



IN THIS ISSUE:

- [Reflections on 2014](#)
- [Hydrotec News](#)
- [New Hires](#)
- [Harry Bair, Baker](#)
- [Long Service Awards](#)
- [ABCD](#)
- [Spotlight on SIGMA](#)

Links

[Our Website](#)



Reflections on 2014 from CEO Jim McGivern



Looking back over the past 12 months, I am pleased to say that 2014 was a great year for SIGMA.

In January, we hosted the entire sales force at a conference in Dallas, where we set the theme for 2014: "Every Day is Game Day." Our team took that to heart and we've enjoyed solid growth and healthy sales.

We had a great AWWA Show in Boston, bringing together over 250 of our industry friends and customers at Legal Harborside.

We opened a new office in Ontario, California, moving the Western Region headquarters to a new and much larger space with an indoor warehouse, additional loading docks for greater efficiency, and a convenient location with easy access to the Interstates.

SIGMA launched over 600 new and redeveloped products and parts in 2014. We established strategic partnerships with a number of manufacturers and distributors to widen our offerings in key areas, and we continue to innovate with our products, service and logistics.

We hired 20 new people, indicating steady, sustained, company-wide growth, and we never lose sight of the fact that our SIGMA family is our most important resource.

Throughout the year, SIGMA participated in many charitable events, supporting such worthy causes as Pediatric and Breast Cancer research, helping families who have lost children to SIDS, Big Brother/Big Sister Programs, and creating

recreational opportunities for individuals with disabilities, to name but a few.

I am grateful to all of our friends and customers for the role you have played in making SIGMA the world class Company it is. We couldn't do it without you.

We hope you will visit the new state-of-the art California Office, and we look forward to serving you long into the future.

Happy New Year!

Jim McGivern
CEO

Trench Drain Solution Expands National and International Presence



SIGMA is thrilled to announce that our Hydrotec Trench Drain Systems product line has been formally approved by the Virginia Department of Transportation for use on their state roadways. This enables SIGMA to pursue large-scale projects in the Virginia market. Congratulations to Territory Sales Manager Harry Bair and Trench Drain Solutions National Product Manager Eric Moisa for successfully completing the approval and specification process.

In other trench drain news, Hydrotec Corporation hosted an international sales conference at their headquarters in Wildeshausen, Germany. Eric Moisa was invited to speak about the North American Market.

"It was incredibly exciting," says Eric, "I presented to representatives from all over the world. We had translators because of the diversity of attendees. Due to the increasing environmental concerns about stormwater runoff, trench drains are considered an enormous growth area, so SIGMA is well placed to capitalize on it." The conference provided the opportunity to learn about wider uses of the trench drain product portfolio, and enabled attendees to share successful strategies, best practices, and how to overcome challenges to market penetration.

Hydrotec continues to innovate, broadening their offerings in many of their product groups. Both the Top 100 Line and the Maxi System will be widening their size ranges to meet growing customer interest. The Hydrotec hosts were very enthusiastic about Eric's presentation and his strategy, and they remain fully committed to supporting SIGMA's representation in the North American market.

For additional information about trench drain solutions, please contact Eric Moisa at emoisa@sigmaco.com.

SIGMA Welcomes Wayne Kolmetz

Wayne Kolmetz, Product Engineer, has joined the SIGMA team in the Southeast Regional Office. Prior to his arrival at SIGMA, Wayne served as Quality Manager for AmTech, LLC. He jokes, "I got this job the old fashioned way. I went on the website, saw the position posting, and asked for it." Wayne brings a broad based engineering background to the job, and looks forward to supporting sales efforts with new product design and specifications.



In terms of his approach, Wayne is collaborative: "I view my work based on the people and the relationships. My aim is to build strong relationships and develop a true team approach."

With a Quality Engineering Degree from Kennedy Western University School of Engineering, Wayne brings expertise and experience to SIGMA's Engineering Team. Says National Sales Manager Greg Fox, "We are increasing our Engineering Staff to provide focus and strength in product design and expanded product range. Wayne is a great addition to the team."

When he's not designing new SIGMA products, Wayne enjoys the outdoors. He's an avid hunter and fisherman, as well as a devoted family man. He comments: "I married the most beautiful woman in the world. We raised six kids, have 14 grandchildren, and are awaiting our first great grandchild's arrival in February."

Welcome aboard, Wayne, and best wishes for much success!

Harry Bair, Baker Extraordinaire



"It all started one Christmas 25 years ago when my mother-in-law baked a huge tray of cookies for my office," explains TSM Harry Bair, "They were a big hit and my coworkers just loved it". Around the same time, Harry's boss transferred him to a sales job. But as an introvert, Harry had a hard time approaching people.

After a few disastrous sales calls, Harry knew he had to do something different. He recalled the cookie bonanza at his own office and thought something along those lines might help. He baked a small batch of cookies for a potential customer, hoping it would get him in the door. He recalls, "It went down so well that it became something of a trademark for me. It gave me something to talk about besides just asking for a sale. The cookies became a conversation piece, people joked about it, and of course, everyone loves cookies so they were usually pretty happy to see me. In 25 years, I've never been refused entry when I've come with cookies. The sternest receptionist invites me in when I offer her the tray."

What's his specialty? "It's hard to say. The most labor intensive are peanut butter cookies with Hershey Kisses on top--those are probably my favorite. People love M&M cookies, too. But I do them all--toll house, sugar cookies, oatmeal cookies."

Between Thanksgiving and Christmas, Harry bakes an astounding 6000-8000 cookies. We certainly hope he has a restful--and prosperous--January!!

SIGMA Recognizes Long Standing Employees



As a Company that considers our most important asset the people who work here, we are pleased to recognize ten dedicated employees for their long service to SIGMA.

In 2014, the following individuals marked their milestone anniversaries with Company:

20 Years:

Felix Sanchez
Michael Walsh

10 Years:

Rebecca Matthews
Jeffrey Fox

David Press
Andrew Podner
Wang Limei
Wayne Pederson
Joe Webb
Ellis Stillwell, Jr.

Congratulations to you all, thank you for your service, and best wishes for continued success!

ABCD Award goes to ... Michelle Scott, Customer Service Representative, SPP

Michelle was nominated by a customer who wrote: "Over the past couple of days, Michelle has been extremely helpful, going above and beyond what an average CSR would do for a customer. She did whatever necessary to find the answers to the questions that I had to enable me to complete a project. This included making the trip out to the warehouse herself to get information that engineering didn't have. Throughout the process, Michelle projected a genuine, positive attitude. I have been in this business a while and she is a rare find. A true gem to work with and I certainly look forward to working with her again in the future."



We congratulate Michelle on her excellent work, thank her for her dedication, and wish her success in the future.

The ABCD Award, which stands for "Above and Beyond the Call of Duty," is SIGMA's way of acknowledging employees' outstanding effort. Each quarter, an ABCD award is given to an individual or group who demonstrates exceptionally commendable achievement. SIGMA employees may nominate coworkers, and customers may recommend SIGMA employees who have provided them with excellent service. Please email your ABCD nominations to Donna Jones at djones@sigmaco.com

Spotlight on SIGMA

We at SIGMA place tremendous value on the people in our Company, our SIGMA family. With that in mind, we celebrate the joy and success of our employees and share their good news...

From the Northeast Region:



Congratulations and best wishes to Pramodini Thakur on her retirement from SIGMA. Pramodini joined the company February 20, 1986 and worked in the Imports division. Her contributions to SIGMA's import/export operations have been immeasurable and she will be missed on the team. We thank Pramodini for her dedication and wish her a restful retirement.



Congratulations to Kathy Mulligan, Lori Grant-Peters, and Donna Grant-Jones for completing the "Across the Bay 10K" in November. These three SIGMA Sisters, along with other members of their families, completed the



10K run across the Chesapeake Bay Bridge, raising money for Bosom Buddies, the Leukemia and Lymphoma Society, the Yellow Ribbon Fund, and the Chesapeake Bay Foundation.

From the Southeast Region:

Congratulations to Jessica Kinney of the Shipping Division on the birth of her daughter, Ava Tate Gandy.



Ava was born on September 24, 2014. Warm welcome to Ava, and best wishes to the family!