



# M&D Messenger

M & D MECHANICAL CONTRACTORS, INC.

## Excellence at M&D

### Excellence in Construction Awards

M&D Mechanical Contractors, Inc. brought home four awards from the 2013 Excellence in Construction awards banquet conducted by the Associated Builders and Contractors North Alabama Chapter. The Raytheon AUR project received an award of Excellence, an Image Award, and a Safety award. We also received an award of Excellence for the Stennis A-3 Test Stand project at Stennis Space Center. The Excellence in Construction awards honor those that have achieved construction excellence in several construction categories for projects completed in 2013. The EIC awards are one of the highest honors that any commercial contractor can receive. This is the only award that recognizes the unique partnership between the project's contractors, owners, architects and engineers.



### Bobby Allfrey receives ABC Eagle Lifetime Achievement Award



Our own Bobby Allfrey, Chief Operations Officer here at M & D, was recently recognized by the North Alabama Chapter of Associated Builders and Contractors with the Eagle Lifetime Achievement Award. Bobby was nominated for this award by Jim Early, of Early Services, a previous Eagle Award winner. While we sometimes compete with Early Services for work, Mr. Early spoke of Bobby's character and integrity in his nomination letter and called Bobby a "dear friend". All of us who have worked with Bobby through the years echo those sentiments and are proud of the way he represents M & D Mechanical and of his achievements. Congratulations, Bobby!

### NOTES FROM MANAGEMENT



Here we are in 2014 and hopefully emerging from old man winter and his bad attitude. We are excited to welcome the new year and the opportunities it brings. While things are slower right now than we prefer, this is not unusual for the time of year and we expect work to pick up with improving weather. We have seen a noticeable upturn in work opportunities in the past month, so promising signs are here.

With an eye to the future, we are partnering with Calhoun Community College for a customized Leadership Development Program for current and future leaders in our business. We are also investing in skills enhancements by sending several mechanics to Medical Gas Certification class in Birmingham, continuing our in-house welding program and supporting the NACTF apprenticeship programs. Just as in our world, change is ever-present in our industry and learning and improvement can never stop. We are thankful to have all of you making this journey with us. Together, we can continue to offer the best mechanical construction services in our market with the safest and best trained people any client could want. Thanks for all you do for us!



*Dean B. Swanson*



# Leading vs. Lagging Indicators

There are many different way to measure the success of a safety program at any company. Obviously, too many injuries and people getting hurt are pretty good indications that things are not going well. There are several other, more tangible and quantifiable methods of identifying which direction the safety program is headed. These are often referred to as leading or lagging indicators. Both sets of numbers are important and have positives and negatives associated with them.

Lagging indicators are the easy numbers. These include the measurements taken after the incidents have occurred. Yearend numbers are always reported and used for comparison. M&D's Total Recordable Incident Rate (TRIR) for 2013 calculates out to 1.83. This is a phenomenal number and is based on the number of recordables and total man hours worked during the year. Our Experience Modification Rate (EMR) dropped from a 0.82 to a 0.77. This represents a nice increase in savings on our Workman's Comp Premiums. How do lagging indicators prevent accidents though? They don't. They only help to give a picture of the performance of the safety program. These numbers might indicate a trend over time that needs to be addressed. For instance, if the numbers keep climbing, then something needs to change. This might mean that an increase in training is required, or additional emphasis might need to be placed upon new hires or pre-job plans. Keep in mind that lagging indicators are dependent on something happening.

Leading indicators are a different story. Leading indicators include metrics that are designed to present a picture of potential areas that accidents might happen. Leading indicators might refer to near miss reports, pre-job planning sessions, extensive safety training, or a focus on risky behavior. Leading indicators are certainly a more difficult and harder to quantify measurement; however, these indicators are designed to assist a company in preventing accidents.

Last year, we focused much more on leading indicators. The Weekly Jobsite Inspection was redesigned to highlight leading factors of incidents. What were the results? M&D enjoyed the second lowest incident rate in company history. We averaged over 160 employees and worked 330,000+ man hours for the year. There were 3 recordable accidents. Time spent analyzing and developing leading indicators always drives the lagging indicators into the dirt. That is where we want them! Our goal is always ZERO accidents and injuries, and preventative measures are the keys to getting us there!

*Eddie Evans*



## Women In Construction

The focus of WIC Week is to highlight women as a visible component of the construction business, give back to their communities, and raise awareness of the opportunities available for women in the construction industry.

**Thank you to all the women in construction who built their career at M&D!**

### Retired:

Jane Jones—Office Manager,  
Jean Schlangen—Accounts Payable,  
Norma Williams—Admin Assistant,  
Linda Hamn— Payroll Processor



### Active:

Tama Morgan — Materials & Equipment Coordinator,  
Billie Woods— Accounts Payable Processor,  
Michelle Cesareo — Accounting Coordinator ,  
Kandi Adams — Admin Assistant,  
Charlene Barney—Human Resources,  
Sarah Lushbough — Job Site Coordinator,  
Kip Doyle—Payroll Processor ,  
Theresa Brown—Accounting Associate,  
Debbie Taylor — Plumber Helper

## Did You Know...



**If every employee pledged a payroll deduction of \$1.00 per week (\$52.00) to United Way...M&D Mechanical would raise \$10,920!!!**

**You have several opportunities to show you care:**

**GIVE WHERE YOU LIVE:** M&D participates in Payroll Deduction to help raise money for our communities. You are the one in charge of where the money is designated.

**ONE TIME CASH/CREDIT CARD:** Complete pledge with your \$\$ & designation of benefit.



## HR CORNER



### AFFORDABLE HEALTHCARE ACT UPDATE:

Looking for General information on the Affordable Healthcare Act? Want to see the different health plans under ACA? Learn more at: <https://www.healthcare.gov/> Do you prefer to talk to a live person, 24 hours a day, 7 days a week: **1-800-318-2596**

### ELIGIBLE FOR HOLIDAY PAY:

You must work the jobsite **scheduled shift** the last worked day before the holiday **and** the first day of worked after the holiday. If you have questions, please contact Human Resources, Charlene @ 256.350.6568.



*Note: New hires become eligible for holiday pay after 90 days of service.*



# M&D Welcomes



## Theresa Brown, Accounting Associate

Theresa is a native of Hartselle, AL. She decided to go to college when her children were in elementary school and graduated from Athens State College with a B.S. in Accounting. After obtaining her degree, Theresa was very fortunate to develop her accounting skills by obtaining jobs as a Fiscal Officer for Morgan County, Staff Accountant with AL Easter Seals and several other positions with functions in Accounts Receivable, Payroll, HR and Workers' Compensation.



Theresa's two grown children have blessed her with 4 grandchildren, 2 step-grandchildren and even a new addition that will arrive in May. Her oldest grandchild, Haley, spends most weekends at her house. Theresa thinks Bo & Buffy, her dogs, love having Haley over as much as she does. In her free time, Theresa enjoys being outdoors, working with her flowers, attending concerts and doing whatever else that comes along!

When it's time to retire, "THERESA'S BIG PLAN" Key West...the beach...sipping Mai Ta's...with a Palm Leaf Fanner, fanning her daily. (Awww, the life.) PS. War Eagle!!!!

## Jeremy Borden, CAD Operator/Pipe Detailer

Jeremy & Jill will celebrate 23 years of marriage this April. "The decision to marry Jill was his best one" according to Jeremy. They have two wonderful daughters; Magen, 20, who is pursuing a degree in Elementary Education and Krystin, 10, who is very active in sports. The 2<sup>nd</sup> life changing event happened 17 years ago when the Borden's joined Cornerstone Church in Moulton, AL. Jeremy said this reinforced the foundation his parents gave him, strengthening his family, and overall molding his character.

Two years later in 1999, Jeremy joined M&D Mechanical Contractors as a Plumber Helper. He completed the Plumbing Apprentices Program and achieved his Alabama Master Plumber Journeyman card. Jeremy continued to enhance his plumbing skills by obtaining his Med Gas Certification. Spending most of his career at Huntsville Hospital, Jeremy learned pipe fitting skills (OJT) and eventually became a Plumbing/Piping Forman at HHS. Jeremy enjoys learning new things, so he welcomed the opportunity to work at 3M and the Pipe Fab Shop as Pipe Fitter Forman. When M&D announced the purchase of a Total Station (a layout tool to locate hanger points for Pipe & Duct), Jeremy was one of the first volunteers to be trained on this new technology.



Jeremy's career goal was to become a Superintendent, until the day he decided to apply for the CAD Operator/Pipe Detailer position. Jeremy believes his knowledge of plumbing and piping systems, and once being the guy getting drawings from the CAD department, gives him a great advantage in learning his new job. Jeremy said he accepted this position because he wanted to improve our company's accuracy and productivity in our industry. Roll Tide!!!!

## Congratulations!

Congratulations to Michelle Cesareo for graduating in December from the University of North Alabama with her Masters Degree in Accounting!



## Christmas Party



# M&D Focuses on the Future

## Congratulations To Our Newest Retiree Mr. Nicholas D. Vance

No words can describe what all Nick has done for M&D Mechanical over the last 56 years. He has been a monumental asset to our company. His continued dedication has carried him through the good times and the bad times. He has truly seen it all. His knowledge and comical personality will definitely be missed, not only by the employees of M&D, but also the vendors and customers who respected him. While we are sad to see him go, we are excited for him to finally enjoy his retirement that he so greatly deserves. Thanks, Nick!



Check the company often for updates.  
You just might see yourself there!

**STAY IN THE KNOW:** If you would like to receive updates via email be sure to send an email with your name & email address to [info@mdmechanical.com](mailto:info@mdmechanical.com)

## M&D MECHANICAL CONTRACT "ORES" ARE PADDLING WITH A PURPOSE!



We will be participating in the 3<sup>rd</sup> Annual Dragon Boat Race & Festival on Saturday, May 10, 2014! This fundraiser supports the Decatur Morgan Hospital Foundation. We are looking for "crew members" to be a part of this companywide event. Food, fun, and a great Saturday are

in store for the whole family!

If you are interested in participating contact our team Captain, David Coon @ 256.350.6568.



### 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.



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## Support Our Troops

