HICAPS Highlights
Providing a centralized approach to project management
Fall 2025

HICAPS Telecommunications: Empowering First Responders Through Infrastructure and Innovation

Since its founding in 1985, HICAPS has earned a reputation as a trusted provider of construction management and professional services. In 1995, while many companies in the construction industry were downsizing, HICAPS made a strategic and purpose-driven decision to expand by launching a dedicated division for Telecommunications. This move marked a turning point—not just in business growth, but in mission. HICAPS committed itself to becoming an integral part of the solution for Public Safety Communications, supporting the critical work of police officers, firefighters, and 911 communication specialists—our nation's first responders.

Imagine a fire breaking out in a hospital. A firefighter, deep in the basement, needs to call for reinforcements. He keys his radio and reaches the command post at street level. Help is on the way. That seamless communication—often taken for granted—is made possible by the robust, mission-critical radio infrastructure first responders rely on daily. HICAPS plays a key role in making that communication possible.

In today's rapidly evolving public safety landscape, HICAPS stands out for its unwavering commitment to supporting public safety communications, without fail, and when it matters most.

HICAPS offers a robust suite of services tailored to public safety telecommunications, including construction management (both as "agent" and "at-risk"), and a diverse range of specialized roles. These include telecom construction managers; certified Project Management Professionals (PMPs); subscriber integration specialists; Distributed Antenna Systems (DAS) and documentation and compliance experts; site acquisition and permitting coordinators; and certified safety and quality managers.

With hundreds of successful projects across the United States, Canada, Puerto Rico, and South Africa, HICAPS has earned the trust of federal, state, and municipal governments, as well as Office of Emergency Management (OEM) partners. The company is known for delivering resilient, scalable solutions that meet the evolving needs of public safety agencies.

Central to HICAPS' success is a team of industry-certified professionals whose expertise sets the standard for excellence. From planning to implementation, HICAPS provides the resources to complete every phase of development with precision and reliability.

HICAPS also supports the deployment and integration of radio equipment. The team consults with customers and radio shops on programming strategies, oversees the programming process, manages radio deployment, and provides cutover support to ensure a smooth transition to new systems.

HICAPS auditors conduct thorough site inspections to ensure every installation meets the highest standards of quality and safety, including full compliance with

continued on page 4

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LEED AP BD+C

Weather Trivial

1) What is the fastest speed a raindrop can fall?
a) mustard
b) mayonnaise
c) 23 mph
d) ketchup

2) What type of biome is Antarctica?
a) a desert
b) a tundra
c) a rainforest
d) a chaparral

3) What type of weather kills the most people every year?
a) lightning strikes
b) flash floods
c) extreme heat
d) extreme cold

4) How much did the heaviest hailstone in history weigh?
a) 2.25 lbs
b) 4.16 lbs
c) 7.34 lbs
d) 1.92 lbs

5) Tornadoes pick things up and carry them to other locations. What is the longest recorded distance an item has traveled?
a) 314 miles
b) 96 miles
c) 178 miles
d) 223 miles

—from the World Meteorological Organization (WMO)

Answers: 1) c; 2) a (It is considered a polar desert.); 3) c; 4) a; 5) d (The item was a personal check.)

The Power of Assertiveness

Assertiveness training helps you develop a powerful skill set that can significantly enhance your confidence, communication, and happiness in work and personal relationships. By learning to think and act assertively, you can overcome fear, improve your ability to handle challenging situations, and foster stronger connections with others. Here are five helpful tips:

- **Target your goal.** Take a moment to identify what you want from an interaction with a co-worker or manager. Our desire to please others can get in the way of what we really need. Think about your own objectives and constraints before agreeing to requests for help.
- **Be specific.** The fewer mixed messages you send to people, the more likely you'll get what you want from them. For example, instead of saying, "I need that sometime today, if possible," specify when you need something from a colleague.
- **Ask for more information.** You need information to make good decisions for yourself. If you think a boss is making an unreasonable request, ask for clarification. That way you can understand the request more fully, and you'll have the confidence to say "yes" or "no."
- **Take ownership of your message.** Use "I" phrases instead of trying to pawn off responsibility. Say, for example, "I need the report on my desk by the end of the day," instead of "They want the report today."
- **Say "no" when you have to.** In an attempt to seem cooperative or nice, many of us don't know how to say "no." When you must turn down a request, provide a short reason why you can't do it. Don't be overly apologetic—just be firm and polite.

Wearing A Necktie Can Be Dangerous

A study reported in *Neuroradiology* found that wearing a necktie can reduce cerebral blood flow (CBF) to your brain by up to 7.5 percent, which can make you feel dizzy, nauseous and cause headaches.

In the study, the effect of wearing a necktie on CBF and jugular venous flow was measured by magnetic resonance imaging (MRI). Thirty volunteers were divided in two groups. One underwent MRI with a necktie, the other without. The study concluded that wearing a necktie leads to a reduction in CBF.

A previous study had already demonstrated that wearing a necktie increases intraocular (eye) pressure if on too tight and are great at carrying germs.

LEGOs vs. Concrete

LEGO bricks can withstand compression better than concrete. An ordinary plastic LEGO brick is able to support the weight of 375,000 other bricks before it fails. That's because LEGOs are made from acrylonitrile butadiene styrene (ABS) plastic, a durable and versatile material that is very strong under compression. LEGOs are also manufactured with extreme precision and tight tolerances, which allows them to interlock perfectly and distribute pressure evenly. Theoretically, this would let you build a tower 2.17 miles in height.

Long Overdue

A library book has been returned nearly 82 years after it was borrowed from the San Antonio Public Library. The book, *Your Child, His Family, and Friends,* by marriage and family counselor Frances Bruce Strain was checked out in July 1943 and returned this past June from a person in Oregon, as reported by the Associated Press (AP).

"After the recent death of my father, I inherited a few boxes of books he left behind," the person wrote.

The book was a guide for parents on helping their children navigate personal relationships.

"The book must have been borrowed by my Grandmother, Maria del Socorro Aldrete Flores (Cortez)," the person wrote. "In that year, she transferred to Mexico City to work at the U.S. Embassy. She must have taken the book with her, and some 82 years later, it ended up in my possession. I hope there is no late fee for it because Grandma won't be able to pay for it anymore."

The library said that it eliminated overdue fines in 2021. The inside cover of the book was stamped with the warning that the fine for overdue books was three cents a day. Not accounting for inflation, the penalty would amount to nearly $900. Three cents in July 1943 amounts to 56 cents in today's money, according to the U.S. Bureau of Labor Statistics' Inflation Calculator. That would add up to more than $16,000.

SPEED BUMP **Dave Coverly**

Shhh! Can you Hear That?

To get rid of all external sound, you might travel to a remote barren desert on a windless day or head to an acoustic laboratory with an anechoic chamber. Even then, you might be surprised to find a lack of silence because your body makes sound.

According to *BBC Science Focus*, silence in a desert feels very different from what you experience in the laboratory. The silence in the anechoic chamber feels oppressive. This happens because anechoic chambers are covered in large foam wedges that muffle all the reflections from the floor, walls or ceiling. You can see walls, but you can't hear them. When you talk in the chamber, your voice sounds oddly muffled, and listeners feel like their ears are partly blocked.

Microsoft's anechoic chamber in Redmond, WA, holds the world record for the quietest place at -20.6 decibels, but actually many anechoic chambers are silent enough to experience no external sounds.

To achieve such low noise levels, chambers are built from heavy concrete and brick, separated from the fabric of the surrounding building by being mounted on springs to stop vibrations getting in through the floor. The same technique is how classical music concert halls and music studios are made quieter, though none of these achieve the silence of an anechoic chamber.

Build Your Personal Brand

According to *Forbes*, regular posts on LinkedIn continually demonstrate your expertise and value and help you stay top of mind among your connections and beyond. Here are five tips to help build your personal brand on LinkedIn.

1. Post three to five times a week. This frequency keeps you present.
2. Use emojis. Posts are more engaging and visually appealing.
3. Incorporate images, slide decks, PDFs, and videos for more creativity.
4. Structure your posts consistently. Start with a compelling headline or opening sentence that grabs attention.
5. Use 3 to 5 hashtags per post to increase discoverability.

Thought leadership is a long game. It's about consistently showing up, sharing your unique perspective, and providing genuine value to your audience.

Telecommunications… *continued from page 1*

Motorola's R56 industry guidelines. These inspections are essential for verifying system functionality and optimizing long-term performance—ensuring that mission-critical communications remain dependable when they matter most.

When systems go live, HICAPS has certified technicians that conduct Coverage Acceptance Test Procedures (CATP), ensuring the system performs precisely as designed. These tests are critical to verifying that first responders can communicate clearly and reliably—whether operating in high-rise buildings, remote rural areas, or underground facilities.

Training is another cornerstone of HICAPS' service model. The company employs certified trainers who deliver customized instruction tailored to both dispatchers and supervisors. These hands-on sessions translate complex technology into practical, actionable knowledge—empowering 911 centers to operate with confidence and efficiency in high-stakes environments.

From system planning and design to construction, implementation, and training, HICAPS is there every step of the way—supporting the boots on the ground who protect our communities.

As HICAPS looks to the future, its mission remains clear: to deliver resilient, responsive, and reliable telecommunications solutions that empower first responders and safeguard the public. With its experienced telecom team and a legacy of excellence, HICAPS is well-positioned to continue making a meaningful impact on the public safety communications arena.

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CLN CONSTRUCTION LEADERSHIP NETWORK

Maria McKamey Celebrates 18 Years With HICAPS

Maria is a standout project manager and certified Motorola trainer whose leadership and expertise have made a lasting impact on our organization and the public safety telecommunications industry. Her specialties include public safety project financials. She collaborates with project teams on cost analysis and P&L reviews, subcontract administration, risk management, and reporting. Her attention to detail and strategic oversight ensure that every project meets high standards of performance and accountability.

As a certified HICAPS/Motorola trainer, Maria delivers customized training sessions to public safety professionals across the U.S. and internationally. Most recently, she led an AXS consoles training session for the Alaska Department of Public Safety and Vancouver, Canada, instructing their communication specialists on the operational functionalities of newly installed Motorola equipment.

Maria earned her Bachelor of Science in Business Administration with a minor in Management from Chapman University. She is a certified Project Management Professional (PMP®) with the Project Management Institute (PMI) and has her OSHA 30. Maria's dedication, leadership, and positive spirit have shaped our team and the communities we serve. Her contributions continue to elevate our standards and strengthen our mission. Thank you, Maria, for 18 years of excellence, innovation, and service!

Maria McKamey