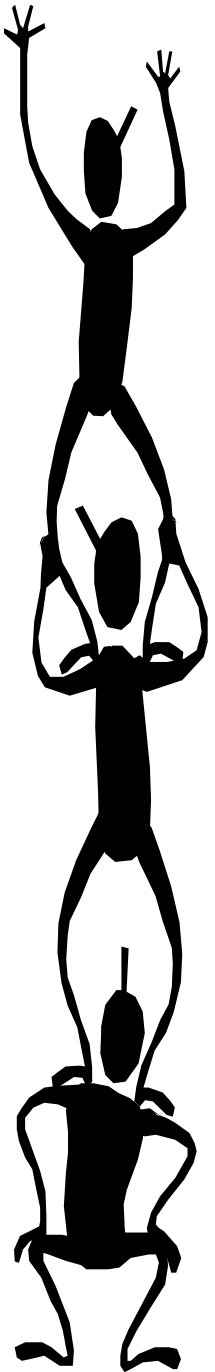


Heads Up

The Road To Excellence



It's newsletter time again and I'm sitting with my hands on the keyboard, reflecting on all that has occurred over the last three months within our Company. Excellence, integrity, and the value of our people are our highest priorities here at KFP and, as such, I am committed to speak to each of you as family members when I write these articles. This quarter is no different.

It's no secret that our economy has been in a downward spiral for months, and it continues to head in that direction, carrying businesses and individuals with it. While we've seen several economic downturns over the past twenty-six years, we've never felt them so severely or seen so little direction from our Federal Government regarding a plan of recovery. In spite of this, we're doing all that we can during this time to proactively forecast our budgets and future workloads.

While we perceived a downturn for 2009, we didn't anticipate the severity of it. To compensate, we're trying to respond accordingly and keep our budgets balanced in order maintain high prospects once the economy rebounds.

On a positive note, we have trimmed our overhead in the Estimating Department and I am pleased to announce that Elliot Berg has accepted the position of full-time Estimator. He's doing a good job pricing projects and has developed a healthy rapport with the general contractors we do business with. Although prices are fluctuating wildly, there is still work to bid and we are doing all that we can to bring it in. We have some of the best people in the industry on the Kazal team. Keep doing the excellent job that you do and we'll get through this.

Even in the midst of the strain on our pocketbooks, continue to buckle down, save your money, and pray for our Company and the work we need—and also for our government's leaders as they make decisions that will affect our country now and for years to come.

As I wrap this up, I'm reminded of Matthew 6:26-33, a verse that has encouraged me over the years. I hope it does the same for you. Jesus said:

"Look at the birds of the air; they do not sow or reap or store away in barns, and yet your heavenly Father feeds them. Are you not much more valuable than they? Who of you by worrying can add a single hour to his life?"

"And why do you worry about clothes? See how the lilies of the field grow. They do not labor or spin. Yet I tell you that not even Solomon in all his splendor was dressed like one of these. If that is how God clothes the grass of the field, which is here today and tomorrow is thrown into the fire, will he not much more clothe you... So do not worry, saying, 'What shall we eat?' Or 'What shall we drink?' or 'What shall we wear?'...your heavenly Father knows that you need them. But seek first his kingdom and his righteousness, and all these things will be given to you as well."

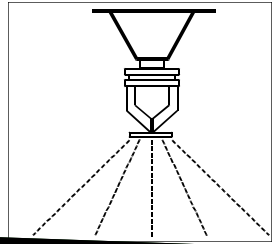
Question of the Quarter:

When a soffit along a wall exceeds _____ in width, additional sprinklers under the soffit are required to be installed.

(look on the back page for the answer!)

May God bless each of you and give you His peace and provision as we walk together through this turbulent time.

-Jim Kazal



**1st in Quality
People with Pride**

"Life is strange with its twists and turns, as every one of us sometimes learns.

Don't give up though the pace seems slow, you might succeed with another blow."

"Trouble develops in us the ability to meet it.

It strengthens and matures those it touches.

Trouble frequently finds for us our dearest friends.

We need the night to see the stars."

"We cannot direct the wind, but we can adjust our sails."

**KFP
Mission
Statement:**

**We are
dedicated to
providing
Excellence
in Fire
Protection
through
Integrity,
Service and
Knowledge.**

from the desk of...

Vice President of Operations

The past few months as Vice President of Operations have been challenging, as we have been forced to make several changes in order to stay competitive in this ever-changing market. Since January, we have put together a flow chart that takes a project from estimate to install with milestones along the way where mistakes can be caught with minimal cost-impact on the project. Most mistakes made on a job are due to miscommunication or lack of communication. To minimize, track, and appropriately address our mistakes, each important juncture in the flow chart requires key signatures acknowledging the information and status of the job.

In the up-coming months we will be working together to implement ideas that we hope will maximize our resources. First, it is our goal to produce a better and more complete drawing and listing, resulting in a reduction of installation and fabrication time. Second, we hope to minimize field deliveries for both New Construction and Service jobs. This will serve two purposes: conserving shop labor and reducing fuel costs, overall improving our bottom-line. Third, our objective is to ensure that proper code and regulations are followed during installation in order to help reduce repairs and go-backs. Finally, labor is a major cost in any project, yet it is one that can be controlled. It is important that we watch our projects and make sure that we are utilizing our manpower resources effectively.

This is the time that we need to bring our "A" game to the table. As we move forward with these goals, I challenge each of you to be creative and come up with ideas that will lead to their achievement. The success of our vision is only possible if we work as a team; everyone has a hand in the outcome. Let's drive the work home each step of the way.

I am thankful for our past successes and look forward to the successes to come.

- Paul Gregg

When does it hit 100 degrees in the Tucson Valley?

According to the National Weather Service, the earliest first 100 degree temperature here in Tucson was April 19, 1989, while the latest was June 22, 1905. Long-term forecasts call for April and May temperatures to be hotter than normal, with that trend continuing through the summer.

Certain safety problems are common in hot environments. Heat tends to promote accidents due to the slipperiness of sweaty palms, dizziness, or the fogging of safety glasses. Aside from these obvious dangers, the frequency of accidents general appears to be higher in the hot environments than in more moderate conditions. One reason is that working in a hot environment lowers the mental alertness and physical performance of an individual. Increased body temperature and physical discomfort promote irritability, anger, and other emotional states which sometimes cause workers to overlook safety procedures or to divert attention from hazardous tasks.

Remember: Stay aware and stay alert during the heat.
The following are things you can do to minimize the potential of heat-related illness and protect yourself from the potentially harmful effects of sun exposure:

- Drink plenty of water. Drink at least 32 ounces of water each day.
- Dress for summer. Light-colored and lightweight clothing reflect heat and sunlight.
- Put less fuel on your inner fires. Avoid large amounts of foods like proteins, they increase metabolic heat production, they also increase water loss.
- Don't get too much sun. Sunburn makes the job of heat dissipation that much more difficult. Use sunscreen, sunglasses, and a hat to prevent sunburns.
- Vary your environment. Limit your exposure to the sun to as little time as possible.



100%

**Incident/Accident Free This Quarter!!!
Congratulations & Thank You!!**

100%

Ulysses Aguilar	Jennifer Fitzgerald	Nick Martin	Amber Stephenson
Tino Armenta	Jose Flores	Fidel Molina	Richard Tovar
Alex Arvizu	Kenny Frank	Kimberly Nilson	Anthony Valencia
Noel Arvizu	Crissy Gail	Cyrus Patino	Ryan Walton
Jason Batts	Steve Gerwin	Ernie Perez	Roland Warren
Elliot Berg	Matt Gregg	Amanda Perry	Thomas Widick
Eli Castillo	Manny Guillen	Brandon Phinizy	Robert Zedekar
Ray Chambers	Spencer Layel	Eric Romero	
Alan Chase	Ernie Lujan	Edgar Salazar	
Bill Davenport	Karina Maddox	German Sarabia	
David Diaz	John Marquez	Randy Scott	
Anthony Espinoza	Brandon Martin	Tricia Shelton	



Shop Focus

While the economy has been slow, I remain optimistic about all that's taking place in the shop. Our team has done an outstanding job following the procedures that we have implemented surrounding our new counter. In addition, we are increasing our production to better meet the needs of our budget.

I am increasingly proud to be working with each team member at Kazal Fire Protection and look forward to our continued achievements throughout this tough time. The key to our success is to work together as we implement new ideas and create new procedures.

I look forward to success with each of you.

- Danny Tittle

Safety First!

We were injury-free this quarter, although we did have one incident and near-miss situation.

Incidents this Quarter:

While doing an underground, our team hit several of the utilities due to our failure to blue-stake the area. Our team received write-ups and completed an excavation review.

Near-Miss Reports:

While working in the ceiling space at the Ritz Spa, our team member was supporting his weight on the wood trusses. The trusses broke and, thankfully, our team member was able to

balance himself and prevent a fall. A fall-protection review meeting was held in order to prevent future situations.



Happy Birthday!

April

- Cyrus Patino (9)
- Paula Gregg (12)
- Larry Frederickson (14)
- Duane Conrad (24)

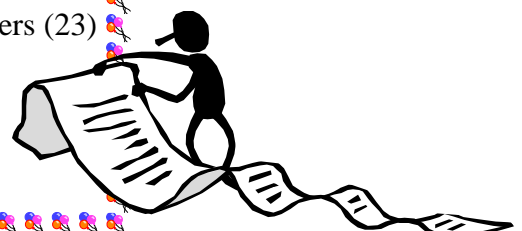
May

- Tricia Shelton (12)
- John Marquez (19)
- Ernesto Perez (20)
- Amanda Perry (21)
- Brandon Martin (26)



June

- Raymond Chambers (23)



New Construction Update:

Team:

*Gilbert Valenzuela-PM
*Norberto Valenzuela-FS
Tino Armenta
Alex Arvizu
Carlos Cuestas
David Diaz
Jose Flores
Kenny Frank
Matthew Gregg
Brandon Martin
Nick Martin
Ulysses Molina-Aguilar
Cyrus Patino
Ernesto Perez
Eric Romero
Edgar Salazar
German Sarabia
Richard Tovar
Antonio Valencia
Ryan Walton
Roland Warren
Kyle Zedekar
Robert Zedekar

Current Jobs

Ritz Carlton Hotel and Spa
Florence High School
Depot Plaza Garage
357 FS Squad Ops Addition
Sanofi-aventis Research Center
Construct Corridor
C.O.T. Fire Central
Mercado San Agustin
Reckefeller Distribution Center
Chochise Academics & Student Union
Construct Shelter Corridor
Consolidate Wing Safety
Repair Jet Engine Shop

Jobs About to Start:

AGE Facility
Construction Addition Bldg 55350
Apache-Santa Cruz Dorms
Addition to Bldg 5045
Sierra Vista Office & Storage Bldg
Dining Facility, AIT Complex
TSSC Facility & Warehouse
Humint General Instructional Bldg
Target Tucson North



from the desk of...

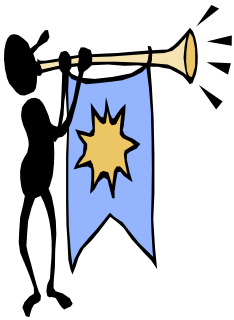
New Construction Field Superintendent

I know the stress level has been high for a lot of our field personnel, with many of you concerned about your job stability. Right now, all I can say is “relax.” As a whole, the New Construction Department has been busy and is not slowing down. We are booked for the next few months on our current jobs, with several more about to start. In addition to that, we have been stepping up to the plate with what’s required of us in the field and are maintaining our competitive edge as an asset rather than a liability on the jobsite. I’d like to highlight some of our recent on-the-job successes and thank the teams that have been a part of them.

Thank you to Fidel Molina and Ray Chambers for completing the Country Club Commerce Buildings 3 and 4 within budget. Cyrus Patino, Jose Flores, and Richard Tovar also successfully completed SAP within budget. Great job guys! We also have several jobs that are ongoing and looking great: Sonofi with German Sarabia and his crew, Florence High School with Roland Warren and Kenny Frank, Ritz Carlton with Alex Arvizu and his crew, and the Cochise Student Union in Sierra Vista with Edgar Salazar’s team. I’d also like to give a special shout out to Ryan Walton and his crew who have done a meticulous job at Chapel Haven.

As a team, you’ve all been hustling, meeting deadlines and goals, and overall doing a great job. I’m extremely proud to be working with each of you. Keep up the excellent work!

- Norberto Valenzuela

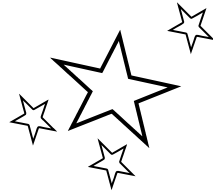


Silliest Complaints Made By Vacationers

- “The beach was too sandy.”
- “We bought ‘Ray-Ban’ sunglasses for five Euros from a street trader, only to find out they were fake.”
- “No one told us there would be fish in the sea. The children were startled.”
- “We found the sand was not like the sand in the brochure. Your brochure shows the sand as yellow but it was white.”
- “We had to line up outside with no air conditioning.”
- “It is your duty as tour operator to advise us of noisy or unruly guests before we travel.”
- “I was bitten by a mosquito —no one said they could bite.”
- “I think it should be explained in the brochure that the local store does not sell proper biscuits like custard creams or ginger nuts.”
- “It’s lazy of the local shopkeepers to close in the afternoons. I often needed to buy things during ‘siesta’ time —this should be banned.”
- “On my holiday to Goa in India, I was disgusted to find that almost every restaurant served curry. I don’t like spicy food at all.”
- “We booked an excursion to a water park but no one told us we had to bring our swimming outfits and towels.”

Inspection Team:

Larry Frederickson
Alan Chase



Office Team:

*Amber Stephenson - Office Mngr/HR
Jennifer Fitzgerald - Shop Admin
Crissy Gail - NC/Contract Admin
Karina Maddox - NC Project Admin/Design
Kimberly Nilsen - Inspection Admin
Amanda Perry - Service Admin

Sales/Estimating:

Elliot Berg

Accounting Team:

*Paula Gregg
Anne Mathes

Shop Team:

*Danny Tittle-Manager
Duane Conrad
Bill Davenport
Steve Gerwin
Spencer Layel
Ernie Lujan
Brandon Phinizy
Thomas Widick

See how letters can be rearranged to make new words:

Dormitory...Dirty Room
Presbyterian...Best in Prayer
Astronomer...Moon Starer
The Eyes...They See
The Morse Code...Here Come Dots
Slot Machine...Cash Lost in Me
Snooze Alarms...Alas! No More Z's
A Decimal Point...I'm a Dot in Place
The Earthquakes...That Queer Shake
Eleven Plus Two...Twelve Plus One

"There is no pleasure in having nothing to do; the fun is in having lots to do... and not doing it!"

-Mary Little



"Blessed are they who can laugh at themselves, for they shall never cease to be amused."

Design Team:

*Dave Klingberg
Jason Batts
Tricia Shelton

Safety:

Mary Lujan

Interesting Facts

- Facetious and abstemious contain all the vowels in the correct order, as does arsenious, meaning "containing arsenic."
- Emus and kangaroos cannot walk backwards, and are on the Australian seal for that reason.
- The word "checkmate" in chess comes from the Persian phrase "Shah Mat," which means "the king is defeated."
- Cranberries are sorted for ripeness by bouncing them; a fully ripened cranberry can be dribbled like a basketball.
- Cats have over one hundred vocal sounds, while dogs have ten.
- The reason firehouses have circular stairways is from the days of yore when the engines were pulled by horses. The horses were stabled on the ground floor and figured out how to walk up straight staircases.
- "Stewardesses" is the longest English word that is typed with only the left hand.

New Faces...

William Canida
Service Department
Duane Conrad
Shop Driver
Carlos Cuestas
New Construction Department
Demetrius Jackson
Service Department
Kyle Zedekar
New Construction Department

**Familiar Faces...
New Places...**

Elliot Berg
Estimating Department
Robert Zedekar
New Construction Department

Fire Sprinkler Apprenticeship Program

State Approved, Nationally Recognized

Apprentice Classes:

All Classes meet on Wednesdays at 3:30 P.M.

Instructors:

Level 1: Mary Lujan

Level 3: Elliott Berg

Level 4: Dave Klingberg

Class is mandatory.

Turn in apprentice hours with time card weekly.

See your instructor for information on meeting locations.

*If your instructor is not available,
either someone else will be conducting the class
or you will be able to study and do your test.*



Level I

Zach Olson

Level II

Jose Flores*

Level III

Tino Armenta

Eli Castillo

Alan Chase

Anthony Espinoza

Erik Romero

Anthony Valencia

Level IV

David Diaz

Edgar Salazar

German Sarabia

Richard Tovar

**Jose completed Level II as of 3/1/2009 and will begin Level III in April.*

Applications have been handed out to our Level IV apprentices for the annual **AFSA Apprentice Competition.**

The application must be turned in **no later than** March 31, 2009.

Please Note...

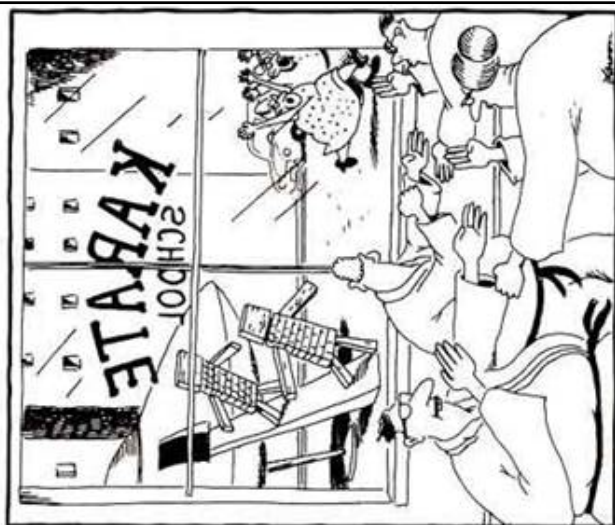
We will be able to bring five new apprentices into the program this spring. All apprentice applicants will be receiving a notice to come in for an interview. Additional aspects of the selection process include: work habits, job knowledge, attendance, and attitude. Once the process has been completed, all selected apprentices will be notified of their class start date. We look forward to beginning this new class!

Levels III and IV should be complete by April 2009.

At that time we will have four new graduates of the Apprentice program and will promote all Level III students to our Level IV Apprentice class.

Congratulations to our graduating apprentices.

We are proud of all your accomplishments!



The class abruptly stopped practicing. Here was an opportunity to not only employ their skills, but also to save the entire town.

REMEMBER:

**All hours must be turned in on a weekly basis.
You cannot start a new level or graduate until all hours have been turned in.**

Kazal Fire Protection Safety Training

*Excavation Safety Presented by
Leo Quesada with SWG
February 6, 2009*

Tino Armenta
Alex Arvizu
Jarred Basham
Bill Davenport
Paul Gregg
Manny Guillen
Mary Lujan
Brandon Martin
John Marquez
Fidel Molina
Zach Olson
Cyrus Patino
German Sarabia
Edgar Salazar
Randy Scott
Danny Tittle
Norberto Valenzuela
Ryan Walton

*Excavation Competent Person
Online course through the
Construction Safety Council
Various Dates
Mary Lujan
Norberto Valenzuela
Jarred Basham*

Registered Safety Officer
December 11, 2008
Mary Lujan

Fall Protection Certification

Willie Canida (2/27/2009)
Brad Colvin (1/12/2009)
Carlos Cuestas (2/12/2009)
Demetrius Jackson (2/27/2009)

Hazardous Communication Review with Shop

Bill Davenport
Steve Gerwin
Spencer Layel
Ernie Lujan
Brandon Phinizy
Scott Widick

Fall Protection Review

Matthew Gregg
Edgar Salazar

Excavation Review

Manny Guillen
Zach Olson
Ray Chambers

Safety First!

The weather is starting to get warm again. Remember to drink lots of water while on the job. Each truck should always have the water cooler filled with ice and water, disposable cups, and a trash container for the cups. There is ice available in the shop.

Service Department

Upcoming Jobs

General Rubber Canopies
Fry's Store #90
NMMC—Wound Care
Community Food Bank

Current Jobs

Oracle Plaza—Underground
Ft. Huachuca Food Court
Swarovski
Pinal Air Park—Foam Tanks

Team:

*Jarred Basham
Willie Canida
Eli Castillo
Ray Chambers
Anthony Espinoza
Manny Guillen
Demetrius Jackson
John Marquez
Fidel Molina
Zach Olson
Randy Scott

from the desk of...

Service Department Manager

This year I really want to try and streamline the way we do things in the Service Department—from estimating to installation, and everything in-between I think that, as a department, we can become more efficient in the way we do things. The workload is becoming more manageable, and now is the time to put some practices into place that will allow us to remain efficient when things get really busy again. So I ask everyone involved to work with me and be patient as we tackle that challenge.

We also have some new faces here in the Service Department. I want to welcome Willy and Demetrius to our team here at KFP. I am confident that you will both be tremendous assets to our Company.

Finally, I would like to share something with you that I occasionally have to remind myself: Challenges come at us from many directions and in many shapes and sizes. Some are as simple as finding your missing car keys and some are life-changing. All challenges, however, make us who we are and add a little wisdom each time we overcome one. I know from experience that challenges can be overwhelming and cause us to lose focus. With all the extra challenges we are faced with today, it can be easy to stray away from the important things. I find myself occasionally having to "get my head back in the game" and remind myself that challenges are the building blocks of our success. So I ask you to stay positive, focused on the task at hand, and remember that through adversity comes the value of accomplishment.

- Jarred Basham

News from Design

As with any new year, 2009 is no exception when it comes to bringing in changes and new challenges. So far this year, there have been a few significant changes to the design department worth mentioning. First and foremost, Elliott has accepted the challenge of filling Jim Lisiecki's position as the New Construction Estimator. He's been "in-training" for the past few weeks and I'm confident that he will be pulling in some much-needed work shortly. Although we miss his outstanding design talents, the design team wishes him all the best in his new position...go get 'em Elliott! Secondly, we've had to unfortunately let one of our team members go. Jeff Beran, our newest design trainee, had to be laid off because we just didn't have enough work to keep him busy. We're hoping that once things pick back up again, Jeff can come back and continue on where he left off. Many thanks, once again, to all the designers for all their hard work & dedication!

We have officially started our monthly "Specialized Technical Education Program" or S.T.E.P. classes. For many of the Fitters & Team Leaders your attendance will be required, but I encourage anyone who has a desire to learn more about our industry to participate in this training program. We could use some ideas and input for training topics, so please feel free to submit your suggestions for future S.T.E.P training topics.

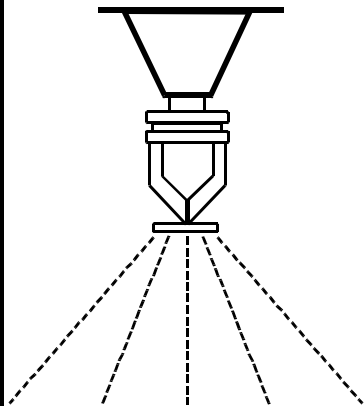
As always...thanks to *every* team member for making their commitment towards *excellence!* It takes a concentrated effort to be the best – and we *are* the best!

Working together toward excellence! – Dave



Question of the Quarter:

30" or 2'-6"
Ref. NFPA 13, 2002
Section 8.6.5.1.2 (3)



A Publication of
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Protection, Inc.

License Number
L-16 ROC076006
C-16 ROC058194

Setting the Bar at "Excellence"

Despite the economy's affect on the construction industry, Kazal Fire Protection has been able to maintain a competitive edge within the market.

The reason: our *Commitment to Excellence.*

We can and do perform in a manner that sets us above the competition, both in our quality of work and our personal dealings with our customers and other contractors. Each of us—from our newest hire to our President—have the responsibility of displaying Excellence in all that we do and say, as it is our reputation that will ensure us a future as the market continues to change. The bar is set at "Excellence." Let's reach it every time!