

JESSICA HUFF

I have been working at JRT for 1 year as a Project Manager Assistant.

My work day consists of coffee, emails, submittals, RFI's, O&M's, Change Orders, zoning out Tracy B and Drew L's dad jokes, and laughing at Landon and Colton share their knowledge about the female species.

What I like most about work is everyone at JRT is working toward the same goal of doing an awesome job & making money for JRT & the employees. Awesome job to our leaders & long-term employees at JRT to promote a culture of team-work!

The one work related goal I want to accomplish in the next year is to better understand plans and specs. I hope I can apply what I have learned this first year so Gary and Taylor will have more time to do what they do best!

The thing that surprised me the most when I started working at JRT is the culture of helping each other out. Not that I thought it wouldn't be that way, it just stood out to me. The bank I worked at in Duluth MN had a similar culture & I'm thankful we are here to help each other out.

I'm happiest when I have a cup of coffee in the sun on a cold winter morning. I love the chill of winter and the bright sun reflecting off the snow!

If I could visit anyplace in the world, it would be my sister's house in Minnesota during the winter. It's a lovely place to visit and I can be in my happy place!

The thing that would surprise you the most about me is I am very selfish. I do whatever I want, whenever I want! It's lovely! Today I decided to come to work at 8 am. Life is great!

My friends and family would describe me as: I would never ask that question. I live in bliss and I'd like to stay that way.

My favorite way to spend a weekend is an adventure to the beach or hiking in the mountains. Washington is such a beautiful state & I can find something to do no matter what mood I am in.

My family consists of Mother, Father, 3 Sisters, and for some reason, 13 kids call me "Grandma (ha-ha) I mean Jessica".

My hobbies are: Drinking coffee, hiking, reading, yoga, and chatting.

My Pets are the 13 kids that call me "Grandma (ha-ha) I mean Jessica".

For fun I like to give random tidbits to children on how to behave. For example, coloring on walls, using their clothes as a napkin, putting food in their hair, and asking "Is that your angry face?" when they are upset. It's a wonder no one asks me to babysit.

I was born in Vancouver WA and have lived in Battle Ground WA, Kingston MN, Lake Norden SD, Duluth MN, and presently reside in Battle Ground WA.

My favorite age growing up was 16 because... freedom!!!!!! Job, car, friends, gas was like \$1.99/ gallon and we could travel with \$20 for a whole weekend.

A few things on my bucket list are losing 20 pounds, saving a million dollars, and solving world hunger. It's great I work at JRT and we are all working together! Thanks Bro's!

The phone app I use most is: WhatsApp!

The funniest thing that's ever happened to me: I dressed up like a man in Florida and went to the airport to pick up some other friends that didn't know I was there. I got out of the truck before we pulled up to the door they were waiting at and jumped back in when my friend picked them up. When I jumped in, one of them screamed "someone is in your back seat!" So, I slid over to put my arm around her and she screamed and then I got scared too! I wasn't expecting her to be so scared, and I am a scaredy cat so I got scared of me with her! Then she sensed my hesitation and took my hat off because she realized it was a joke!

A few of my pet peeves are: Seriously, you think I would tell the whole company how to get on my nerves?! HAHA Thank you, but no. Some do that enough with no prompting.



Employee of the Month

Lanae Rhoades

Lanae came on and has displayed the core values and then some. She's always early & extremely hard working doing whatever is asked of her with no complaints. Whether its grinding through receipt after receipt or going through invoices looking for tax she doesn't complain no matter the task. She has a talent for catching onto things and getting it right the first time! We're very grateful to have her onboard! – Drew Johnson

Lanae is a real go-getter, she is always eager to jump in and learn something new, take on a project, or help out wherever she can. She is also meaner than I am, and is doing a fantastic job of wrangling receipts since she took over managing Expense Track. Absolutely appreciate everything she does. - Alison Johnson



January Work Anniversaries

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|--------------------------|-------------------------|
| Gary Ritola - 24 yrs. | Henri Tapani - 6 yrs. |
| Anika Erickson - 14 yrs. | Levi Tapani - 4 yrs. |
| Sam Massie - 12 yrs. | Troy Karnes - 3 yrs. |
| Colton Edwards - 10 yrs. | Dillard Abbott - 3 yrs. |
| Dan Tikka - 10 yrs. | Patrick Smolen - 3 yrs. |
| Austin Tervo - 7 yrs. | Alexis Ames - 1 yr. |
| Matti Anderson - 6 yrs. | |

HAPPY BIRTHDAY!

Rick Bruckelmeyer

Stefan Erickson

Lindsey Schiedler

Matthew Hawkins

John Tapani

Warren Homola

Chris Baer

Paul Peterson

Yovanni Aispuro

Riley Tapani

Colton Close

Dan Tikka

JRT
News



Congrats to Ty & Bethany Hendershaw on baby boy Ladd Marty.



Congratulations Rodney & Shara Tapani on your new baby girl Ari Mae!



Kyl & Alicia Johnson welcome a new baby boy Landon
Congratulations!

SAFETY GLASSES



Just a reminder! We are halfway to our 100% compliance date of January 29, 2024 for Safety Glasses! For those of you who will be purchasing prescription safety glasses please read the attached informational flyer. Over the remaining few weeks take the time to work on changing habits & coaching each other! It's 2024 our MISSION: ZERO! Stay Safe! -

Lorrie

January Productivity Tip



Conner Webber shared an idea he seen on a project of how the electricians use fabbed brackets to speed up ground work process. This type of thinking could help us in the future for securing water piping.

Send in any of your ideas that we can share to increase production to Ron Bergmann 360-903-2742 (or ronb@jrtmechanical.com) If your idea is selected in a future newsletter, you will receive 50 dollars in cash.



The tip for December was to respond after reading the month newsletter. 37 people responded & 2 names were drawn to win 50.00. Drew Johnson (West side) & Lupe (East side) both had their names drawn.

Reminder: PTO Update 2023

JRT will not be frontloading PTO hours. You are allowed to carry over 160 hours of PTO into the new year!

Weight loss Challenge

The next weight loss challenge is January 11th - Feb 29th (8 weeks)

Cost to Sign-up: \$40 buy-in, pay with cash or cash.app/ \$elainemuonio

- Thursday weigh in each week - Elaine's office
- Or text a pic of your scale or #'s every week if you would rather weigh in at home.
- Confidential = Weight Loss is measured by total % lost.
- Top 3 Prizes will depend on the amount of people joining the challenge. The Prize \$\$ will be split between the top 3 that have the biggest percentage of weight-loss.
- Text Elaine 360-600-4137 if you want to join.

Open Enrollment

The next Health Insurance Open Enrollment Period is in **March 2024** with our new plan starting April 1st. During open enrollment is the time when you can make changes to the variety of benefit plans that are offered. If you have previously waived the benefits and need to enroll, you will be allowed to jump on the plan in March!