

It's December. The year is almost over and the holidays are upon us. Another year has clicked by and we are already making plans and preparations for 2016.



Hotwork has enjoyed another successful year. We are finishing it with an unusually slow holiday season. Normally, a lot of plant outages are scheduled around the holidays but this year that does not seem to be the case. Assuming that we get our usual quota of last minute jobs and emergencies, we should still end up with a very good year. As always, special thanks to our Techs who are out servicing our client's needs in the holiday period.



As many of you know, Hotwork has been in business for 50 years. This is a remarkable achievement in a difficult and competitive business. We should all take pride in this accomplishment and I thank everyone who has and continues to contribute to this success.

By now most of you may have met our latest graduating class of Field Technicians. Baron, Keith, Jason and Joe should be in the field looking to absorb knowledge from our most experienced people. Please go out of your way to help them and welcome them to Hotwork.



Those employees who use the company provided health insurance will be receiving a notice on the 2016 coverage. Due to changes in the laws, the increasing cost of health care, and the condition of the insurance market, this cost has once again taken a huge leap. We have taken extra time trying to find the most cost effective coverage and we have decided to offer a second option for 2016. You will need to act quickly if you wish to make changes in your coverage for 2016. Please look for the notice explaining the options and their costs. If you have any questions, please speak to Debbie Murray.

Our sales outlook for 2016 appears to be pretty favorable. I am concerned about the extremely depressed condition of the U.S. steel industry. There have been enormous changes in the price of commodities (like oil, iron ore, aluminum and copper) and currency exchange rates are creating havoc with international transactions. The terrorist threats and their impact to life and business continue to be a major concern. U.S. politics are likely to continue to be a circus as 2016 is a presidential election year. In spite of all of these destabilizing influences, the U.S. economy seems to just keep motoring along. I'm sure that whatever happens in 2016 will be somewhat different than what we are predicting right now but I'm also sure that we will find a way to adjust, react and succeed.

I am writing these Tech Notes less frequently now. We have tried posting information in the login area of the website. There is an update to the website in process to make it more compatible with mobile devices. We have also been toying with some communication apps like Hipchat. We haven't arrived at anything yet but I continue to look for a private chat service that also allows photo and file sharing. If you have any ideas, be sure to let me know. I use Apple's Photostream extensively for family communication. I think something like that for the Hotwork community would be beneficial.

Thanks for your contribution to another successful year at Hotwork. Please try to maintain your on the job focus during the holiday season. Let's celebrate the 50 years we've completed as we head into the next new year.

Tom