

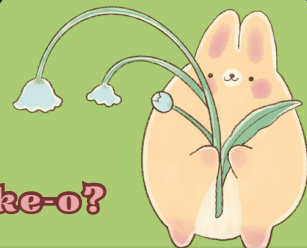
# THE EMPLOYEE ENERGIZER

THE OFFICIAL NEWSLETTER OF HUDSON BAY INSULATION

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## where's jake-o?



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!

[SEANELLE@HUDSONBAYINS.COM](mailto:SEANELLE@HUDSONBAYINS.COM)



# EMPLOYEE SPOTLIGHTS!



## DUANE LYPHARDT FIELD EMPLOYEE | FIRESTOP DIVISION

*I have been in the trade and with HBI for a year and a half. Working with the people in my team is what I like the most. Outside of work, you can catch me working on cars, working on things around my house, and hanging out with my family!*

*The worst job I've ever had was when I was working as a janitor.*

## JENNIFER MOREAU OFFICE EMPLOYEE | SEATTLE DIVISION

*I've been in the trade for 8 years and with HBI for over 2 years, but recently began working in-office for 6 months. I enjoy working at Hudson Bay because I am able to do a job that I'm truly passionate about. The people I have the pleasure to work with make coming to work enjoyable, and the teamwork here is excellent! For fun, I love building memories with my family; we like to do anything together. Some of our favorite activities include camping, walking the loop at Chambers Bay, and traveling to Hawai'i!*

*I would say that one of my first jobs as a phone solicitor for a vinyl siding company would be the worst job I've ever had. I had to sign people up for free estimates - I got hung up on & yelled at a lot.*



## COLIN SEARS OFFICE EMPLOYEE | MONTANA DIVISION

*I have been in the industry for 10 years and have been with HBI for 4 months. The team and crew that I get to work with are what I enjoy most about working with HBI! There's never a dull moment, everyday brings on new challenges and new things to learn. In my free time, I enjoy doing anything outdoors - hunting, fishing, camping, flying, skiing, gold prospecting, rock hound/tumbling, and hanging with family & friends. I enjoy watching baseball, football, and hockey!*

*The worst job I've ever had was when I worked at an assisted living facility as a server. I could never pour the correct amount of soup for this lady - I was either starving her or being wasteful. She was a peach.*



# PROJECT HIGHLIGHTS

## STIA NORTH MAIN TERMINAL REDEVELOPMENT

**Location:** SeaTac International Airport

**Division:** Seattle Firestop

**Customer:** VECA Electric

**Duration:** 3 months

HBI is installing STI E-Wrap on 200' on 4" GRC pathway and 250' on 2.5" conduit at the existing utilidor at the North Main Terminal. The area is congested with numerous existing conduits that can prove challenging.

Our lead on this project is **Joey Pinote** with apprentice **Duane Lyphardt**, and they have done outstanding work!



## GPIA CONCOURSE EXPANSION & MODIFICATION

**Location:** Kalispell, MT

**Division:** Inland Empire

**Customer:** Diamond Plumbing

This has been a great project for **Taylor Clarno** and 2nd year apprentice **Cody Laws**. Scope of work includes insulating domestic hot/cold water, rainwater leader, condensate drain, geothermal, chilled water, and hot water heating piping.



# YOU'VE BEEN HERE HOW LONG?

GREG ZEVELY	SEATTLE OFFICE	22 years as of 5/6
TOM DAVES	SEATTLE OFFICE	14 years as of 4/12
NINO TRETTER	PORTLAND OFFICE	13 years as of 5/31
CHRIS KUNNEN	SEATTLE FIELD	12 years as of 4/18
TRAVIS WENRICK	SEATTLE FIELD	12 years as of 5/7
TIM BROWN	SEATTLE FIELD	11 years as of 4/22
CRYSTAL LOEFFELBEIN	SEATTLE OFFICE	11 years as of 5/6
LINCOLN CALDWELL	PORTLAND FIELD	11 years as of 5/22
KASEY KRAUSE	PORTLAND FIELD	11 years as of 5/28
JERRIKA HER-XIONG	PORTLAND OFFICE	11 years as of 6/4
PETER BETHMANN	TRI-CITIES OFFICE	10 years as of 4/7
DAVID KELLOGG	PORTLAND FIELD	10 years as of 4/7
AHMED LINDSEY	SEATTLE FIELD	10 years as of 5/29
BEN ROUDA	SEATTLE OFFICE	10 years as of 6/10
JAMES CRAIG	PORTLAND OFFICE	10 years as of 6/13
JOEL CRAIG	SEATTLE FIELD	8 years as of 4/6
BRAD SHEA	MISSOULA FIELD	7 years as of 6/14
FATU VAIMAA	MISSOULA FIELD	6 years as of 4/23
KYLE MYERS	BILLINGS OFFICE	6 years as of 4/9
FRED HOLGUIN	MISSOULA FIELD	6 years as of 5/22
TRAVIS GAUSE	PORTLAND FIELD	6 years as of 5/29
GAVIN VOWELL	PORTLAND FIELD	5 years as of 4/1
ANDY BANG	SEATTLE FIELD	5 years as of 4/18
CARL DEPOORTER	BILLINGS FIELD	4 years as of 5/4
JOHN ZIMBUREAN	PORTLAND FIELD	4 years as of 5/19
JEREMY PRICE	BILLINGS FIELD	3 years as of 4/2
DAVID SPARKES	TRI-CITIES FIELD	3 years as of 4/8
TANNER TEEPLES	SPOKANE FIELD	3 years as of 6/4
MARK WRIGHT	BILLINGS FIELD	3 years as of 6/11
ROBERTO MARTINEZ JR	SEATTLE FIELD	2 years as of 5/17
JENNIFER SHULTZMAN	SEATTLE OFFICE	2 years as of 5/17
GILBERTO ESQUIVEL	KANSAS FIELD	2 years as of 5/31
JEFF MCCLURG	SEATTLE FIELD	2 years as of 5/31
MARCOS HERRERA	PORTLAND FIELD	1 years as of 5/8
ADRIAN NUNEZ	SEATTLE FIELD	1 years as of 5/8
BRANDON RUSSELL	PORTLAND OFFICE	1 years as of 5/8
MAX JEWETT	PORTLAND FIELD	1 years as of 5/10
CODY LEE MORRIS	MISSOULA FIELD	1 years as of 5/15
KEVIN GREENE	SEATTLE FIELD	1 years as of 5/22
COLTIN FOSBERG	SEATTLE FIELD	1 years as of 5/25
ANGEL DAQUIZ	SEATTLE OFFICE	1 years as of 5/30
RAMON CONTRERAS	TRI-CITIES FIELD	1 years as of 6/5
ALEX CULLEY	TRI-CITIES FIELD	1 years as of 6/5
TYLER MAHER	MISSOULA FIELD	1 years as of 6/5
JONATHAN BECK	MISSOULA FIELD	1 years as of 6/26
COLIN CLARK	TRI-CITIES FIELD	1 years as of 6/26
CODY POTTS	MISSOULA FIELD	1 years as of 6/26

*Cheers to you!*





# WHERE SAFETY MATTERS MOST



We would like to take this opportunity to introduce and thank all our Safety Team Members for 2024. Their commitment to creating an inviting safety culture where safety awareness is a top priority is truly appreciated. Please reach out to any of these members for safety-related questions or suggestions you may have.

Safety Team Meetings are held quarterly to discuss safety success, concerns, incidents, and proactive steps to improve the safety culture at Hudson Bay.

## OREGON SAFETY TEAM MEMBERS

JAMES CRAIG  
MIKE CAUDLE  
KASEY KRAUSE  
BRANDON RUSSELL



## WASHINGTON SAFETY TEAM MEMBERS

TRAVIS WENRICK  
RON FLEMING  
CHRIS BORODENKO  
SYDNEY BROWN  
JOEL CRAIG JR.  
JOEY PINOTE

JUAN LUEVANO  
KRISTI KLUDSIKOFKY  
NATE JUEN  
CRYSTAL LOEFFELBEIN  
CHRIS JENKINS  
JENNIFER MOREAU



## MONTANA & INLAND SAFETY TEAM MEMBERS

MARK FELSMAN  
DON HENKINS  
PAUL RUSSELL  
CHRIS CLARK  
COLIN SEARS



As winter frost begins to thaw and the signs of spring emerge, our homes and work environments come alive with activity. The change in weather brings excitement with longer days, springtime sports and activities, as well as new challenges and hazards that we need to address to ensure everyone's well-being.

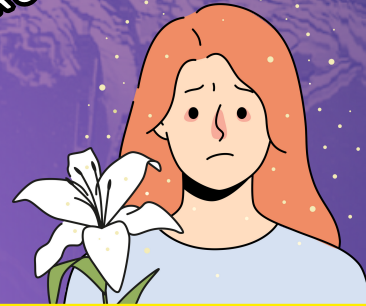
Here are some key safety tips to keep in mind as we transition into the **early spring season!**



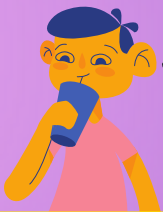
### WILDLIFE AWARENESS

SPRINGTIME BRINGS AN INCREASE IN WILDLIFE ACTIVITY, INCLUDING NESTING BIRDS AND SMALL ANIMALS SEEKING SHELTER. TAKE PRECAUTIONS TO PROTECT BOTH OURSELVES AND WILDLIFE BY IDENTIFYING ANIMAL NESTS AND EDUCATING OURSELVES ABOUT THE IMPORTANCE OF RESPECTING WILDLIFE HABITATS AND AVOIDING UNNECESSARY DISTURBANCES. REMEMBER, SAFETY IS EVERYONE'S RESPONSIBILITY. BY STAYING AWARE, PROACTIVE, AND INFORMED, WE CAN ENSURE A SAFE, FUN, AND PRODUCTIVE SPRING.

### ALLERGIES & HEALTH CONCERNS



SPRING BRINGS POLLEN AND ALLERGENS THAT CAN AFFECT THOSE OF US WITH ALLERGIES OR RESPIRATORY ISSUES. BE MINDFUL OF YOUR HEALTH AND TAKE NECESSARY PRECAUTIONS. IF YOU SUFFER FROM ALLERGIES, TALK TO YOUR HEALTH CARE PROVIDER FOR ADDITIONAL SUPPORT, AND CONSIDER WEARING A MASK TO REDUCE EXPOSURE TO POLLEN AND DUST WHILE WORKING OUTDOORS.



### WEATHER AWARENESS



EARLY SPRING WEATHER CAN BE UNPREDICTABLE, WITH FLUCTUATING TEMPERATURES AND SUDDEN RAIN SHOWERS. AT TIMES, IT CAN FEEL LIKE ALL FOUR SEASONS IN A SINGLE WEEK! WHEN THE WEATHER WARMS UP, IT'S TEMPTING TO DRESS LIGHTLY. KEEP SUNSCREEN IN YOUR VEHICLE AND STAY HYDRATED BY DRINKING PLENTY OF WATER THROUGHOUT THE DAY, IN ALL TYPES OF WEATHER.

### INCREASED ACTIVITY



AS THE CONSTRUCTION SEASON PICKS UP PACE IN THE SPRING, THERE MAY BE MORE WORKERS AND VEHICLES ON-SITE. STAY ALERT AND WATCH OUT FOR INCREASED ACTIVITY TO PREVENT ACCIDENTS. COMMUNICATE EFFECTIVELY WITH TEAM MEMBERS AND BE AWARE OF CHANGING CONDITIONS TO AVOID COLLISIONS AND INJURIES.

SPRINGTIME OFTEN MEANS THE START OF LANDSCAPING AND EXCAVATION PROJECTS, BOTH ON AND OFF THE JOB. THIS MEANS JOBSITE INGRESS & EGRESS CAN CHANGE FROM DAY TO DAY. REVIEW EVACUATION ROUTES AND EMERGENCY PROCEDURES WITH YOUR COWORKERS AND FAMILY MEMBERS, INCLUDING FIRST AID KIT LOCATIONS, AND EMERGENCY CONTACT INFORMATION. IF DOING WORK FROM HOME, ALWAYS REMEMBER TO CALL 8-1-1 BEFORE YOU DIG, NO MATTER THE SIZE OF THE PROJECT.

WHY? THIS FREE SERVICE IDENTIFIES AND MARKS THE APPROXIMATE LOCATION OF BURIED UTILITIES.



# ask the prez



Greg Zereby

## DO YOU HAVE ANY PETS? IF NO, WHY NOT?

Technically, no. We have a couple barn cats but I wouldn't consider them pets. We enjoy traveling and feel bad leaving them constantly, we will have pets as soon as Charlotte is about to start full time school.

## WHAT ARE 3 BUCKET LIST GOALS FOR YOUR 2024?

1. Spend more time with my daughter
2. Exercise more
3. Catch a 30" rainbow trout

## WHAT ACTIVITIES DO YOU FIND ENRICHING IN YOUR WORK-FREE DAILY LIFE?

Walking - a good walk really calms me down and resets my mind.

## DID YOU HAVE A ROLE MODEL WHO INSPIRED YOU THROUGHOUT YOUR CAREER? WHAT ADVICE DID THEY GIVE THAT HAS STUCK WITH YOU?

I would say I've only had 2 role models in my career - my grandfather and Jim King.

They both expressed many things to me but the one that has stuck with me is this: *there is one thing you can control in business, and that is out working your competitors.*

# Birthdays in April

BILLINGS FIELD	SEAN GREALISH	9-Apr
MISSOULA FIELD	TAYLOR CLARNO	19-Apr
SPOKANE FIELD	DMITRIY GORELOV	23-Apr
TRI-CITIES FIELD	ALEX CULLEY	26-Apr
MISSOULA FIELD	ADAM JETTE	30-Apr

KANSAS FIELD	GILBERTO ESQUIVEL	26-Apr
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SEATTLE FIELD	ROBERTO MARTINEZ JR	7-Apr
SEATTLE FIELD	NGHIA NGUYEN	7-Apr
SEATTLE FIELD	DAN HAT	11-Apr
SEATTLE FIELD	JOSE SANCHEZ GARIBAY	11-Apr
SEATTLE FIELD	JOSEPH ESTRADA	13-Apr
SEATTLE FIELD	NOAH BOS	14-Apr
SEATTLE OFFICE	TOM DAVES	15-Apr
SEATTLE OFFICE	KYLE SPANE	18-Apr
SEATTLE FIELD	TRAVIS WENRICK	20-Apr
SEATTLE FIELD	ANDY BANG	24-Apr
SEATTLE FIELD	ERIC TRAN	24-Apr
SEATTLE FIELD	AHMED LINDSEY	25-Apr
SEATTLE FIELD	JIMMY HARDY	30-Apr
SEATTLE FIELD	DALE MURPHY	30-Apr

PORTLAND FIELD	DALTON SMITH	8-Apr
PORTLAND WAREHOUSE	SETH DURKIN	12-Apr
PORTLAND OFFICE	MIKE KEMP	24-Apr
PORTLAND FIELD	MICHAEL CAUDLE	26-Apr





*Birthdays in*  
**may**

SEATTLE FIELD	NORM HOOKLAND	1-May
SEATTLE FIELD	KEVIN GREENE	8-May
SEATTLE FIELD	JAKE MCCRAY	11-May
SEATTLE FIELD	KYLE DAMON	17-May
SEATTLE FIELD	JOSH LAWRENCE	24-May
SEATTLE FIELD	LOREN PETERSEN	30-May

MISSOULA OFFICE	BRITNEY DONEY	8-May
BILLINGS FIELD	HOLT MADDEN	9-May
BILLINGS OFFICE	COLIN SEARS	12-May
MISSOULA FIELD	FRED HOLGUIN	13-May
MISSOULA FIELD	DON HENKINS	15-May
BILLINGS FIELD	AUSTIN FRICKEL	15-May
TRI-CITIES FIELD	JOSEPH BETHMANN	18-May
TRI-CITIES FIELD	DAVID TURCOTTE	30-May

PORTLAND FIELD	JOEL HENDRICKSON	5-May
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Birthdays in  
**June**

PORTLAND OFFICE	JAMES HERRING	6-Jun
PORTLAND FIELD	BETHANY WHITLOCK	9-Jun
PORTLAND OFFICE	DAVID MADDEN	12-Jun
PORTLAND OFFICE	MICHAEL CLARNO	29-Jun

MISSOULA FIELD	CODY LEE MORRIS	2-Jun
MISSOULA FIELD	RILEY TROGDON	2-Jun
MISSOULA FIELD	CODY LAWS	17-Jun
MISSOULA FIELD	MARSHALL PRATT	19-Jun
BILLINGS FIELD	DUSTIN IVEY	19-Jun
BILLINGS FIELD	DANIEL HILLIKER	22-Jun
MISSOULA FIELD	JONATHAN BECK	28-Jun
SPOKANE FIELD	DEMARIOUS DUKE	30-Jun

KANSAS FIELD	ALLAN COPELAND JR	4-Jun
KANSAS FIELD	JAMES ANDERSON	27-Jun
KANSAS FIELD	STEPHEN LEACH	27-Jun

SEATTLE OFFICE	KATIE HAWLEY	4-Jun
SEATTLE OFFICE	SYDNEY BROWN	4-Jun
SEATTLE FIELD	DUANE LYPHARDT	4-Jun
SEATTLE FIELD	JON SANDERS	5-Jun
SEATTLE FIELD	RON FLEMING	6-Jun
SEATTLE FIELD	JOEL CRAIG	13-Jun
SEATTLE WAREHOUSE	NATHAN JUEN	15-Jun
SEATTLE OFFICE	GREG ZEVELY	16-Jun
SEATTLE FIELD	ALEX BREMMEYER	22-Jun
SEATTLE FIELD	JUSTIN CIMORELLI	25-Jun
SEATTLE FIELD	ADRIAN NUNEZ	28-Jun

