

## 4H Plumbing, Inc.

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Visit us on the Web:  
[www.4hplumbing.com](http://www.4hplumbing.com)

We stake our reputation on being the best in the industry.

**Every project. Every day.**

### The perfect blend of craftsmanship and technology.

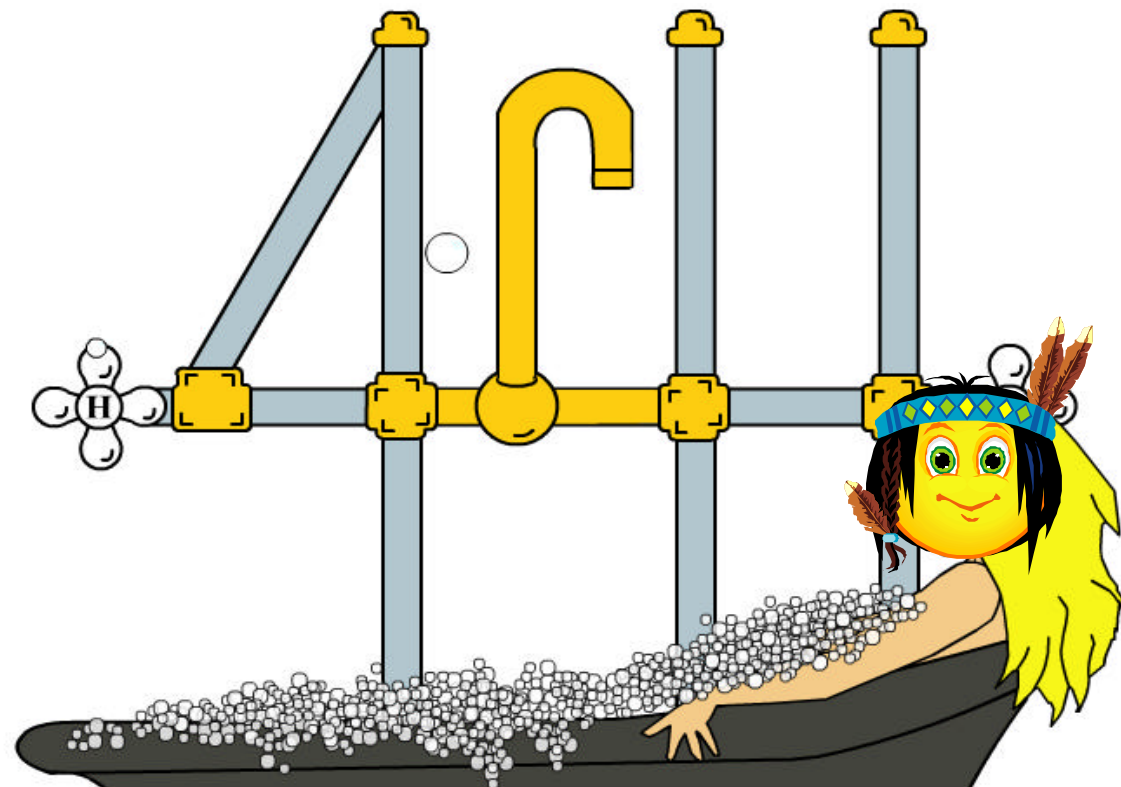
At 4-H Plumbing, we are pleased to provide a residential plumbing service that we can be proud of. Every detail of every project is critical and our company is committed to offering the most experienced and highly trained professionals in the region for your next project.

With three locations and one of the largest state-of-the-art facilities that includes a full prefab shop, residential builders with projects of all sizes look to 4-H Plumbing.

MAILING LABEL

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4H Plumbing, Inc.



# 4 H PIPELINE

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## Happy Thanksgiving to Everyone!

**T** for time to be together, turkey, talk, and tangy weather.

**H** for harvest stored away, home, and hearth, and holiday.

**A** for autumn's frosty art, and abundance in the heart.

**N** for neighbors, and November, nice things, new things to remember.

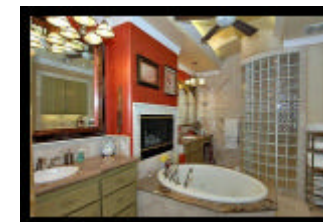
**K** for kitchen, kettles' croon, kith and kin expected soon.

**S** for sizzles, sights, and sounds, and something special that abounds.

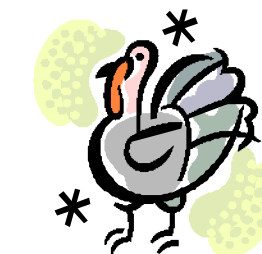
That spells **THANKS** for joy in living and a jolly good Thanksgiving!

## Custom Home Division Updates

The custom home projects are coming in by the truck load! 4-H was recently awarded four custom homes in the million dollar plus category just in the last week.



Our custom homes estimating team has been optimizing our bidding procedures in order to quickly produce accurate bids for all of our home builders.



## Commercial Division Updates

Our extended marketing efforts have paid off well! 4-H has been awarded a substantial number of new construction, commercial plumbing projects since our last newsletter.



Our commercial estimating team has been working double time to keep up with the influx of available projects. Keep up the good work everyone!

Congratulations  
**DANIEL FEKETE**  
 and  
**LINDSAY GRAHAM**  
 who are to be  
 married on  
 November 25,  
 2007

**UPCOMING HOLIDAYS**

**Thanksgiving**  
 November 22, 2007  
 (Office Closed)

**Christmas**  
 December 25, 2007  
 (Office Closed)

**New Years**  
 January 1, 2008  
 (Office Closed)



Linda Cafaro  
 (Orlando Office Manager)

## Halloween Pot-Luck & Contest Results

The Halloween Pot-Luck luncheon turned out great! Everyone was stuffed to the gills and ready for a brief siesta (of course we all went back to work instead). Hopefully our Thanksgiving Pot-Luck will be just as tasty as our Halloween one was.

All office employees were invited to dress up on this day in order to compete for cash prizes. Our contest winners were as follows:

- #1 Darlene Sanders (Orlando) \$50.00
- #2 Dalia Cabani (Orlando) \$25.00

Stephanie Poole received an honorable mention for dressing up as a Hello sign. Marcia Hamilton found a bottle of alcohol somewhere in the kitchen and remained "missing" for the rest of the afternoon!



Darlene Sanders (H.R. Manager)

### Sewer Installations

4-H Plumbing has brought all sewer installations in-house. In the past we would sub out all of our sewer installations to a local contractor, but this is no longer the practical solution for our company.



### Plumb Control Updates

- A number of issues involving the location merger were resolved.
- House Model info, specs, and drawings have been added.
- Supervisor job progress tracking and reporting has also been added.

### 4HPlumbing.com

Our public website has been updated with new content, pictures and categories, including a Commercial Division, Custom Homes Division, Photo Gallery, and Quote Request form. Changes to our online advertising programs have been bringing in new quote requests for service calls and new residential and commercial construction projects. We will be developing the website and our online advertising methods over the next few months.



Stephanie Poole  
 (Marketing Director)

## Oct-Dec 2007 Hire Anniversaries

	<b>16 YEARS</b>
ROBERT E. HAMILTON	12/23/1991
	<b>7 YEARS</b>
JOSHUA BARNETT	11/8/2000
	<b>5 YEARS</b>
EDMOND SHAMKU	10/31/2002
RANDY HUNGERFORD	12/13/2002
	<b>4 YEARS</b>
MICHAEL HAZEL	11/10/2003
LESTER HUTCHINS	11/12/2003
KEVIN M. CLARK	12/5/2003
	<b>2 YEARS</b>
MIGUEL A. MANGUAL	10/19/2005
ROLANDO ESPINOSA	10/24/2005
JASON HAPE	10/31/2005
DENNIS SWECKER	11/3/2005
CHARLES BALLOTTA	12/12/2005
	<b>1 YEAR</b>
JERRY EDGAR	10/17/2006
WILFREDO ABADIA	11/1/2006
ADRIAN SYMPHORIEN	12/19/2006
ERIC BADENDYCK	12/28/2006



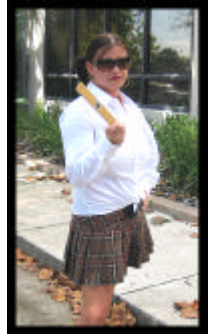
Dalia Cabani  
 (Accounts Payable  
 Accounts Receivable)



Marcia Hamilton  
 (Owner)

## Warehouse Graveyard Shift

4-H Plumbing has started a new night-time warehouse shift to help expedite the plumbers in the mornings. Trucks are pre-filled with gas and loaded with materials for the next days jobs. This allows employees to check-in and hit the road quickly each morning. Current hours for the night-time crew are 9PM-6AM Sunday through Thursday, and consists of Jonathan Rodriguez, Gilbert Martinez and Timothy Rogers.



Julia Hamilton  
 (Orlando Office Manager)

## Secretary of the Quarter

Dalia Cabani has been crowned this years third quarter Secretary of the Quarter! Congratulations Dalia on being the only one to make the cut!



To all  
 Employees  
 that were  
 born in  
 October,  
 November &  
 December



**HAPPY BIRTHDAY!**

## Location Merger

The Clermont location has been consolidated in to our Orlando location to conserve resources during the housing slump we are currently experiencing.

The Orlando office supervisors now consist of Keith Grondwalski, Josh Smith, Julian Grenald, Daniel Fekete, and Brandon Lepper.

## Employee Updates



Dena Castro is now working in Summerfield as the Office Manager.



Julia Hamilton has relocated from Clermont to the Orlando location.



Lindsay Graham is now working at the Orlando office as an Office Assistant & Courier.



Kevin Clark has taken over the Job Information Specialist & Schedule Coordinator position in Orlando.