

Summer

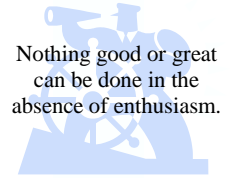
September 2007



GROTE ENTERPRISES

The Commercial Quarterly

NEWS from BOB



Nothing good or great
can be done in the
absence of enthusiasm.

It has been another busy summer for the team at Commercial HVAC. Now it is back to school for our children and for all of you. We have put together a training program covering a wide variety of topics that will surely benefit everyone. I encourage all of you to sign up and participate in this opportunity to expand your knowledge and skills in our business.

We do have a few noteworthy news items to share with all of you. First, we have started using a new drawing/estimating/fabricating program. The program allows us to more accurately draw our ductwork, piping, and equipment in 3D to avoid collisions. Once the ductwork is drawn it is sent electronically to the sheet metal fabrication shop's computer for assembly. The program also will give us counts of materials per drawing and very accurate material pricing for our estimating needs. Second, we are upgrading our web site, www.commhvac.com, to provide more information to our potential or current customers. The next phase of this web site upgrade will be to have the information that you need available from the internet. We are trying to make the communications for everyone's needs simple and efficient.

Finally, please mark your calendars for our Christmas Party this year on December 8th at Dave & Busters in Springdale. More information will be sent to you on this.

Thanks to all of you for what you do and how safely you work together.

Bob

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2007 Holiday Schedule

- *Labor Day* Monday, September 3rd
- *Thanksgiving* Thursday, November 22nd
- *Floating Holiday* Friday, November 23rd
- *Floating Holiday* Monday, December 24th
- *Christmas Day* Tuesday, December 25th

2007 SUMMER PICNIC



Why do we have to listen to him again?



The Schutte Family



Randy is a winner!



Blake is getting too much advice!



Brandon, Why did Tony make you pose like this?!



Rick and Brad Are they the Blues Brothers?



Is James pulling a rabbit out of here?



Alan's family is a winner too!



Mr. Calm, Cool and Collected



Proud Grandma & Grandpa Varney



The CHVAC Group - Awesome!



Sharon's pride & joy!

Besides all that Coney Island had to offer there was a large crowd who came to enjoy a wonderful day in a relaxed atmosphere with friends and family. Laughter and conversation filled the picnic shelter and settled down only slightly while everyone enjoyed a delicious picnic dinner. Door prizes added to the fun! So many people were able to meet coworkers and their families that they had never met before.

What a great time!



The Wietmarschen Family



The West Family



Tree!



The Ritter and Sweeney Families



Who Dey treasure for Tony Dean our official photographer



Mike, Lovey & Dave



New parents to be -The St.Clairs



The Asberry Family



We know who the boss is here. Right Rob?



Another winner for the Wolf's



Double Trouble Cindy & Cathy



Troy and family



The Schulkers Family



Chip's anticipating winning a big prize!



The Childress' had an Ohio pass for the day



More proud Grandparents - The Cartwrights

A big Thank You to **Tony Dean** for all these pictures!



The harlot's call to the sailor "Hi, Jack!" acquired its more sinister meaning when, after the first embrace, she hit him with a lead filled handbag and he was dragged off to be sold to a ship in need of

Reaching Higher Standards

DECODING THE CODES

by Chip Branscum P.E.

On July 1st just about every municipality in our tri-state region adopted the newest versions of the building codes. At it's most basic level building codes are there to protect the safety and welfare of the general public. Unfortunately, most code changes are the result of system failures or natural disasters. Hurricane Hugo in 1989, for example was responsible for a multitude of building code updates because of the massive failures at that time. The regulation of building construction can be traced back to before America was a country. George Washington and Thomas Jefferson encouraged the development of building regulations to provide minimum standards that would ensure health and safety. If you've ever visited a foreign country (especially a developing nation) you'll quickly gain a fresh perspective for how lucky we are to have these standards and regulations in place.

SAVE THE DATE!

Commercial HVAC Christmas Party

December 8th
at
Dave & Buster's




One of our new banners proudly displayed at The Ascent!



Thanks for the pic Mike!

ANOTHER GOOD YEAR

HAPPY BIRTHDAY!

<u>AUGUST</u>	<u>SEPTEMBER</u>	<u>OCTOBER</u>	<u>NOVEMBER</u>	<u>DECEMBER</u>
Bob Cartwright	Greg Chasteen	Darnell Howell	Alan Bobka	Jeff Gwyn
Joe Eten	Ken Childress	Brian Stiens	James Potts	Bob Walters
Gene Greenup	Brian Gaffin	Ken Wietmarschen	Jeremy Sowers	Mike West
Steve Knight	Sean Rash	Eric Wilson	Bob Stiens	Laura Kamphaus
Rob Rash		Bob Wolfe		
Bob Roundtree				
Ron Sand				
Jason Smith				



YEAR AT A GLANCE

SUPERINTENDANT MEETINGS
7:00 am—Training Room

Sept. 18, 2007
Nov. 13, 2007

Jan. 8, 2008
March 11, 2008
May 13, 2008
July 8, 2008
Sept. 9, 2008
Nov. 11, 2008

Training Classes

Brochures for the 2007—2008 class schedule have been mailed to everyone. If you have not received a brochure please call Sherry (513-842-2728).

Classes for the coming year have been selected and tailored to more closely fit the needs of Commercial HVAC. Don't pass up this opportunity to increase your skills!

The first class is on Refrigeration
Tuesday, Sept. 11, 2007.

All classes will be held in the Training Room on Tuesdays from 4:30 to 6:00pm.

Think about it...

While no one likes to think about it...we can force ourselves to make essential preparations. While not necessarily relevant in every case to every individual, most of us should be somewhat knowledgeable about the following topics:

- *Long-term care insurance
- *Pensions, 401K's, etc.
- *Living wills
- *Wills and probate
- *Trusts
- *Funeral/burial options
- *Life insurance
- *Social Security

Your Employee Assistance Program can help you assemble appropriate resources so that you can turn an unpleasant task into the satisfaction of knowing you have done your best to provide for those you care about the most.

Life Management Systems

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www.lifemanagementsystems.net

The USS Constitution--called "Old Ironsides" because cannonballs could not penetrate her tough oak sides--was one of the first of the original six frigates that made up the U.S. Navy. She harbors in Boston and visitors are welcome.





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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.