

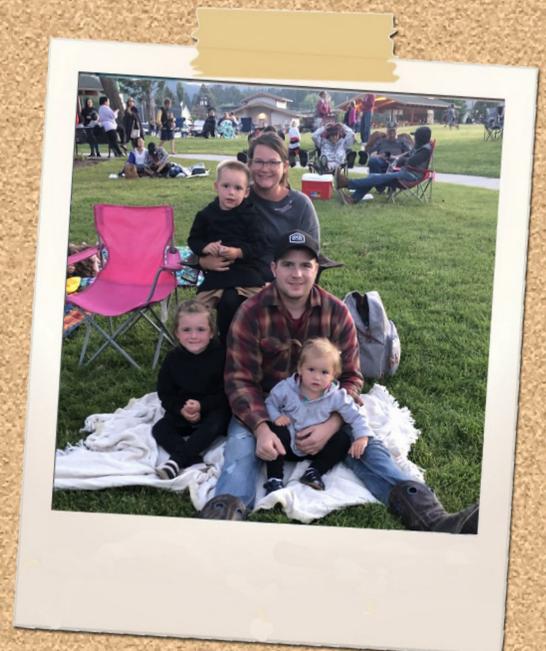
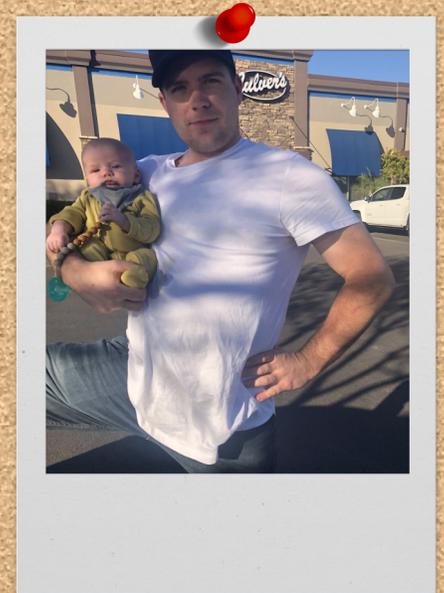
JOSH HALLSTROM

Josh grew up around Battle Ground and Yacolt WA areas where he graduated high school at BGHS in 2015. After graduation he moved up to Alaska and lived there for 5 years. He got married and had 2 kids up north. He wanted to further his plumbing career so they moved to the Tricities area where they currently live.

Before starting with JRT 2 years ago as a plumbing apprentice Josh worked for a year while in school at Roof-toppers. He also worked 2.5 years doing residential & commercial plumbing and 2.5 years doing carpentry. A typical work day starts with him waking up and skidding into work around 5:58 am. Doing stretch and flex and then putting the nose to the grindstone getting the day's tasks done as fast and as clean as he can. Also being the backside of the jokes. One of Josh's work related goals for this year is getting done with school and getting some more responsibility. One of the things he likes most about work is the variety of projects we get to do.

Josh and his wife Melissa have 2 daughters Macie (4) Ellie (2) and 2 boys Renn (3) Lukas (3 months) He said when he's with his family is when he's the happiest. When asked how his friends and family would describe him, his answer was goofy, funny and a little weird. On his free time he enjoys motor-sports, hanging out with friends and going shooting. His favorite way to spend a weekend is being somewhat productive around the house and visiting friends.

Josh said he would like to see the East Coast someday and own a performance car. One of his pet peeves is doing something that doesn't last a lifetime.



JRT NEWS

Congratulations to Colton Edwards & Melissa Dienes on your marriage!



OPEN ENROLLMENT:

The Health Insurance Open Enrollment Period is in March 2023 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!

REMINDER: PTO UPDATE 2023

JRT will not be frontloading PTO hours. Starting Jan 1st, you will see the hours accruing in your PTO bank. If you have been here for 5 years or less, you will not be eligible to go negative in your PTO Bank (without approval from the HR Manager). You will be allowed to carry over 160 hours of PTO into the following year!

OREGON EMPLOYEES:

Starting January 1st, 2023, Oregon employees will see the Washington Paid Medical Leave (WAML) deduction on your check. If a medical leave is needed, you will be able to file for leave through WA State. Please contact Elaine with any questions.

January Birthdays

- Lindsey Brown
- Ricky Bruckelmeyer
- Colton Close
- Stefan Erickson
- Jim Ham
- Matthew Hawkins
- Warren Homola
- Cedar Lunstrum
- Paul Peterson
- Jake Tapani
- John Tapani
- Riley Tapani
- Daniel Tikka



Employee of the month

CHRIS THORNBURG (SARGE)

CHRIS IS A GOOD TECHNICIAN, HE'S VERY KNOWLEDGEABLE BUT MOST IMPORTANTLY HE'S A GREAT TEAM PLAYER HELPING HIS FELLOW TECHNICIANS GROW IN CONFIDENCE BY HIS SINCERE AND SPECIFIC COMMENTATION - JACKSON HAYS

Chris aka "Sarge" is always looking out for the customers best interest, from taking care of them on the weekends to make sure they receive good knowledgeable service. He is awesome at customer relations. He also has a great attitude when it comes to figuring stuff out. Whatever we throw at him he is willing to at least try and lots of times he's successful. Thanks Chris keep it up - Matti Anderson



JRT WEIGHT LOSS CHALLENGE

THE NEXT WEIGHT LOSS CHALLENGE IS
JANUARY 5TH - MARCH 9TH!

- Cost to Sign-up: \$40 buy-in, pay w/ 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.
- 100% 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.

Jake Tapani - 31 yrs.

Henri Tapani - 5 yrs.

Gary Ritola - 23 yrs.

Landon Sheckard - 2 yrs.

Anika Erickson - 13 yrs.

Troy Karnes - 2 yrs.

Sam Massie - 12 yrs.

Dillard Abbott - 2 yrs.

Colton Edwards - 9 yrs.

Patrick Smolen - 2 yrs.

Dan Tikka - 9 yrs.

Kara Hansen - 1 yr.

Austin Tervo - 6 yrs.

Debbie Hudson - 1 yr.

Matti Anderson - 5 yrs.

January Work Anniversaries

January Productivity Tip

Steve Gonzales came up with a great idea for GRD's in hard lid ceilings. When we are approved for ASMF frames vs having cans built, we can save money on material, easy, faster to install and also use as an access panel. This is something we want to look at for each project that has hard lid ceilings.

Thanks Steve!

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.



Kara & Jayla worked together building our prevailing wage calendar, so they shared the prize last month.



David got a 9mm



Karl had some cosmetic work done



Jake with his fishing pole.

THANK YOU!!

JAKE, KARL AND DAVID WANT TO THANK YOU FOR THE CHRISTMAS GIFTS WE RECEIVED, THEY WILL BE USED FOR SUCH PRACTICAL PURPOSES LIKE FISHING RODS AND GUNS! 2022 WAS A GOOD YEAR FOR JRT AND IT'S DUE TO THE HARD WORK AND DEDICATION OF OUR EMPLOYEES SO A HUGE THANK YOU TO ALL HERE IN THE JRT FAMILY AND WE ARE LOOKING FORWARD TO A GREAT 2023!