

Lucas Tapani

Hello Lucas,

We'd like to know a bit more about you, please tell us about yourself.

I'm 19 and live in Battle Ground, WA.

What job are you working at now and who are you working with?

We just finished up Fisher Creek, I was working with Nathan Bergmann, Brandon Bergmann and Austin Tervo. I'm now at Project Silver with Zack Raisanen

Do you have any work-related stories?

Sometimes co-workers wear only their PPE gear

Share some of your work history with us...

I started in the field here at JRT when I was 16 working with Jacob Allen at the landing.

You're a 3rd year apprentice, what has your school experience been so far?

School is easy enough if you put in the effort

What is your favorite part of you job?

The work part

Describe for us what a typical day in the field is like for you

I start at 7:00am, eat lunch at 11:00, go home at 3:00

What is something that would surprise us the most about you?

I have red hair and Karl is my dad

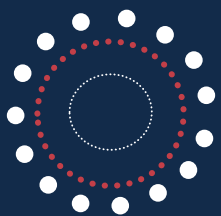
Tell us about your family...

I have 8 brothers and 2 sisters. I am the 2nd oldest and also the favorite.

Besides loving to share so much about yourself, what are some of your hobbies?

I enjoy working on my truck or shooting guns

Thank you Lucas, that was very enlightening!



EMPLOYEE OF THE MONTH



Lawson Close

I nominated Lawson because of his stellar attitude and he's always interested in improving his skills! – Tayler J.

Lawson does his job with integrity and sets a great example of respecting others. He's a pleasure to work with and an ideal loyal employee! – Kendall J.

COMPANY NEWS

Congratulations Christian & Glory Ann on your baby boy Dillon Carl!

Marcelle will be back working part time on payroll! If you have any questions regarding your paycheck please contact her with any questions.

Rough in electrical is 80% done and the plumbing is 30% finished on the new shop!

Please check your email for information regarding the new changes to our employee evaluations

I'm gonna lose weight. I'm gonna exercise everyday. I'm gonna go on a diet and stick to it....
Is that cake?



WORK ANNIVERSARY'S

- Gary Ritola – 20 years
- Anika Erickson – 12 years
- Sam Massie – 8 years
- Steven Carey – 8 years
- Colton Edwards – 6 years
- Dan Tikka – 6 years
- Eunice Decilio – 3 years
- Austin Tervo – 3 years
- Matti Anderson – 2 years
- Henri Tapani – 2 years
- Leila Bergmann – 1 year
- Grayson Bailey – 1 year

HAPPY BIRTHDAY TO YOU!

PAUL ABERNATHY
ANDY BERGMANN
RYAN BERGMANN
RICKY BRUCKELMYER
JANARI CLEGG
STEFAN ERICKSON
WES FOLEY
TRAVIS HOMOLA
WARREN HOMOLA
MARCELLE BERGMANN
CEDAR LUNSTRUM
PAUL PETERSON
JAKE TAPANI
JOHN TAPANI

Paid time off. Peace of mind.

Paid Family and Medical Leave provides paid time off when a serious health condition prevents you from working, when you need to care for a family member or a new child, or for certain military-related events. It's here for you when you need it most, so you can focus on what matters.

How it works



Nearly every Washington worker—whether you work full time or part time in a small to large business—is eligible for up to 12 weeks of Paid Family and Medical Leave. You need to work 820 hours in Washington, or about 16 hours per week, over the course of about a year. You can get up to 16 weeks if you have family and medical events in the same year, or up to 18 weeks in some cases. Leave doesn't have to be taken all at once. You can use these weeks within your "claim year," which starts when you apply and then runs for the next 52 weeks. When that claim year expires you can then be eligible for leave again.

You apply for leave with the Employment Security Department and will get partial wage replacement, up to 90 percent of your typical pay, capped at \$1,000 per week.

Your rights



If you meet the requirements, you have the right to take paid time off using Paid Family and Medical Leave.

If you qualify for Paid Family and Medical Leave, your employer cannot prevent you from taking it. Your employer also cannot require you to use other types of leave, such as sick or vacation days, before or after taking Paid Family and Medical Leave. The program is funded by premiums shared between workers and many employers. The premium is 0.4% of your wage. You may pay about 2/3 of that total, and your employer (if they have 50 or more employees) pays the rest. A calculator to estimate premiums is available on our website.

To file a complaint against your employer about Paid Family and Medical Leave, email or call our Customer Care Team at paidleave@esd.wa.gov or (833) 717-2273.

You may also contact the Office of the Paid Family and Medical Leave Ombuds. The Ombuds is appointed by the governor and serves as a neutral, independent third party to help workers and employers in their dealings with the Department. The Office of the Ombuds investigates, reports on and helps settle complaints about service deficiencies and concerns with the Paid Family and Medical Leave program. Learn more at www.paidleaveombuds.wa.gov or call the Ombuds' office at 844-395-6697.

Learn more and apply at
paidleave.wa.gov

Washington
Paid Family & Medical Leave

Employment
Security
Department
WASHINGTON STATE



**USE THIS LINK TO WATCH
THE 2020 INCENTIVE UPDATES
VIDEO:**

<https://kadalyst.wistia.com/medias/8qw6kkk8u8>

IMPORTANT

INSURANCE UPDATES AT JRT

JRT is committed to bringing you some of the best benefits in the industry, and we need your help to keep it that way!

Participate in the following activities and we will cover up to 85% of your insurance premium costs!

3 Easy Steps:

1. Complete Biometric Screening
2. Complete Annual Physical
3. Be Nicotine Free/Enroll in Tobacco Cessation Program

Deadline to Receive Discount: April 1, 2020

Questions: Please reach out to Elaine in HR



CHRISTMAS EMPLOYEE APPRECIATION 2019





