

THE BUZZ

The Newsletter of BCH Mechanical and ConServ Building Services



TALENT & MENTORSHIP

This year is quickly coming to an end: let's talk about the role that mentorship plays in our plan for 2024.

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SHINING THE SPOTLIGHT ON...

New York Life and our new on-campus generator: see how our teams are knocking it out of the park!

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WHAT'S NEW WITH OUR CREW?

Celebrating all of the wins: Check in with our team to see what everyone has been up to these last few months!

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Talent & Mentorship

A MESSAGE FROM OUR PRESIDENT

We are entering the fall season, wrapping up another year, and starting to plan for the next fiscal year. Our planning session's main highlight centered around training and continuous improvement. Although we have a phenomenal team of folks working for us and a great company, we always have the opportunity to improve and get better. I look forward to the times I can walk a job site and interact with our employees. They always impress me with their work and the finished product they produce. I always have the opportunity to learn something new about what we do and how we do it. It reminds me of the importance of time developing ourselves and those that work for us. I always try to learn something new daily. This attitude is one in which new knowledge can help us grow every day and help us with the opportunities we will encounter in the future.

“
“YOUR WORK IS
GOING TO FILL A
LARGE
PART OF YOUR LIFE,
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WAY TO BE TRULY
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ONLY WAY TO
DO GREAT WORK
IS TO LOVE
WHAT YOU DO.”
— STEVE JOBS.
”

Everyone in the organization will eventually move on, leaving a void. These exits will lead to the opportunity to have someone take over for us. Most employees have years of experience with our company and the industry. The transition is always easier when we have helped mentor the person under us so that they can take over the tasks we have been doing. The loss of knowledge can be significant if we don't take the time to transfer the skill set and experience of others before they leave. I have been blessed to have several people in my life who have been kind enough to go out of their way to mentor me. For those people, I am genuinely grateful for that assistance. I encourage everyone to pay it forward and spend time helping develop those working for you and around you to improve their performance.

The daily improvements, even if initially small, will compound, leading to significant advancements. We are generally the best when we rely on the wisdom and knowledge of others. Talent is always essential, but experience is critical for long-term success.

Sharing those day-to-day experiences that have taken place over the years can help those with talent to get to the next level much quicker. We also need to allow mistakes and errors to instill growth and knowledge. Most of us learned to ride a bike as a child. Our parent(s) would let us pedal and eventually let go of the bike. Most of us crashed the first few times, but generally, we became experts at that skill with a bit of practice. The same goes for the skills we take on today. We may not get it perfect the first time, but with a few attempts and a few failures type approach, we conquered and became experts at what we do. We must encourage and support a safe-to-fail environment for those entering the workplace. I ask that we try to learn a little something every day, spend some of our time helping those we work with, and support those doing the tasks for the first time with kind words of encouragement.

-John Fields, President

SAFETY FIRST, SAFETY ALWAYS!

- A MESSAGE FROM OUR SAFETY DIRECTOR, JEREMY BENDORF -



What an exciting time of year we are walking into. This is our time to finish strong. We will have meetings and reports with everything pointing to being profitable and completions and doing it right. In safety, we have the same goals and the same agendas. We want to do it right. We don't want to take a break or miss an opportunity to grow in our safety knowledge and safety culture.

One of our CORE values is to be SAFE and to be safe at all times and on all occasions. Many times, we withhold safety or misstep in our safe work practices because we tend to think at the moment that "getting it done" supersedes safety. This is not the case. Safety must and will always come first. There is no job being done today that can't be done safely, and if it can't be completed safely, we need to do our 5x5, step back and do it safely. Think it through, collaborate and be innovative (two of our other core values) to establish a safe working environment.

Our goal is ZERO - ZERO incidents, and ZERO accidents. This goal is achievable when we all step back each morning, do our stretch and flex, perform our JHAs with the team, and do our much-needed 5x5s as many times as needed each day. We as a team must remain vigilant in our approach to safety. In the fourth quarter of 2023, let's get back to the BASICS of Safety.

OUR goal is safety, our agenda is safety, and our end game is to complete each job with a ZERO incident record. We can do this when we get back to the BASICS of safety. As we strive to excel and climb to the next level, let's do it safely. Let's do it as a continued industry leader in all our strengths, safety being one of them.

B - behave safely
A - aware of our surroundings
S - strategically plan
I - involve the team
C - consistently review our steps
S - say something when we see something

Please remember, we are heading into cold and flu season. Please be mindful of over-the-counter medications and how they impact your personal/prescribed medications and your ability to work safely. Consult your doctor if you need to. Please never operate equipment or work when the medications you are taking impact your ability to work safely.

BCH SPOTLIGHT

NEW YORK LIFE

New York Life selected DPR Construction to build out their 115,000-square-foot core and shell space that will be home to their new office in the Tampa Bay area. BCH Mechanical was awarded the mechanical scope on this project, valued at \$2.1 million, to partner with DPR for this buildout of the 4-story office building. The project's accelerated schedule has the building being completed in an 8-month period, which has generated many opportunities for continued creative collaboration with the DPR team to ensure a successful project.



The mechanical scope in the Main Building consists of: the demolition of existing equipment, more than 40,000 pounds of galvanized sheet metal ductwork, eighteen (18) power induction boxes, forty-nine (49) variable volume boxes, installing sixty-five (65) existing power induction boxes, installing twenty-two (22) existing variable volume boxes,

three (3) fan filter units, one (1) ductless mini split, one (1) exhaust fan, condensate piping, and controls.

The mechanical scope in the Data Center building consists of: one (1) transfer fan, two (2) exhaust fans, four (4) computer room air conditioning units provided by the owner, eight (8) computer room air conditioning units, refrigerant piping system, condensate piping, and controls.

The office building is currently scheduled to be completed in February 2024.



CONSERV SPOTLIGHT

ON-CAMPUS GENERATOR

Over the years, ConServ has been plagued with power outages and interruptions in communication. Being in the customer service industry, these delays and interruptions can negatively impact ConServ and the customer. Back in 2021, BCH began looking into a backup generator that would serve our IT equipment and provide power in the event of an outage. This would eliminate the potential of our supporting offices losing communication to our server, and allow them to continue business as usual. After some research and discussion, we decided to go with the 50kw Kohler Natural Gas Generator.



With lead times over 1 year for the generator and delays inevitable, the highly anticipated arrival of our generator finally came in June of 2023. It was a team effort to install the generator, including our Electrical, Controls, Plumbing, and General Services divisions. Over the course of the next month, crews worked to complete the electrical and natural gas with generator start-up slated for the end of July 2023. Our Controls team completed the remote monitoring portion of this project, which involved installing the remote annunciator and tying new communication cabling into our monitoring system.

A big **THANK YOU** to all team members involved in this project!



ROWER OF THE MONTH

CONSERV BUILDING SERVICE'S EMPLOYEE RECOGNITION PROGRAM

JULY ROWERS

Charlotte: William McBroom
Raleigh: John McKethan
Tennessee: Andrew Gall
Alabama: Chris Hill
Orlando: Adalberto Ayala
Sunrise: Navrick Morris
Largo: Robert Vanscoy
Largo Trades: Dan Rau

AUGUST ROWERS

Charlotte: Vonterio Gant
Raleigh: Stuart Wood
Atlanta: Al Geddes
Tennessee: Ronlando Bencomo
Alabama: Tony Lambert
Orlando: Stacy Maldonado
Sunrise: Navrick Morris
Largo: Gerald Sanderson
Largo Trades: Thomas Angelina

SEPTEMBER ROWERS

Charlotte: Michael Lopez
Raleigh: Connor Williams
Atlanta: Alan Newton
Tennessee: Paul Hurt
Alabama: Chris Hill
Orlando: Bryan Munera
Sunrise: Frank Hauser
Largo: Brian Wilcher
Largo Trades: Bill Cahill

What's new WITH OUR CREW?



BCH held its monthly Shop Training luncheon in July. Each month, a new safety topic is covered to bring awareness and attention to things to look for while on the job.



ConServ of Tennessee hosted an employee appreciation event at the Nashville Sounds game in September! We are truly grateful to have such an amazing group of hard-working employees!



Ed Berry celebrates 42 years with ConServ Building Services! Congratulations on this amazing accomplishment!



Our team took a journey back to the electric '80s and joined in on the ABC Young Professionals '80s Skate Night fun. It was a night spent with an awesome crew reliving the era of roller disco.



BCH is proud to announce that our Sales Engineer, Brady Grimm, was selected to be a part of the ABC NEXGEN Leadership Program!

The crew is growing!



BCH Sales Engineer, Brady Grimm, and his wife welcomed a baby boy, Cooper Bennett, on July 11th!



BCH Continuous Improvement Manager, Paul Maiani, and his wife welcomed a baby girl, Ella Marie, on August 14th!



BCH Project Manager, Andrew McAuliffe, and his wife welcomed a baby boy, Arthur James, on September 11th!



ConServ General Services Technician, Thomas Lockwood, and his wife welcomed a baby boy, Bentley David, on September 24!

LET'S CELEBRATE!

2023 Quarter 3 Service Anniversaries

July

Hilburn "Ed" Berry	42 Years	Michael Burkett	8 Years	Derek Dudley	2 Years
David Seiler	37 Years	Robert Williams	8 Years	John McKethan	2 Years
Lester Brensinger	34 Years	Martin Corro	8 Years	Joseph Bollman	2 Years
Kevin Fowler	32 Years	Adam Baker	7 Years	Thomas Pfeffer	2 Years
Leah Sabelli	19 Years	Dennis Ramsdell	7 Years	Jorge Aguilera Camejo	1 Year
Glenn Thomas	15 Years	James Emerick	5 Years	Jerry Brown	1 Year
James Homan	12 Years	Jonathan Brokaw	5 Years	Reinaldo Hernandez	1 Year
James Read	12 Years	Timothy Hemphill Jr	5 Years	Adrian Huerta Cantallops	1 Year
Timothy Penzin	11 Years	Justo Bermudez	5 Years	Lazaro Ojeda Pineda	1 Year
Barry Croom	11 Years	Ivan Castellanos	5 Years	Thomas Lockwood	1 Year
Judith Polstra	11 Years	Yosvany Gonzalez	5 Years	Dawn Shelton	1 Year
James Krauchenko	11 Years	Michael Graham	5 Years	Ashdiel Torres Vega	1 Year
Misty Eisele	10 Years	Juan Calzadilla Rivera	4 Years	Alexa Tokasz	1 Year
Antonio Huertas	9 Years	Christopher Songy	3 Years	Jonathan Pirie	1 Year
Timothy Higginbotham	8 Years	Frank Dietsch	3 Years	Tyler Cadena	1 Year
Brad Spradlin	8 Years	Lenny Leonard	3 Years	Michelle Martin	1 Year
James McDill	8 Years	Prescilo Piano	3 Years	Nathan McSweeney	1 Year
Nicholas Pavino	8 Years			Dieuvens Ternier	1 Year

August

William Rowley	29 Years	Lazaro Mieres	6 Years	Elijah Sejour	1 Year
Bradley McIntire	29 Years	John Cordell	5 Years	Alexis Zapata	1 Year
Felix Cordero	28 Years	Norberto Jimenez Rodriguez	5 Years	Carlo Salmeri	1 Year
Jeffrey Metzgar	24 Years	Jorge Vazquez Acosta	5 Years	Run Asato	1 Year
Zoraida Cordero	18 Years	Richard Veno	4 Years	Vonterio Gant	1 Year
Robert Holbrooks	18 Years	Calvin Wolfe	3 Years	Johnathan McGauran	1 Year
William Morris	17 Years	Jose Ceballos Henriquez	3 Years	Luis Cossio Garcia	1 Year
Mark Foley	11 Years	Miguel Garcia	3 Years	Christopher Jones	1 Year
Patrick Gill-Gain	9 Years	Brendan James	3 Years	Nikunj Rana	1 Year
Kimberly Adams	8 Years	Hermes Perez	2 Years	Michael Haddox	1 Year
Gary Tharrington	8 Years	Ethan Chapka	2 Years	Frank Divvens Jr	1 Year
Arturo Martinez Cartagena	8 Years	James Branca	2 Years	Ivan Valcarcel	1 Year
Raymond Spaulding	8 Years	Rolando Bencomo Gonzalez	2 Years	Juan Naranjo Olazabal	1 Year
Brian Noonan	7 Years	Javier Sol Diaz	2 Years	Troy Weekes	1 Year
Gerald Wyles	7 Years	Nector Quintana	2 Years	Mary Lograno	1 Year
William Correa Lopez	6 Years			Alejandro Fumero Valdes	1 Year

September

John Fields	26 Years	Jose Cantos Jr	9 Years	Giovanni Landrau	3 Years
Thomas Coopridier	25 Years	Radhames Dacosta	9 Years	Christina Miles	2 Years
William Norris	24 Years	David Schneider	8 Years	Allen Pena Gomez	2 Years
Jason Davis	21 Years	Craig Bialkoski	7 Years	William Petree III	2 Years
Samuel Kernohan	21 Years	Shawn Forbes	5 Years	Sean McNichol	2 Years
Pedro Pagan	21 Years	Brian Hupert	5 Years	Hugo Cano Hernandez	1 Year
Aaron Kistner	21 Years	Antony Acosta	5 Years	Suzanne Yoder	1 Year
Jared Scott	20 Years	Rocco Spagna	5 Years	Yulieski Alvarez Mayedo	1 Year
Leroy Pitts Jr	20 Years	Rafael Hernandez	5 Years	Ernesto Perez Felipe	1 Year
Cristobal Rivera	17 Years	Juan Gonzalez	4 Years	Timothy Roberts	1 Year
Kelley McKay	12 Years	Jomar Roman	4 Years	Julio Guzman	1 Year
David Smith	11 Years	Anatoliy Mantsevich	4 Years	Gregory Manchester	1 Year
Norberto Melendez	9 Years	Robin Harrison	4 Years	Corey Sorondo	1 Year
John Kessler	9 Years	Christopher Mansfield	3 Years	Courtney Hines	1 Year
Christopher Johnson	9 Years	Daniel Masson	3 Years	Bradley Keefer	1 Year

ST. REGIS LONGBOAT KEY RESORT

LONGBOAT KEY, FLORIDA

PROGRESS AS OF: OCTOBER 11, 2023



BCH
MECHANICAL

CONNECT WITH BCH!



ConServ
Building
Services

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