provide great service and to build strong valuable relationships with those we work beside.

Thanks for reading.....

Ken Kortman  
President/CEO



## SOLVING THE LABOR SHORTAGE

The lack of manpower has been increasingly cited for construction delays. Nearly all the recent national studies and predictions point towards a continuing and probable increase in the shortage of skilled tradesmen for years to come. This is due to a combination of factors. Overall job growth in the commercial construction sector is expected to continue well into the future as the size of the workforce shrinks. The boomer generation is retiring while the pool of 20 - 25 year olds entering the trades shrinks due to stronger immigration enforcement, job growth in other markets and the push by high schools to direct students towards higher education. Arizona, with its heavy growth, is expected to feel a greater impact compared to other states.



Kortman Electric understands these conditions and has taken steps to ensure that we have the skilled labor pool necessary to serve our clients needs. We have created a Labor Management Department dedicated solely to developing and maintaining the finest workforce of

skilled electricians. Through aggressive recruiting methods an intense review process and training, the Labor Management Department is responsible for shaping the field team. Labor Management works closely with Field Operations to ensure adequate quantities of appropriately skilled craftsmen are available to meet the demands of today's project schedules.

Kortman Electric has adjusted to this challenging labor climate by constantly reviewing new opportunities to build our team. As other states suffer from economic difficulties their tradespersons have begun to look west for work. Many skilled electricians from the east coast and mid-west have found a home at Kortman Electric. Younger workers have realized that many of the once strong white collar careers, including high tech, have been slowly moved overseas and have decided to enter formal apprenticeship training with Kortman Electric.



## KEI HIRES NEW DIRECTOR OF ESTIMATING



As Kortman Electric looks to the future we are always on the lookout for top quality people to grow our company. Such is the case with the hiring of Keith Waldrup, KEI's new Director of Estimating.

Originally from Minnesota, Keith came to Arizona to oversee a project at Intel in 1985. As an avid bike rider, outdoor enthusiast and the great business opportunities that Arizona had to offer, Keith has never looked back. With over 33 years in the construction industry, Keith has settled into Arizona and built long lasting

business relationships with many companies that have proven to be invaluable as we grow and expand.

Keith's qualifications speak for themselves. Keith has overseen a wide variety of projects and has developed strengths in conceptual budgeting, scope development and estimate pricing. Keith's experience includes; hotel/casinos, theaters, retail, medical, assisted living, correctional facilities, parking structures and airports. Keith and his wife Patti reside in Phoenix and have five grown children.

## GILBERT FIRE STATION #1

In conjunction with Sundt Construction team, Kortman Electric recently finished the Town of Gilbert's Fire Station #1.

Project Description: A state of the art 24,074 square foot, two story fire station including; battalion headquarters, five apparatus bays and 17 dorm rooms. The 19-acre site is shared by Gilbert Police Department Facilities.



## PRE-FABRICATION

A part of Kortman Electric's mission is to provide leading edge solutions to today's electrical needs. One of the ways we accomplish this goal is by utilizing prefabrication of certain electrical products. Kortman Electric believes that the prefabrication process provides the following benefits to the construction process and our clients:

- Maximizes labor **efficiency** by assembling materials in a temperature controlled environment
- Provides **quality control** by utilizing repetitive and consistent assembly methods
- Provides added solutions to the demanding manpower needs in a competitive market
- Increases the efficiency of product handling and control
- Increases efficiency of **installation** on-site to help meet scheduling demands

