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Special Points of Interest



- Check out the new company website at www.elheim.com
- The annual safety picnic will be held on Wednesday June 7th at Serb Park.
- New company hardhats are now available.
- Don't forget to check your lanyards and body harnesses manufacture date to make sure they are within the recommended usage period. Body harnesses are good for 5 years and lanyards are good for 3 years.
- Comments, questions or suggestions can be forwarded to Sam Bashore at 233-8711 or sbashore@elheim.com
- The Charles E.. Bashore Open will be held at 9:00 AM Sunday June 4th at range End Country Club in Dillsburg. A letter of invitation will follow.

Service Department Update



Hello and Happy New Year! We trust that everyone made it through the new year without being bitten by the Y2K bug. The service department was on full alert throughout what was a very quiet New Year's Eve. As the new year progresses we find ourselves more and



more involved with data and telecommunication installation. The technology and application in this type of work are changing rapidly and require us to continually train on the use of the latest techniques, tools and test equipment. We are constantly attending manufacture's seminars and schools as well as bringing instructors in house so that we provide our customers with the best possible service.

Art Poorman III, Joe Stehman, Corey Wolf and Mike Nail have recently joined the service department bringing our group to over thirty service technicians. If you are interested in becoming part of this rapidly growing high tech department give Todd Hahnen a call at (717)-233-8711. These guys are an extremely important part of our company and we can all be proud of the way they represent us.

New Additions to the Heim Family



By: Denise Rhodes-Wolf

Here is some information for "the New Additions" section of your newsletter. Mike Wolf and his wife Denise have a new baby boy (Brennen Richard Wolf) as of June 9, 1999. Proud grandparents are Jim and Marlene Wolf: Uncle Matt Wolf and great grandparents Donald and Esther Wolf.

Jeremy Wolf and his wife Jennifer have a new baby boy (Lucas Bruce Wolf) as of November 24th, 1998. Proud grandparents are Emily and the late Bruce Wolf; Uncle Corey Wolf and great grandparents Donald and Esther Wolf.

Since all these men either work for Heim or have worked for Heim, we thought it would be nice to print this information. However, if there's not enough room or if you feel it is inappropriate, we understand.

Thanks Denise, and remember our employees are our most valued resource, which we will never run out of room for! - Editor

What is the GES Software Group?



By: Bill Hinkson

The other day I was working at my desk when Gary asked me write an article for the Heimlight, to describe the Software Group at GES. The Software Group consists of five engineers with very diverse backgrounds. Matt Heinz, Senior Engineer, has a Physics degree from Elizabethtown College and is

currently working on his Masters in Engineering at Penn State. Matt is married and has one dog. He also plays bass, and serves on the Board for the Hershey Symphony Orchestra. Frank Aponte, Software Engineer, has an Electrical Engineering degree from Messiah College and is working on his Masters in Computer Science at Penn State. Frank is married and has two dogs. His hobbies include Scuba diving, music - listening and playing, paintball and computers. Mark Kraenbring, Software Engineer, has a degree in Business with a concentration in Computer Science from Elizabethtown College. He is married, and also has a dog. Mark and his wife just purchased a home in Bainbridge. Todd Plummer, Software Engineer, has been a part of the Heim/GES family for some time. Todd has a finance degree from Shippensburg University and has been taking classes at HACC for computer science. Todd is married and has a new born son, Jeremy.



I (Bill Hinkson for those of you that haven't figured that out) am the Manager of Software Development. I have a Computer Science degree from Millersville University. I am single with the exception of one cat. I like to JetSki, roller-blade, windsurf and drive cars.

The GES Software Group has many computerized software and hardware functions. Our primary role is to design, implement, and integrate custom hardware and software solutions.



We work with a variety of systems that range from Ethernet networks, databases, business systems, to PLC communications. Internally, we play a large role in our network design, our e-mail system, both Heim and GES' web sites, computer support, and customizing our accounting system. We are constantly trying to keep up with the latest technologies on the market, which requires us to read and train as much as possible. During the next year we will be working on National Certifications with companies such as Microsoft, 3Com and Cisco Systems.

When do I need to wear a hardhat?



From time to time employees have questions concerning company policy especially when it directly effects their day to day work. Recently I was asked this question "When do I need to where my hardhat." Since we are considered a construction company there are very few times that we do not have to where a hardhat during our work however, there are times that neither the company nor OSHA mandates hardhats necessary. The following are a list of when you do and do not have to where a hardhat.

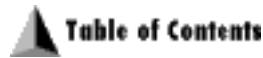
When must I where a Hardhat?

- When a construction site is considered a hardhat area you must always wear a hardhat.
- If you are working in an area where there is a potential for injury to the head from falling objects you must wear a hardhat.
- If you are performing high voltage work you must wear a hardhat.

When don't I have to wear a Hardhat?

- If you are working on a job that is not considered a hardhat job and there is no potential for injury to the head from falling objects.

New Company Hardhats



As always Heim is looking for new and innovative products to improve our company productivity, quality, and safety.

Recently we were approached by the MSA safety equipment company with a new idea for a hardhat. MSA presented us with the MSA V-Guard hard hat. The MSA V-Guard has a stronger lighter weight design than the hardhat we are presently using. It comes with an adjustable ratcheting type liner.

Our company logo will be imprinted on the helmet rather than using a sticker since this violates OSHA regulations, which state that hardhats cannot be written on or covered with stickers that would obstruct the daily inspection of the PPE (Personal Protective Equipment).

Many people do not understand how a sticker can impede the performance of a hardhat since they are rarely inspected on a daily basis. A hardhat should be held up to the light with both hands and the inside facing you. When you squeeze the sides together the cracks (if cracks are present) will be visible and

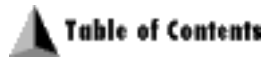
you will know it is time to replace your hardhat. However if there are stickers on your hardhat this will not allow the cracks to become visible and you may continue to use a defective hardhat without even knowing you have one. To get a new hardhat all one needs to do is turn their old hard hat into their foreman. The foreman will have the warehouse send you a new one.

As a reminder to all employees hardhats shall be worn at all times on a construction site that is deemed a hardhat job. If the job is not a hardhat site and the foreman has determined that there is not a possibility of head injury you may work without a hardhat.

In addition, if you are performing high voltage work you must wear a hardhat designed for that type of work. The current hardhats are rated for high voltage work. If you look at the inside of the hardhats there is a label stating that it complies with ANSI Z89.1, 1997 TYPE I, Class E&G.

If you have more specific questions concerning when you must wear your hard hat see the article on "When do I need to wear a hardhat?"

Heim Christmas Party



The annual Heim Christmas party was once again a great success. Nearly 600 people, employees and their families, found their way on a bitterly cold evening in December to the Radisson's Penn Harris ballroom in Camp Hill. Piles of appetizers greeted the guests and there was plenty of liquid refreshment to wash it down. Even though there was little room left, all managed to enjoy the dinner that followed. Skip Smedley, retired Vice President of the Motor Shop, led the assembled in prayer and remembered our employee who died in the past year, Bobby Donson.

The MC for the evening, Milt Gouse, kept the evening running smoothly. He and his lovely wife Winnie made a fine picture in coordinating outfits! Forty-two lucky Heim employees took home gifts from the raffle that went on throughout the evening. The only thing that interrupted the pulling of prize tickets from the cans was the appearance of Santa Claus. Rich Green, who has decided to take a break from this important duty was replaced by Bill Toothaker who did a great job of hearing the requests of the many children who stood in line to talk to him and receive a stocking filled with candy. In addition, each family who came to the party was presented with a tin filled with Hershey candy as a memento of the evening.



Traditionally, Heim employees who have been with the company for 25 years receive a gift and this is presented at the Christmas party. This year was no exception as 3 employees were honored. Vickie Wass (is she really older than 25?!) received a shopping spree, Lynn Shields will be enjoying a trip to



Hawaii, and Jay Hyle got a head start on buying that new bass boat he's been wanting. It's great to have these fine employees with the company for such a long time.

As the evening was winding down it was great to see so many retired employees having a chance to visit with the present employees. We treasure all our people and are appreciative at this time of year for all the great work everyone at Heim does to make it the fine company it is.

Heim is on the Web!



That's right, the Edwin L. Heim Company has a website. If you type www.elheim.com into your web browser you will be directed to the newest version of the Heim website that includes information on all departments within the company.

The new website is a piece in the works, if you will, and any suggestions or comments would be greatly appreciated. You can direct your questions, suggestions or comments to sbashore@elheim.com. This new version of the Heim company website would not have been possible without the organization or efforts of the website committee. The website committee consists of the following employees:

- Bill Toothaker
- Dave Angle
- Don Culbertson
- Frank Aponte
- Fred Sontheimer
- Gary Slatt
- Larry Bashore
- Mark Kraenbring
- Seth Fisher
- Sam Bashore

Thanks for the continuing work on the Website!

Heim Offers Scholarships



The Edwin L. Heim Company will again be offering scholarships to the children of employees heading to college or technical school for the first time and to full time students already attending college or technical school. By the time you



receive this newsletter all employees should have received the eligibility requirements and directions on how to obtain an application. Please feel free to give me a call if you need additional information.

It seems as if this program was just started and yet we have already awarded over \$35,000.00 in scholarships. Most of these recipients have names that are familiar to all of us as they have been members of the Heim family for a long time; Coleman, Culbertson, Canfield, David, Greene, Gifford, Hayden, Hyle, Kramer, Kerstetter, Kline, Lehman, Lebo, Snyder, Souder, Shields, Stouffer, Slatt, and Theurer. Thanks to all of the Heim employees this list will continue to grow!

Good luck!

Larry D. Bashore
