For this issue of the Newsletter, the Dispatcher has chosen to highlight Cecil Griffin. We picked Cecil to recognize him for the fantastic job he has always done on painting the equipment. President Bill Grubb described his work on the Link-Belt HC248H conventional truck crane as “superb.” His love for painting started in High School from a part-time job he took to make extra cash. He worked his way through the ranks; first painting automobiles, then trucks and finally equipment. In 1986, Cecil started his own business, which provided contracting painting services for different equipment dealers. By 1995 Grubb kept his company so busy with painting and body work that he came on board full time. “I had been contracting for Bill every day for five years and I already felt like I was on the Grubb Team.” Now Cecil oversees the painting, decaling, polishing, and body work at both the Richmond and Portsmouth paint shops. He also travels to all the branches for onsite work, such as adding decals. “Our equipment is the first thing the customers see; my job is to ensure that we look like the premier crane rental business that we are.” He goes on to say, “it really is a joy to work for a company that puts such an emphasis on taking care of their equipment.”

In his spare time Cecil used to judge and compete in audio competitions. His 6,000 watt car stereo system won him several awards including Virginia State Champion and a Number 3 ranking in the world for the 5 sub-woofer class. In his less seasoned years, he was also into body building and kick boxing. Now he devotes his time to studying and building homemade solar powered devices.

Grubb’s Major Projects Division replacing bridge structures over I-95 in Richmond, Virginia. The job includes hauling and setting over 200 P.C.U.’s weighing over 100 tons each for Archer Western. One Link-Belt HC278H and one Link-Belt HC248H Conventional Truck Cranes, Goldhofer THP modular hydraulic platform trailers and prime movers are being used for the job. The project is in its first year of its three year duration.
In 2007, Liebherr surpassed Manitowoc Crane Group to become the largest crane manufacturer in the world. The International Cranes and Specialized Transportation magazine ranked the top twenty manufactures on sales of cranes and lifting equipment for the previous calendar year. Liebherr topped the list with $3,616,000,000 in sales. Other notable mentions were; Manitowoc Crane Group in 2nd with $2,235,000,000 in sales, Terex Cranes in 4th with $1,740,000,000 in sales, Tadano in 6th with $1,226,000,000 in sales, and Link-Belt in 12th with $474,000,000 in sales.
Need a Safety 'Pep Talk'?

Even with a solid safety program in place, we all need a safety pep talk from time to time and any employee can do it. Here are some tips from our Safety Department.

How do you know if it's time for a pep talk? Look for signs that employees/coworkers are getting lax about safety. For example:

- An increase in accidents and near misses
- Dirty, disorganized, or dangerous work areas
- Workers not wearing required PPE
- Employees taking shortcuts, skipping steps, and not following safety rules
- Workers not using tools and equipment properly
- People apparently unaware of safety hazards or requirements—or simply not caring
- Workers rushing through their work, not looking out for co-worker, or fooling around
- Employees missing safety meetings or skipping safety training sessions
- Workers failing to report workplace hazards, accidents, or near misses

Should you target individuals or talk to everybody? The answer depends on what you see when you take a good, hard look around the workplace. If it's just a few people taking risks or ignoring safety requirements, then certainly start by targeting those workers. Sit them down individually or as a group and give them a good pep talk. With hard core safety shirkers you may have to do more than talk, of course. Those few who think the rules don't apply to them may need discipline to turn them around. But sometimes just reminding workers who've gotten careless about the possible consequences of their actions might be enough to change both their attitude and behavior.

If a lot of employees are getting sloppy and careless, then talk to everybody. Talking up safety can never hurt. Even the safe workers need encouragement to keep focused on safety. A good pep talk might just prevent someone who is generally a safe worker from engaging in risk taking at some time in the future.

What can you say that could make your workplace safer? There's a lot you can say to boost employee/coworker safety awareness and encourage safe work behavior. For example, in addition to talking about safety issues specific to your workplace, you could emphasize fundamental safety do's and don'ts like these in your pep talks:

**DO:**
- Treat safety as an important job responsibility.
- Think ahead all day, every day, no matter what you're doing.
- Plan each job before you start.
- Think about what could go wrong and how you'll prevent problems and accidents.
- Use labels, MSDSs, and other safety information so that you'll know how to work safely.
- Inspect tools and equipment before you use them.
- Keep the safety rules in mind while you work.
- Pay attention to what you’re doing and avoid distractions.
- Know what to do in an emergency.
- Take safety training seriously.
- Ask questions when you're unsure of what to do or how to do it.

**DON'T:**
- Ignore any safety hazard— remove it, repair it, or report it.
- Turn a blind eye to co-worker' unsafe actions—talk to them about the risks and the precautions.
- Bypass safety procedures—or let others talk you into doing so.
- Neglect to use required PPE.
- Work on very hazardous jobs, such as tasks in confined spaces, without a buddy.
- Rush, take shortcuts, or skip steps.
- Fool around.
- Ignore good housekeeping requirements in your work area.

Why It Matters...
- There are more than 4 million recorded workplace incidents involving employee injuries and illnesses every year.
- More than 5,000 workers die in work-related accidents annually.
- You can make a difference and help protect your coworkers by speaking up and speaking out about safety.
- The more you and your coworkers know about potential hazards and necessary protections, the safer they'll be on the job.
Grubb gets a new safety video. The video is geared toward new hires and will teach employees about the importance of job safety.

Julie Avery, Front Desk Receptionist for Headquarters

Julie will be handling all the phone calls coming into Headquarters and the Richmond Branch office. She will also be sorting mail, managing office supplies and cheerfully greeting people as they come into the office. She comes to Grubb after several years of experience serving Printegration as their office receptionist.

Baltimore’s SAIC government project working for Bell Mechanical in Frederick, MD. The 550 ton operated by Doug Radcliffe was there four times setting air handling units.

Jerry Davis, Regional Sales Representative

Jerry will be functioning as the Regional Sales Representative for Grubb. He will be tasked in finding large projects for bare rental cranes between New York and Northern Virginia. Jerry comes to Grubb from Amquip, where he worked in their national crawler division. He also has over ten years of experience working with Indusco Wire Rope and Rigging.

George Pennington using a GMK 6350, 350 ton All-Terrain Crane to construct a bridge. The pedestrian bridge crosses over the James River to Brown Isle in Richmond.
## Employment Anniversaries
### October - December 2011

The following is a list of employees that have been with the company for five plus years between October and December:

<table>
<thead>
<tr>
<th>October</th>
<th>November</th>
<th>December</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thomas Allen, Portsmouth 14 years</td>
<td>Pete Blume, Richmond 5 years</td>
<td>Eric Daly, Richmond 5 years</td>
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<tr>
<td>Randall Baldwin, Portsmouth 16 years</td>
<td>William M Brown, National Branch 7 years</td>
<td>Emmett Hamersley, Richmond 13 years</td>
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<tr>
<td>Kris Becker, Portsmouth 15 years</td>
<td>Kerry Connor, Richmond 19 years</td>
<td>Wanda Kennedy, Richmond 6 years</td>
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<tr>
<td>Wirt Blackwell, Richmond 8 years</td>
<td>Dwayne Decker, Portsmouth 6 years</td>
<td>Brian Olson, Portsmouth 5 years</td>
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<tr>
<td>John Childs, National Branch 17 years</td>
<td>Floyd Eggleston, Richmond 12 years</td>
<td>Ricky Perdue, Ironworker 27 years</td>
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<tr>
<td>Chuck Cooke, Richmond 11 years</td>
<td>Jim Eller, Richmond 7 years</td>
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</tr>
<tr>
<td>Fred Day, Fredericksburg 19 years</td>
<td>Ronald Floyd, Ironworker 7 years</td>
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<tr>
<td>Richard Dore, Portsmouth 6 years</td>
<td>Michelle Grubb, Richmond 15 years</td>
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<tr>
<td>Clayton Griffin, Portsmouth 15 years</td>
<td>Joseph Hunt, Ironworker 20 years</td>
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<tr>
<td>Robert Nuckols, Richmond 24 years</td>
<td>Andrew Jamerson, Ironworker 33 years</td>
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<tr>
<td>Stephen Rohrman Sr, Baltimore 7 years</td>
<td>Kevin Johnson, Richmond 6 years</td>
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<tr>
<td>Perry Seery, Alexandria 6 years</td>
<td>Ronald Lynch Sr, Alexandria 7 years</td>
<td></td>
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<tr>
<td>Brad Shinault, Richmond 16 years</td>
<td>Carl Ratliff, Baltimore 12 years</td>
<td></td>
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<tr>
<td>Steven Stowers, Richmond 8 years</td>
<td>Ronald Richardson, Alexandria 11 years</td>
<td></td>
</tr>
<tr>
<td>Lester Testerman Jr, Richmond 6 years</td>
<td>Charles Spiller, Alexandria 5 years</td>
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</tbody>
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This December delegates from Grubb attended the Power Gen International conference in Las Vegas.

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**David Goodman** and **Jigger Tanner** talking business with a customer.

**Jigger Tanner** working on another business deal.

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The booth at Power-Gen International.

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