

METRO MESSAGE

JULY 2018

VOL. 19 NO. 3



REGIONS BANK ANNOUNCES

NEW OPERATIONS CENTER

Metro is installing all HVAC and plumbing for this facility featuring two 120 ton air cooled chillers, air handlers, and Liebert computer room unit.

REGIONS BANK
OPERATIONS CENTER
HATTIESBURG, MISSISSIPPI

Regions Bank will soon occupy a new 75,000 square foot operations center in West Hattiesburg off Highway 98 on Lamar Boulevard. This will be a high-tech facility supporting other corporate operations for the Hattiesburg area. The new center will add 90 new jobs bringing Regions employment in the Hattiesburg market to well over 400 people. This represents a \$23 million investment for the bank.

Regions has locations across the South, Midwest, and Texas with over 1500 bank offices in operation. They consistently rank among the largest banks in the U.S. with over \$120 billion in assets.

This new center is being constructed by Brasfield and Gorrie of Birmingham and is scheduled for completion by year end. Metro is installing all HVAC and plumbing for this facility featuring two 120 ton air cooled chillers, air handlers, and Liebert computer room unit.

IN THIS ISSUE

Feature Story: New Operations Center for Regions Bank

01

Featured Projects: Pinelake Church, Rouse's Market & More

02

Metro Building Services: More Than "Break & Fix" Services

02

The Safety Corner: Exhibit A: What Not To Do!

03

Employees In The Spotlight: In For The Long Haul

03

My View, By Rick White: Can We Survive?

03

Annual Fish Fry 2018: Celebrating 25 Years

04

Upcoming Projects: Meridian Naval Air Station, Trinity & More

04

PINELAKE CHURCH



BRANDON ★ MISSISSIPPI

Pinelake is adding a 42,000 square foot Student Center for the main Brandon campus. Copeland and Johns is the general contractor leading this construction. This addition will feature a theater, large meeting spaces, and an outdoor baptistry. Metro's work includes all plumbing and HVAC featuring packaged roof top units. This project will be ready for use by late 2018.

ROUSE'S MARKET



COVINGTON ★ LOUISIANA

Now in its third generation, the Rouse family continues to grow as Louisiana's largest independent grocer. This 44,000 sf store soon to open in Covington is the chain's 60th location and the sixth for St. Tammany Parish. Working with BET Construction, Metro is installing all HVAC including roof top packaged equipment, Munters dehumidification unit, and deli hoods/fans.

MDWFP



JACKSON ★ MISSISSIPPI

The central operations center for the Mississippi Department of Wildlife, Fisheries and Parks is receiving an upgrade in mechanical equipment. With Metro as the prime contractor, we have replaced a 200-ton chiller and adding an additional VRF system as backup cooling for the IT center of the facility. Our work also includes circuit upgrades for the backup generator for the center. Renovations are scheduled for completion by August.

SOUTHEASTERN LA UNIVERSITY



HAMMOND ★ LOUISIANA

Various renovations and equipment upgrades are part of every summer break for Southeastern Louisiana University. The Dugas Athletic Center houses the main athletic department for the university and main ticket sales for school events. Metro recently changed out the cooling tower for this facility as part of their building upgrades plan. Our crews were able to complete this unit change-out in a 24-hour period to minimize disruption.

METRO BUILDING SERVICES: MORE THAN "BREAK & FIX" SERVICES



MARGARITAVILLE HOTEL ★ VICKSBURG, MISSISSIPPI

Our HVAC service arm, Metro Building Services (MBS) operates as a separate company in many respects but we share resources, support staff, and back each other up in countless ways. Preventive maintenance, system changeouts, and emergency services are the core of our sales base.

Occasionally, MBS gets involved in renovations that morph into a larger scale project. A recent example was the sprucing up of the old Harrah's site in Vicksburg. The new owners are converting this into a Margaritaville Hotel. Our scope grew from getting equipment back up and running to changing out a number of units, central plant renovations, and a new energy management system. Opening the last week of June, this hotel is a great addition to Vicksburg's riverfront.

THE SAFETY CORNER: EXHIBIT A: WHAT NOT TO DO!

As part of our Safety Training focus, we host a safety day periodically to pull everyone from the field and review operations and procedures. Our management and safety consultants cover a variety of topics including driver safety, fall protection, cranes, accident investigation and personal protective equipment.

Just before this safety day was scheduled, our sheet metal crew had a person cut by a raw edge of metal requiring stitches. Fortunately, this was first aid and did not require any lost time. This incident was preventable with the correct precautions and serves as a very real reminder of the hazards of our work.

These training days are not designed to criticize our crews or lay blame but are a tool for teaching safe procedures. With only one lost time accident in the past 3½ years (almost 1 million man-hours), our safety program is effective. Our safety day was topped off with a crawfish boil.



BY: RICK WHITE

DESIGN CONSTRUCTION SERVICE

MY VIEW: CAN WE SURVIVE?

According to U.S. Bureau of Labor Statistics, the average start-up business in America has a 50% chance of failure before five years of life. Even worse, most of those who fail show signs of failure by the end of year one. Only 33% who start make it to their tenth anniversary.

There are mixed reasons for failure, among them lack of capitalization, inability to penetrate their market or simply lack of a desirable product/service to meet the wants of the buyer.

Metro has long passed the five and ten year marks and we no longer worry about sheer survival. Being the math nut that I am, I am constantly reading the stats and tea leaves to guess how to tweak this or that to be just a little better. After a lifetime of ciphering, much is just out of our control. Market forces and economic swings dictate our pricing and the aggressiveness of our competition. The boom and bust of construction scheduling reduces our plans to the trash heap some weeks.

We are adequately capitalized today, have a great following with loyal clients, and our product (HVAC and plumbing) is not going out of style anytime soon. The challenge of growth and continued success hinges on factors that may be hard to measure. Management preaches effective communication, flexibility, and going the extra mile (easy said, hard done). Our goal is to stand out in the crowded market by being the answer man, providing solutions to complex issues, working to meet budgets that are strained, and delivery on time.

There is an old phrase in the biology world, "survival of the fittest" which is defined as the continued existence of an organism that is best adapted to its environment (to the extinction of others). We are not dreaming of the demise of our friendly competitors. Metro just plans to stand strong and continue thriving and not just surviving long past our first 25 years.

EMPLOYEES IN THE SPOTLIGHT: IN FOR THE LONG HAUL



We typically use this feature to focus on a specific team member who has contributed in a significant way to Metro. This edition is a group recognition of personnel who have dedicated a decade or more of service to the Company.

It is not a surprise that this group comprises key leaders in every part of the organization. Gary Layman, Lamar McPhail, Rowdy Neely, Tony Pace, Richard Perkins, Alan Coley, Roger Coley, Brian Dolan, Hale Gonzales, Jessie Harrison, David Simpson, and Carolyn Ward have ten years or more of service. Jimmy Holmes, Reed Glaze, Coatney Tucker, and James Wimberly have 15+ years. Willie Johnson, Tim Rouster, Adam Shiflett, Scott Shiflett, John White, and Bryan Phillips, Frank and I have 20 or more years in the Company. Some of these guys have more than half their lives committed to Metro.

As owners, we owe a tremendous debt of gratitude to this group for their years of service. This is the group that begins early and is willing to stay late, work extra on weekends, and make sacrifices that cost time away from families to be sure a job is done well. Much of this effort is behind the scenes and does not get recognized enough. Our goal is to keep this quality group to retirement day.

THANKS TO ALL!



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

ANNUAL FISH FRY 2018: CELEBRATING 25 YEARS



Metro was honored to have hundreds of guests join us for our annual Fish Fry and Open House. Our theme this year was "Celebrating 25 Years". It is humbling to think back to our beginning days and realize how blessed we are.

It has only been with great support of so many of these who came for lunch that we were able to grow and prosper. None of us operate in a vacuum and we need customers who hire us, vendors who supply us, and many other supporting cast to keep Metro rolling.

We tip our "chef's hats" to all of you for making this a great day.

UPCOMING PROJECTS

Q3 2018

MERIDIAN NAVAL AIR STATION
Meridian, Mississippi
with Southeastern Industrial Construction

TRINITY HEALTHCARE
Covington, Louisiana
with Donahue-Favret Construction

FIRST BANK
Hattiesburg, Mississippi
with Mike Rozier Construction

KOHLER MANUFACTURING
Hattiesburg, Mississippi
Metro is Prime Contractor

CELEBRATE **AMERICA'S FREEDOM** & **PRAY** FOR OUR LEADERS



First of all, I urge that supplications, prayers, intercessions, and thanksgivings be made for all people, for kings and all who are in high positions, that we may lead a peaceful and quiet life, godly and dignified in every way.

1 Timothy 2:1-2