

VISION



Finish Strong and With Gratitude

The final push of the year that accompanies the fourth quarter is upon us and with it, wrapping up our annual goals, tidying financials, and, of course, preparing for holiday fun. The first of these three big holidays, Thanksgiving, is nearly upon us and with it I always try to embrace gratitude. In our busyness and overcommitment, it is easy to become tainted with negatives in travel and overeating, then crashing on the couch to a football game. While many of us can relate to those experiences, remembering the purpose of our forefathers' first Thanksgiving and finding appreciativeness in our own lives is much more fulfilling.

Harvard Health ⁽¹⁾ tells us, "In positive psychology research, gratitude is strongly and consistently associated with greater happiness. Gratitude helps people feel more positive emotions, relish good experiences, improve their health, deal with adversity, and build strong relationships." This is not to say that travel, turkey, and football don't have a place. To the contrary, our traditions themselves can be points of gratitude – that we can travel and reconnect with the people we love over a meal and some entertainment is something for which to be thankful.

From high school to the NFL, football teams make a point to recognize the start of the

fourth quarter each time they encounter it. Whether it's among one another in a sideline huddle or more publicly with the raising of four fingers with participation from the crowd, there is a purposeful recognition that the most difficult part of the game is about to begin. Much effort has been exerted and the final push will require focus and discipline to overcome the mental and physical exhaustion. One simple phrase from one of my high school coaches always sums it up for me, "Fourth quarter, work hard!"

So it is in business as we encounter the fourth quarter of 2022 following much effort to implement our game plan. We've done well getting this far with measured success but to reach our annual goals, we need to push further. Like on the gridiron, this is always the most difficult quarter in our business as we grow tired and hear the distracting call of holiday travel, other festivities, and a desire for rest. As humans, we always seem to find whatever it is we're looking for - if we're looking for distractions, we'll find them; if we're looking for justification to ease up on our pace, we'll find it. But likewise, if we're looking for opportunities, we'll find those as well; if we're looking for motivation, it's there.

Business is clearly not football and working hard is not just putting our heads down and gritting through the pain and discomfort. I've learned that working hard alone is not enough. It needs a modifier to better define it. At the moment, I'm thinking of a few. We're going to work hard to keep our focus on the goals in front of us and the things within our control. We're going to work hard to recognize our accomplishments and the motivation that comes from them. Finally, we're going to work hard finding things to be grateful for.

This holiday season we wish you gratitude and the many blessings that come with it.

(1). [Giving Thanks Can Make You Happier](#)

A handwritten signature in blue ink, appearing to read 'Troy Tucker', with a stylized flourish extending from the end.

TROY TUCKER
PRESIDENT

ANNOUNCEMENTS

Welcome New Stahl Team Members

In the previous two quarters, we were excited for Daniel Perez and Frank Babcock to join our Stahl Team, Daniel in Southern California as an Assistant Project Manager and Frank in Northern California as a Project Manager.

These two men have assumed their roles with enthusiasm and confidence, readily filling gaps as new projects were launched.



From Frank:

“Becoming a team member with The Stahl Companies has proven to be more than I expected. I was drawn to Stahl because of its mission statement, one part of which is to deliver consistent project success by uniting teams to help our customers succeed. However, completing the onboarding process as a Project Manager with over 20 years of experience, I realized the company has so much more to offer. Stahl conducts meetings for the entire company to increase everyone’s knowledge base by discussing common issues throughout the Healthcare Construction process. This allows us to draw from the team’s collective knowledge and experience to better serve our customers. I cannot say enough how extremely grateful I am for what I am doing within the Healthcare Community and with the Stahl team.”



From Daniel:

“I sincerely want to thank The Stahl Companies for the teamwork and generous support I have received from everyone. In my time here, this company has exceeded my

expectations and is continually showing me what it means to be part of a healthy body of professionals.

Already, I have experienced exponential growth in my personal and professional life from the outpouring of knowledge. This team does a great job of giving timely feedback and support to us so that we feel honored, appreciated, and recognized as members of the team.

As a result, they work hard, have high morale, treat each other with respect, and accomplish amazing things. It is difficult to find a body of people with such a tenacious zeal for helping others and I count myself extremely blessed to be considered part of this family. I look forward to growing and contributing to teams giving our clients the best service possible.”

Happy Anniversary!

Two of our original Ideal Team Players are celebrating anniversaries this quarter!



Chris Stahl
10/04/2004 - 18 years



Walt Stahl
10/01/2000 - 22 years



See our entire **Stahl Team!**

EDUCATION



Past HCAI Webinars:

- 2022 CBSC Triennial Fire Code Updates for Part 2 and Part 9
- 2022 CBSC Triennial Code Cycle Updates for Part 2-Volume 2, Part 3, Part 4, Part 5, and Part 10

Upcoming HCAI Webinars:

- 2022 CBSC Triennial Code Cycle Updates for Part 1 and Part 2-Volume 1

Training Update

The Stahl Companies is committed to the continuous pursuit of knowledge to support our expertise in serving the healthcare construction industry in the State of California.

Over the last few months, we have continued to immerse ourselves in learning opportunities by joining webinars offered by HCAI. In addition to joining webinars presented by HCAI, CSHE and other organizations, we are committed to providing ongoing support to our team. Our internal development programs are constantly evolving and are key to ensuring we are delivering projects with Service Excellence. For 2022, we are excited to add a comprehensive plan-reading series to our program. We are also focusing on project financial health as a theme for 2022.

Here are some of the topics recently covered:

- Complete OPC Development
- HCAI – Replacement of IORs, DPORs, CORs
- Fire Resistant Penetrations
- Contractor Responsibilities (Quality Control)
- DPOR TIO Responsibilities
- IOR Document Organization
- IOR Personal Knowledge
- DPOR Personal Knowledge
- Concrete on HCAI Projects

- Slab Penetrations
- Budget Management
- Air Balance
- TIO
- ACDs
- DSIs
- OPMs

WALT STAHL – OUR CEO



We're a bit embarrassed to say that we missed acknowledging Walt Stahl on National Boss's Day earlier this quarter, Sunday, October 16th. Our excuse? We may have confused the date with National Hug a Plumber Day or, was it Fight Procrastination Day?

In the spirit of this season of gratitude, we honor Walter Stahl for his 22 years at the helm of The Stahl Companies.

Walt has been in his current role as CEO for The Stahl Companies for 2 years while previously leading as the company's president for 20 years.

Over the last 18 months, Walt has worked with his leadership team in navigating The Stahl Companies through the challenges presented by the pandemic in such a way that the company has grown, increased revenue, and expanded its reach geographically.

Over the years, Walt has been a member and distinguished speaker for CAHF (California

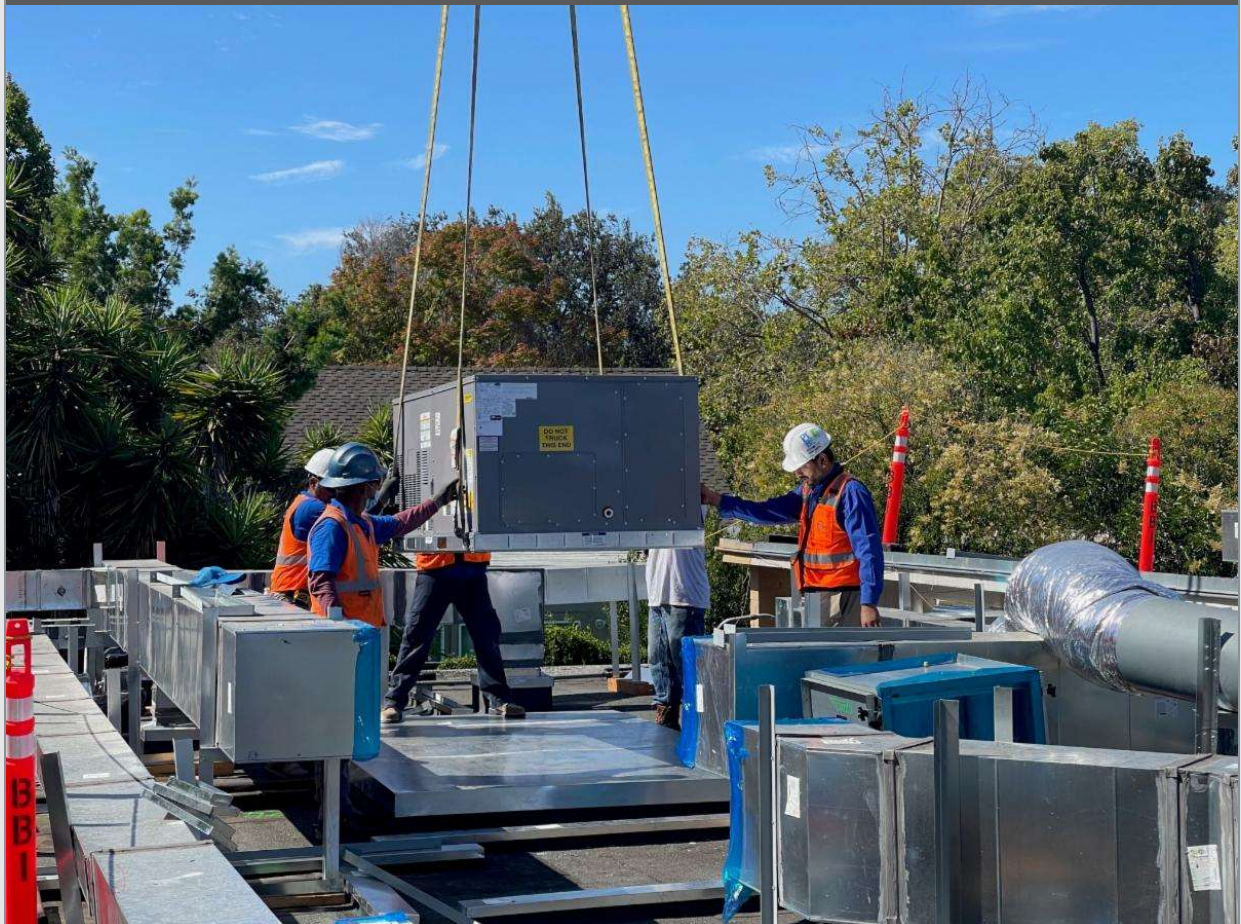
Association Healthcare Facilities) and CALA (California Assisted Living Association). He also served as a long-standing board member of the CBSC Code Advisory Committee for Health Facilities. Prior to launching The Stahl Companies, Walt served as the Chief Compliance Officer for the Office of Statewide Health Planning and Development (OSHPD) and served in the United States Airforce.

While having participated on various boards and committees in the State of California, one of the causes that remains near and dear to his heart is Young Life Capernaum, a nonprofit that reaches out to Special Needs students and their families. Walt served on their Sacramento Chapter board for a number of years and was very active in fundraising for the organization. Additionally, Walt has supported The Stahl Companies' involvement with St. Johns Adopt-A-Family and Party for Change.

While Walt possesses traits that you might normally expect to see in a great CEO, what makes him different is his ability to really connect with his employees and clients and get into the trenches with them when needed. Walt treats others like family and there is a selflessness and humility about him that is not only observed by others but also witnessed in his day-to-day life at The Stahl Companies. Success to Walt is everyone working toward the same goals for the clients, the company, and the community.

We are grateful for the example he sets as a leader.

PROJECT HIGHLIGHTS



Covenant Care – Grant Cuesta

Sub-acute and Rehabilitation Center

Mountain View, California

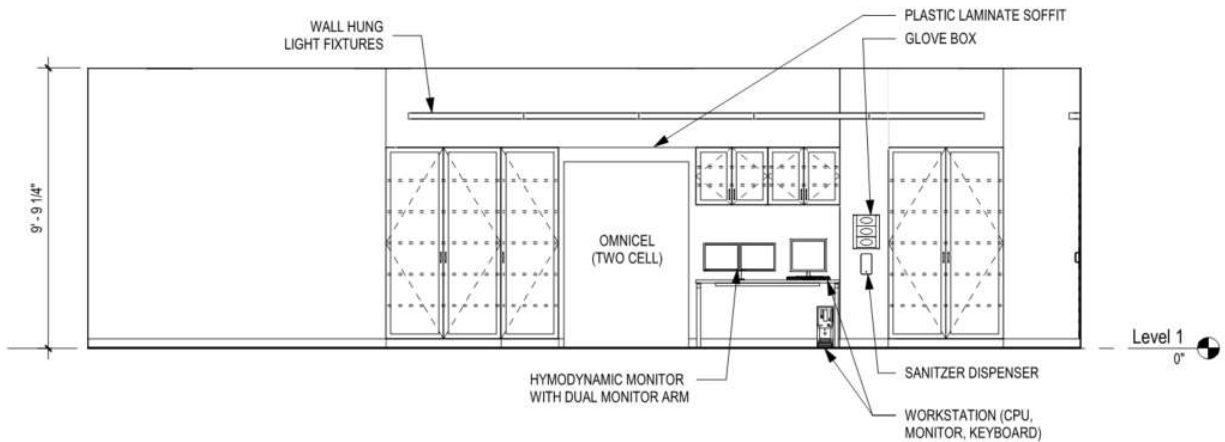
The team has made notable progress on the HVAC Replacement Project at Grant Cuesta by successfully placing all four of the new HVAC units on the roof, along with completing the mechanical screening along the perimeter of the roof.

The successful completion of this milestone was due in large part to the phase planning of the contractor along with coordination and support from the facility administrator and his staff to help relocate patients who were below the swing radius of the crane and HVAC units.

The facility is excited to have the units operational before the start of next summer's heat, providing much-needed cooling for the facility's residents and staff.

Mercy San Juan Medical Center

Carmichael, California



1 Interior Elevations - Bi-Plane Room - A
A200 1/4" = 1'-0"

Bi-Plane

The Design Development phase for the new Bi-Plane project was just reviewed and approved last month – a milestone to celebrate! The development of the Construction Documents is now underway for subsequent Agency review. We are currently working through finalizing the equipment and finish details for the space. The anticipated construction start date is April 2023.



Boilers

As a recently restarted project, MSJMC is adding a new high-pressure steam boiler to the steam service as well as upgrading the feedwater system to the boilers in the Trauma Building. This will service the steam sterilizers in the Surgery Suite.

Over the weekend of October 29th and 30th the service was shut down to allow for the installation and connection of the new boiler. Extensive coordination was required with everyone involved, including the Stahl team, the facility and its departments, the general contractor and their subcontractors, the IOR, the ACO of HCAI, and the water testing company. Everything came together to support the project from a design, reporting, certification, and especially a communication standpoint for this portion of the project to be successful.

These efforts resulted in an operational steam sterilizer system for the facility as originally planned. The feedwater system will require an additional shutdown, but with the team in place for this project and the success of the initial weekend's activities, there is a much greater level of comfort that the shutdown for the feedwater system will go just as smoothly.

Elder Care Alliance

Mercy Retirement and Care Center

Oakland, California

This 10-phase, 5-year project has now come to a close. The project team received the Certificate of Substantial Completion from HCAI on the Care Center Remodel project as well as the Certificate of Occupancy from the City of Oakland on the Tower Renovation project. With the construction team demobilized and keys turned over, the curtain has been lifted and residents, staff, and visitors are able to enjoy the renovations and modifications of Mercy Retirement & Care Center. Now MRCC will be uninterrupted by construction activities to do what they do best, proudly providing assisted living, memory care, skilled nursing, and rehabilitation services to their residents in Alameda County. This project has benefited greatly from the collaboration of our project team, Mercy Retirement and Care Center staff, and Elder Care executive leadership. We couldn't have done it without them.

Methodist Hospital

Sacramento, California



During the final week of October, a Code Pink* alert was announced over the hospital PBX. Oftentimes, the alarm is triggered when an infant's patient alert wristband is broken but is quickly followed by an all clear message. This was not the case in the recent occurrence.

As the Code Pink alert was being rebroadcast, our PM team and their office mates all

looked at one another thinking, “this is the real thing”. Others quickly came to the same conclusion. We started seeing gates/doors all being closed. Security was seen at every exit. Sean O’Brien, Stahl Sr. PM, observed one of our vendors engaging with a woman and baby in a carrier who had made it outside, around security. Others hastily swarmed around this individual, all asking questions. Not long after, the onlookers saw smiles break across everyone’s faces signifying all was well. It turned out to be the child’s grandmother who had unwittingly set off the urgent alarms.

It was heartening to see how everyone, staff, vendors, and contractors alike jumped into action. At every turn, we truly work as a team here at Methodist, ultimately helping to keep everyone safe.

*California Hospital Emergency Code Pink is used for a suspected infant abduction

This last quarter, several significant projects were successfully closed out by the Stahl team at Methodist Hospital:

- **New Med Gas Canopy**
- **Expansion of Wireless Access Points**
- **Lobby Remodel**
- **Café Remodel**

Covenant Health, Hobbs Hospital Hobbs, New Mexico



The Stahl Companies has rarely taken on projects outside of California, but when we were asked to provide construction project management and transition planning services for the new replacement hospital in the community of Hobbs, NM, we quickly stepped in to support our client.

Covenant Health Hobbs Hospital (CHHH) officially “went live” at 7:00 a.m. on September 28, 2022. Transfer of existing patients from Lea Regional Hospital, which will now be closed for all services, was concluded early in the afternoon that same day.

This facility is critical for supporting the community in this remote part of far-southeastern New Mexico and also supporting Covenant Health facilities in Lubbock, which routinely sees 20+ percent of patients traveling from this area to receive their care over the state border.

The actual construction phase of the new hospital broke ground on January 4, 2021 and took a quick 20 months to complete.

“Covenant Hospital Hobbs will provide a uniquely personalized health care experience to the community of this part of New Mexico, offering a broad range of medical, surgical, emergency, and birthing services, as well as the amenities one would generally expect from a state-of-the-art community healthcare facility.”

“Equipped with the latest clinical and diagnostic equipment and staffed by Covenant Health staff and medical professionals, CHHH has been tailored to meet the needs of today’s patients, their family members, and guests.”

The features incorporated into the design and construction of this state-of-the-art facility, include:

- **60 In-Patient Rooms, consisting of:**
 - 44 Standard Med-Surg Rooms
 - 8 ICU Suites
 - 8 LDRP Suites
- **Surgical Suite featuring:**
 - 4 Operating Theatres
 - 1 C-Section Room
 - 1 Procedure Room
 - 7 Pre-Op Bays
 - 9 PACU Bays
- **Women’s Health Center providing:**
 - Bone Density Scans
 - Ultrasounds
 - Mammography
- **Emergency Room complete with fast track bays**
- **Radiology Suite including:**
 - MRI
 - CT-Scan
 - 2 Digital X-Rays
- **High Complexity Lab**
- **USP800 Compliant Compounding Pharmacy**
- **Chapel**
- **Helipad**



OUR VISION

Deliver projects with expertise for the health of our communities.

OUR MISSION

We passionately serve the healthcare community by utilizing our depth of experience and understanding the needs of our clients. We deliver consistent project success by uniting teams in the pursuit of common goals and providing comprehensive service through our proven ability to integrate ourselves into our client's unique culture.

COMMUNITY SPOTLIGHT

WHO DOES IT BETTER?

Stahl Women's Retreat 2022



The goal was fun, relaxation, and team building, with emphasis on...not just one, but all three!

While the men fish away their pressures each July, each autumn, The Stahl Companies' women take a couple of days to regroup as a team. Toward the end of last month, the ladies turned over their project responsibilities to the men so they could take time to engage in a handful of fun activities and to "break bread" together.

On the first day they gathered at Top Golf to show off or, in some cases, improve their golf skills. Lots of laughs were had while watching and supporting one another's varying levels of talent. The more they practiced, the more they felt that they weren't so bad after all! It was a fun way to release pent-up tension. Karyn and Amy both had a strong showing and impressed the others all the while supporting the spirit of team.

Following golf, the group enjoyed strolling around Old Roseville. The time spent together having dinner at 105 Noshery flew by as they engaged in sharing stories, laughing, and sampling multiple offerings from the tasty menu. The desserts were scrumptious. *Oh yes, they indulged!* And, the crème brûlée, it was superb.

The next day, they met at High Hand Café for brunch. Then it was time to walk off those calories, again. They meandered around the nursery and visited art galleries and gift shops within the Historic High-Hand Fruit Shed. The day ended with a stop at Dueling Dogs Brewery to continue the relaxation over some refreshments and to play a game of Connect Four. Then it was time to say their farewells to fellow team members who had joined together from Southern California, the Bay Area, and the greater Sacramento area. They're already looking forward to 2023...

GOLF FOR A CAUSE



Each year our industry partner, ATI Restoration, sponsors a golf tournament supporting Ronald McDonald House Charities. This year, Walt Stahl and Troy Tucker participated on a beautiful November day at the Strawberry Farms Golf Club, in Irvine, CA. It's always great fun and camaraderie for the best of reasons. "RMHC programs provide comfort, care and support for families with sick children when its needed most."

It'S THAT TIME OF YEAR - HOLIDAY HOURS



The Stahl Companies' offices will be closed for our hardworking team to enjoy time with their families on November 24th & 25th for Thanksgiving and on December 26th & January 2nd for Christmas and the New Year.



Visit us at our website:

WWW.THESTAHLCOMPANIES.COM

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