



Employee Grown Employee Owned

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Award Winning Projects

KE&G completed 3 projects in 2016 that have been nominated and awarded Project of the Year by the American Public Works Association (APWA) Southern Arizona Branch.

Benson-Stains Pass Highway project better known as Texas Canyon Rest Area is located along I-10 at milepost 320. This project has been awarded the 2016 Public Works Project of the Year Structures Less than \$5 Million.

Aerospace Parkway Sewer Expansion project has been selected for an award of merit under the Public Works Project of the Year Environment Less than \$5 Million category. This project involved installing all wet and dry utilities to provide necessary services to the newly built World View facility.

22nd Street Sewer Augmentation project has been selected for a 2016 Public Works Project of Year Environment Less than \$5 Million category. This CMAR project consists of the augmentation of approximately 1 mile of wastewater lines along 22nd Street from Alvernon Way to Swan Road.



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All of our current and past newsletters are available online at www.kegtusv.com/esop/newsletters/



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FUN & GAMES FOR THE WHOLE FAMILY

FOOD, ACTIVITES, PIÑATA, & RAFFLE PRIZES

Saturday, April 1, 2017

9:00 a.m. - 1:00 p.m.

Main Ramada at Lion's Park in Benson, Arizona

Vesting, What is it and What Happens if I Turn 65 Before Being 100% Vested?

by: Chris Weinell, Controller

Vesting refers to how many years of service you must have at KE&G for your account to be non-forfeitable. Your benefits under the ESOP vest according to the following schedule:

Years of Service	% Vesting
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

Your benefits under the ESOP also become 100% vested in the unfortunate event you die or become permanently disabled while working for the company.

There have been a couple of questions recently concerning employees who are close to, or over 65, who are not yet 100% vested and they asked if they would become 100% vested upon turning 65. Short answer is no, but for anyone who is not yet 100% vested upon

turning 65, you could become 100% one year earlier than the above schedule.

The plan states that your benefits become 100% vested upon your **Normal Retirement Age while employed**. The question is what is your **Normal Retirement Age**? For current employees, the Plan defines this as the day you reach age 65, or if later, the date you complete five years of Plan participation. This means you must be employed on your fifth anniversary to become 100% vested and have 5 years of participation.

For example, let's say you joined KE&G on 1/1/16 and you were 63 years old at the time. Under the schedule above, you would not become 100% vested until after you complete 6 years with KE&G. But because you will turn 65 before that time, you would become 100% vested 1 year earlier on 1/1/2021 after completing 5 years of service. You must be employed and have completed 5 years of service for this accelerated vesting to occur. If you left during 2020 or earlier, you would have to look at the above table to determine what

your vesting is. Confusing isn't it? Remember the plan document was written by lawyers to comply with government regulations. Any time you have that combination, you are bound to have confusion.

Retirement timing could make a big impact on how much you are entitled to receive so make certain you understand the rules when you decide to retire. Please do not hesitate to ask questions, we are here to help navigate the maze.



Ready for the Summer?

by: Vince Rosales, Safety Manager

No matter how many years you have been exposed to the Arizona heat, your body has to adapt to the temperature change each year. So with sudden changes, such as the heat waves that come through southern Arizona, anyone can suffer heat exhaustion, or worse heat-stroke if they don't prepare themselves. Be aware of the risks of heat illness, there are many causes of heat illness that are good to be aware of before you begin your acclimation process. Heat illness can be caused by dehydration,

low level of fitness, current bacterial or viral infection within your body, sleep deprivation, inappropriate attire, and drugs and/or medications. Being aware of these risk factors can definitely help you in being proactive in preventing heat illness. KE&G continues to do the best in providing you the information you need on being safe. Knowing that safety is everyone's responsibility, we ask that you do your part in taking good care of your health, and looking out for each other, by providing a safe working environment for your fellow

KE&G employees. If you notice they are not drinking enough water throughout the day, don't just turn the cheek. Hand them a bottle of water. Looking out for each other's welfare during your daily task, can definitely make a difference in someone's well being, and becoming a heat casualty. I guarantee their loved ones would very much appreciate that as well. Please be safe in all that you do, and "Beat the Heat!"



Meet Burton Saylor

by: Tammy Messer, Project Assistant



Burton Saylor, Sierra Vista Shop

- Q:** *Do you have any nicknames?*
- BS:** Butch
- Q:** *Are you married?*
- BS:** Yes, Kathy.
- Q:** *Do you have children?*
- BS:** Yes. Three daughters, Terrika, Lisa, and Amy.
- Q:** *How long have you been employed with KE&G?*
- BS:** 4 years
- Q:** *What is your favorite thing about your job?*
- BS:** Being able to work on something

different everyday.

- Q:** *What is your favorite hobby?*
- BS:** Drag racing
- Q:** *What is your favorite TV Show?*
- BS:** NCIS
- Q:** *When you retire, do you have any special plans for your ESOP disbursements?*
- BS:** Build another hot rod.
- Q:** *How old will you be when you retire?*
- BS:** Until I have to.

ADDITIONAL THOUGHTS OR COMMENTS:

BS: This is a good place to work.

Meet Mike Porter

by: Elist Puhala, Project Coordinator



Michael Porter, Tucson Shop

- Q:** *Do you have any nicknames?*
- MP:** Mike
- Q:** *Are you married?*
- MP:** Yes, Patti.
- Q:** *Do you have children?*
- MP:** Yes. Son, Robert, 20 and Daughter, Amy 16
- Q:** *How long have you been employed with KE&G?*
- MP:** 10 years
- Q:** *What is your favorite thing about your job?*
- MP:** All the people I work with.
- Q:** *What is your favorite hobby?*

MP: Shooting - skeet/trap and just shooting in general.

- Q:** *What is your favorite TV Show?*
- MP:** Oak Island.
- Q:** *When you retire, do you have any special plans for your ESOP disbursements?*
- MP:** None yet
- Q:** *How old will you be when you retire?*
- MP:** 67 or better

ADDITIONAL THOUGHTS OR COMMENTS:

MP: KE&G has come a long way since I started here. There are more benefits and we have a say so in what goes on with our company.

ESOP Logo Contest

by: Ridge Wilson, Purchasing Assistant

CONTEST TIME!

Calling on all creative minds! The ESOP Committee is hosting a new CONTEST!

We want to establish a new ESOP Logo to be able to use to represent our ESOP. This logo would be used on an ESOP t-shirt that we hope to produce and other ESOP related publications, including this newsletter. We want this logo to look great and represent our company as a whole.

If you are creative, and artistic this is the perfect opportunity to showcase your talent!

The Logistics:

Who: ANY KE&G employee can enter the contest.

What: Designs can be hand drawn or digitally illustrated as a pdf or image file. Logos must use the term "ESOP" in it.

Where: Turn your entry in to your immediate supervisor or place it in any ESOP drop box located in the shops and offices of Tucson and Sierra Vista.

When: Submissions are due by May 5th, 2017

Thank you very much for your time and effort we look forward to seeing your designs!

Let the contest begin!



Equipment News

by: John "Doc" Archambault, Equipment Manager



2017 is off to a great start, we began the year procuring a 2012 International 7400 Work Star Water Truck. This low hour water truck will make a great addition to our fleet. It is equipped with five spray heads; two in the front, 2 in the back and one spray head on the left side. In addition, this model comes with a turret style spray cannon on the top of the tank that is operable from the cab, as well as a 50-foot hose reel mounted on the rear.

One of the unique aspects of this 4,000 gallon water truck is it came off the assembly line with high end specifications. This truck was originally purchased for Empire's rental fleet, so no expense was spared when this unit was being built. It includes heavy duty frame rails, a 16,000 pound front axle, and a 40,000 pound rear axle with Hendrickson suspension. This unit should give us years of great service and up time, not to mention it looks great too!



meet our NEW HIRES

KE&G is an equal opportunity employer that offers each employee the possibility to prosper. The following employees have recently joined the KE&G Team. Welcome!

- Shane Aramillas, *Plumber*
- Ivan Ayon, *Laborer*
- Joel Blythe, *Laborer*
- Rafael Borquez, *Concrete Finisher*
- Roberto Carreon, *Concrete Finisher*
- Adrian Cordova, *Laborer*
- Juan Corella, *Operator*
- Marco Dagnino, *Operator*
- Deion Davenport, *Laborer*
- Ernest Durant, *Yardman*
- Jason Elder, *Superintendent*
- Michael Foster, *Water Meter Manager*
- Christopher Frost, *Pipelayer*
- Richard Godoy, *Meter Installer*
- Oscar Gracia, *Laborer*
- Devon Holland, *Laborer*
- Octavio Macario Corella, *Concrete Finisher*
- Thomas MANSfield, Jr., *Project Engineer*
- Alonzo Medina, *Pipelayer*
- Martin Pizano Rascon, *Concrete Finisher*
- Robert Porter, *Meter Installer*
- Anjel Ramirez Rodriguez, *Laborer*
- Timothy Stackhouse, *Operator*
- Daryl Steck, *Assistant Estimator*
- Arles Tamayo Corral, *CDL Driver*
- Ramon Urrea Hernandez, *Laborer*



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