

January 2017



# M&D Messenger

M & D MECHANICAL CONTRACTORS, INC.

## Newsletter Updates

### NOTES FROM MANAGEMENT

**H**appy New Year! We are excited for the prospects this New Year offers. Many of us are glad to have the very contentious presidential election behind us. Whether your candidate won or lost, it does seem as though the business community and economic indicators are ticking toward the positive; which we believe is good for our business.

We enjoy sharing information and updates about our company with you through this newsletter. We had a great time at our annual Christmas celebration. See our back page for photos. Inside, we recognize accomplishments, employees, benefits, and plan for our future.

Recently, several changes were made to our company structure. After the retirement of Ruddle Putman, Michelle Cesareo was added to the Board of Directors. We moved our corporate domicile from Delaware to Alabama, and selected 'S' corporation status with the Internal Revenue Service. A mandated consequence of this change is that our fiscal year now runs from October 1st to September 30th thus affecting when discretionary bonus may be paid.

Our philosophy has always been that "if you aren't moving forward, you are going to get left behind". We are updating our website, registering apprentices, and seeking out other training opportunities to keep our competitive advantage sharp. Our team has the safest, most productive craftspeople providing the highest quality work for our clients and that is what keeps us at the forefront of the North Alabama market. Great things lie ahead. Thanks for taking this journey with us...

*Dean B. Smolin*



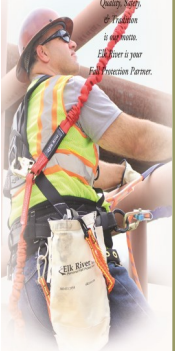
### AND THE WINNER IS.....

At the 2016 Excellence in Construction Awards hosted by Associated Builders and Contractors of North Alabama, Eddie Evans was selected as the **Safety Professional of the Year**. Eddie has chaired ABC's safety committee for the last five years. During this time, he has spearheaded the push to train hundreds of local employees from member companies in safety training classes, such as OSHA 10 and 30 hour, excavation, fall protection, scaffolding, and defensive driving. Eddie has also been an exceptional resource for other local safety professionals, always available and helpful. He has led a major culture change at M&D Mechanical, which has resulted in a highly commendable safety record and a positive, all-inclusive safety program. He enjoys the full support of a very engaged management staff, and he still found time to pose for pictures for a national advertising campaign for a local fall protection supplier.



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team is the #1 priority.  
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## 401K Open Enrollment



On January 11, 2017, Chuck Hudspeth, M&D's 401K Broker, visited with employees to talk about the enrollment process. In addition, he answered questions to help employees understand their investor profile (*Do you want to take risk or play it safe?*). And finally, Chuck discussed utilizing the guaranteed fund.

These meetings were set up because employees **NOT** participating in the 401K asked for assistance with completing the paperwork. Keep those question coming by contacting Chuck directly @ [chuck@hudspethbenefits.com](mailto:chuck@hudspethbenefits.com).



## Lincoln Financial Group (401K)

Updated the security on their website to better protect employees when viewing their account on any device. Now, you will have to answer an additional security question at log in. **Try It Now:**

<https://www.lfg.com/public/individual>



### REMINDER: New PTO Policy Effective Jan 1, 2017

#### Here Are Some PTO Highlights:

- Employees must submit a completed and signed PTO Request Form to be paid...prior to payroll being run
- PTO can be used in 1 hour increments
- PTO does carry over into the next calendar year. The maximum carry over is fifty-six (56) hours
- PTO request must be made at least 7 days in advance where the need is foreseeable including when you are using 24 or more hours, and in other cases as soon as practicable



After nearly 20 years of service with M&D, **Joseph "Wayne" Griffin** decided to retire on December 30, 2016. Wayne joined M&D as Combo Welder working for Larry Baily at 3M. Wayne liked the variety in pipe welding; finishing up and moving to next job is one of the reasons he stayed working for M&D. However, he really appreciated the 8 years at Huntsville Hospital because he's proud to be part of their growth.

Wayne shared he knew at age 18 he wanted to be a Welder. He got his start mig and stick welding on hot water heaters for a company in Ashland City, TN. From there, it didn't take him long to learn all aspects of pipe welding. He said for 55 years he's really enjoyed working as a Welder. Let's wished Wayne the best of everything in retirement!

He's looking forward to seeing us every year at the Christmas Party!

### ATTENTION ALL EMPLOYEES

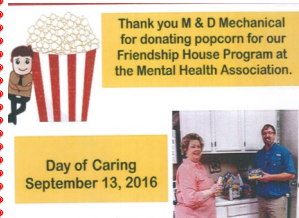


The Letter of Interest for 2017-2018 Apprentice Program is coming this summer inside your payroll advise. This is your opportunity to pick one trade you are interested in for consideration. M&D participates in The North Alabama Craft Training Foundation for the following trades:

- Plumber
- Sheet Metal Worker
- Pipefitter

In addition, M&D offers a Welding School





M&D decided to participate in the Day of Caring—M&D employees donated over 60 bags of popcorn for Friendship House & brought in 30 backpacks for the Crisis Services of North Alabama



M & D will participate in the 2017 Barrels of Love Food Drive this year—You can bring Non Perishable food items by the office February 14th thru March 3rd—For more info please contact Greg Broadway @ 256-350-6568

### Looking Forward and Not Backward

There were a few road bumps in our safety record in 2016, but I will not dwell on them. Some mistakes were made, and some incidents were truly unavoidable. Lessons were learned. Building blocks to IMPROVEMENT were laid in the foundation of our safety program. Looking ahead, I do have better things to report on. One of those items is SHARP (Safety Health Achievement Recognition Program.) We have been evaluated and approved for inclusion into the SHARP program. OSHA has approved us. Look forward to an official acceptance ceremony at some point soon. Currently, we are the third company in the state to have this approval. That is a huge accomplishment and certainly one to be very proud of!

2017 looks to be a year of continual growth in our industry. That means more jobs, more hours, and new employees being added to the attendance roles at some point. Extra risk will rear its ugly head. Statistically, it is these new hire employees who are not completely plugged into our Safety and Health Program that sometimes stumble and have incidents. Be vigilant. Be “your brother’s keeper” and always alert for correctable opportunities. Take the time to mentor fellow employees and to set a great example at all times. We have the best employees in North Alabama, and we will always be successful because of that attribute. This fact applies to the success of our company in all areas, including safety. Thank you for the diligence in which each task is performed and for the cooperation that I receive when it comes to safety. That is why we are, and always will be, real WINNERS!

Eddie Evans

***M&D was recently recognized by the North Alabama Chapter of ABC at their Excellence in Construction Awards Banquet. M&D entered two projects & received awards for both projects.***

### ABC North Alabama Congratulates M&D Mechanical Contractors, Inc., 2016 Excellence in Construction Award Winners

Decatur based mechanical contracting firm M&D Mechanical Contractors, Inc. took home an Award of Excellence for their work on a 30-bed addition at Crestwood Hospital, as well as an Award of Merit for line upgrades at PAR Pharmaceuticals, during the Associated Builders and Contractors (ABC) North Alabama Chapter’s annual Excellence in Construction Awards Celebration on December 1.

The project at Crestwood Medical Center called for patient rooms to require a water closet, lavatory, shower and complete medical gas systems. All work had to be performed on lower occupied floors with no break in operations to the facility.



M&D also dealt with the complete renovation and modernization of one of PAR Pharmaceutical’s solid tablet packaging lines with complete mechanical HVAC, clean compressed air system installation and providing waste/water services to the facility upgrades on packaging Line 9.

The event, held at the Von Braun Center North Hall, hosted more than 230 attendees representing area general and specialty contractors, architectural and engineering firms, owners and developers.



# M&D CHRISTMAS PARTY



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## 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.

# Support Our Troops

