

KOGA REPORT

We dig . . . Hawaii!

Volume 13, Number 3, July 2002



The Newsletter of Koga Engineering & Construction, Inc.

Keeping Up With Mal



Things are not going well when large corporations are "cooking the books" by understating expenses and using "creative accounting" to hide their true financial condition. Then we have a number of politicians who have been indicted and some are even doing time in prison while other politicians and corporations are being investigated on campaign contribution violations. I think that Walter Dods took a bold

step by taking the position that his BancWest would no longer make political contributions to candidates or political parties. That took a lot of guts.

Then we have civil servants being accused of making bogus non-bid contracts with their friends and taking kick backs. And then there is the case of the liquor inspectors on the take. What's happening?

You have suicide bombers taking their lives and the lives of innocent people along with them. It's crazy.

And the latest; the Pledge of Allegiance is unconstitutional! AUWE!

But the question remains, why is all this happening? At this time when we have other problems facing us such as the war on terrorism and the possibility of another attack on the United States on July 4. By the time this newsletter is published, the fourth of July will have come and gone and hopefully, nothing serious happened. Let's face it; we got problems, right here in River City! It's enough to make you get cynical about everything and say "to heck with it."

This country has prevailed for over two hundred years and although we do not have the perfect form of government, can you show me anything better? I was shocked when I first went to Viet Nam and saw children digging through the rubbish dumps for food and building materials for shelter. I had never seen anything like it before. But then I've seen recent news clips of other countries such as the Philippines with the same situation. So in spite of our problems we still live in the greatest nation on earth.

I hope you had a safe and enjoyable Fourth of July and I send you my belated best wishes to all of you on the birthday of our Nation. God Bless the USA!



From "Da Boss"

By Glenn Nohara

On April 20, 2002, thirty-six of our management, foremen and staff attended a working retreat at the Waikiki Marriott. The sessions went from 7:30 A.M. to 5:00 P.M. and

were followed by a dinner for all participants and their families.

The morning segment was facilitated by Heipua Kaopua and Kay Beach of the University of Hawaii's Employment Training Center. Heipua and Kay did an excellent job in educating us on the finer points of team-work and team building, communications, and motivation and persuasive speaking. The section on non-confrontational negotiations was very informative and entertaining. It is something we all can use to create win-win solutions for both supplier and client.

The afternoon segment was conducted by Karl Haushalter of Optimization Works, our Deming "professor." Karl gave the group a

review of Dr. W. Edwards Deming's theory of management and coordinated break-out sessions on small tools, safety, future foremen, and equipment maintenance. In the discussion of Knew ➡ Assumed, it is important to be aware of our Scotoma or "Blind spot." Yogi Berra's quotation, "It is hard to see what you see," most accurately describes this phenomenon. Another Deming point - It is management's job to optimize the entire system over time and it is everyone's job to do their job and optimize. Finally, Experience + Theory = Profound Results.

Our Retreat Team is in the midst of planning a series of picnics on each of the islands we work on. There, we hope to bring Deming's theory of management to all our front line workers. The first two dates have been set for October 5 on Oahu and October 26 on Kauai. The Big Island picnic will be on November 9 or 16. Details will be sent to all our employees in early September, but please mark your calendars now.

Until the next Koga Report, remember to work safe and work smart.

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News from Kaua'i

By Andy Ragasa



What a difference three months make! When we last checked in, most of our Kaua'i work force was sweating it out in the hot & humid Kona Coast. Though the Big Island continues to boom, most of them have returned because we have been picking up on our own here. If Kyle had his way, I'm sure he'd keep them there indefinitely. I need to personally thank Mr. Sakaitani not only

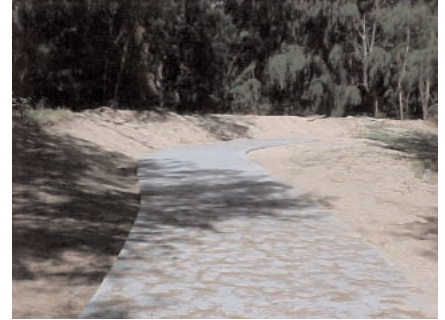
for taking the boys "under his wing" but also for allowing them to "leave the nest" when needed!

This past quarter, we were able to complete two projects, Kaumuali'i Highway Resurfacing with Jas. W. Glover and Villas on the Prince with Shioi Construction. Another project with Shioi, Kaua'i Main Police Facility, should be completed by the end of September. We have begun work on Kapa'a Homesteads Well (D.O.W.) & Lydgate Park Bike & Pedestrian Path (Kaua'i Builders). Russ & Garrett have their hands full on the west side working on two projects with



Kauai Police Station with Shioi Construction.

Unlimited Construction, the Marriott Waiohai and West Kaua'i Tech Center, Phase II. Our backlog includes two major upcoming projects, Kaua'i Judiciary Complex (Unlimited Construction) and Kuhio Highway Intersection Improvements at South Leho Drive (D.O.T. - Highways). Congratulations to our hard-working Estimating Team on their successful bidding!



Lydgate Park Bike - Pedestrian Path with Kauai Builders.

I'd like to personally thank all of you who helped to "bail" yours truly out of "jail" at the annual MDA Lock-Up last May 23rd. Your monetary contributions totaling in excess of **\$2,300** went to a well deserving cause! On behalf of the Muscular Dystrophy Association, a Big Mahalo!!

In addition to welcoming back our traveling crew, we'd also like to welcome our new operator apprentice, Charles "Eddie" Fu, to the Koga Ohana. Summer is upon us and there's no better time to remind everyone to work & play with **Safety** in mind. Watch over our keiki now that most schools are out and take care of ourselves, our families and our loved ones. Until next time, **'a hui hou malama pono.....**

News from the Big Island

By Kyle Sakaitani



We're busy completing two more successful projects at Hualalai: Clubhouse Loop Road, and The Townhomes thanks to the great teams made up of all the guys from across the State, from Hilo to Kauai. Teamwork!

Ongoing projects: Kealakehe High School Increment 4 with Dick Pacific and Home Depot

Kona with Nordic Construction. Hilo is idle right now but may get wild very fast. Look out for Hye-Jin and company.

Rockin in Kona. Work safe and remember, there's always a better way...

Laying waterlines behind the Home Depot's "Big Box" with Willie, Henry "Hanalei," Doug R, Tony (11 kids!), Ige and Guy.



Brian "Bully" rippin Clubhouse Loop Road.



Kealakehe High School Fourth Increment with Dick Pacific.



20 -inch double irrigation tie-in at Hualalai Clubhouse Loop Road with Kip, Jordan Sr., Derrick, Elvis, Byron, Camillo, Irving, Tommy, Cheston and Kubo.

News from Oahu

By Mark Nakagawa



Howzit everybody and greetings from Oahu. As we work off some of our backlog here in Honolulu, we look forward to our estimating department catching some more work so Russell, Alvin, Hye Jin, Garrett, Bob and Roger can come back to work in town. Just ask Billy and Johnny about how thrilled they are to be back! It's been relatively quiet in our new office without them,

especially in the "dungeon" that we all share as office space.

Ongoing projects include Marriott's Ko'olina timeshare, Kai Lani Subdivision at Ko'olina, Pacific Command Center at Camp Smith, Abrasive Sandblast Facility at Pearl Harbor, and Regional Training Complex at Bellows AFB. Projects recently completed or near completion include Network Operations Center at Ford Island with Kiewit Pacific, Waikele Center – Retrofit Retaining Walls with Jamestown Management, and Annex #3 with Nordic Construction. We would like to congratulate the Owners and Generals on these projects on their



Tom Wong, Flor and "Boy" at the Waikele Retrofit Retaining Walls project.

successful completion and hope to work again with them on future projects. We are also looking forward to starting the Rehab of Streets, Unit 11B project with the City and County of Honolulu.

Since, this is my turn to write the newsletter article, I would especially like to acknowledge Flor Mendoza, Tom Wong Nguyen, Glicerio "Boy" Datulayta, Enele "Henry" Scanlan and Alex Calumag for their hard work at the Waikele Center. Words could not express my gratitude for your efforts in

completing a difficult project and your continuing to out perform my high expectations.

Until next time... "Commit to Excellence" and "Just Win Baby!"



Kai Lani subdivision for Armstrong Builders.



Jonathan, Enele and Max at the Department of Ariculture Annex 3 project with Nordic Construction.

Crunching Out The Numbers

By Keun Pak



Well, July 14, 2002, will be my sixth month here at Koga Engineering and Construction Inc. I really do feel lucky to be working, first of all, and even more privileged to be working for a company that feels like more than just a business. I remember in college watching the television series "News Radio" and wishing that when I do find a company to work for, it would have the

same atmosphere that the show portrayed; a place that would ease the everyday grind of coming in to work because it was fun. Luckily I feel that I have found that surrounding. I used to imagine how I would dread the work force, waking up early everyday, working at a place you didn't want to be, and having bosses that I'd wish would drive with their eyes closed. But so far it's been not bad. Glenn, Mr. O, Jits, and

Gregg have been great teachers, and I try to absorb everything they teach me. Although I don't exactly know how much longer I have to work in this nice air conditioned office with all the beautiful women of Koga Engineering, I am really excited about the opportunity of working with Clay out in the field. I am sure it will be nothing but a pleasure to work with such an accomplished Vice President of Operations.

If you haven't heard, the estimating department has picked up two new jobs on Kauai, the Kauai Judiciary Complex (as a sub to Unlimited Construction) and Kuhio Highway Intersection Improvements at South Leho Drive. Projects that we will be bidding on include: Queen's Medical Center Improvements, Bay Club II site work, WBR Aviation Complex Ph. 6A at Wheeler Army Airfield and BEQ and Post Office Building at KMCAS. So till next time, have a great day.

Bits & Pieces

By Jan Wuerfel

There has been another addition to the Koga Engineering Family, Dallas Etsumi Inouye, daughter to first timer's Russell and Gwen. Dallas was born on April 30, 2002, at 6lbs 13.5 oz. Russell is a Project Manager who is currently commuting back and forth to Kauai.

On the weekend of April 20th, our Foreman and Office staff attend a seminar at the Waikiki Marriott. The Koga retreat was a fun learning experience. Team building skills and negotiating techniques, which could easily be applied at work as well as at home, were the focus of the retreat. I tried teaching my kids one technique in which you substitute "and" for "but". For example, you did a good job on your chores



Management, Foreman and Staff retreat held recently at the Waikiki Marriott.

and maybe next time you can do it a little earlier so you have time to play. The other day my son surprised me by using this technique. He told my daughter "You AND Head".



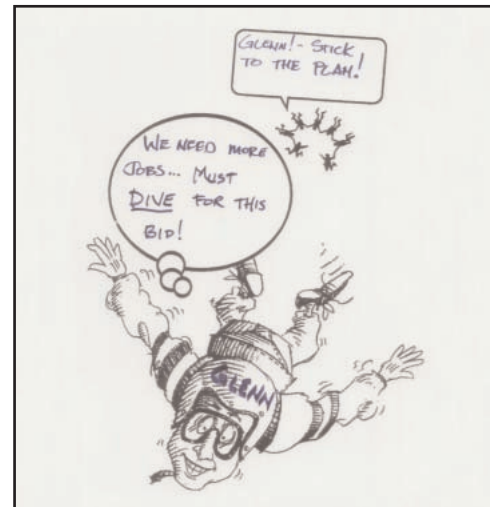
Emily Mateo, runner up in Lilo contest.

Congratulations to Emily Mateo, daughter of Efren and Evelyn Mateo. Emily was runner-up in Disney's Lilo and Stitch look-a-like contest.

Welcome back to our Lowboy driver, Doug Miyasato. It's nice to see you back at work.

Rico Mosqueda has left the building. Rico was a laborer with Koga, before he started working in our Big Island office. We wish you much happiness and success in all your future endeavors.

Quote of the day - "We spend more time with our co-workers than we do our spouses, however, we get to choose our spouses."



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