

THE OFFICIAL NEWSLETTER OF HUDSON BAY INSULATION

THE EMPLOYEE ENERGIZER



in this issue

EMPLOYEE SPOTLIGHTS

FEATURING BRANDON V. AND BRANDON R.

PROJECT HIGHLIGHTS

THANK YOU STEFFANI AND KEMP FROM DIVISION 2 FOR
SUPPLYING US WITH HIGHLIGHTS THIS QUARTER!

ASK THE PREZ

WRAPPING UP THE YEAR WITH RESOLUTION
REFLECTIONS - HOW DID YOU DO ON YOURS?

WHERE SAFETY MATTERS MOST

ICE SPY WITH MY LITTLE EYE, A FEW WINTER SAFETY TIPS FROM
OUR NEW SAFETY COORDINATOR, JENNIFER MOREAU!



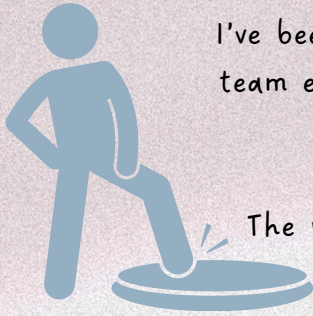
I'VE TOSSED JAKE, OUR PHENOMENAL WAREHOUSE MANAGER, SOMEWHERE IN
THIS NEWSLETTER.

THINK YOU'VE FOUND HIM? THE FIRST FOUR TO EMAIL SEANELLE HIS LOCATION
AND SAFETY TIP WILL WIN A \$25 GIFT CARD!

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EMPLOYEE SPOTLIGHTS

BRANDON RUSSELL Office Employee | Portland Division



I've been with Hudson Bay and in the trade for 6 months, and I enjoy the team environment the most. In my free time, I like to ride my motorcycle, golf, and play the guitar.

The worst job I've ever had was working maintenance at a sewer plant ... I'll spare everyone with the details.

BRANDON VICE Office Employee | Boise Division

I've had 20 years of experience in the trade, and have been with HBI for 4 months. By far the people are the best part about working at HBI, everyone has been so helpful and all around pleasant to work with. For fun, I love to hang out with my crazy kids. I love to fish, BBQ, and watch my beloved Dallas Cowboys disappoint me every season.

The worst job I've ever had was when I worked at Togo's Sandwich Shop as a teenager - I went home every day smelling like a pastrami footlong, I lasted a month.



PROJECT HIGHLIGHTS

DLR PDX-12

Location: Hillsboro, OR

Customer: JE Dunn

Duration: 4 weeks

The IFC drawings changed the ceiling rating from a 1hr to a 2hr rating. In order to obtain the desired rating, we applied intumescent paint to the structural beams under the fluted deck. We had 80 beams at 28lf each to stuff flutes, prime, and paint with an expedited timeline for completion.

Thank you to John Zimburean, Cregg White, Gavin Vowell, Jason Luckovich, Colton Jory, and Taylor Collier for working swing shifts in order to complete the job.



HYDRO-EXTRUSION

Location: The Dalles, OR

Customer: Entecco Filter Technology, Inc.

Duration: 90 days

The system was insulated with 4" rockwool and jacketed with .032 stucco embossed aluminum cladding. Dan Smith was the foreman on the project along with Lincoln Caldwell, Bryan Rogers, Dalton Smith, and Max Jewett.



AS OF 2024, *You've Been Here How Long?*

CASEY ENFIELD	SEATTLE FIELD	14 YEARS AS OF 2/22
CHRIS BORODENKO	SEATTLE OFFICE	14 YEARS AS OF 2/25
DANNY PATTERSON	SEATTLE FIELD	14 YEARS AS OF 3/8
CINDY POWER	SEATTLE FIELD	14 YEARS AS OF 3/10
KYLE DAMON	SEATTLE FIELD	13 YEARS AS OF 1/3
EVONNE MACCARONE	SEATTLE OFFICE	13 YEARS AS OF 3/28
JOHN HERNANDEZ	SEATTLE OFFICE	11 YEARS AS OF 2/25
ZACH STEWART	SEATTLE WAREHOUSE	8 YEARS AS OF 1/4
JUAN PULIDO CERVANTES	SEATTLE FIELD	8 YEARS AS OF 3/28
JUAN LUEVANO SANTOS	SEATTLE FIELD	7 YEARS AS OF 3/31
JOSH WILSON	SEATTLE FIELD	6 YEARS AS OF 1/8
JOEL CRAIG JR	SEATTLE OFFICE	6 YEARS AS OF 1/22
JOEY PINOTE	SEATTLE FIELD	6 YEARS AS OF 2/12
MARIO LUEVANO SANTOS	SEATTLE FIELD	6 YEARS AS OF 3/27
STEPHEN JOHNSON JR	SEATTLE FIELD	5 YEARS AS OF 1/7
JACOB MCCRAY	SEATTLE FIELD	5 YEARS AS OF 1/7
JOSH MOREAU	SEATTLE FIELD	5 YEARS AS OF 1/7
AARON OLSON	SEATTLE FIELD	5 YEARS AS OF 1/7
MICHAEL GOE	SEATTLE FIELD	5 YEARS AS OF 1/22
SINE FOWLER	SEATTLE OFFICE	5 YEARS AS OF 3/1
JESSE PRATER	SEATTLE FIELD	4 YEARS AS OF 1/6
JOSEPH ESTRADA	SEATTLE FIELD	4 YEARS AS OF 2/13
MICHAEL DARAVONG	SEATTLE FIELD	4 YEARS AS OF 2/27
DALE MURPHY	SEATTLE FIELD	4 YEARS AS OF 2/27
JOSHUA LAWRENCE	SEATTLE FIELD	4 YEARS AS OF 3/13
JARED JOHNSON	SEATTLE FIELD	3 YEARS AS OF 1/4
MICHAEL WHITE	SEATTLE FIELD	3 YEARS AS OF 1/4
GUILLERMO AVINA MARMOLEJO	SEATTLE FIELD	3 YEARS AS OF 1/11
NATHAN JUEN	SEATTLE WAREHOUSE	3 YEARS AS OF 3/1
DUSTIN DAVIS	SEATTLE FIELD	3 YEARS AS OF 3/15
RILEY RICHARDSON	SEATTLE FIELD	3 YEARS AS OF 3/29
JARRED SIMMONS	SEATTLE FIELD	3 YEARS AS OF 3/29
ALEXANDER BREMMER	SEATTLE FIELD	2 YEARS AS OF 1/17
TYLER LEVIN	MOUNT VERNON OFFICE	2 YEARS AS OF 3/21
JULIO CUEVAS	SEATTLE FIELD	1 YEARS AS OF 1/10
ALEJANDRO HERNANDEZ	SEATTLE FIELD	1 YEARS AS OF 1/10
GEORGE HARRIS	SEATTLE FIELD	1 YEARS AS OF 1/16
JOSE CUEVAS TELLO	SEATTLE FIELD	1 YEARS AS OF 1/23
JSAAC CULLUM	SEATTLE FIELD	1 YEARS AS OF 1/30
NOAH BOS	SEATTLE FIELD	1 YEARS AS OF 2/6
TERRENCE LEBEAU	SEATTLE FIELD	1 YEARS AS OF 2/6
ANGEL VILLALVAZO ZUHIGA	SEATTLE FIELD	1 YEARS AS OF 2/6
ANDRES ROCETE CRUZ	SEATTLE FIELD	1 YEARS AS OF 2/21
ERIC TRAN	SEATTLE FIELD	1 YEARS AS OF 2/21
MATTHEW GEORGE	SEATTLE FIELD	1 YEARS AS OF 3/2
SCOTT PRATER	SEATTLE FIELD	1 YEARS AS OF 3/13
JACOB TROUT	SEATTLE FIELD	1 YEARS AS OF 3/13
JOSE CORREA	SEATTLE FIELD	1 YEARS AS OF 3/27

MICHAEL CLARNO	PORTLAND OFFICE	13 YEARS AS OF 2/28
DAVID MADDEN	PORTLAND OFFICE	12 YEARS AS OF 1/6
JAMES HERRING	PORTLAND OFFICE	7 YEARS AS OF 2/1
JESSE BUTTS	PORTLAND FIELD	6 YEARS AS OF 1/29
JAMES FINNEY	PORTLAND FIELD	6 YEARS AS OF 2/12
NICOLE LEE	PORTLAND FIELD	4 YEARS AS OF 2/5
ERIBERTO CONTRERAS-SIERRA	PORTLAND FIELD	4 YEARS AS OF 2/13
JARRAD DODSON	PORTLAND FIELD	4 YEARS AS OF 3/2
JOSH CRAIG	PORTLAND FIELD	4 YEARS AS OF 3/10
GARRETT COLLOM	PORTLAND FIELD	4 YEARS AS OF 3/23
MALCOLM HENSLEY	PORTLAND FIELD	3 YEARS AS OF 1/26
JOEL HENDRICKSON	PORTLAND FIELD	2 YEARS AS OF 1/3
BRYAN ROGERS	PORTLAND FIELD	2 YEARS AS OF 1/24
DALTON SMITH	PORTLAND FIELD	2 YEARS AS OF 3/1
NOAH WASHBURN	PORTLAND FIELD	1 YEARS AS OF 3/28

TRENT LEACH	SPOKANE OFFICE	12 YEARS AS OF 2/22
TSIBXWM MOUA	MISSOULA FIELD	10 YEARS AS OF 1/13
DONALD HENKINS	MISSOULA FIELD	4 YEARS AS OF 1/10
STEPHEN BOWDISH	SPOKANE FIELD	1 YEARS AS OF 1/16
DANIEL HILLIKER	BILLINGS FIELD	1 YEARS AS OF 1/19
KELLY FRANK	BILLINGS FIELD	1 YEARS AS OF 1/20
KENNETH EDMAND	TRI-CITIES FIELD	1 YEARS AS OF 1/20
RILEY TROGDON	MISSOULA FIELD	1 YEARS AS OF 2/6
CODY LAWS	MISSOULA FIELD	1 YEARS AS OF 2/13
PBENG MOUA	MISSOULA FIELD	1 YEARS AS OF 3/14
RYAN PEDERSEN	BILLINGS FIELD	1 YEARS AS OF 3/15
DUSTIN IVEY	BILLINGS FIELD	1 YEARS AS OF 3/24

HAPPY
Anniversary 4

Where Safety Matters Most

'Tis the season once more! As the enchanting holiday festivities unfold, we extend our heartfelt gratitude to each and every one of you for prioritizing safety day in and day out. Your unwavering dedication has been the driving force behind the current state of our safety culture, and for this we express our sincere appreciation.



The winter season ushers in many delightful festivities from holiday parties, the enchanting glow of Christmas lights, and a “winter wonderland” at times. However, amid the festivities, it is crucial to be mindful of additional safety concerns associated with holiday parties and the cold weather.

The season prompts us to revisit safety precautions on the roads, whether we’re driving or simply navigating our way to various destinations. Everyday activities such as driving, walking, shopping, and using the stairs, can become more perilous in the winter months. It’s essential to recognize the hazards both in and out of vehicles, considering shifts in driving habits, activities, and weather conditions that contribute to potential dangers.

NAVIGATING BY FOOT



NAVIGATING BY CAR

ACQUAINTING YOURSELF WITH THESE WINTER WEATHER TERMS CAN EMPOWER YOU TO STAY INFORMED, GATHER SUPPLIES, AND SEEK SHELTER AT A TIMELY MANNER WHEN HAZARDOUS CONDITIONS ARE IMPENDING.

WIND CHILL ADVISORY ISSUED WHEN WIND CHILL TEMPERATURES ARE EXPECTED TO BE A SIGNIFICANT INCONVENIENCE IF CAUTION IS NOT EXERCISED.

WINTER STORM WATCH ALERTS THE PUBLIC TO THE POSSIBILITY OF A BLIZZARD, HEAVY SNOW, ETC. USUALLY ISSUED 12-48 HOURS BEFORE THE START OF A WINTER STORM.

WINTER WEATHER ADVISORIES ISSUED FOR ACCUMULATIONS OF SNOW, FREEZING RAIN, AND SLEET WHICH WILL CAUSE SIGNIFICANT INCONVENIENCES IF CAUTION IS NOT EXERCISED.

I WOULD TELL YOU MY BEST ICE PUN ... BUT IT JUST SLIPPED MY MIND.

To minimize the risk of slips, trips, and falls, promptly clear snow and ice from walking surfaces, and spread deicer after a winter storm. When navigating unavoidable snowy or icy paths, consider the following precautions:

1. WEAR PROPER FOOTWEAR

A. INSULATED & WATER-RESISTANT BOOTS WITH RUBBER TREADS IS ESSENTIAL.

2. LESSEN THE PEP IN YOUR STEPS

A. TAKE SHORT STEPS AND WALK AT A SLOWER PACE TO REACT QUICKLY TO CHANGES IN TRACTION

3. HOLD ONTO A HANDRAIL FOR ADDED STABILITY & PROVIDE SUPPORT TO SOMEONE LESS STABLE ON THEIR FEET

A. HOLD THEIR ARM OR HAND WHILE WALKING, TO HELP AVOID SLIPPING AND FALLING.

4. STAY INSIDE WHEN CONDITIONS ARE TOO DANGEROUS

YOU
SNOOZE,
YOU LOSE.



Navigating the holiday season brings about challenges like drunk, drowsy, and DISTRACTED driving. Let's address drunk driving first. With the abundance of holiday parties, it's crucial to note that incidents peak during this period, averaging 300 deaths in the week between Christmas and New Year, as reported by the U.S. Department of Transportation.

1. PRIORITIZE SAFETY, OPT FOR A RIDE.

ARRANGE FOR A DESIGNATED DRIVER OR OPT FOR A RIDE-SHARING SERVICE TO AND FROM YOUR EVENT.

2. WHEN DROWSINESS ATTACKS, TRY THIS HACK.

CONSUME 1 OR 2 CUPS OF COFFEE BEFORE TAKING A 20-MINUTE NAP AT A DESIGNATED REST STOP - STUDIES INDICATE A BRIEF BOOST IN ALERTNESS FROM SUCH BREAKS.

3. DO NOT DISTURB!

THE KEY TO AVOIDING DISTRACTIONS IS MAINTAINING FOCUS AND KEEPING YOUR HANDS ON THE WHEEL. ENABLE DND ON YOUR DEVICES TO ENSURE A SAFER DRIVING EXPERIENCE.

IF YOU MUST USE YOUR PHONE, PULL OVER AT A SAFE LOCATION TO MAKE THE CALL.

ASK THE PREZ

What's your favorite drink to keep you warm in the Winter?

When I need a beverage to warm me up, I go with a hot cup of coffee with a spoon full of honey.

How did you do on your 2023 New Years Resolution?

I did pretty well, I pull off a walk without my phone 5 days a week.

Describe your perfect Thanksgiving plate.

- Turkey, dark meat.
- Mashed Potatoes
- Gravy
- Canned Cranberries
- Soft Warm Bun

... and all of it somewhat mixed up.

What's a holiday tradition that reminds you of your childhood?

Opening presents on Christmas Eve - I remember how happy my grandparents were and how proud they were of nailing a gift for us, lots of smiles.





BIRTHDAYS IN JANUARY



PORTLAND FIELD	BRYAN ROGERS	7-JAN
PORTLAND WAREHOUSE	CHAD SIZEMORE	8-JAN
PORTLAND FIELD	DAVID KELLOGG	10-JAN
PORTLAND FIELD	MARIANO MEJIA	12-JAN
PORTLAND FIELD	JESSE MARKOWSKI	14-JAN

SEATTLE FIELD	JARRED SIMMONS	8-JAN
SEATTLE FIELD	RAUL PALACIOS	9-JAN
SEATTLE FIELD	JOSE CUEVAS TELLO	14-JAN
SEATTLE FIELD	MARCO TULIO CASTILLO LIBRADO	17-JAN
SEATTLE OFFICE	MIKE GINGLES	19-JAN
SEATTLE FIELD	JONATHON MONTANO	27-JAN
SEATTLE OFFICE	ANGEL DAQUIZ	28-JAN
SEATTLE FIELD	JUAN PULIDO CERVANTES	28-JAN

SPOKANE FIELD	CHRISTOPHER GLOVER	7-JAN
MISSOULA FIELD	ZACHARY WYNEGAR	7-JAN
MISSOULA FIELD	CODY POTTS	8-JAN
BILLINGS FIELD	RYAN PEDERSEN	10-JAN
BILLINGS FIELD	TONY ROMERO	30-JAN



BIRTHDAYS IN FEBRUARY



SEATTLE FIELD	DANIELLA MOALEM	1-FEB
MOUNT VERNON OFFICE	TYLER LEVIN	4-FEB
SEATTLE FIELD	ANDRES ROCETE CRUZ	17-FEB
SEATTLE FIELD	JOSH WILSON	25-FEB
SEATTLE FIELD	TIM BROWN	27-FEB
SEATTLE FIELD	CASEY ENFIELD	27-FEB

PORTLAND FIELD	TAYLOR COLLIER	9-FEB
PORTLAND FIELD	JAMES FINNEY	9-FEB
PORTLAND FIELD	JOSHUA CRAIG	19-FEB
PORTLAND FIELD	DOMINIC SMITH	19-FEB
PORTLAND FIELD	JESSE BUTTS	20-FEB

TRI-CITIES FIELD	COLIN CLARK	1-FEB
BOISE OFFICE	BRANDON VICE	3-FEB
TRI-CITIES FIELD	CHRIS CLARK	10-FEB
MISSOULA FIELD	FATU VAIMAA	11-FEB
MISSOULA FIELD	PBENG MOUA	12-FEB
MISSOULA FIELD	LOREN MABERRY	15-FEB
MISSOULA FIELD	HUNTER WESSEL	21-FEB
BILLINGS FIELD	ERIC ELLERY	23-FEB



SEATTLE FIELD	JOSE CORREA	7-MAR
SEATTLE FIELD	IRMA ZAMORA-GUILLEN	9-MAR
SEATTLE FIELD	TERRENCE LEBEAU	11-MAR
SEATTLE FIELD	DANNY PATTERSON	12-MAR
SEATTLE FIELD	MARIO LUEVANO SANTOS	16-MAR
SEATTLE FIELD	CINDY POWER	18-MAR
SEATTLE FIELD	PHY SUN	18-MAR
SEATTLE WAREHOUSE	JAKE AMSTER	19-MAR
SEATTLE FIELD	JOEY PINOTE	20-MAR
SEATTLE FIELD	MICHAEL GOE	22-MAR
SEATTLE FIELD	ERIK GLADSJO	23-MAR
SEATTLE FIELD	AARON OLSON	23-MAR
SEATTLE FIELD	ALDO ATONAL ROBLES	26-MAR
SEATTLE OFFICE	SINE FOWLER	27-MAR
SEATTLE OFFICE	JOEL CRAIG JR	28-MAR

PORTLAND FIELD	DANIEL STONER	13-MAR
PORTLAND FIELD	JARRAD DODSON	30-MAR

BILLINGS FIELD	JEREMY PRICE	9-MAR
BILLINGS FIELD	KELLY FRANK	13-MAR
TRI-CITIES FIELD	TAYLOR SIMON	16-MAR
SPOKANE OFFICE	TRENT LEACH	19-MAR
SPOKANE FIELD	PAUL RUSSELL	31-MAR