



FEATURE PROJECT

THE RAYMOND/YELLOW FEATHER: LET THE PARTY BEGIN

Metro worked with the building owner to design and install new HVAC, ductwork, and controls. Exposed spiral duct was used in the large meeting space along with conventional splits and mini-splits for heating/cooling.



THE YELLOW FEATHER
RAYMOND, MISSISSIPPI

THE RAYMOND/YELLOW FEATHER

More than 80 years ago, Gaddis Motor Company began operating on the Raymond Square as a Ford dealership. This was back when every small town had an outlet to buy a new car or truck. Eventually, Gaddis became George Cooper Ford closing its doors for good in the early 1980s after relocating away from downtown. For most of the next 40 years, the space floundered as a hodge-podge of small retailers including a pottery shop.

Enter three ladies with a flair for design and a dream of building a business around an events facility and The Raymond was born. With Kim as CEO, Tara as CFO, and Leah as COO, the Yellow Feather has opened as a specialty gifts, plants, and antiques shop. The events venue features a setting for outdoor weddings, a large reception hall, and meeting space for large or small groups. Early reports are that reservations are quickly filling for 2021. It is exciting to see a historic building on the town square re-purposed with new life.

Since much of the original building had no air conditioning, Metro worked with the building owner to design and install new HVAC, ductwork, and controls. Exposed spiral duct was used in the large meeting space along with conventional splits and mini-splits for heating/cooling.

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ST. GEORGE FIRE DEPARTMENT



BATON ROUGE ★ LOUISIANA

Named after the neighborhood off Perkins Road, this department began as a volunteer unit transitioning in the 1990s to full time. The fire district now employs 178 people. This new construction is the largest project in their 50 year history. Guy Hopkins Construction is the general contractor for this facility that includes a new fire station, training and communications center, and a maintenance shop. Metro is installing a combination of VRF, conventional splits, and fan coil units fed from the existing chilled water system. This project is scheduled for completion in early 2021.

FIRST BAPTIST COVINGTON CHAPEL



COVINGTON ★ LOUISIANA

Wedding bells will soon signal the "I dos" of new couples at First Baptist's wedding chapel. The 9,200 square foot new facility, built in the traditional style features a 55 foot bell tower, gardens, and chapel for the ceremony. Kent Design Build is the general contractor for this project that adjoins the main campus of the church. Metro installed a package unit and VRF for the HVAC system. The chapel will be ready for events this month.

CHICK-FIL-A: MISSISSIPPI COLLEGE



CLINTON ★ MISSISSIPPI

This new dining option opened on the Mississippi College campus August 18 just in time for the fall semester.

Chick-fil-A is a popular option for students on colleges around the country and this concept was promoted by President Blake Thompson as a good fit for MC. Copeland and Johns was the GC for the renovation of Alumni Hall which houses new dining options and a commons area for students. Metro added new mechanical systems including a chiller, air handlers, and plumbing renovations.

CRAWFORD STREET METHODIST CHURCH



VICKSBURG ★ MISSISSIPPI

Dating back to pre-Civil War days, this historic church completed its first building in 1850. After a second building was completed in 1899, the church burned Palm Sunday, 1925. The congregation rallied, rebuilt the facility and even during the Great Depression and World War II were able to pay off the debt by 1945. Recent renovations included replacement of two boilers, air handlers, hot water coils, fin tube radiators, pumps, and controls. Metro was the prime contractor for this project completed in September.

JETTER SERVICE: A CRITICAL PART OF COMMERCIAL PLUMBING SERVICE

Our plumbing service team recently added a larger jetter to our arsenal of service equipment. Working with college campuses, industrial customers, and other large plumbing systems requires the right tool for the job. In the plumbing business, emergency service is time-critical to keep a facility operational. This new jetter will enhance our ability to more quickly resolve issues.

If you have any commercial plumbing service needs, our team is available 24/7 with rapid response for leaks, drains, water heaters, or other plumbing concerns. **Service can be reached through our main number at 601-866-9050.**



SAFETY CORNER: TAKING NO CHANCES

With the prolific rise of social media and use of cell phone cameras, it comes as no surprise that people are caught doing dangerous things. We have all seen the captions, "Don't try this at home" or "Hey Bubba, watch this!". While sometimes humorous, safety is not a joke.

Some of the safety issues that arise in our specific industry include –

-1- Working at the edge of a building without being properly tied off; **-2-** Standing on the rails of a scissor lift to gain additional reach; and **-3-** Removal of a safety guard from a tool to accomplish a task

All of these could fall in the category of "this will only take a minute" with the assumption that I'll go back to being safe right after doing something less than safe. Safety training is all about thinking ahead, avoiding risk, and not taking unnecessary chances. Most accidents are preventable with planning, providing the right tools, and proper procedures.

Life and limb are not worth short-cuts. Going home safe at the end of the day is more important than saving a minute and detouring away from safe practices. **Take no chances – do it safe the first time.**



TAKE NO CHANCES – DO IT SAFE THE FIRST TIME.



BY: RICK WHITE

DESIGN CONSTRUCTION SERVICE

MY VIEW: BRIDGING THE GENERATION GAP

A recent cartoon proclaimed, "Don't underestimate the older generation – they got their education without the help of Google or Wikipedia". The term "generation gap" has been around for at least my life and longer. It is generally defined as a lack of communication between generations brought on by differences in taste, values, or perspective. As one of those 60+ guys, I know the gap is real. It is not a figment of my imagination.

One of the largest issues with this gap is stereotypes. You know the drill: Old guys are out of touch, Gen Xs are poor team players, Millennials are cynical and on and on. On the flip side, there are many positives that overcome the stereotypical models. Boomers value hard work and typically want face-to-face engagement with people. Xers enjoy work-life balance and that makes for productive, happy people. Millennials are the first generation of "tech natives" and are enthusiastic about new and innovative ideas. In a nutshell, we need the synergies and skills all of us bring to the table to effectively manage in 2020.

Bringing this down to a personal level, Metro's management team consists of a mix of 30s, 40s, 50s and 60-year olds. Not any one of us has all the answers. We collaborate around a conference table on Mondays with differences in style, preferences, and talent. Our end goal is the same... meet the customer's need, communicate with our team, and develop a plan to keep every project on track to its conclusion.

We bridge the gap by accepting and appreciating our differences in delivery. So, whether we text, email, or talk, our guys work as a team with a "get it done" mindset. The generation gap may not be gone, but is overcome by the energy of a highly motivated management

METRO ACHIEVES GOLD IN SAFETY: ABC NATIONAL

Metro has again received the Associated Builders and Contractors Gold status in their National STEP safety program. Founded in 1989, STEP participation demonstrates leadership and a cultural commitment to safety performance. STEP applicants demonstrate through 25 key components their safety processes and policies. The implementation of effective safety procedures reduce jobsite incidents and create a company environment where safe practices are the standard.



EMPLOYEE SPOTLIGHT: BEAU BAILEY



BEAU BAILEY

Beau joined Metro in early 2018 as our first licensed electrician. He has worked in the electrical field his entire career and is a graduate of the four-year MCEF program sponsored through Associated Builders and Contractors of Mississippi. Beau also holds a state Master Electrician License.

Metro does not bid work as an electrical contractor but through Beau's leadership, we are able to self-perform many small service projects and installations. Adding this specialty to our construction and service platform has enhanced our ability to respond to emergency system changeouts and other needs. We are proud to have Beau as part of our field leadership team.

Beau and his wife Casey live in Richland and have two children, Braiden and Lily. He enjoys hunting and fishing and spending time with family.

METRO MECHANICAL

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NEW CRANE ADDED TO THE METRO TRUCK FLEET



A recent addition to the Metro truck fleet is a new Peterbilt truck with a National NBT30-H Crane. This 30-ton unit features a 110 foot 4-section boom with a 44 foot jib. A higher capacity will assist our field crews in self performing more lifts that previously were subcontracted out. Between equipment deliveries to our yard, Metro Building Services' replacement work, and Metro construction jobs, we will keep this new unit busy.

UPCOMING PROJECTS 2020

BATON ROUGE BASIS SCHOOL

Baton Rouge, Louisiana
with Buquet and Leblanc as General Contractor

ENTERGY

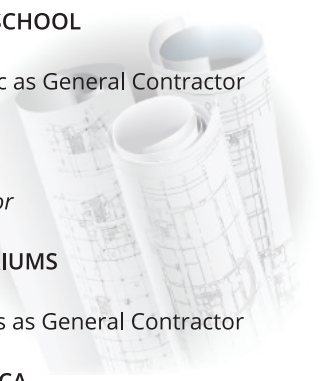
Hot Springs, Arkansas
Metro as Prime Contractor

GARY ROAD GYMATORIUMS

Byram, Mississippi
with Coleman Hammons as General Contractor

NISSAN NORTH AMERICA

Canton, Mississippi
Metro as Prime Contractor



CELEBRATING THANKSGIVING!



Sing to the LORD with thanksgiving; make melody to our God on the lyre! He covers the heavens with clouds; he prepares rain for the earth; he makes grass grow on the hills. He gives to the beasts their food, and to the young ravens that cry. **Psalm 147:7-9**

Our 2020 Holiday Schedule

- November 26-27 in Celebration of Thanksgiving
- December 24-25 in Celebration of Christmas
- January 1, 2021 for New Year's Day