

Fourth Quarter Service Anniversary Dates:

Oct: Rick Sisenstein (13)
Esteban Mejay (4)
David Freeman (2)
Charles Stewart (2)
Wayne Taylor (2)
David Siler (2)
William Siler (2)
Karen Benson (2)

Nov: Manuel Rosquero (14)
Joshua Tucker (9)
Jeff Daily (4)
Bernardo Silis (1)

Dec: Edgar Alvarado (15)

*Thank you all for your long
term contribution to HCS, Inc.*



What two projects were featured in the last edition of the Herndon Herald?

***First 4 to call the office on
Tuesday 12/5 win a \$10
Lowe's gift card.***



From Herndon Construction

MESSAGE FROM THE OWNERS

We hope you all enjoyed your Thanksgiving feast and holiday. So far it has been one heck of a year and the future looks real good as well for 2018. For those that have been putting in the extra hours, we hope you have been able to put a little money aside for that rainy day.

Although so far this year the dollars spent on work place accidents has been kept to a minimum, the number of incidents has increased over last year. This can and will affect our future premiums. Be sure to maintain and wear your personal safety equipment. The Company provides you with the proper equipment, but it won't work unless you use it properly. Keep it SAFE.

After each job we send the Contractor's a "Customer Satisfaction Survey" to complete and return to us. It gives us a good idea of how we are doing. Some of the items addressed are job completion on schedule, clean work site, safety guidelines followed and quality of completed work. We seem to be getting A+ on all items with exception to " quality of work". We need to work on it. Be proud of what you do. Don't leave defects for the next guy to fix.

We look forward to seeing you and your families on Friday, December 15th for our annual Christmas Party. Good food and a good time. Be there. Finally, we hope you have a Merry Christmas and a very Happy New Year.

John & Patrick Herndon

ESTIMATORS CORNER

As we head towards the end of 2017 it gives us a chance to reflect on the year and realize how busy we have been. It will go down as one our busiest years on record. We saw the average job size increase significantly this year. HCS also landed its biggest job ever in the Mettler-Toledo job which will end up being a \$1.6 million dollar plus project. Big ones are good, but the smaller jobs fill the schedule and are just as significant to the company's success

We continue to fine tune our bidding process to ensure that we are taking on jobs that allow us to be successful. The feedback we receive from the field is critical in determining what jobs are the best fit. We have recently rolled out a new *Job Log Book* for supervisors. These books give us a better way to provide important information to the supervisors that will help them manage their jobs. In turn, these books will be used to document the progress of the jobs and any issues that may arise during the project. All this data is very helpful to us as we evaluate new work.

Heading into 2018 all economic indicators are for another strong year. We have already secured a number of large projects that will get us through the holidays and jump start next year. Thank you to everyone for their hard work this year. It's truly is a team effort that makes this company successful.

2017 HCS CHRISTMAS PARTY

All Employees & Their Families Are Invited.
Music, Food, Drinks, Games, Kids Activities & More!

Friday, December 15th

2:30 to 6:00

HCS Office in Oldsmar



Employee Referral Bonus

The following employees have received a referral bonus this year for bringing in new employees:

\$ Rick Sisenstein \$
\$ Scott Bauch \$
\$ Silvestre Estrada \$
\$ Eutimio Perez \$
\$ Curtis Redmond \$
\$ Troy Cann \$
\$ Carlos Soto \$
\$ Fred Thomas \$
\$ Matt Wells \$
\$ Roman Hernandez \$

The referral bonus is set to **\$200**. If you refer a qualified candidate who is hired and they remain with the company for 90 days you get paid. It's that easy!!!



HCS
HERNDON

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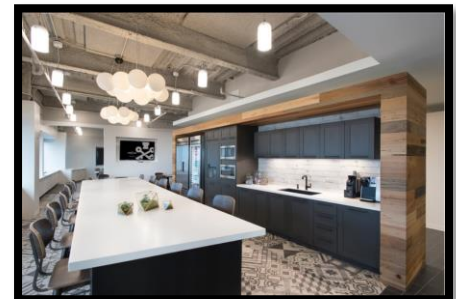
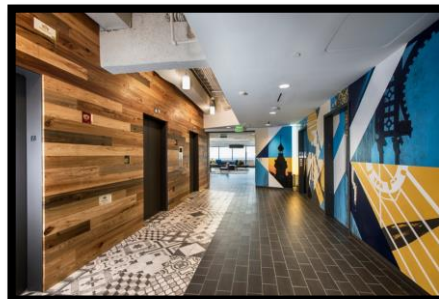
FEATURED PROJECT

Job Name: Visit Tampa Bay

HCS Supervisor: Bob Williams and John Retsos

General Contractor: Rubicon

Description: Interior buildout of lobby, offices, conference rooms and cafe. Included lots of detailed work throughout the space. See photos:



NEW SUPERVISOR

We would like to congratulate Wayne Taylor for his recent promotion to Supervisor. Wayne has been with HCS for over two years. He brings leadership skills and a solid work ethic to the new position. Well done Wayne!

