

## M&D SPOTLIGHT



William Ernest Weddington, former Superintendent & Shareholder, retired June 30, 2016. Ernest joined M&D in 1989. During his time here, he was valuable in sharing his knowledge of HVAC, Plumbing and Underground Utilities. He spent much of his time at Arnold Air Force Base & NASA handling several challenging projects. Ernest was essential to the growth of M&D. During his retirement Ernest & Jane will be antiquing & working on their farm. Ernest, you will be missed!



Ruddie Putman will be retiring in September 2016. He started with M&D in 1990 as a Procurement Manager out in the field. He then was an Assistant Project Manager to Bobby Allfrey at Boeing. After his time in the field he moved to the office and handled Safety & Human Resources concerns as well as being the Office Manager, Shareholder and Corporate Secretary for M&D. During his duration, Ruddie has accomplished many things including establishing and implementing a proactive safety program and introducing employee benefits. Ruddie is known for his wisdom, experience, and compassion. He will be spending time with his family during his retirement. We wish you blue skies & smooth sailing. We will miss you Sunshine!



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## Support Our Troops



July 2016



# M&D Messenger

M & D MECHANICAL CONTRACTORS, INC.

# Newsletter Updates



## NOTES FROM MANAGEMENT

This past year has been a difficult one for the M & D Family. Work has been slow. Competition is tough. We have had to let good people go. Now, we are facing changes in benefits. When we met with our Blue Cross/Blue Shield account representative in June to discuss our 2017 renewal, he very-matter-of-factly told us we would pay 25% more in premiums in the coming year than we had in 2016. Many of his clients had seen 30-40% increases. In an effort to maintain the excellent health care benefits our families need, we spent hours measuring various mixtures of costs versus benefits options to find a solution to keeping the cost to the employee in check while keeping the company competitive in acquiring work. After much deliberation, we came to a plan that eliminates paid holidays and company participation in dental coverage, and increase by 1% the employee contribution to BCBS premium; thus allowing us to maintain our current coverage plan. This offset in Payroll Burden will help us acquire additional work, so while it may seem difficult to recognize, we think it was the best outcome available.

Inside this Newsletter we will talk further about some of the other benefits M & D offers. We have a great 401k Plan, paid vacations, life insurance, and coming in January a revised Paid Time Off program. We also recognize long-time employees Ruddie Putman and Ernest Weddington as they transition into retirement.

We hope to have seen the bottom of the work slump, as we have picked up several nice jobs recently, and see additional promising prospects. We have under contract the Yulista Aircraft Hanger, Hexcel Line H HVAC, and the ULA RUAG project. Things are picking up. We are glad you will be along for the ride...

*Dean B. Sanderson*



## LET'S GET INVOLVED! 2 WAYS TO HELP



**CRISIS SERVICES OF NORTH ALABAMA**—BACKPACKS FOR HOPE

IN NEED OF BACKPACKS FOR THE YOUTH FOR THE UPCOMING SCHOOL YEAR

**MENTAL HEALTH ASSOCIATION IN MORGAN COUNTY**—POPCORN POPPIN'



IN NEED OF 60 PACKAGES OF MICROWAVE POPCORN FOR FRIENDSHIP HOUSE

- We are requesting that donated items or money be turned in to the M&D Mechanical office by noon on Tuesday, September 13, 2016
- If you would like more info or have questions please call Greg Broadway or Michelle Cesreo at the main office



*Eddie Evans*

### NEXT STEP