WHAT'S HOT and what's not

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Hot (New) Product

EGS Electrical Group EASYHEAT

We are an authorized distributor for EasyHeat, Inc.

- Pre-terminated and self-regulating, includes thermostat and lighted plug
- Prevent water pipes from freezing
- Self-regulating heating cable means energy efficiency
- 120 Volt plug and 2' cordset
- Nominal 5 watts/ft. at 32F (0C), 120 VAC

The lighted plug (power indicator light) is visual assurance that the system is working

EASYHEAT FPC Series Pre-Terminated Self-Regulating Freeze Protection Cable for Water Pipes

CSA Certified Pipe Freeze Protection Cable

c UL us UL Listed to Canadian Safety Standards

Catalog #	Description
FPC-5	5' length 25W 120V Heat Trace
FPC-10	10' length 50W 120V Heat Trace
FPC-20	20' length 100W 120V Heat Trace
FPC-35	35' length 175W 120V Heat Trace

For more information on this product: www.HeatersPlus.com/fpc.htm

mor ELECTRIC HEATING ASSOC., INC.

Manufacturer Alphabetical Listing:

Aitken	Dalton	Heatrix	Omega Eng.	Solar Products
Athena	Easy Heat	Hotwatt	Omega Heater	Spectrum Infrared
Aube	Eemax	Honeywell	Omron	Sun Electric Heater
Avatar Inst.	Electromode	Indeeco	Partlow	TPI
Benchmark	ETI	Infrared Intl.	Payne Engineering	Tempco
Berko	Excel Dryer	Johnson Cont.	Process Technology	Tempil
Calorique	Exergen	Markel	Pyromation	Thermon
Chromalox	Fast Heat	Marley	Pyrotenax	Vulcan
Clepco	Fenwal	MSI	Qmark	Warren
Continental Ind.	Fostoria	Nuheat	Raytek	Watlow
Control Products	HBControls	Ogden	Raywall	White Rodgers

Chromalox PRECISION HEAT AND CONTROL

Dalton

aube technologies

HBC CONTROLS

Markel The Choice of Professionals Since 1921

Marley Industrial Products

Zoo Med

EASYHEAT

AVATAR INSTRUMENTS

fostoria

EXCEL

QMARK

Infrared Salamander

SOLAR PRODUCTS THE INFRARED HEATER COMPANY

efm AUTOMATIC HEAT

WARREN TECHNOLOGY

ati

MERCURY SWITCHES INC.

BERKO

Fenwal

ELECTROMODE

OGDEN

CALORIQUE

fast heat

NUHEAT

WR

MARS AIR DOORS

PROCESS TECHNOLOGY

OMEGA HEATER COMPANY

Continental Industries, Inc.

LEADING EDGE A Division of Marley Engineered Products

CONTROL PRODUCTS Consumer Products Division

DURAKOOL

PAYNE ENGINEERING

STEGO

SunRod

Pyrotenax

USHIO

Pyromation, Inc. Quality in Every Degree

Raywall Comfort Conditioning Products

Eemax

Employee Evaluations

What is the most difficult aspect of running a business? If you are a business owner, and are doing things right, you should know the correct answer to this question. It's personnel. Even if you have a competent person handling your human resources, personnel problems have a way of filtering back to the company owner or manager. Inanimate things such as computers, cash flow, and competing markets create challenges, but nothing as complex and constant as varying personalities, ability levels, and work ethics. Humans, trying to work together, automatically create conflicting situations, especially if they are women, (but I'm not going to go near *that* scenario). Just look at our current world problems. Men (and women) have not been able to get along peacefully since time began. So why should you expect anything different within the small world of your company?

So you have this group of people brought together in close proximity for 8 hours a day, 5 days a week, and you have to not only get them to get along, but to motivate them to work productively together. The word *productive* is key here. My teaching background comes in handy here. I've always considered the workplace no different than a classroom, same differences in sizes, colors, personalities, and learning levels. A teacher's goal is to get them all moving forward at their individual levels, encouraging teamwork in small groups. Children can either work at or near their grade level. If not, there is the option of holding them back or promoting them forward. Employers have the same options which means employees must first be placed in the correct level, or position. Though they were probably hired by their resume and interview, the best criteria for this is their performance, and that brings us to the need for some sort of evaluation and assessment.

In school, this takes place in the form of a report card and parent/teacher conferences. I have long been critical of report cards for the same reason you may cringe at their memory. I think it is very difficult to make any standardized form individualized enough to meet its purpose. And what are the purposes of evaluations? Every person employed deserves to know how they are doing and how they can improve or better themselves, or in other words, make more money. Every business owner deserves to know if their employees are working up to company standards, or in other words, worth the money they are paying them.

So what is the best way to do this? **In a Positive manner.** No matter what you do or how you do it, your only goal should be to make it a positive experience for both the employee and the company. There is no place for criticism, accusation or personal opinion. These are immediately self-defeating and will accomplish nothing but negativity and animosity. Evaluations should start no earlier than 6 months after the employee has started on the job. Then they should be done at least annually, in conjunction with a raise or bonus (or lack of these). As mentioned above, I am against any kind of standardized form. I prefer having a conference or discussion with nothing in writing. If you have been reading these articles, refer back to the May 2005 issue on Job Descriptions. Each employee should have one and it can be easily used to begin a dialogue. Are they doing their job? Do they think there should be any changes to the description? Would they like to do more? What are their strengths? What are their interests? What are their aspirations? The majority of the answers should come from the employee, which creates a sort of "self-evaluation". The employer can add things that have been a concern to them if the employee doesn't mention them. When the conference is finished, the employee should have a good idea of how he is doing and what he can do to improve. A list can be made of goals for this person to aim for within the next year, but nothing else should be put in writing. Written positive statements can come back to haunt you whenever a problem comes up. "But you said…..", the employee will argue, focusing only on the earlier compliment and not the current problem. Written evaluations are always necessary when there is any kind of disciplinary action, but not before.

As in the classroom, there is always that person that no one wants to sit by, play with, or share their lunch with. As a business owner or manager you must do all of the above, while smiling. It is difficult to be impartial but it is imperative to not be influenced by any personal opinions or negative feelings. As difficult as it might be, call on every ounce of compassion you can find for each individual. If you work positively towards what is best for them, it will ultimately be best for the company too.

Product Categories Listing:

Air Doors

Cable -
- Mineral Insulated
- Pipe Heat Trace
- Roof And Gutter Heat Trace
- Snow Melting Wire & Mats
- Floor Warming Wire & Mats

Comfort Heating - Commercial & Residential
- Baseboard Heaters
- Wall Heaters
- Ceiling Heaters

Controls -
- Temperature
- Electronic
- Mechanical
- Power Control Systems

Connectors -
- Ceramic Wire Nuts
- Terminal Connections
- Terminal Blocks
- Insulators

Duct Heaters

Fans - Commercial Ventilating And Ceiling

Heat Transfer Systems - (Boilers)

Industrial Process Heating
- Circulation Heaters
- Tubular Heaters
- Cartridge Heaters
- Immersion Heaters
- Band Heaters

Infrared Heaters
- Ceramic Heating Elements
- Quartz Heaters
- Metal Sheathed Tubular
- Flat-Faced Panel Heaters

Infrared Sensors

Mercury Relays

Ovens

Radiant Heaters - See Infrared Heaters

SCR's (Silicone Controlled Rectifiers)

SSR's (Solid State Relays)

Steam Cleaners And Generators

Switches -
- Pressure Switches
- Temperature Switches

RTD's (Resistance Temperature Detectors)

Temperature Controllers

Terminal Blocks - Ceramic

Thermocouples

Thermostats

Thermistors

Timers - Electronic

Wire -
- High Temperature & Accessories
- Custom Nichrome Resistance Coils
- Thermocouple
- Nichrome Wire

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