

Newsletter Updates

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M&D Messenger

M & D MECHANICAL CONTRACTORS, INC.

Way to Go!!



Congratulations to Eddie Evans on his recent completion of becoming a Certified Safety Professional® (CSP®), a highly respected certification overseen by the Board of Certified Safety Professionals. "Becoming a CSP elevates a safety professional to the top of his field," Says BCSP Examination Director, Steven Schoolcraft.

The CSP certification is awarded to individuals who meet academic standards, satisfy professional safety experience requirements, and have passed two rigorous examinations. The examinations cover engineering and management aspects of safety, applied sciences, legal and regulatory matters, professional affairs, and other safety-related topics. M&D is committed to Safety and Eddie's certification will help make our safety program even stronger.

Way to go Eddie! We are proud of you!

Congratulations to Johnny Shelton who recently became a LEED Green Associate. The LEED Green Associate is the first tier towards becoming a LEED expert, a LEED accredited professional. This level of accreditation provides a professional with more advance knowledge of sustainable building methods as well as focus on a particular LEED rating system such as the LEED AP for Building Design and Construction.



NOTES FROM MANAGEMENT



Happy New Year and Welcome to 2013. This new year offers us the opportunity to look both back and forward. Looking back, we see the completion of several significant and successful projects; the Bunge refinery and Packaging Plant, Hexcel Line F, Raytheon, Stennis Task Orders #2 and 3, and multiple projects for the Huntsville Hospital system. We also celebrated completing 5 years without a lost time accident and our 102nd year in business. We really enjoyed seeing all of you at our Christmas Celebration and hope your holidays were restful and full of quality family time.

Looking ahead, we see hesitation from some customers to commit to capital expenditures based on all the uncertainty created by those in Washington. Thankfully, we are well-positioned to capitalize on the opportunities that are available. We may have to step outside our comfort zone to reach them, but that is just a part of the challenge and we will rise to it. Join us in believing that when you have the best people, with the best training, working in the safest ways, with the best tools, success is coming our way.

Alan B. Schollian

Notes From Human Resources

ARE YOU THINKING ABOUT RETIRING?

Let Us Help: M&D Mechanical wants to assist you in your transition to retirement.

Eligibility

Regular Retirement from M & D Mechanical: You must be 65 years old with a minimum of 5 years of service.

Early Retirement from M & D Mechanical: You must be 60 years old with a minimum of 10 years of service.

Once you have reached the decision to retire, you will need to complete and sign the [Letter Of Intent](#).

Note: You may be eligible for rehire under the Reinstatement of Prior Service Policy.

Steps To Support Your Decision: Phone # 1.800.772.1213

It is recommended that you apply for Medicare & Social Security 3 months prior to retirement.

Medicare - You can sign up online (<http://www.ssa.gov/medicareonly/>), by phone or visit your local Social Security Administration Office.

Social Security – You can sign up online (<http://www.ssa.gov/planners/about.htm>), by phone or visit your local Social Security Administration Office.

Health & Dental Insurance

To be eligible for COBRA: Employee and their dependents must be enrolled in the group health plan on the day before retirement. If you are under age 65, you can continue group health through COBRA for an additional 18 months after retirement.

Last Paycheck/PTO/Vacation/W2

Your last paycheck will be direct deposited. If you have unused vacation/PTO, it will be direct deposited.

Your W2 will be mailed to the address you provided on your Letter Of Intent.

401K Match

If it is determined that M & D Mechanical will match employee contributions, you will receive match funds. Match funds percentage is determined annually by the Board of Directors.

...And There's More

So, if you are thinking about retirement in the next 5 years, make an appointment to meet to Human Resources. Charlene Barney at 256.350.6568

Want To Start Saving for Retirement?

When you become eligible, join the 401K Plan. Contact Human Resources to learn how.



Our Vision:

Our vision at M & D MECHANICAL CONTRACTORS, INC. is to continually deliver superior projects while maintaining the highest level of integrity, thus ensuring success for our employees, customers and community.

Our Mission:

To build Excellence - in People and Projects.



BEYOND ZERO



While brainstorming on a topic for this newsletter, I kicked around rehashing the past year's safety performance. I thought I could summarize some of our issues and corrective actions--basically take a look back. Then I thought about what I really wanted to accomplish. What is the goal of our safety program? I feel confident that every employee can state that goal: zero accidents. How to get there is the real question. We have done it before, and I think we can do it again. This is how I propose we get there.

The concept is sometimes referred to as Beyond Zero. During a recent safety meeting with my peers, this topic came up as a "best practices" from another company. As safety men often do, I decided to steal the idea for M&D. In a nutshell, it is very simple. The goal of our safety program in a Beyond Zero system is not to focus on preventing *accidents*. It is to focus on preventing *incidents*. Think of the accident pyramid. At the top of the pyramid are the injuries. The next level down the pyramid is where the first aids or minor injuries go. The bottom level (above zero) contains the safety related incidents/near misses. For every 1 injury, safety statisticians claim that 30 first aids have occurred and 300 near misses. These are the items that are noticed and reported. Beyond Zero are all of the unnoticed near misses or unsafe conditions that really never caught anyone's attention. Last year, we had 6 recordable injuries. Statistically, this equates to 180 first aids and 1800 near misses. As you can probably imagine, there were nowhere near that many reported incidents. These are all lost opportunities that will now become the focus of what we do.

Accident prevention starts at the bottom of the pyramid. If we as a company can start focusing in on the unnoticed near misses and unsafe conditions, then we have effectively drawn a road map back to Zero. The Beyond Zero concept is simply that. Step back and actively look for the smallest of safety related issues, and then address them like a life depends on it. In a scary way, a life might actually depend on that correction. What are we talking about? How many times has someone stumbled while entering a new building? Why? Was it housekeeping or uneven surfaces? Was it even reported or investigated? Has an extension cord ever run across the top of a metal stud comprising the bottom plate of a wall? I wonder how easy it would be to cut through the insulation and possibly electrify the metal. Ever notice someone working at elevation, but not tied off exactly right? What if they fell? Has a coworker ever strained to lift a heavy object? Was help offered? Did it turn out ok this time? Supervisors: how many band-aids have been handed out on the job? Are these band-aid incidents reported or investigated? Are they preventable? How do we know?

As a company, if we spend our time dwelling at the top of the pyramid, then that's where we will always be. A handful of injuries every year, two handfuls of first aids, and plenty of unreported near misses are not a sign of a successful safety program. Commit with me this year, and let's adopt the Beyond Zero concept. Let's strive to prevent the most minor of incidents. By doing that, only great things will start happening with the M&D safety program. I plan on spending some time training this concept at each jobsite in the early part of this year. We are sitting on Zero now with a little luck. Let's take the luck out of the equation and earn the rest of the year.

- Eddie Evans

Christmas Party

Christmas is about....



Having Fun & Fellowshiping with One another



Recognizing our Retirees



Great Food



The Good, The Bad & The Ugly Prize Winners



M&D Focuses on the Future

LITE it Up Pink

M&D Mechanical employees purchased 238 pink light bulbs in support of the 2012 Lite It Up Pink campaign, hosted by Lite 96.9 FM. M&D Mechanical provided matching money of \$1,190. The check was presented to Lite 96.9 FM representatives at the end of the campaign. Proceeds from "Lite It Up PINK" benefit the Huntsville Hospital Foundation to provide cutting-edge enhancements for the mammography machines at the Huntsville Hospital Breast Center. Funds will also help to provide breast mammography technology for the Madison Hospital campus (facility scheduled to open in 2013).



M & D Mechanical Contractors, Inc. recently acquired a spiral duct certification from Certain Technical Services, an independent testing laboratory specializing in the air moving industry. This certification states that M & D Spiral Duct meets SMACNA class III leakage requirement for Pressures -2 to +10. Duct sizes include the even sizes between 4"-42" diameter. This certification enables M & D Mechanical Contractors the use of M & D Spiral Duct on jobs with certification requirements. The certification also opens the door for M & D to sell M & D Spiral and provide documentation of a quality product.



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