

Spring

June 2007

NEWS from BOB

Think it through.
Be quick to listen
and slow to speak.



GROTE ENTERPRISES

The Commercial Quarterly

School is out and many family activities are in full swing. Our company picnic on June 23rd will help jumpstart the summer fun also.

Speaking of full swing, that's what we are in now. We are in the north at Marycrest Dormitory, for the University of Dayton, completing the remaining wings of the dorm that we successfully completed last summer. Also in the north we are working on the Middletown Hospital Campus at the Medical Office Building and The Behavioral Health Center. We are in the south at the The Columbia Sussex World Headquarters Building and The Ascent Condos at the Roebblings Bridge projects. Many more projects in between plus east and west have us maximizing our capabilities and proving to our customers that we are the HVAC company to work with. More exciting projects are coming and our sales are ahead of plan.

We do have some news that is going to enhance our capabilities and growth in the future. We are going to grow our service business by offering more maintenance contracts and also begin offering 24 hour service to our current and future customers. This segment of our business will also help to grow our special project and replacement business.

There are quite a few new people that have joined the Commercial HVAC team which I am glad to see and appreciate your willingness to join us. Please see page 3 for the list of our new team members.

Also, I am encouraged by all of your safe actions which continue to keep us safe on our job sites and show our customers that we care about each other.

Have a great summer and I look forward to seeing you and your families at the picnic.



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2007 Holiday Schedule

- 4th of July *Wednesday, July 4th*
- Labor Day *Monday, September 3rd*
- Thanksgiving *Thursday, November 22nd*
- Floating Holiday *Friday, November 23rd*
- Christmas Day *Tuesday, December 25th*

THE CREW AT COLUMBIA SUSSEX HAVE AN OFFICE WITH A VIEW!

Project Manager: Brian Pastura

Superintendent: Bob Varney



Air Handler Hoisting



Northeast View from the Top Floor



Checking the Liebert Unit



Rigging into the Mechanical Room



The Lunch Crowd



Superintendent Bob Varney



East Exposure

Columbia Sussex World Headquarters is a 9 story building taking shape and looming over the hillside in Northern Kentucky. This building will be occupied entirely by Columbia Sussex which owns and manages a large number of hotels and casinos in the USA and abroad. The top floor is the conference room with a view that goes on and on. Besides the view this building has other unique features. The top of the building extends out past the walls on 2 sides giving the impression of wings. Also under construction is a train station and railway for a passenger train that circles the acreage of this building site.

The HVAC system consists of a 4 pipe chilled water/hot water system comprised of a chiller, 2 boilers, 12 air handlers, numerous vav boxes, a makeup air unit and 2 data room units. This project has been designed by our engineering group, specifically, Steve Smith and Chip Branscum and coordinated by Paul Kleinjohn and Patrick Carr.

This building is scheduled to be finished in late October and the crew is right on schedule. There is currently a 7 man pipe fitter crew and an 11 man sheet metal crew working with Superintendent Bob Varney. There are plenty of obstacles to overcome, but this crew is resourceful and working diligently to stay on track.



At Jack Russell Stadium in Clearwater, Florida, on June 26, 1985, organist Wilbur Snapp played "Three Blind Mice" following a call by umpire Keith O'Connor. The umpire was not amused, and saw to it that Mr. Snapp was ejected from the game.

Reaching Higher Standards

WHAT DO YOU KNOW ABOUT COMMERCIAL HVAC ?

1. When was Commercial HVAC founded?
2. How many employees does Commercial HVAC have?
3. What is Commercial HVAC's specialty?
4. How many people are in our service department?
5. Who manages the service department?
6. Has a Commercial HVAC project ever been published in a magazine?
7. What is a VOC?
8. Does Commercial HVAC have a registered Professional Engineer?

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Answers

1. 1996 2. 83 3. Design/Build 4. 6 5. Roger Clark 6. Yes—3 times
7. Voice of the Customer 8. Yes—Chip Branscum



*What would you like to see
in this newsletter?
Email your suggestions to Brandon!
beyer@commhvac.com*

ANOTHER GOOD YEAR HAPPY BIRTHDAY!

MAY

Robert Asberry
Todd Kearns
Bruce Price
Tom Perkins

JUNE

Randy Clemmons
Darren East
Gene Howle
P J Wagner

JULY

Roger Clark
Dale Fisher
Vance Nester
Jamie Rash
Aaron Schulkers



◀ Does anybody get this?

WELCOME!

Please welcome those who
have recently joined our team

Brian Pastura	Dave Green
Phil Pope	Dave Evans
Brad Johnson	Lee Elisa
Steve Knight	Greg Chasteen
Don Finke	Mike Schairbaum
Jason Smith	Brian Stiens
Eric Wilson	Matt Walters

REMINDER! SUPERINTENDANT MTGS
JULY 10th AND SEPTEMBER 11th

Training Classes

Summer Break!

Classes will resume again in the fall. However, if you would like any individual training, please contact Tom Eppinghoff at 531-8400 ext. 307. Tom would be glad to set up some time for individual training!

Pitcher Joe Nuxhall of the Cincinnati Reds hurled his first major-league game in 1944. Nuxhall, the youngest pitcher in major league baseball, was only 15 years and 10 months old when he pitched that game against the St. Louis Cardinals.



SMOKING BAN

The State of Ohio mandated "No Smoking Ban" is effective May 3, 2007. In an effort to comply with the new law, and avoid any costly citations and fines, Grote Enterprises will become smoke free in all enclosed areas including the Office, Shop, Logistics, Pipe Shop, all company job site trailers and as required by law, minimum 15 ft. outside of all entrance and exit doors. All cigarette receptacles will be removed from these areas and smoking will only be permitted in the following areas: outside the back entrance to the Shop dock area, outside of the pipe shop, in personal, non-company owned vehicles and the required distance from doors at job site trailers.

Under Ohio Law, companies and individuals can be fined for reported non-compliance. The following disciplinary policy will be implemented.

- 1st Offense – verbal warning
- 2nd Offense – written warning
- 3rd Offense – 1 day suspension



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CORE VALUES & BELIEFS

- **EMPLOYEE DEVELOPMENT** – We will foster the health, safety, and development of our employees.
- **REPUTATION** – We will continually strive to be recognized as the STANDARD of performance in our industry
- **PROFITABILITY** – We are committed to profitability. We recognize that profit is necessary to support our vision and our mission.
- **ETHICAL BEHAVIOR** – We will be fair, honest, and ethical in all our business dealings.
- **CUSTOMER SATISFACTION** – We value our ability to serve our customers by providing quality products, services, and innovative ideas
- **TEAMWORK** – We are a TEAM! We will promote open communication, trust, and mutual respect.
- **FAITH** – Our core values and beliefs are based on our faith in God.

VISION

□ Our vision is to be invaluable to our partners—customers, vendors, sub-contractors and employees so that they cannot imagine achieving success without us.

MISSION

□ Our mission is to provide comfortable, reliable and efficient mechanical systems that allow our customers to be profitable and grow: and to build and maintain a high performing team where safety, quality, productivity and leadership will ensure the longevity and superiority of the organization.