

ISSUE 3 | 2022

THE BUZZ

The Newsletter of BCH Mechanical & ConServ Building Services



SAFETY MATTERS!
HOW STRESS AFFECTS SAFETY

A WORD FROM OUR CEO
HIGH PERFORMANCE TEAMS

CHECKING IN AT...
ST. REGIS LONGBOAT KEY RESORT

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BCH Mechanical, L.L.C. is a mechanical contracting company, established in 1976, specializing in HVAC, plumbing, piping, medical gas, sheet metal, and service.

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ConSrv Building Services, LLC, a division of BCH Mechanical, provides commercial HVAC-R services throughout the Southeastern U.S. Expanded services, such as plumbing, electrical, test & balance, and general maintenance, are offered at select locations.

BCH MECHANICAL & CONSERV BUILDING SERVICES

- HIGH PERFORMANCE TEAMS -



"The strength of the team is each individual member. The strength of each member is the team." - Phil Jackson

Discovering the unique potential in individual team members and then developing and nurturing it, is the goal in creating high-performance teams. This will be beneficial to the team as well as the individual's personal growth, as Phil Jackson expressed in his quote.

When my son, Lucas Blume, began showing potential as a basketball player in the ninth grade, he was undersized compared to his peers. His coaches had him focus on his shooting strength and improving his long-range accuracy through thousands of reps at key spots. He learned to catch and shoot so adeptly, 25' from the basket. It instilled the confidence that the next attempt would go in, even if he had missed the previous few attempts. The regular reinforced encouragement from his coach to shoot whenever open, provided a pivotal psychological impact on him at that juncture in his career. He went on to become a top player in the county and the best 3-point shooter in the state his senior year. The same emergence of talent, from seemingly nowhere, is possible for those unique individuals in every organization—through an intentional, strategic developmental program with a similar hands-on, fostering coaching environment.

Identifying high performance individuals as early in their career as possible, who leadership believes can develop in an accelerated manner and take on added responsibilities, is crucial. They can be experienced players who are poised to break through to the next level and/or young talent who have the potential to emerge as a special team member. Companies who empower their high-performance players are poised to do amazing things as these individuals develop.

"The definition of the best team member is someone who fits in easily but stands out with their outstanding performance." – Shahenshah Hafeez

How do you create a robust plan for these identified high performance players?

- **Sponsor.** Their direct report or a company leader is assigned as their sponsor to curate a personal development plan.
- **Create a career mapping plan.** Created jointly; a plan that is personalized to develop specific skill sets that will enhance development.
- **Assign high impact challenges to lead and/or play a significant role in to gain experience.** Examples: (a) Empower them to lead the roll-out of a new process. (b) Allow them to lead a challenging project. (c) Have them directly manage a disgruntled customer or delicate issue.
- **Encourage regular advanced learning opportunities.** Examples: (a) Outside classes/programs to develop a specific skill set. (b) Internal learning programs to attend and/or personally teach (you learn from what you teach). (c) Specific books and podcasts to include as part of the development plan.
- **Mentor and Coaching.** Depending on the experience level and the need: assign either a Mentor (if more strategic teaching component is needed) or a Coach (when more advanced help is needed: clarity in focus, help develop priorities, and then to hold accountable through regular engagement).
- **Feedback.** Honest feedback each step of the journey, including self-assessment on strengths and weaknesses, to regularly tweak the development plan.

The implications of these efforts are significant for the company. Future leaders are developed in a very intentional approach, minimizing the need to go outside for new hires. The direct personal involvement from leadership will allow a keen awareness on satisfaction and reduce the risk of turnover. Exposing future leaders to alternative perspectives and processes will prove invaluable in their skill development and effectiveness in the business. Drawing in senior leadership in the mentoring and coaching process will keep them engaged in the next generation and often provide a valuable new purpose during the later stages of their careers.

Companies with a robust development program will impact all other team members, who invariably gain a newfound "pep in their step" to be participative in the wave of exciting recent activity. And the measurable growth in future leaders will prove to be good for the overall business: improving company culture, team unity and morale, positively impacting the bottom line and accelerating the growth of the business.

- Daryl Blume, CEO

PROJECT PROGRESS

CHECKING IN AT...ST. REGIS LONGBOAT KEY RESORT AND RESIDENCES

The whole team is making great progress at the beautiful St. Regis Longboat Key site! Last year, BCH Mechanical was awarded the HVAC and plumbing scopes for The Residences at The St. Regis Longboat Key Resort located at 1620 Gulf of Mexico Drive in Longboat Key. We are enjoying working alongside Moss Construction on another unique project!

The 18-acre luxury destination will be comprised of multiple buildings. The Resort will include 166 luxury hotel rooms. The Residences will be comprised of three, six-story residential buildings featuring 69 private luxury condominiums between 1,553 and 5,895 square feet. Residents will have access to resort amenities provided by the adjacent St. Regis Resort & Spa, which include a full-service spa, piano bar, and three restaurants. Additionally, residents will also enjoy their own dedicated, private amenities including a pool and spa with sundeck, clubhouse, and a wellness center with open-air yoga.



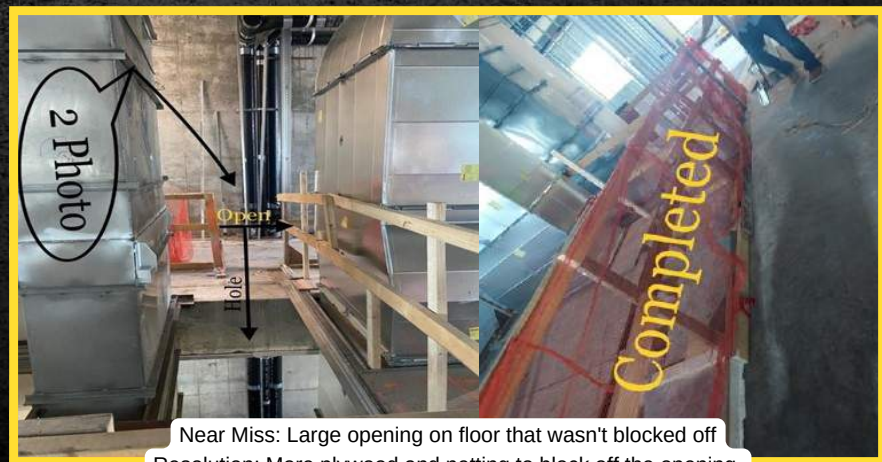
Let's talk about the progress so far on the project! The Hotel Area A is topped out and risers are installed, and Building 3 is topped out and risers are on-going. The Underground for Areas A/B will be completed by the end of October. The Plumbing and the Hydronic Piping in Hotel Area A is well ahead of schedule and we are on-track to keep this pace. The Central Energy Plant is currently being prefabricated and we are starting installation in November, projected to be completed in early March. BCH Mechanical has received most of the major equipment for the project and will start installing on site starting in October. The building is projected to top out slightly ahead of schedule in the first quarter of next year. The project began in October 2021, and the new resort and residences are expected to be complete in early to mid 2024.

NEAR MISS PROGRAM UPDATE

The Near Miss Hotline has been up and running with great success! This is due to all of the help and support of our employees, making the job sites safer for them and their teammates. Here are just a few examples:



Near Miss: Uncovered 6" hole found on a project
Resolution: Using plywood to cover the hole



Near Miss: Large opening on floor that wasn't blocked off
Resolution: More plywood and netting to block off the opening

Our goal was to have 500 reported near misses this year and we have already exceeded that so far! Please keep up the good work on getting them reported. Your efforts are reducing our OIR, and getting everyone to go home safely to their family and friends everyday. Always remember the importance of reporting a near miss:

- ⚠ A near miss is a warning that a hazard exists.
- ⚠ A near miss one time could be an injury incident the next time.
- ⚠ Reports of near misses can lead to improved work methods and safety procedures.





SAFETY MATTERS!



WORKPLACE STRESS: HOW STRESS AFFECTS SAFETY

For many people, the idea of workplace safety is focused mainly on hazards that can lead to serious injury. We may think of dangerous jobs as ones that require workers to climb ladders, use complicated tools, or work in hazardous conditions – or all three. A service technician for an HVAC company, for instance, needs to follow significant safety protocols to avoid injuries.

The majority of jobs – especially desk jobs – aren't inherently dangerous, but some safety factors aren't as obvious. One threat may be stress.

STRESS AND THE WORKPLACE

First, it's important to acknowledge that stress can come from a variety of work-related and non-work-related sources. There's no denying that stress affects performance, and Americans in 2022 are experiencing high levels of psychological distress that resulted from the COVID-19 pandemic, as well as the economic conditions in our country today.

HOW STRESS AFFECTS SAFETY

Many discussions about stress are focused on productivity, but we should also pay attention to its impact on safety and health. Here's a breakdown of four ways that stress can affect employee safety.

Stress is a distraction. When you are under stress, the source of your stress is often at the forefront of your mind. A looming deadline or any number of things can take your mind off what you are doing. This can, in turn, lead you to forget safety protocols or make mistakes that lead to injury.

Stress can lead to shortcuts. When a worker is on a tight deadline, shortcuts become a distinct possibility and can lead to injury. Even when all safety precautions are followed, rushing through tasks could cause harm.

Stress can lead to substance abuse. Safety experts note that many people turn to drugs, alcohol, or medication to help deal with their stress outside of work, but the effects of substance abuse can spill over into the workday and create safety issues. Even coffee, a staple in many workplaces, can contribute to workplace safety. Workers with full schedules often use coffee or other caffeinated drinks for an energy boost, but too much caffeine can actually exacerbate feelings of stress.

IDENTIFYING AND ADDRESSING STRESS

Helping employees manage stress, whether it's from their work, their personal lives, or COVID-19. This doesn't mean that work should be stress-free – stress is a part of life – but it's important for organizations to help their workers manage their stress to be healthy and productive.

EMPLOYEE ASSISTANCE PROGRAMS

Employee Assistance Programs are a safe and productive way to help employees deal with stress and to deal with problems encountered. We provide our employees with a free employee assistance program available 24 hours a day/7 days a week. It is entirely confidential and can be used by calling 888-270-9025 or online at [guidanceresources.com](https://www.guidanceresources.com). We find this one of the best benefits that we offer our employees.



WEEKLY TOOLBOX TALK



Take a look at what our weekly Toolbox Talks look like out at our South Florida Baptist Hospital project in Plant City, FL. Toolbox Talks are vital. They are an easy way for foremen and supervisors to keep safety front and center in their workers' minds. Toolbox Talks are designed to heighten employee awareness of workplace hazards and OSHA regulations. These tools can be used daily to promote department safety culture as well as to facilitate health and safety discussions on site.

KUDOS

"Just want to give a pat on the back to a guy that's always thinking about the safety of his fellow employees as well as the public while normal business is taking place. He gets to the job before anyone else and send pictures daily of the safety cones out for approval. He is also always making contact on things that could be purchased and ideas that could be implemented to make their on-going daily grind safer and more profitable. Thank you to Tevis Burleson for his commitment to safety."

-Gary Todd Helms

"I commend your onsite team for their professionalism, knowledge, and dedication to providing a quality product to us and our owner. Wayne (Tepper) and Felix (Santoyo) are some of the best HVAC guys in the biz. They always have the right attitude to get the work complete and provide alternative ways to get over obstacles. I would like to thank you and your staff for placing them on this difficult project. Without them we would not have air blowing right now."

-David Beasley

"I wanted to let you know that Brent (Jochim) has been outstanding. He always answers our calls and goes out of his way to help us because as you know, nothing here at Grand Central is easy. He is always professional and has a smile on his face. He is also very patient with all of my questions or concerns. I just wanted to let you know how much everyone here at GCAK truly appreciates the level of service that he provides us."

-Kristy Porter

The customer was very complimentary of Mark and his hard work in the hot temperatures to get this store's BAS going and verify everything was working. Mark does a great job on all his sites but since the customer took the time to say it, I wanted to make sure you heard it as well. Thank you very much to you and all the hard work you team does. We could not be doing this without you all!"

- Steve Bedel

Recently Awarded Projects

BCH MECHANICAL

RAYMOND JAMES TOWER 3 EQUIPMENT
MOSS SOLAR SUITE UPLIFT
LOVISA INTERNATIONAL PLAZA
TGH WEST PAVILLION WATER RISER
PASCO COUNTY JAIL
USF IOVANCE SUITE 306
SKANSKA OFFICE EXPANSION
LIFT ACADEMY RENOVATION
SJH PEDIATRIC MRI ADDITION
DUNKIN DONUTS

CONSERV BUILDING SERVICES

TARGET - MULTIPLE LOCATIONS
7 ELEVEN - MULTIPLE LOCATIONS
CIRCLE K - MULTIPLE LOCATIONS
WELLS FARGO - MULTIPLE LOCATIONS
ALTADIS USA 2601 RTU REPLACEMENT
FRED KARL - 2ND FLOOR
POINCIANA SUITE 280
PIKE NURSERY 2475 RTU REPLACEMENT
APYX RTU-10 REPLACEMENT
WINDSOR 104 RTU REPLACEMENTS
BAYCARE ST JOSEPHS WOMENS
PANDORA SHOPPES 315 RTU REPLACEMENT
HAMPTON ROAD IT ROOM & TENANT SPACE
NORDSTROM 765 COMPRESSOR REPLACEMENT
NIKE 19501 COMMISSIONING
CARMAX MIAMI LAKES RTUS 1-9
CBRE MOTOROLA FL60 RTU REPLACEMENTS
CHRISTMAS TREE SHOP CONDENSER COIL
COST PLUS WORLD MARKET 6233 RTU REPAIRS
SARASOTA PHYSICIANS TEMP COOLING
COSTCO MDO 651



J.J. THE "BEE" AWARD



BCH MECHANICAL'S EMPLOYEE RECOGNITION PROGRAM

July Winner



Ryan Earl

August Winner



Joshua Parker

September Winner



Michael Deau



ROWER OF THE MONTH



CONSERV BUILDING SERVICES EMPLOYEE RECOGNITION PROGRAM

July Rowers

Charlotte: Todd Helms
Raleigh: Robert Mucilli
Atlanta: Kim Adams
Tennessee: Rolando Bencomo
Alabama: Richard Parker
Orlando: Stephen McClaughry
Sunrise: Brandon Melvin
Largo: Jeff Laska
Largo Trades: Ben Dykeman

August Rowers

Charlotte: Sebastian Avila
Raleigh: Dardan Dabaj
Atlanta: Sean McNichol
Tennessee: Derek Dudley
Alabama: Kevin Bailey
Orlando: Yuliexy Torres
Sunrise: Brian Anderson
Largo: Jaime Rivera
Largo Trades: Sam Wisner

September Rowers

Charlotte: Gerald Wyles
Raleigh: Chad Leviner
Atlanta: Dennis Medlock
Tennessee: Steve Parker
Alabama: Kevin Bailey
Orlando: Seth Anderson
Sunrise: Leonard McLeod
Largo: Brian Wilcher
Largo Trades: Lenny Leonard

What's new at BCH Mechanical and ConServ Building Services?



Our BCH Team was excited to sponsor Gilbane's Annual Targets for Tomorrow Clay Shoot on September 16th. This year, the event supported the American Heart Association and Ace Mentor Program - two incredible organizations. Pictured above: Tom Johnson, Chris Johnson, Kendall Wichman and Parker Williams



BCH Mechanical is a part of the Southwest Florida Subcontractor group, and we had the pleasure of getting together with our local customers for some networking & baseball in September! Although the Rays lost, it was such a great time having everyone together!



BCH Mechanical employees Jeanine Osman and Janice Alvarez have been helping tremendously with the hurricane relief down south. Jeanine made a trip down to bring supplies and help sort everything in the beginning of October. Janice and her husband, Rich have been collecting supplies and made several trips down recently. Thank you both for all your efforts!



You're Somebody's Type! The BCH Mechanical & ConServ team had a visit from the OneBlood Big Red Bus in October! We are grateful to our team of donors for supporting this cause and helping our local community!



Some of our ABC Young Professional members rolled back a few decades at the 90's Skate Night event in August!



The BCH Preconstruction team attended the 2022 AHCA Seminar & Expo at Disney Coronado Springs in September. It was an amazing opportunity to connect with others in our industry!



The DPR team stopped by BCH for breakfast and a shop tour on September 2nd! They were able to tour our Sheet Metal, Piping and Plumbing shops and learned more about our capabilities when it comes to pre-fabrication. In addition, they were able to see the progression of pre-fabricated ductwork being built for one of their local projects.



Welcome to the family



Congratulations to BCH Mechanical's Pipefitter, Jad Heslin and Kayla on their beautiful baby girl. Ada Gray was born on September 21, 2022 at 2:41pm. We are wishing you all the best during this special time!

Celebrating Love



Congratulations to BCH Mechanical's Fleet Manager, Michael Graham and his wife Nikki, who celebrated their wedding on October 1st in Brooksville! Wishing you both the best as you embark on this next chapter of your life!

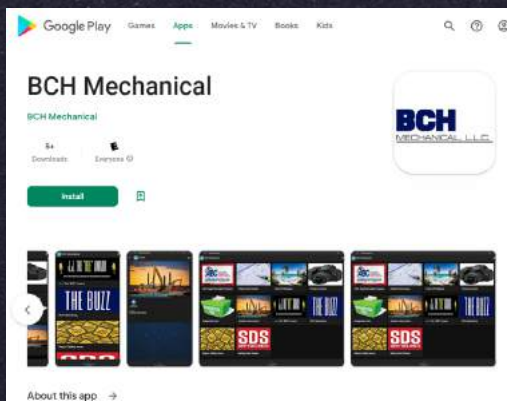
ABC NEXGEN LEADERSHIP PROGRAM



BCH Mechanical is proud to announce that our Production Manager, Garrett Wolfe, was selected to be a part of the Associated Builders and Contractors Florida Gulf Coast Chapter NEXGEN Leadership Program. NEXGEN is an avenue for promising industry leaders to spark their leadership, teamwork, and creative abilities. Congratulations to the entire class of 2023! We cannot wait to see what you all accomplish!

Steve Cona III, President and CEO of ABC Florida Gulf Coast, had this to say about this year's class: "The mission of our NEXGEN Leadership Group brings together and develops future leaders from all sectors of our industry to enhance their leadership skills and expand their network. Through this powerful program, our 2023 class will gain knowledge and inspiration to take on some of construction's biggest challenges."

REMINDER - THE BCH EMPLOYEE APP HAS LAUNCHED!



BCH Mechanical has recently launched our **Employee App**! The Employee App is available for download for Apple devices and on the Google Play Store for Android Devices. Click the photo to the left for instructions on how to install the BCH Employee App. The BCH Employee App does not capture or track anything on your personal phone. The App is meant to help employees easily access company resources such as Vacation/Call Off/Call In Requests, Jobsite Directions, Payroll Links, The Buzz Employee Newsletter, Safety Hotline Link, Suggestion Box, and JJ "The Bee" nomination entry. **There is also a Picture Submission section for our Quarterly Picture Contest - don't miss out on this!** We hope you all utilize and enjoy this new app!

HVAC - SHEET METAL - PLUMBING - MED GAS - SERVICE - LEED - DESIGN/BUILD

