

METRO MESSAGE

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SOUTHEASTERN
LOUISIANA UNIVERSITY

SOUTHEASTERN UNIVERSITY ANNOUNCES NEW STUDENT HOUSING

Metro's work includes a hybrid geothermal ground source heat pump system featuring 222 wells and a cooling tower and boiler for auxiliary cooling/heating.

Southeastern Louisiana University began in 1925 as Hammond Junior College and acquired University status in 1970. Almost 100 years after inception, enrollment is roughly 15,000 students and the campus is spread over 365 acres. Covering the spectrum of five academic colleges, they offer 43 Undergraduate programs, 18 Masters studies, and two Doctoral programs awarding 2,200 degrees in their most recent graduating class.

Two 4-story buildings are under construction today which will add 556 beds for student housing. The new buildings will be known as Twelve Oaks Hall and Ascension Hall. Along with sleeping rooms, this new dormitory will feature community common space, study areas, and a retail food venue available to all students.

Donahue-Favret Contractors of Covington is the general contractor for this new 167,000 square foot dorm project and is one of four active projects Metro currently has under construction with D-F.

The HVAC system chosen for this project is a hybrid geothermal ground source heat pump system featuring 222 wells at a depth of 300 feet each. Our installation will also include a cooling tower and boiler for auxiliary cooling/heating.

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ASHLEY FURNITURE



FLOWOOD ★ MISSISSIPPI

There are furniture stores and then there are furniture giants. The Ashley brand qualifies for the latter. In just 20 years, this family owned franchise has gone from zero to 750 stores and over 3 billion in sales worldwide. They were named #1 retailer of home furniture and the fastest growing furniture brand. Clark Construction of McComb is building this new 30,000 square foot facility in Flowood. Metro is installing the HVAC system which includes 13 Roof-top units. Ashley is scheduled for opening in early 2018.

AMERICAN FACTORY DIRECT



COVINGTON ★ LOUISIANA

With roots going back to 1937, the Comeaux family has a long history in furniture. They opened the American Factory Direct brand in 1996 with a location in Mandeville, Louisiana adding a Distribution Center in 2008. They have expanded the footprint to include stores in Long Beach, Mississippi and Baton Rouge. Kent Design Build was the general contractor for this new 37,000 square foot retail facility and Metro installed 11 roof-top units as part of this construction. American Factory Direct opened in December at this new site.

DIXIE ELECTRIC POWER ASSOC.



LAUREL ★ MISSISSIPPI

The service map of Dixie Electric Power covers most of Jones and Wayne Counties along with the eastern half of Forrest County and western Perry County. It is one of many electric cooperatives set up in the 1930s across the state to provide service to rural areas. Dixie now serves almost 40,000 meters with 5,000 miles of energized lines. Larry Sumrall Contractors of Laurel is the general contractor for a renovation on the Dixie offices. Metro is providing HVAC and plumbing for the customer service lobby and administrative areas. Our work includes the installation of two 50-ton chillers, re-working chilled water piping, and plumbing renovations for kitchen and restroom areas.

MS PREMIER PLASTIC SURGERY



MADISON ★ MISSISSIPPI

MS Premier Plastic Surgery is adding a medical office location in Madison to complement their two surgical locations in Jackson. The term "plastic surgery" conjures up the vision of cosmetic fixes. This group offers a full array of cosmetic, reconstructive, and hand/wrist procedures. Probitry Contracting Group is the general contractor for this new medical office space and Metro is providing site utilities, plumbing, medical gas/equipment, and all HVAC for this facility scheduled for completion in late spring.

A MISSISSIPPI BASE WITH A LARGE LOUISIANA PRESENCE

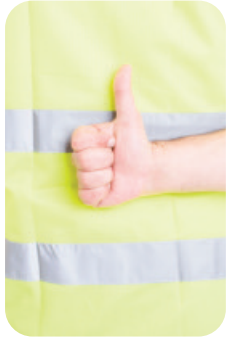


Most of our customer base knows Metro is based in Bolton, MS and operates a satellite office in Hammond, LA. The term satellite may be something of a misnomer because the volume in LA has increased exponentially in the past several years. We don't control the location of projects...you tend to go where there is demand.

We began operating in the Louisiana market as far back as the late 1990s and decided to open a formal office there about 2004. For more than a dozen years now, we have seen the market change and grow with the impact of natural disasters, economic boom/bust, and population changes. Hurricane Katrina moved a population base north of Lake Pontchartrain that never returned. Growth in every sector has tracked this shift with demand for medical, office, retail, churches, and industrial expansion.

What does this mean for Metro? We built a new facility in 2009 in Hammond and expanded by 50% again in 2013. From a sales perspective, 40-50% of our Company volume comes from this market. With a full staff of management and personnel based in LA, we are no longer the new kid in town or an outsider. Thanks to Hale Gonzales and his team for a major contribution to our success.

THE SAFETY CORNER: A RECORD WORTH REPEATING



As Metro closes out 2017 and begins the New Year, we are pleased with our continued positive safety record. Our crews recorded 275,000 manhours over the past year working on 120+ construction sites and literally hundreds of small service calls. Staffing levels have exceeded 135 individuals for the second half of the year.

Metro Mechanical and Metro Building Services recorded only one lost time accident for the entire year. This is a phenomenal statistic considering the trade and risk factors inherent to the job. Our crews are to be commended and our hat is off to Lamar McPhail who serves as our Safety Director. A job well done, guys.

"Safety is NO Accident" has been our motto for the safety program. Literally planning to not have unsafe conditions, to not allow others to create hazards, and not taking chances with poor decisions all promote an atmosphere where zero accidents are achievable.



BY: RICK WHITE

DESIGN CONSTRUCTION SERVICE

MY VIEW: LOOKING FORWARD & LOOKING BACK

Facts, figures, and important milestones are all etched into my memory because they are significant. As we begin our 25th year of business, I am amazed at the Metro story that has unfolded over the years.

Frank and I have made a practice of planning, budgeting, and forecasting the vision of each new year. There have been some incredible surprises of the favorable kind and certainly some disappointments that cause you to step back and ask "How did that happen?"

The economy has been through a number of dips and turns since January, 1994. None of us have a crystal ball and if we did, we would have quit a long time ago. I do not pretend to act as a prophet or a philosopher. But, it is important to realize that world events, government changes and decisions of others are fully out of our control.

As we look towards 2018 and all the unknowns that are out there, I am content to make a plan, commit to dealing honestly, and working hard to achieve the best outcome possible. As owners, the pure thrill of the ride has been worth it. The good years mixed with the bad don't dampen the enthusiasm of charging forward into whatever the future holds.

The New Year is starting off with a number of new projects and the future appears bright. The Metro team is ready to roll. I am reminded of a favorite scripture about tomorrow - "Therefore do not worry about tomorrow, for tomorrow will worry about itself. Each day has enough trouble of its own." Matthew 6:34

EQUIPMENT UPGRADES & RENOVATIONS

In the course of a year we touch 120 or so construction projects and 1500-2000 service calls. The majority of this work is considered construction in some form. 25 years ago, 75% or more of the work was new construction with retail leading the pack. Today, this trend has morphed to renovations accounting for more than 50% of our total work.

Mechanical equipment upgrades, with a dash of roofing, painting, ceilings, or electrical are common. While we are not attempting to compete in the GC marketplace, cosmetic and other minor repairs are often rolled into one contract with Metro as a sole source.

Large or small projects, design/build, or service, we are ready to be the solution for your building needs. From a water leak to full engineering services, give us a call.



EMPLOYEE OF THE YEAR: SPOTLIGHT ON JEFF WALSH



Every year at our Company Christmas Party, we recognize one individual whose work is outstanding. This is our "Extra Mile Award" and for 2017 it was presented to **Jeff Walsh** who runs our Hammond fabrication shop. Jeff worked for Metro back in the 1990s and left for several years returning in 2012 to assume his current position.

He arrives for work on time, with a smile on his face, and proceeds to turn out production at an amazing pace. Jeff is responsible for duct fabrication for the LA division and has supplemented our MS operations at times. He singlehandedly averages thousands of pounds of fabricated material weekly at a pace that is unparalleled. Jeff does this without complaint.

The purpose of this award recognizes someone who truly goes beyond the norm setting the bar high for co-workers. Jeff, thank you for your commitment to super performance. **You deserve this!**

Jeff and his family live in nearby Ponchatoula.



Post Office Box 368
1385 Industrial Drive
Bolton, Mississippi 39041
metromechanical.net • 601.866.9050

CHRISTMAS 2017: FOOD, FUN & FANTASTIC PRIZES



Our annual Christmas Party was held December 1 for our Mississippi location and December 7 for the Hammond facility. We had record attendance for a night of fun, visiting with spouses and significant others, and enjoying a fun time of gift giving in the form of the now famous "chip drawings".

Everything from small electronics to furniture, tools, and fun things that you might not buy for yourself are part of the Company gifts. Wes Schotts was the grand prize winner of the 55" TV in the Bolton office.

Our Hammond office and field staff gathered at a downtown restaurant venue for a catered meal and similar holiday celebration. Tim Rouster, one of our longest-term employees, was the grand prize winner of the big screen TV for this party.

We appreciate our hard working staff and this is just one small way we can say thanks for your service and dedication to making our organization prosper.

★ UPCOMING PROJECTS Q1 2018

SOUTHWEST REGIONAL MEDICAL CENTER
McComb, Mississippi
Central Plant Renovations & Metro as Prime Contractor

MS DEPARTMENT OF WILDLIFE
Jackson, Mississippi
HVAC Renovations & Metro as Prime Contractor

NORTH PIKE ELEMENTARY SCHOOL
Summit, Mississippi
Mac's Construction of Hattiesburg as General Contractor

ROUSE'S COPPERSTILL
Covington, Louisiana
BET Construction as General Contractor



HAPPY NEW YEAR

As we begin a new year, it is appropriate to say thanks to all who have had a part in Metro's success. Metro is excited about 2018 and begin this year with the largest backlog of work in our 25-year history. From the design professionals to vendors/suppliers and then to our own personnel, we commit to making 2018 the best ever. Here's to good health, success, and prosperous returns for your work!

"For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future." **Jeremiah 29:11**