

METRO MESSAGE

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FIRST BAPTIST CHURCH
COVINGTON, LOUISIANA

FIRST BAPTIST COVINGTON A VISION FOR THE FUTURE

Metro's work includes the installation of two 170-ton chillers and 240 tons of packaged equipment for the expansion project.

First Baptist Church of Covington has a major expansion underway adding approximately 160,000 square feet to their existing facility. The theme for this new campaign is Forward – for the next Generation. Growth in attendance has generated the need for education space for children and adult meeting areas. The new addition will include a 2,300 seat sanctuary, fellowship/welcome plaza, and classrooms.

The church relocated to this campus in 2000 choosing to leave downtown for a larger 43 acre site. Under the leadership of Senior Pastor Dr. Waylon Bailey, they offer four choices of weekend worship with a Saturday evening service and three Sunday morning services.

Metro's scope of work includes the installation of two 170-ton chillers for the sanctuary space and 240 tons of packaged equipment for the education wings. Donahue-Favret Contractors is the general contractor for the church and work is scheduled for completion in early 2018.

Church construction and renovations account for a significant part of our annual book of business. Metro currently has five churches under construction at this time.

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A Vision For The Future

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BANKPLUS AT THE DISTRICT



JACKSON ★ MISSISSIPPI

The District at Eastover continues a fast paced build-out with the addition of BankPlus as an anchor tenant for the 3 story office building fronting Interstate 55. This 67,000 sf building will feature restaurant and retail on the 1st floor with the bank occupying the rest of the space. BankPlus will offer real estate and commercial lending, private banking and other services. Metro's work includes all plumbing for the building as well as a combination of VRF/VAV systems and controls. Brasfield and Gorrie is the General Contractor for this project.

SELECT SPECIALTY HOSPITAL



JACKSON ★ MISSISSIPPI

The off-season is the perfect time for mechanical renovations and equipment replacement for cooling systems. The Metro piping crew just completed the installation of two 1500 gpm cooling towers at Select Specialty. Metro's work also included structural steel, electrical, new pumps, and associated piping and insulation. This was a prime mechanical project for Metro Mechanical and finished in December.

MANSHIP BANQUET HALL



JACKSON ★ MISSISSIPPI

Another recent prime mechanical renovation with Mississippi Baptist Medical Center is the Manship Banquet facility. We are changing out the old HVAC and installing a VRF system, ERV, exhaust, and controls as well as new plumbing and fixtures. This renovation is typical of most Metro projects for 2016. Statistically, 90% of our work is a combination of building renovations, equipment upgrades or system changes for energy efficiency. Our management team can assist with design, construction and service for every mechanical need.

RAYTHEON SPACE & AIRBORNE



FOREST ★ MISSISSIPPI

Air conditioning and plumbing may be our mainstay, but our piping crews get exposure to a variety of work in industrial environments. An example is the Raytheon plant in Forest. Work included installation of two 100HP air compressors, dryers, air tanks, electrical service, and associated piping for the plant. Ingersoll Rand Industrial Technologies managed this change-out. The production setting required minimal downtime and our personnel completed ahead of schedule and within budget. Another specialty project for Metro!

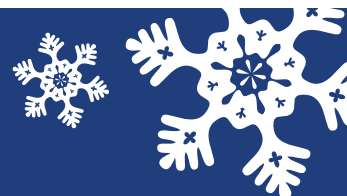
IT'S THE MOST WONDERFUL TIME OF THE YEAR: METRO CHRISTMAS PARTY CELEBRATIONS



CAROLYN WARD & FRANK WHITE

Christmas is always a special time of year when the hurry of business takes a back seat for a few days celebrating with friends and families. The annual Christmas party for Metro has a family feel. We had the best-ever turnout with employees and spouses. Always a hit is the winning of door prizes that range from small gadgets to grills to large electronics. Our Bolton grand prize winner was **Jebarus Amos** who received a side by side refrigerator. The grand prize in Hammond was a large screen TV and went to **Keith Grubbs**.

Our tradition each year is pausing to recognize one special employee who has consistently displayed outstanding work, going above what is required. We call this the "Extra Mile Award". This year's recipient was **Carolyn Ward**, our Director of Human Resources. She has been with the Company for more than eleven years. Her major responsibilities are payroll and benefits which put her in contact with every employee within the organization during the year. She is a problem solver with a passion for detail and accuracy. Metro is the beneficiary of this dedication and we express our thanks to her.



KEITH GRUBBS & FRANK WHITE

SAFETY: JUST READ THE DIRECTIONS



How many times have we heard this phrase? Just read the directions. It sounds so simple but all of us get in a hurry or think we can figure it out as we go. The practice of safety goes hand in hand with this concept.

There is a procedure to be followed with the safe operation of all equipment, tools, and materials. Metro crews work with cranes, welding gases, scissor lifts, power tools, and related construction gear. No apprentice joins this trade knowing the how-to of everything. It takes training, mentoring, and on-the-job time to learn.

The Company has spent an extraordinary amount of time, effort, and expense during 2016 to beef up our Safety Program. A well-trained force is a safer group. The goal is to send everyone home injury free at the end of each workday. It is a rather trite phrase to say people are our most valuable resource. While that is true, exceptionally skilled workers are in short supply. This is a local and national problem in our industry. Our interest and our employees' interest are both served when we train well and train for safety. Training will continue at Metro. We want every person to be knowledgeable of all safety practices and procedures.



BY: RICK WHITE

DESIGN CONSTRUCTION SERVICE

MY VIEW: FILTERING DATA OVERLOAD

At the turn of every new year, I spend some time analyzing all sorts of data, projects, trends, and forecasting what the coming year will look like. Our operations are broken up into a number of sectors – Construction has fabrication, sheet metal, plumbing, piping, insulation and start-up. Service has HVAC and plumbing. We have the Bolton office serving most of the Mississippi market and Hammond working all over south Louisiana.

Add to this mix senior management, division managers, field managers, support staff such as drivers and warehouse, and then the all-important accounting group. You can go into overload on slicing and dicing information, ending up with a bunch of statistics and not much else.

Take a few steps back and ask the important questions... What were my primary goals for the year? How am I benchmarking my progress? Did anything go wrong? A much more important and relevant point is to review ALL the things that went just as planned or exceeded your expectations. A morale killer is to be only the bearer of negative and/or bad news. We have heard tales of companies who never shared with the employees that they were profitable. The supposed thinking was everyone will want a raise and a bonus if the company makes money.

At Metro we are on the other side of that thought process. Hard-working productive people want to know they are creating success for the organization. Tell them we won!! Yes, they deserve the credit. Reminder to self – Focus more on the successes within the data and celebrate the positives. Happy New Year and bring 2017 on.

COMMENTS WELCOME: QUALITY WORK PAYS OFF



CHASE DUPREE

In the course of business, we get calls from someone wanting to talk to "the boss". Many times this is a less

than happy conversation. Complaints, problems, or people issues all demand a response.

It is refreshing to receive compliments from a client thanking us for a specific action and customer care they received. This response just makes your day. A recent example of this involved **Chase Dupree** who works with our start-up and controls division. "Mr. Dupree had a clear understanding of the issue, checked in to be sure it was convenient for us, checked out to confirm everything was complete, all with a professional and courteous attitude" was the report from a recent customer. Thank you, Mr. Customer for taking the time to register a positive comment.

Many of us get too involved with our own daily grind to stop and say a simple thanks. We welcome feedback from our construction and service customers alike. Yes, it is okay to call with a situation that needs addressing. But, be just as ready to report the "attaboys". Thanks, Chase for making Metro look good. We appreciate your hard work and dedication to customer service.



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"The weather outside is frightful" as goes the song. Mississippi weather is not that extreme except for a few cold days but our

HVAC service shifts into gear to manage those emergency failures that inevitably will happen.

We sell and install many boilers each year and perform factory start-up for construction and renovation projects. Our HVAC service team performs annual maintenance, cleaning, and repairs on boilers for our customer service base.

Call **Metro Building Services** for all of your winter comfort needs on our service line at 601.398.2475.

★ UPCOMING PROJECTS Q1 2017

CONTINENTAL CARBONIC PRODUCTS
Brookhaven, Mississippi
Metro Mechanical, Prime Contractor

SOUTHERN PINE ELECTRIC POWER ASSOC.
Taylorsville, Mississippi
with Larry Sumrall Contractors

OMC CAUSEWAY BUILDING
Covington, Louisiana
with Kent Design Build

AT&T MECHANICAL RENOVATION
Jackson, Mississippi
Metro Mechanical, Prime Contractor



HAPPY NEW YEAR!

But they who wait for the Lord shall
renew their strength, they shall
mount up with wings as eagles,
they shall run and not be weary,
they shall walk and not faint.

ISAIAH 40:31