

Shop Talk

2nd Quarter 2009 - Schuck & Sons Construction, a proud employee-owned company - www.schuckaz.com

From the President's Desk



Craig Steele
President, CEO

The housing market remains in the doldrums through the first quarter of 2009. As we bounce along the bottom of the market we are seeing some signs that the economic recovery may start by the fourth quarter. Paul Janake spoke to the North Eastern Lumber Manufacturers at their recent conference and predicts that housing starts will double in 2010. Paul is an economist that specializes in lumber issues. The doubling of nation wide starts, though it sounds terrific, still will leave us well below historical levels. That being said it is a beginning to recovery.

Here in Arizona, starts have been in the 300 range for the last four months. New home sales have averaged 1100 per month for the same period. That tells us the spec inventory is finally being absorbed and is another good sign that a recovery is eminent. It also tells us there are buyers out there and if consumers feel the bottom of

the market is here, they will buy.

There seems to still be a significant amount of commercial projects to bid. We are aggressively searching out these projects. There is a consensus that the slow down will eventually catch up to commercial work. It is our hope that the housing market will recover before the commercial market starts to slow.

Economically we are not out of the woods yet. 2009 will continue to challenge us both from a business prospective as well as test our stress levels. I know everyone is up to the challenge. Thank you for your efforts.

Customer Satisfaction

Research International, a company that continually builds a body of knowledge about market research, shares these thoughts, and directions on customer satisfaction.

#1 Service accounts for almost 40% of customer's decision to buy from specific retailers. Managers that work at pleasing their customers show a solid increase in profitability each year.

#2 Customer service can be improved by starting with the manager's office. Commitment from the top must be communicated to all employees.

#3 Training make sure all employees are committed to complete customer satisfaction. and also know what we are trying to improve, and how to reach the goal.

Source: Marketing News

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Finance Corner

A Price Break On Your Medical Bill

The out-of-pocket share of a medical bill can be a budget buster. You might, however, be able to knock off a percentage of your bill by simply asking your hospital or health provider for a price break. Hospitals, doctors and health providers each have their own rules about negotiating bills, so it never hurts to ask. One couple managed to get their hospital to deduct nearly \$700 from a \$6,500 out-of-pocket medical expense. After dutifully paying off about \$4,500 of the balance, the couple offered to pay the hospital \$1,300—the amount they had in their savings account, in one lump sum if the hospital gave them a discount. The hospital granted the couple's request.

How To Drive Home A Bargain

Deals on cars today are spectacular, but credit scores and down payments are more important than they were a year ago. Shop interest rates at your bank or credit union before you get to the dealer's finance and insurance office. Credit unions are stepping into the tight credit breach with billions of dollars for auto loans (their auto loan rates recently averaged 6.4%, compared with 7% at banks). Carmakers are offering 0% loans for some vehicles, but you usually forgo a rebate if you take the financing. To get the best deal on the car itself, make dealers compete against one another. Start by e-mailing several dealers to see who has the vehicle you want at the best price. Base your negotiations on invoice price for each option as well as the car itself, so that you have a consistent benchmark. Hate to haggle? Use Kiplinger's partner CarBargains (www.carbargains.org), the buying service of the nonprofit Consumers' Checkbook organization. For \$200, it will get five dealers in your area to bid against each other for the new set of wheels you want.

*John Petrocelli
Corporate Controller*

Truss Plant News

As some of you know already, the truss plant has been awarded Shea Encanterra, Kb Homes Daravante Villas, Kb Homes Mesquite Cove and Kb Homes Talladera. We received these starts from Selectbuild, with a total of 18 starts so far.

We will be starting a large project in Texas this June. The mechanics will be modifying our floor truss machine to build 26" deep trusses, currently we can build up to 24" deep. There are about 6000 floors trusses 26" deep and 3000 10" deep.

The first quarter for the truss plant's outside sales department went very well, as a matter of fact the month of March was so big it would be considered a great month back in the day! The Sedona Schools first phase and the Moenkopi Legacy Inn are now completed, it all went pretty smooth thanks to everyone in the truss plant doing their job and doing it well!

Special kudos should go out to Greg Hock, Jason Needler and Cruz Franco for their expert design work on those jobs. Getting the trusses to the job site after fabricating them was not an easy task considering the job was in Sedona and the load with the truck was 95' long and 16' wide and we had to do it twice! That was no problem for Todd Smith though, who got it done without a glitch. We are bidding everything we can to keep the work coming in and look forward to more opportunities for the truss plant.



*Greg Foster
Truss Plant Manager*

Mission Statement

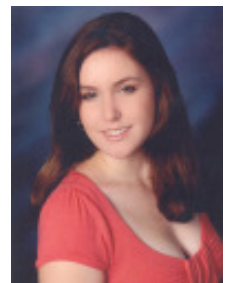
To be the most honest and ethical trade partner of choice. To provide superior carpentry labor and building components to the residential and commercial construction industry. To foster a work environment that encourages new ideas, new innovations and growth.

Kent Schuck Memorial Scholarship

This year the scholarships go to Catherine Ducatt and Hailey Humes. The scholarship is awarded to students that exemplify Kent Schuck's work ethic and values. The scholarships are funded entirely from donations to the scholarship fund.

Catherine Ducatt is the daughter of John Ducatt (Sales Project Coordinator in Glendale). Her plans include attending Glendale Community College for the first 2 years of college and then on to Texas Tech where she will study for a career in liberal arts or biochemistry. Catherine is a graduate of Deer Valley High School.

Hailey Humes is the daughter of Todd Humes (Quality Control at GL Industries). She plans on attending Salt Lake Community College and getting her bachelor's degree from Weber State University where she will major in social work or veterinary tech. Hailey is a graduate of Jordan High School in Sandy, Utah.



Catherine Ducatt

*Michele Baker, Mike Cook,
Erin Fitzpatrick, Anita Gavin
Scholarship Committee*

G-L Industries News

The first quarter is behind us and it has been a rough ride. G-L has been struggling doing business as usual and has had to make some changes. Since the start of the year we have been in the qualifying stage of being Forest Stewardship Council certified. That was finalized in the middle of March. This gives us an advantage to provide green building requirements over other glulam manufacturers that do not have this certification. We have also been bidding on Title 24 jobs in California that we would typically pass on. Title 24 work requires a third party inspector in our plant to supervise the entire manufacturing process and stamp each beam when it is completed. We have offered to store, cut and deliver to all of our local customers. We have not had too much success with it but it was offered. We have solicited a lot of truss plants, lumber yards, and general contractors in California, Nevada, New Mexico and Colorado to name a few. By calling and sending price sheets to them we have succeeded in getting G-L put on some bid lists that we weren't currently on. I believe when the economy starts to heal a bit, G-L will be in a good position to increase its sales volume to all of the changes we have made.

Schuck and Sons Glendale has been taking a lot of our stock beam inventory on consignment into its yard and has been doing an excellent job in moving it for us. I want to thank all of you that are involved for the help. It is very much appreciated.

G-L has recently built some glulam picnic tables as well as an open faced shed. We have put them on Craigslist and KSL here in Utah. They have both been viewed a bunch, but no buyers as of yet. We did send a picnic table to Schuck so take a look at it. They are very nice looking and sturdy. If you would like to purchase one give our salesman Phil, a call.

I am hoping that the economy has finally bottomed out and that our company will be stronger as the economy starts to rebuild. We need to remember all we have endured over the last year and half and keep focused in the busy times to come. This is a quote I would like to share by Thomas Payne "If we do not hang together, we will surely hang separately" so keep up the teamwork and lets build our business back up together.

*Frank Wolski
General Manager*

Dewey News



As we all know, starts are starting to creep up at a slow pace. And as a whole the company is being creative in its approach to finding and capturing more work. Up here in Dewey we are doing much the same. The consignment program for the store is doing well and we are currently remodeling some of our displays to be kinder to the walk in customer and also to help us keep a good handle on our inventory. We will be expanding our inventory of product selection by adding more home owner type products. We will be adding a small plumbing and electrical dept. A lot of our consignors are already helping us with this by stocking their products in these depts. With the assistance of Mike Cook we are also going to be using scanners to help us expedite our sales and for better inventory management.

We had another big sale weekend, and it was very much a success, it was great exposure to the general public. We are advertising by radio and on television now and this seems to be drawing customers in as well as our Craig's List ads. We have added another salesman in the west region and he is bringing in work from as far away as Kingman. I am currently accepting applications for a Prescott salesman.

We understand right now more than ever that each one of us is a salesman, through our actions or inactions, every point of contact needs to be fully considered, being face to face, by phone or email. We only get one chance at first impressions. We will make it through these times, by being creative and listening to what the customer needs.

*Sean Young
Dewey Manager*

Visit
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for all you Schuck & Sons News

Schuck's 24th Annual Fishing Tournament

This years tournament took place at Roosevelt lake the weekend of April 25th and 26th and consisted of 25 teams, The weather for the most part was good but we had some wind off and on throughout Saturday, Overall the fishing was good and 13 of the 25 teams weighed and recorded fish. The teams that didn't weigh fish, I believe actually caught some, but there is a slot limit, however, on the lake and a lot of the fish that were caught were in the slot. These have to be released back into the lake. I would like at this time to extend a hand and give a big thanks to the fisherman who every year turn out for this event. There are teams in this tournament that have been participating for many years on a consistent basis and have made this event the success that it is. I appreciate your participation greatly and I hope the success of this tournament continues in the future.

Next year should have a better look economicly and we will have our 25th Annual Tournament. We hope to have some nostalgic memorabilia as well as some other things to go along with the tournament. I look forward to seeing you all there.

This year bragging rights are as follows;

1 st Place	Team #14	JC Tabor/ Mark Sailer	13.66 lbs
2 nd Place	Team #24	Jeff Rubin/ Scott Christopher	10.66 lbs
3 rd Place	Team #15	Jim Clark/ Scott Dunkle	10.63 lbs
4 th Place	Team #23	PJ Garrison/ Rick Garrison	5.55 lbs
5 th Place	Team #6	Paul Pena/ Paul Pena Jr.	3.94 lbs

1 st Place Big Bass	Team #15	Clark/ Dunkle	6.16 lbs
2 nd Place big Bass	Team #14	Tabor/ Sailer	5.72 lbs

Honorable Mention to the Tucson Teams that even through the difficulties and problems during the tournament stuck it out to the final end. My hat goes off to you guys. A thanks also goes to Craig Steele, Scott Schuster, Mike Cook and Lenny Jurewicz for their help and support to make this event possible.

*Rick Garrison
Panel Yard Manager*



1st Place Mark Sailer / JC Tabor



2nd Place Jeff Rubin / Scott Christopher



3rd Place Scott Dunkle / Jim Clark

Being a Smart Health Care Consumer

It is no secret that health care costs continue to rise. While rising healthcare costs may be totally out of our control, there are measures that each one of us can take to help decrease these costs. It is important to control money out of our own pocket and also help to decrease the financial liability to the company, when it comes to health care. It all comes down to thinking of your health care as a “shopping experience.”

As a consumer, you take extra precautions to make sure that a car mechanic doesn't do unnecessary work on your car, that the grocery store clerk doesn't overcharge you and that the retail store has a good return policy. But, do you take these extra steps when it comes to your health care?

Consumerism is an everyday affair. If you can apply some of the same simple concepts that you apply to your everyday shopping experiences to your health care, you can help to decrease the amount of money that you spend out of your own pocket and also decrease the amount that the company pays for health insurance. Remember, Schuck & Sons Construction is an employee owned company and every dollar spent affects your financial future!

While most health care providers are caring and committed, you still need to be on your toes! It is important that you develop a relationship with your doctor so that you can make good health care decisions together. Your health care provider has an obligation to talk to you about any test or procedure ordered for you. And, you, as a smart consumer have the option to question your provider about the procedure. Here are some questions that you should ask: Why are we doing this test? What will it tell you that you don't already know? How much will it cost me, my employer and my insurance company? Could it harm me? Do you have something I can read about this test/procedure that will help me understand it? What outcome do you expect? In addition, do your own internet research and get the information you need to make good health care decisions—just as you would when buying a car!

It is also very important to review medical bills that are issued by your medical providers, just as you would with your receipt from the store. Recently, I watched a Yahoo Video that was about medical billing errors. A hospital issued a bill with charges over \$12,000. As the patient/consumer started reviewing the bill, she noticed that some charges were listed twice and that the cost for some things seemed to be excessive and decided to question it. She had a medical billing advocate review the bill. After the bill was scrutinized, it was discovered that there were several charges that were incorrect and the charges were reduced by more than \$5,000. A few examples- being charged for a medication 5x in one day that was only prescribed for 3x a day, and being charged \$199.99 for an item that should have only been \$19.99.

As I started to do additional research on this topic, I found out that this is very common. Nora Johnson, director of education and hospital billing compliance for Medical Billing Advocates of America, estimates that 8 out of every 10 hospital bills she scrutinizes contain multiple errors. While bills from doctors' offices and labs tend to contain fewer mistakes, consumers can still end up paying unnecessarily. Here are the most common areas of overcharges and errors:

Duplicate billing- make sure you haven't been charged twice for the same service, supply or medication.

Number of days in the hospital- check the date of admission and discharge. Were you charged for the discharge day? Most hospitals charge for the admission day, but, not the day of discharge.

Incorrect room charges- if you were in a semi-private room, make sure you are not being charged for a private room.

Operating room time- it is not uncommon for hospitals to charge for more time than was actually used. Compare the charges with your anesthesiologist's records.

Up coding- hospitals often shift the charge for a lower-cost service or medication to one that is more costly. For example, a doctor orders a generic drug, but, the patient is charged for a brand-name drug.

Keystroke error- A computer operator accidentally hits the wrong key on the keyboard. IT can cost you hundreds of dollars and result in an incorrect charge for the service you didn't get.

Canceled work- your physician ordered a test, and then canceled it, but you were charged anyway.

Services never rendered- did you get every service, treatment and medication for which you are being billed?

If you find errors, contact the billing office or the claims processor (Allied). The Explanation of Benefits (EOB) that you receive from Allied is not the itemized bill. The itemized bill comes directly from the provider. Medical billing errors not only cost the company money, they also cost you money, through the deductible and co-insurance that you are responsible for. So, remember, be a smart health care consumer and think of your health care along the lines of an every day shopping experience!

*Michele Baker
Benefits Co-Ordinator*

11 Guaranteed Ways to Ensure Business Success

The department leaders are working on many items at this time, from the short term goals of getting bids out to our customers to long term goals of how the company will thrive when the market recovers. Yes, the market will recover, and yes, we will be here. It is as important as ever to look both long and short term. Look at the eleven items below. Each one of us can insure our business success by working on these items. Some of you may say that you can not do anything about some of the things on this list, and you are correct. I ask you to look and see what you can do something about, like Customer Service. One way or another all of us can make a difference here. There is no one left out of maintaining a positive attitude. It does not matter what your position within the company, you can help or make a difference. We can all market, help with processes and procedures, figure out an edge, help to develop people around you, and so on.

1) Make Marketing a Priority

Marketing tells prospects you're in business. It may sound simple, but when someone thinks about construction does Schuck's name make it to the top 3? If not, you're definitely missing opportunities.

2) Create a Detailed Cash Flow Projection

Cash flow and profits are not the same thing. The number one reason businesses fail, even those with strong potential, is because they run out of cash

3) Develop and Document Processes and Procedures

Smart businesses have standards, systems and documented procedures in-place so growth can be accommodated without relying on 'key' individuals.

4) Create an Edge in Your Marketplace

Leverage your product leadership, operational excellence, material quality and other differences that impact your customers' businesses.

5) Provide Exemplary Customer Service

It's hard for any company to admit its service is not 'top shelf'. Take a long, hard look at this aspect of your business. It's not only after the sale but pre-sale as well. It is crucial to understand your customers' expectations, in this way you can create those 'magic moments', the kind that keep your customers coming back.

6) Create a Business Focus

Know what you do and do it well. Many companies miss the fact that the marketplace may have changed and they will continue along thinking they're the best. Assess your capabilities and understand your limitations. Become an efficient machine at what you do best.

7) Develop the Right People to Succeed

Businesses need talented people. If you don't have the right people in the right seats, make the changes and make them now. Key employee retention is essential to any businesses' long-term success. Strong business leaders surrender control to top talent and place greater emphasis on bottom-line results.

8) Only Spend Money that Supports the Business

Focus

Utilize the resources you have internally before going outside. Be certain you have plans and criteria before spending your much needed resources. Only spend cash on those things that enhance your ability to serve the customers who are your life-blood.

9) Set a Clear, Embraceable Direction for Employees

Maintain a top-down dialogue with employees. Fear of the unknown is a great breeder of discontent and a loss of harmony. Don't assume employees understand your motives, share plans as appropriate and maintain as much transparency as possible. Employees want to know there is a clear, defined path in front of them and that there are leaders to show them the way.

10) Maintain the Right Attitude

Back-biting, infighting and factions are the quickest way to demoralize the work force. This isn't survivor, we don't form alliances and we don't vote people 'Off the Island'. It is imperative that management demonstrate, through word and action, unity across the company. Yes, differences of opinion will and should happen, they must just be handled in a professional way.

11) Learn to Measure Business Success and Failures

ANY process in the business can be measured. The idea is to pick key indicators of business health and continually measure them. Without information you can't determine how well the business is performing. Without information you have no hope of controlling and improving your operations to provide maximum revenue and sustainable, excellent customer services.

Scott Schuster
VP Operations

Pet Peeve Of The Month

You are in your work area handling an important call. An employee steps into your area, sees that you are on the phone and stands there staring at you, waiting for you to end the call. This is distracting and rude

Tip: Keep a notepad in plain view on the desk so visitors can leave you a message when you are on the phone. That way you can concentrate on their information or request— after your call.

Paul Kasprzak
Trim Division Manager

**Schuck & Sons
Construction**
100%
Employee Owned

Effective Safety Leadership

Recent efforts in the yard and in the field have helped to improve awareness of our safety culture. There have been many successes in terms of safety at Weitz Sagewood. We have been regularly commended by the Weitz Company for the great safety culture that we have. This is due to everyone's involvement, and the accountability to follow the safety procedures and programs. We have been updating our safety programs and manuals to keep them current with company needs. We have also been continuing our training and recertification, such as CPR, First Aid, Fall Protection, and Forklift Operator Training. Everyone's involvement in the safety efforts are greatly appreciated, and are necessary for a successful program. Below are 6 Keys of Effective Safety Leadership:

1. **Vision.** Do you as a Supervisor, set high personal safety standards? Workers will follow your lead, for good or ill.
2. **Credibility.** Do workers trust you as their Supervisor?
3. **Collaboration.** A great Supervisor encourages others to find and implement their own solutions for improving safety.
4. **Communication.** The great Supervisor explains their expectations, and gives complete information about safety.
5. **Initiative.** Supervisors who usually react to problems are following instead of leading.
6. **Feedback and Recognition.** Workers need to know how they're doing, get useful correction, and be recognized for improvement.

*Brent Oakeson
Safety Manager*

**Think Safety....
It saves us all
money**

360 Degree Leadership

1st of 4 part series with excerpts taken from the book of that title authored by John C. Maxwell

I recently read a book and I'd love to share some excerpts with you. Each of us can benefit from the premise because we are all leaders. We can't wait until we become a visible leader to set high standards for ourselves. You are already a leader to those above, below and beside you because of the attitude, work ethic and the character you demonstrate. "Develop and exhibit the kind of character that you find admirable in a top leader. That will pave the way for relationships with others today and prepare you for positional leadership tomorrow." Begin by leading yourself. If you wouldn't follow yourself, why should anyone else? Managing yourself is the first step to becoming the kind of leader other people want to follow.

Be a person of influence beginning today. Support your leader, add value to the organization and distinguish yourself by doing your work with excellence. Doing these things, will let your leader know you can be trusted, and your influence will increase.

*Anita Gavin
Operations Coordinator*

Lumber Yard News

It has been a challenge the last few weeks getting our over stock material down to the bear minimum. As most of you can see the south forty has hardly any material stacked out there.

With the help from the Superintends we have been able to substitute some materials for others helping us to get this inventory down.

Our goal is to have a 15 day inventory turn around for all of the materials that we stock, 2x4, 2x6, 2x8, 2x10, 2x12 all lengths of studs and OSB (ect). In some cases we turn some full loads of lumber and OSB in just hours.

We currently have some V.M.I. material that means (vendor managed inventory) in the yard from Lignum and GL-Industries. What this does for us is we do not have to pay for any of this material until we move the material in to our stock, saving on our cash flow.

Hopefully the housing market will rebound soon, until then, we need to kept tightening our belts and keep the cost to a minimum.

*Butch Taylor
Lumber Yard Manager*

Commercial Door and Trim Division

Even with all of the gloom and doom we hear day to day, some positives are starting to hit the airways. We have started shipping the Trim portion of the Weitz-Sagewood job. We are completing the final portion of the Weitz-Promenade @ The Beattitudes and expecting to see plans for the next Phase shortly. On the horizon is the Weitz-Mira Villa, a larger than Sagewood type project that has potential for Framing, Lumber, Truss, as well as Doors, Frames and Hardware. We have just concluded two large projects for Summit builders, The A-Loft Hotel in Tempe and the Gila River Skilled Nursing Facility in Sacaton. These projects were successful and strengthened our relationship with Summit. They have two large projects upcoming, the Gila River Firestation, and a new Ritz Carlton Hotel in Scottsdale. Also in the pipeline is a large job called City-Scape in downtown Phoenix. This will consist of condos, a hotel and some retail space. They hope to be in the ground sometime this summer. Congratulations are in order for the rough framing team for their award of the Ft. Bliss military housing project in El Paso Texas. We are crunching our numbers for Doors, Frames and hardware. Finally, we will finalize a 225 unit student housing project for JLB Partners on Friday of this week. (4/10), a nice award after hours of hard work crunching numbers, labor hours, and working with suppliers. Way to go team!!!

*Jeff Randall
Project Manager*

www.schuckaz.com

Our new website is now up and running. There is plenty for you to peruse. The new site is more interactive than any of our other sites. It has a section to see current photos of some of our projects. There is a link to view our newsletters on line. There is a link to visit all of our companies or learn about our executives or board members. And if you have misplaced your copy of the "First 40 Years" you may go online and view the electronic version. There is a section of frequently asked questions or you may submit your own question. There is even a link to submit a story you would like to share about any of your Schuck experiences. This could also be used to submit an article for the newsletter. we encourage you to check it out!



Vision Statement

To be established as a national manufacturer and supplier of building components and an employer of choice through our use of leading edge technology, our dedication to superior value-added service and our commitment to creating exceptional shareholder value.

IMPROVING MOTIVATION LET'S DO THIS TOGETHER!

No matter the size of our company, having a team of motivated, hard-working employees is crucial to our business success. When people lose their motivation, job performance suffers — they become less productive, less creative, less of an asset to the company. The bottom line: We pay a heavy price when employees have motivation issues. How then to light a fire under an employee who has lost his or her motivation, whether a former hard worker whose performance has declined over the years, or a long-term problem employee who has failed to improve?

Here are 10 useful pointers on getting your employees enthused, productive, and ready to give their all:

1. **Build a foundation.** It's important to build a solid foundation for employees so they feel invested in the company. Tell them about the history of the business and your vision for the future. Ask them about their expectations and career goals, as well as how you can help them feel part of the team. When any new employee starts, make sure he or she receives a thorough welcome orientation.
2. **Create a positive environment.** Promote an office atmosphere that makes all employees feel worthwhile and important. Don't play favorites with your staff. Keep office doors open and let folks know they can always approach you with questions or concerns. A happy office is a productive office.
3. **Put people on the right path.** Most employees are looking for advancement opportunities within their own company. Work with each of them to develop a career growth plan that takes into consideration both their current skills and future goals. If employees become excited about what's down the road, they will become more engaged in their present work.
4. **Educate the masses.** Help employees improve their professional skills by providing on-the-job training or in-house career development. Employees will feel you are investing in them, and this will translate into an improved job performance.
5. **Don't forget the fun.** Once in a while you have to put work aside and do something nice for the people who work for you. Treat the office to a pizza lunch or reward employees with an unexpected day off or by closing the office early on a random Friday afternoon.
6. **Acknowledge contributions.** You can make a huge difference in employee morale simply by taking the time to recognize each employee's contributions and accomplishments, large or small. Be generous with praise.
7. **Provide incentives.** Offer people incentives to perform well, either with something small like a gift certificate or give out "Employee of the Month" awards. Such tokens of appreciation will go far in motivating employees.
8. **Honor your promises.** Getting people to give their all requires following through on promises. If you tell an employee that he or she will be considered for a bonus if numbers improve or productivity increases, you'd better put your money where your mouth is. Failure to follow through on promises will result in a loss of trust — not only that person's trust, but the trust of every employee that hears the story.
9. **Provide career coaching.** Help employees reach the next level professionally by providing on-site coaching. Bring in professionals to provide one-on-one counseling, which can help people learn how to overcome personal or professional obstacles on their career paths.
10. **Match tasks to talents.** You can improve employee motivation by improving employee confidence. Assign individuals with tasks you know they will enjoy or will be particularly good at. An employee who is successful at one thing will have the self-confidence to tackle other projects with renewed energy and excitement.

A lot of these things the company already does (during better times remember those lunches, picnic's ladies trip, ESOP employee appreciation month that one was not too long ago, biggest loser to name a few). Good times will come back let's continue our dedication and commitment to keep the Schuck/Stucco machine going!

Letty Gonzalez
HR/Customer Service