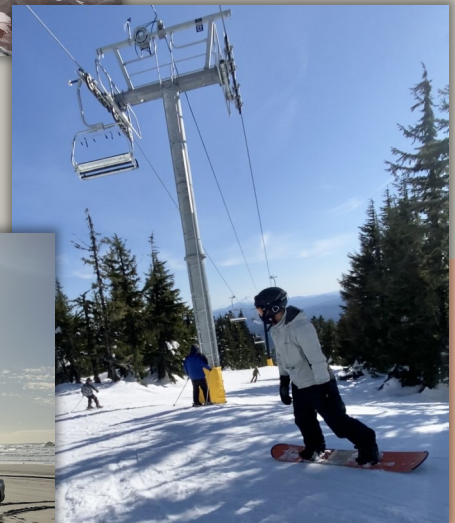
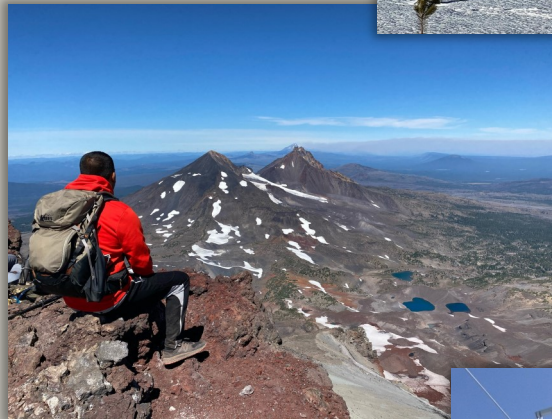


Joel Castaneda

Joel, who is 29 years old was born and raised in Oregon along with his 2 older sisters. He graduated Gervais High School in 2012. Joel has a 2 year old American bully mix dog named Luna who he likes taking on random adventures on the weekends. We asked how his friend/family would describe him and he answered, spontaneous and adventurous.

Before working at JRT as a HVAC installer Joel spent the last 5 years roofing. He said his work day consists of installing duct. One thing he likes most about work is the variety of different tasks he does. Joel said one work related goal he'd like to accomplish this year is to gain more experience in his trade. He said the thing that surprised him to most when he started working at JRT was the flexibility when he needs time off.

On his time off Joel likes to workout, snowboard, take trips to the beach and hike. He said he's happiest when he's outdoors and exploring new places. If Joel could visit anyplace in the world he said it would be Switzerland! A few of his bucket list items are scuba diving, going to Venezuela to see the worlds tallest waterfall and go on a cruise. Joel said the phone apps he uses the most are social media apps like Instagram and Snapchat. He said the thing that would surprise us the most about him is that he's went skydiving!



Employee of the Month

Jackson Lee

I would give Jackson Lee a vote for Employee of the month, Jackson is an excellent hand in every way with an awesome attitude - Brandon Blakeman

Working with Jackson on Project Basie has been a great pleasure! He will tackle any task & is a quick learner. I would gladly have Jackson on another project as he is dependable & easy to get along with. - Zack Raisanen



Joseph Massie - 21 yrs.
Autumn Burton - 12 yrs.
Conner Weber - 10 yrs.
Warren Homola - 7 yrs.
Guadalupe Rios - 6 yrs.
Eddie Erickson - 6 yrs.

MARCH WORK ANNIVERSARIES

Randon Williamson - 5 yrs.
Ryan Howell - 5 yrs.
Gabriel Stegehuis - 5 yrs.
Eric Burdick - 4 yrs.
Ben Hennings - 3 yrs.
Matthew Hawkins - 3 yrs.
Jose Antonio Orozco - 2 yrs.
Joel Mackenzie - 2 yrs.
Colton Close - 2 yrs.
William Prouty - 2 yrs.
Jackson Evans - 1 yr.

Happy Birthday to you!

Jyles Benavente
Nathan Bergmann
Nicole Ek
Forrest Finger
Al Kyllonen
Drew Lobbestael
Bryan Massie
Matt Massie
Kevin Rose
Joren Sarkinen
Gabriel Stegehuis
Markus Thornburg
Christian Weber
Conner Weber

JRT NEWS



Congrats to Austin & Rebecca Tervo on your baby boy Jason Thomas! ←

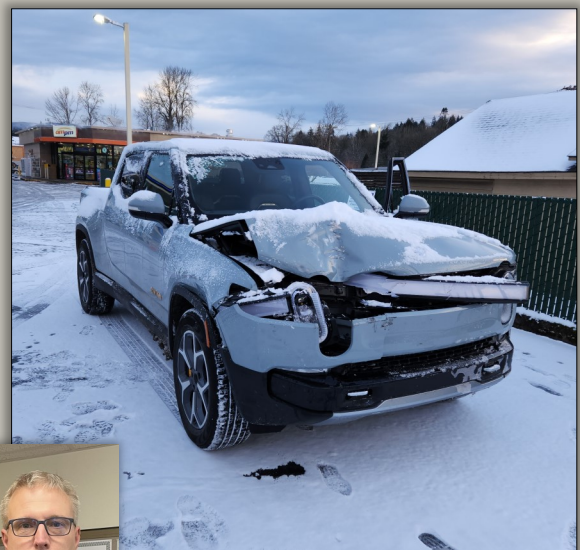
Henri & Gina Tapani welcome their first baby! Congratulations on new baby girl Ila Irene →



Shad & Lauren Kuenzel welcome baby girl Jillian Frances! ←

Congratulations Sam Massie on completing your HVAC apprenticeship!

When you receive a text-em-all stating no company rigs when it's icy, don't pull a Ron and think you're great at driving on ice!!



This is Ron, and I approve this message!

Carlos Reyes showed us how to build large insulation 90s, using extra pipe insulation. This can really help us get out of a jam, if waiting on fittings or having extra material on the jobsite. Thanks Carlos!



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 50.00 dollars in cash.

Last months winner



Lucas Tapani won last month with the idea of how to use Trello to store submittals that can be shared with crew.

Open Enrollment Starts Next Week!

The enrollment is mandatory for everyone on the plan even if you are not making any changes.

Important Dates:

Open Enrollment: Monday 3/6/23 – Friday 3/10/23

Benefit Plan Start Date: April 1, 2023

How to enroll:

You may enroll yourself and dependents with your login at <https://jrt.ease.com/>

Schedule a time to talk with a Colonial Benefit Specialist who will walk you through the enrollment process.

Changes to the plan:

New Dental Plan Choice: Choose between a [BuyUp Dental Plan through Principal](#) or the new [Base Plan through Willamette Dental](#).

The Medical Plans remain the same but the costs have increased a tiny bit. JRT is still paying 80% of your insurance premium cost.

Vision, Life, and the Voluntary Packages through Colonial Life remain the same.

PLEASE SEE NEXT PAGE FOR INSURANCE COSTS

Medical	Tier 1 HDHP		Tier 2 Base PPO		Tier 3 BuyUp PPO	
	2023	Per Week	Per Year	Per Week	Per Year	Per Week
Employee	-	-	38.31	1,992.00	49.85	2,592.00
Employee + Spouse	45.92	2,387.84	84.23	4,380.00	106.15	5,520.00
Employee + Children	27.32	1,420.64	63.46	3,300.00	83.31	4,332.00
Employee + Family	78.92	4,103.84	114.46	5,952.00	147.69	7,680.00

Dental	Willamette Base Plan DMO		Principal Buyup Plan DPPO	
	2023	Per Week	Per Year	Per Week
Employee	1.76	91.63	2.33	120.91
Employee + Spouse	3.71	192.86	4.95	257.30
Employee + Children	4.50	233.86	6.07	315.82
Employee + Family	6.77	352.20	9.06	471.36

Vision	VSP Voluntary Vision	
	2023	Per Week
Employee	0.25	12.77
Employee + Spouse	0.56	29.14
Employee + Children	0.53	27.38
Employee + Family	0.90	46.70

What is myBenefits.Life? <https://vimeo.com/379896362>

Here's what you'll find on MyBenefits.Life®

Benefits	See benefit details and costs—for all plans you're eligible for, such as healthcare, disability, life insurance, and more
Search	Can't find it? Just search the site
Articles & Video Library	Have 2 minutes? Increase your benefits IQ with short explainer articles and videos
Financial Wellness	Want to understand your finances better? Learn how in the Digital Financial Wellness Center, powered by Prudential
Glossary	HDHP? EOB? Coinsurance? Get the definitions in plain English
Inbox	Get messages from your HR team
Enroll	Time to enroll? Get the link here
Documents	Important benefit plan notices ("the fine print")
Contacts	Find HR, benefits, and carrier contacts
Get Help	Need help? Reach helpful resources

THE EASY WAY
TO GET
BENEFITS INFO

MyBenefits.Life® gives you all your benefits information in one place

You can bank online, book a vacation online, and read the news online. Why should your benefits information be any different? MyBenefits.Life® is both a website and a mobile app that gives you access to the benefits information you need, when you need it.

GET MYBENEFITS.LIFE®

**On the web:
JRTM.MyBenefits.Life**

On your smartphone



Download from the
App Store or
Google Play.

**Login With Employer Key:
JRTM**