



Coastline

Texas Gulf Coast Chapter • 1400 Velasco Boulevard • Freeport, TX 77541 • (979) 233-1616 • Fax (979) 239-4386

27th Annual ABC Golf Classic Continues a Tradition of Great Fellowship

Monday, September 12th was a beautiful day for a golf tournament at Wilderness Golf Course in Lake Jackson, Texas. ABC was happy to welcome 148 golfers with a souvenir ABC golf shirt and other gifts. The annual event offers great food, prizes and an enjoyable outing for members and their guests.

First Flight

First Place Gross: Gary Foose, Frank Gracely

First Place Net: Kevin Todd, Craig Friberg

Second Place Gross: Sherman Carr, David Johnson

Second Place Net: Darren Bundick, Kevin Heble

Third Place Gross: David Garcia, Gus Rodriguez

Third Place Net: Charlie Greenburg, Wade Aucoin

Second Flight

First Place Gross: John Naylor, Vance Stuart

First Place Net: Wade Whitlow, James Peters

Second Place Gross: Mike Spear, Mike Smith

Second Place Net: Lloyd Guidry, Doug Thomas

Third Place Gross: Louis Guidry, Keith Kimmick

Third Place Net: Larry Stanley, Jeff Bilyeu

Longest Drive

Hole #9: Nick Stevens

Closest-To-The-Pin

Hole #4: Danny Yates

Hole #8: Jimmy Mashaw

Hole #13: Daryl Dauer

Hole #16: Al Olvera

Community Food Drive & Prize Drawing

ABC Cares hosted a Food Drive at the golf tournament, raising over \$900.00. Those donating 5-lbs. of non-perishable food or \$5.00 cash were eligible for a chance to win tickets to the Houston Astros vs. St. Louis Cardinals game (4-front row seats & parking pass) for September 30th. The winning ticket was claimed by Jimmy Mashaw.

Contractors for Kids & Community Fundraiser

Buy-A-Drive on Hole #18 raised over \$600.00

Tournament Door Prize Drawing

26" Flat Screen TV won by Joe Moore

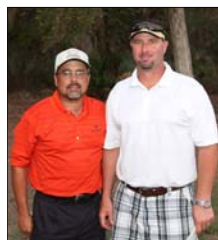
27th Annual ABC Golf Classic Winners



Kevin Todd & Craig Friberg



Jimmy Mashaw



Darren Bundick & Kevin Heble



Joe Moore



Vance Stuart & John Naylor



Lloyd Guidry & Doug Thomas



Wade Whitlow & James Peters



Mike Smith & Mike Spears



Danny Yates



David Garcia & Gus Rodriguez



Louis Guidry & Keith Kimmick

MEMBERSHIP



MEMBERSHIP



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Closest-to-pin

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Holes

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Holes, cont.

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Zachry

Special-Hole-in-One

Bobby Ford, Inc.

Other Sponsors:

Lunch: Bratwurst
& all the trimmings
Sunbelt Supply Co.

Door Prize: 26 " flat
screen TV
John Woods



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The ABC Golf Committee thanks each sponsor for helping to make the ABC Golf Classic a huge success! Appreciation is also extended to those who volunteered with activities during the day: Special-Hole-In-One witnesses – Michelle Minchew and Lee Massoletti, Buy-A-Drive at #18 – Jim Mahon, Candlewood Suites and Mike Mathis, Delta Rigging & Tools, Inc.

Plan to join ABC in 2012 for another great golf outing!

ABC SUPPLIER MEMBER MIXER

Thursday, October 6, 2011



Includes Excavation Safety for Competent Person Training

Great networking and more for ABC Suppliers, members and other guests as well as Excavation Safety Training for your employees. See details below:

ABC SUPPLIER MEMBER MIXER

The mixer will showcase various ABC Supplier Member Exhibits through an enjoyable social including hors d'oeuvres, beverages and door prizes. This upcoming event is scheduled for:

Date: Thursday, October 6th
Time: 5:00 p.m. to 7:00 p.m.
Location: ABC Facilities
1400 Velasco Blvd. Room 104A
Freeport, Texas 77541
Cost: **FREE**

Visitors! The mixer will offer a variety of products and information to assist you with your construction project needs. Learn about the support and opportunities that are at your disposal from our very own ABC Members. Attend at no charge!

EXCAVATION SAFETY FOR COMPETENT PERSON TRAINING

**Provided by
UNITED RENTALS TRENCH SAFETY**

- ◆ Training addresses OSHA Excavation Standard Subpart P
- ◆ Qualified trainers with trench experience
- ◆ Documentation and certification upon successful completion
- ◆ Training manuals included

Check-in/Lunch: 12:00 p.m. (lunch provided)
Class: 12:30 p.m. to 4:30 p.m.
Location: ABC Facilities
1400 Velasco Blvd. Room 107A
Freeport, Texas 77541
Cost: \$80 ABC member
\$120 future ABC member

Reservations or Cancellation Deadline

Must be made by Wednesday morning,
October 5th. Reservations are binding.



Featured Member Exhibits:

EXPERTOX—ALL AMERICAN SCREENING

NATIONAL TRENCH SAFETY, LLC

SPARKLING CLEAR INDUSTRIES

SUMMIT ELECTRIC SUPPLY

SUNBELT SUPPLY

Make plans to attend!



 **Reservations** 

To make reservations for the mixer or
the Excavation Safety Training,
contact Ruby: ruby@abctxgulfcoast.org or
979.233.0279/979.233.1616

HUMAN RESOURCES



**Learn how you can benefit from a powerful social media tool.
Make your reservations today!**

'How LinkedIn Can Optimize Your Recruiting Efforts' By CHRISTINE HOLLINDEN, CPSM

**Thursday,
October 13, 2011**

ABC HUMAN RESOURCES SYMPOSIUM

LOCATION
ABC Texas Gulf
Coast Chapter
1400 Velasco Blvd.,
Bldg. 104A,
Freeport

LinkedIn is the leading social media site for business. With more than 100 million members and an array of features, tools and applications, it's imperative to understand the inner workings of LinkedIn to achieve maximum results. This hands-on session, led by one of Houston's foremost marketing strategists, Christine Hollinden, will help you learn how your recruiting efforts can benefit from this powerful business tool.



**Christine Hollinden,
CPSM**

Hollinden Strategic
Marketing Consulting

TIME
11:30 a.m.
Registration &
Lunch Buffet
12:00 p.m.
Session begins
1:30 p.m. Adjourn

Christine Hollinden, CPSM is founding principal of Hollinden Strategic Marketing Consulting. She is passionate about helping professional services firms distinguish themselves from the pack. Her energetic and forward-thinking approach has earned her industry recognition and status as a sought after speaker on marketing topics.

MENU
Fried Fish & Shrimp,
Coleslaw,
Cornbread, assorted
beverages & dessert

***Don't miss this educational session brought to you by the
ABC Human Resources Committee!***

COST
\$25.00
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\$45.00
Future ABC Member

Register online at :
Calendar of Events at www.abctxgulfcoast.org
or call the ABC office at
979.233.0279 or 233.1616
Make your reservations or cancellations before noon on Tuesday,
October 11, 2011 to avoid invoice for
unused reservation.

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WINNING FORMULAS

September ABC, CSC, & MSTI Joint Membership Event

Great Networking, Meeting New Members, and a Dynamic Program Speaker

An inspiration to all who have heard his story, Maurice “Termite” Watkins gave his motivational speech at the ABC, CSC, and MSTI annual joint Membership Event on September 21, at RiverPlace in Freeport. Standing before the crowd, “Termite” shared his story of going from being United States military pest exterminator in Iraq to being the man who trained and took an Iraqi national to the 2004 Olympics. After his speech, an excited Watkins took business cards and listened as several men and women stopped by to say how his story had moved them. That never surprises Watkins, he feels that if he can inspire just one person, then what he accomplished was worth it.



NEW MEMBERSHIP



September ABC, CSC, & MSTI Joint Membership Event

New Member Recognition

Lisa Bundick Woods, ABC Membership Chairperson, introduced new members and presented them with member plaques and other information. Representatives from each company shared information about the services they provide.



Ray Harris
Cameron Recycling



David Johnson
Huntsman



Blaine Dahl
IMG Financial Group, Inc.



Skip Pratt
Safway Services, LLC



ABC members benefit by using the services of other ABC member companies.
Together we are strong!



Member Tabletop Displays

The September 21st Membership Event featured Tabletop Displays. New and existing members are provided the occasion to display their wares and present information about their company's products and services. Members made their visits during social time. This is also a good opportunity to get acquainted with new members as well as receive an update from current members. Tabletops are scheduled quarterly.

Thanks to these members for their participation!



Aflac
Candlewood Suites Lake Jackson
IMG Financial Group, Inc.
Safway Services, LLC



Tell Others About the Benefits of ABC Membership & Ask a Prospect to Join Today!

Encourage prospects to:

- Visit the local website at www.abctxgulfcoast.org to learn about the services, programs, and networking opportunities or call the ABC office at 979.233.1616
- Visit the ABC National website at www.abc.org & take a look at the many other benefits and resources available to ABC members. You may also view/print the ABC membership application

As your business partner, ABC provides:

- Business development tools to grow your business
- Management Education to enhance your professional expertise
- Craft training programs for your employees
- Safety programs to improve your company's performance
- Government affairs resources to make your political voice heard
- Legal services to protect your business
- Website tools to link you with construction resources on the Internet
- Networking opportunities to connect you with industry leaders
- Publications to inform you about industry news
- Insurance programs to help you attract and retain employees
- Business discount programs to save your company money
- Student outreach efforts to build the industry's future workforce
- 75 chapters to support your company locally

ABC MEMBERSHIP COMMITTEE

Lisa Bundick Woods
ABC Membership Committee
Chairperson
Tri-Construction Co., Inc.
979.233.7211

Terry McAlister
ABC President & CEO
979.233.0148

Jack Murphy
Wolfenson Electric, Inc.
979.265.1831

Laurie Groth
Performance Contractors, Inc.
832.241.4404

Ruby Pratt
ABC Staff Liaison
979.233.0279 or 233.1616

Texas Gulf Coast Chapter Membership Goal

We are more than halfway to our goal with **nine new members to date!** With your support, we can reach the **goal of 12 new members for 2011.**

For additional assistance with membership recruitment, call the ABC office at 979.233.0279 or 233.1616. You may also contact any of the members serving on the ABC Membership Committee listed in this article.

Your involvement helps ABC continue to grow!

You Are Wanted By...The ABC Beam Club!

Consider what makes ABC important to you: your personal beliefs in the right to free enterprise; the right to work together to solve workforce problems; and the merit shop philosophy.

ABC can protect your rights and provide the services your company needs because of one critical element: ITS MEMBERS. And to continue, ABC must grow and strengthen. That's why the Beam Club wants you. Beam Club members are the foundation for the future of ABC and merit shop construction. Members who sponsor new members are eligible to join the Beam Club. Annually, the Beam Club presents awards to those who sponsor new members at the local membership events.

ABC TEXAS GULF COAST Congratulates Recipients of 2011 **STEP** AWARDS (STEP – Safety Training & Evaluation Process)

In the construction industry, no resource is greater than our employees, and ABC members take pride in sending their workers home safe every night. Safety is everyone's priority, and improving jobsite safety is a continuous process that ABC member companies participate in every day.

That's why ABC created the Safety Training and Evaluation Process (STEP) – to not only recognize ABC member companies who consistently excel in the field of safety, but more importantly, to provide an evaluation tool to help identify areas in which contractors can work to reach the ultimate goal—sending *every* worker home safe to their families *every* day.

What is the STEP Program?

STEP was created in 1989 by the ABC National Environment, Health & Safety (EH&S) Committee to recognize ABC member companies with exceptional safety records. There are six levels of achievement in the STEP program: *Participant, Bronze, Silver, Gold, Platinum* and new in 2010, *STEP Diamond*.

STEP **Platinum** recipients represent: Companies with a proven track record of safety, with Experience Modification Rates (EMR) at or below 0.900 (0.800 for companies with more than 100 employees) and average Incidence Rates at least 25% below construction industry averages. Around 800 ABC member companies, or about 3% of all ABC members.

STEP **Diamond** recipients represent: Companies with long-term records of exceptional safety performance, with EMRs at or below 0.700 (0.800 for companies with less than 100 employees) and average Incidence Rates at least 50% below construction industry averages.

STEP *Platinum* and *Diamond* recipients are automatically eligible for the ABC National Safety Excellence Awards (NSEA), ABC's highest level of recognition in the field of safety training, as well as the Construction Users' Round Table (CURT) Construction Industry Safety Excellence (CISE) award.

STEP provides ABC contractor members with a consistent, effective tool to evaluate safety training programs by using 20 standard "key components" of safety. Each key component focuses on specific safety and training areas essential to a successful, effective safety training program.

STEP highlights not only a company's safety and training successes, but also helps to identify areas where companies can improve their efforts to build a stronger safety program.

STEP recognizes companies that go above and beyond OSHA requirements for a safe workplace!

Buck Blevins, ABC Chapter Chairman, and Lisa Bundick Woods, Past Chairman, presented awards at the September 21st Membership Event as follows:

2011 STEP Award Recipients

Silver:

Thermal Polymer Systems, LC

Gold:

Chem Fabrication, LLC

Civil Mechanical, Inc.

D-Electric Co.

Delta Rigging & Tools, Inc.

JV Industrial Companies, LTD

Polk Mechanical, Co.

Skyline Technologies, LLC

Wolfenson Electric, Inc.



Platinum:

Lone Star Resin Systems, Inc.

McGill Maintenance Partnership, LTD

Miken Specialties, LTD

Performance Contractors, Inc.

Ref-Chem, LP

Thermon Heat Tracing Services

TIC Energy and Chemical, Inc.

Tri-Construction Co., Inc.

Zachry

Diamond:

ISC Constructors, LLC

The Brevard Co.

**Congratulations to these members for their dedication and
safety achievement!**

Measures to Protect Trade Secrets & Confidential Information

Over the last five years, the Texas Supreme Court has issued three consecutive decisions regarding non-compete agreements that are resoundingly employer-friendly. These decisions from the state's highest court signal that the courts will assist employers in protecting their trade secrets and confidential business information provided they have a legitimate interest worthy of protection. In addition to reviewing and updating your company's non-compete, non-disclosure, non-solicitation and confidentiality agreements, there are additional practical measures that should be implemented to aid and support the enforcement of those restrictive agreements.

An important issue that frequently arises in claims to protect trade secrets and confidential information is whether the employer has taken reasonable steps to preserve the secrecy of the information for which protection is sought. This is a highly fact-specific inquiry depending upon the type of business, the type of information, and the employee's position within the organization. The question ultimately will be: what are reasonable steps under the circumstances?

The following ideas for ensuring security may be useful, depending upon the particular circumstances, in proving that reasonable steps *are* being taken to keep the trade secrets "substantially secret":

- ♦ Stamp or label documents or other material as "confidential."
- ♦ Limit access to files containing confidential information.
- ♦ Maintain confidential information under lock and key.
- ♦ Shred or destroy drafts or discarded copies of confidential information (looking through trash is not unheard of, and there is no expectation of privacy in discarded materials).
- ♦ Have sign-in logs at company facilities.
- ♦ Require visitors to wear name badges issued through a security checkpoint and never let visitors wander unescorted.
- ♦ Implement passwords for all databases containing confidential information.
- ♦ Have inventory check-outs and check-ins for employees using confidential information.
- ♦ Implement written nondisclosure or other agreements restricting employee use of confidential information.
- ♦ Install monitoring software to track access to databases that hold confidential information.
- ♦ Conduct periodic inventories to assess the nature and quality of the company's confidential information.
- ♦ Implement written nondisclosure agreements for non-employees who are provided access to confidential information.
- ♦ Centralize or narrow the access points to confidential information (e.g., have one administrator who knows who has had access and keep records accordingly).
- ♦ Erect fences or other barriers to limit access.
- ♦ Number (and making a record using that number) of all copies of confidential information.
- ♦ For employees that will have access to confidential information, specify in the job description that the job requires use of this information and that this information should be kept secret.
- ♦ Include in employee handbooks a policy concerning access to confidential information.
- ♦ Include in offer letters to employees statements that they will be provided access to confidential information.
- ♦ Explain permissible uses and storage methods (e.g., locked desks, locked file cabinets, and password-protected company-supplied electronic storage devices).
- ♦ If the company allows electronic storage upon personal storage devices (e.g., Blackberrys, flash drives, or personal computers) require employees to sign an agreement that they will surrender the devices to the employer for inspection and deletion of company information upon termination of employment.
- ♦ Develop a procedure for disclosing information only to persons—employees and non-employees (including customers)—who have signed agreements to keep the information confidential.

The more steps your company takes to protect the secrecy and confidential nature of its information, the better position it will be in to have its non-compete agreements enforced.

G. Mark Jodon, a shareholder in Littler Mendelson's Houston office, is board-certified in labor and employment law by the Texas Board of Legal Specialization. Mark serves as the chapter attorney for the ABC Gulf Coast Chapter.

He can be reached at (713) 652-4739 and mjodon@littler.com.

G. Mark Jodon,
Littler Mendelson, PC



You and ABC Can Make A Difference JOIN AN ABC COMMITTEE!

Serving on ABC committees makes for a winning team . . . working for the membership comes back to work for you. An important benefit of ABC membership is the opportunity to make a difference. You can help shape the construction industry by volunteering to serve on one of ABC's Texas Gulf Coast Chapter committees. **Doing so gives you the opportunity to address legislative, educational and policy issues that are of vital importance to the future of the construction industry.** Whether your interests lie in working on creating a drug-free workplace or in fighting specific legislation, there is a place for you on ABC committees. Listed below are the Committees of ABC and purpose of each for your review.

1. **HUMAN RESOURCES COMMITTEE** - Provide ABC members with information and training relating to improving their Human Resources functions with specific focus on employment law and procedures.
2. **LEGISLATIVE COMMITTEE** - Monitor, inform and recommend necessary action on legislative matters at the local, state and national levels.
3. **MEMBERSHIP COMMITTEE** - Recruit, retain and involve member companies.
4. **POLITICAL ACTION COMMITTEE** - Analyze political environment in the chapter area and recommend political candidates for endorsement and/or financial support; obtain contributions from chapter members for the ABC PAC, and provide information to members on relevant political matters.
5. **PUBLIC RELATIONS COMMITTEE** – Project a positive image of Associated Builders and Contractors to the general public to enhance the business opportunities for merit shop contractors, suppliers and their professional associates and continue donations to community charitable organizations.
6. **SUPPLIERS' COUNCIL COMMITTEE** – Improve Supplier/Customer relations.

If you are interested in joining a committee, feel free to go online at www.abctxgulfcoast.org to obtain a Committee Volunteer Form and return to ABC: P.O. Drawer 2650, Freeport, Texas 77542 or fax to 979/239-4386.

Make a difference; get involved and join an ABC Committee.



***You and ABC...
Working together ...
Serving the Brazosport Area***



MEMBERSHIP



Texas Gulf Coast Chapter

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Gerald Andrews
1st Vice Chairperson

Amando Gonzalez
2nd Vice Chairperson

John Woods
Treasurer

Mark Monical
Secretary

Daryl Dauer
Assistant Secretary

Lisa Bundick Woods
Immediate Past Chairperson

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Jay Mejia
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Terry McAlister
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Texas Gulf Coast Chapter



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www.expertox.com

Meetings & Events for Oct & Nov 2011

ABC, CSC, MSTI

- Oct 6 Excavation Training, 11:00 a.m., 107A
- Oct 6 Mixer, 5:00 p.m., 104A
- Oct 11 Membership Comm. Mtg., 2:00 p.m., 107 CR
- Oct 11 Public Relations Comm. Mtg., 3:00 p.m., 104B
- Oct 13 HR Symposium, 11:30 a.m., 104A
- Oct 18—20 ABC National Board Mtg. & Leadership Institute, Tampa, FL
- Oct 25 CSCB Owner Advisory & Board Mtg., 11:00 a.m., 104B
- Oct 27 Suppliers Council Comm. Mtg., 3:00 p.m. 104B
- Nov 15 ABC Board Mtg. & Goals Presentation, 104B
- Nov 17 MSTI Board Mtg., 3:00 p.m., 104B

MSTI Classes and Training Opportunities

- Oct—Nov CSST classes on Mondays & Tuesdays
- CMA classes on Thursdays
- Oct 27 Elec CE class, 5:00 p.m., 104B

*ABC is an investment
in your business!*

To succeed in today's diverse construction industry, a contractor must assume the role of businessman, lawyer, human resource expert, and accountant. He must be well versed in the legislative and regulatory changes that affect his employees. Most contractors, however, have neither the staff nor the time to properly devote to these functions. That's where ABC enters the picture. ABC accomplishes goals collectively for contractors who, on their own, may not have the time, the energy, or the resources.

Joining ABC
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