

THE EXCHANGE

FALL 2016

NICK DAVIS NAMED 2016 SHAREHOLDER OF THE YEAR

TP Mechanical employees honored Dayton General Manager Nick Davis as our 2016 Shareholder of the Year at a special company event held Friday, Nov. 19.

In nominations for the award, co-workers cited his dedication, passion and attention to detail as key strengths:

"Nick is very goal oriented and has a concise plan on how he is going to achieve them. If you ask, he can explain it to you in detail."

"Nick never stops trying to find ways to win. He works hard to make connections with customers and clients. They want to work with us, and Nick is a big part of that."

"Nick is passionate and loves to coach and cheer his team to achieve the goals they set out to do."

Davis holds a bachelor's degree in construction management and technology from Bowling Green State University and is a 2012 graduate of the ACI Construction Leadership of Tomorrow Program from Xavier University. He's worked for five years at TP Mechanical, joining the company as a project manager.

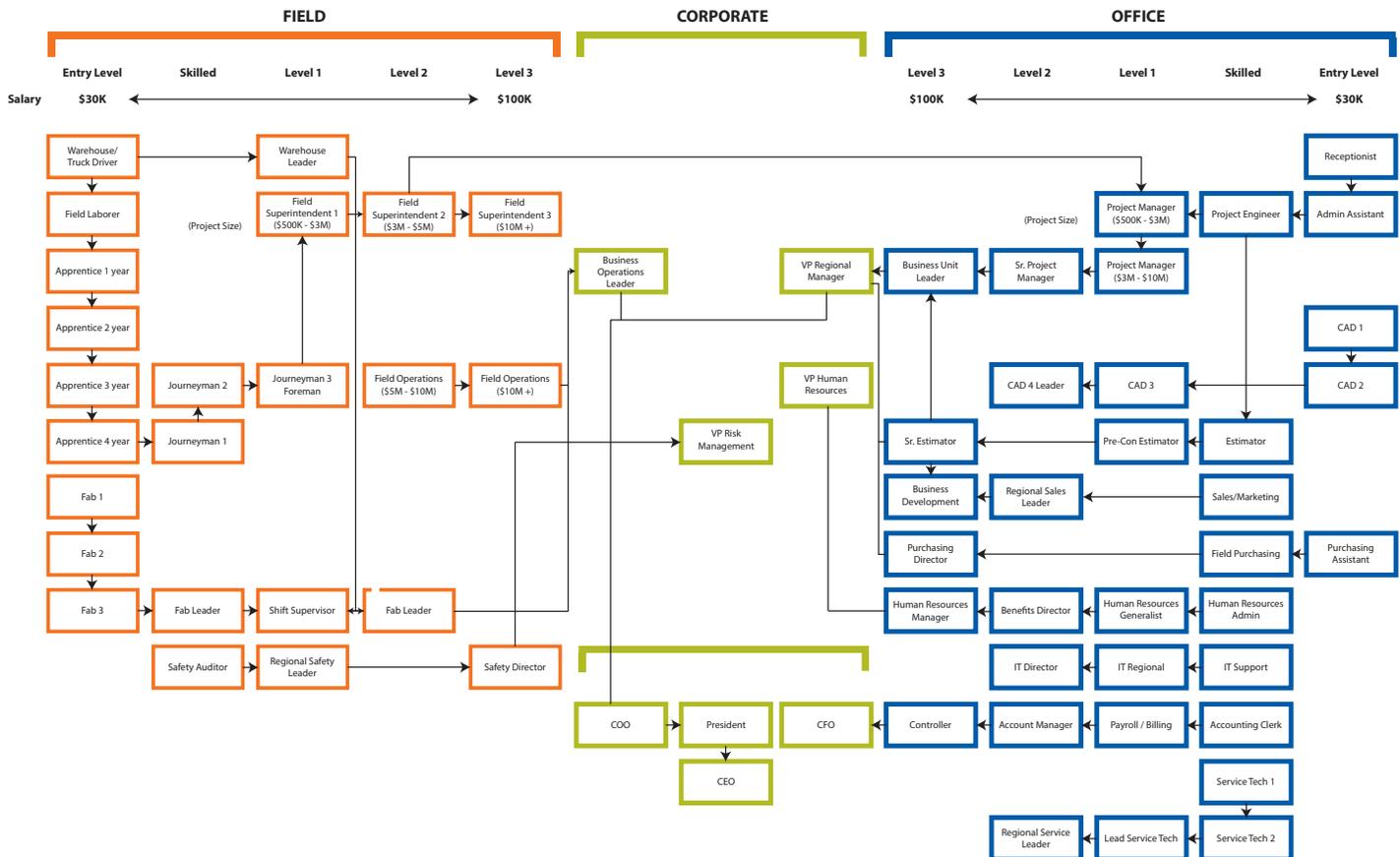
"We are fortunate to have Nick as part of the TP Mechanical team," said President & CEO Bill Riddle. "He brings extensive knowledge to our Dayton office, and he delivers for our clients on each and every project."



OUR PATH TO SUCCESS

At TP Mechanical, we want our employees to stay with us for more than a couple of years – we want them to stay for a career. We expect our employees to be dedicated to providing our clients with best-in-class solutions and results. Year in and year out.

To help our employees stay a part of the TP Mechanical family, we offer them a Path to Success. It's a career plan that provides experience, training and education to ensure professional and personal success.



Our leadership team has many stories of individuals who started on the front lines and worked their way up the corporate ladder. Shawn Stover, our Director of Fire Protection, has one of those stories.

Shawn started his career with us in 1999 as an entry-level Fire Journeyman Fitter. Because of his dedication to excellence, he was promoted to Project Manager in 2002 and then promoted to Operations Manager for the Columbus fire group in 2009. Stover's path to success hasn't stopped there though. In early 2016, he was promoted to his current position.

TP Mechanical's Chief Operations Officer Tim Hoover said Stover will continue to drive the company forward. "Shawn possesses the expertise, drive and passion for success that have served our company well for the last 17 years. As Director of Fire Protection, we know he will both develop our employees and deliver results for our clients. And we don't expect his Path to Success to stop here," Hoover said.

The success of people like Shawn Stover ensures that TP Mechanical will continue our tradition of solving challenging construction issues and delivering outstanding results.

TP MECHANICAL APPRENTICES LEARN SKILLS AND DELIVER RESULTS

Nearly 200,000 Americans last year entered apprenticeship programs, and these training programs offer multiple benefits for both employers and apprentices.

For the employer:

A steady pipeline of highly skilled workers, while reducing turnover rates and increasing productivity.

For apprentices:

A steady paycheck as they receive effective instruction and hands-on training, which results in nationally recognized credentials.

At TP Mechanical, we are proud to offer and expand our apprenticeship program. Our three programs consist of a minimum of 8,000 on-the-job training hours and 576 hours of classroom learning over four years:

- Plumbing
- Sheet Metal
- Fire Protection (Sprinkler Fitter)



Trainer Tracy Urti, said the apprenticeship program is important for TP Mechanical clients as well. "Our goal is to always get the job done right, while reducing costs, shortening timelines and exceeding expectations. With our apprenticeship program, we know we're developing employees who have the training, skills and determination that our client projects require," she said.

DON'T LET EXTENSION CORDS TRIP YOU UP

Extension cords seem innocuous enough. They're small and common, and you rely on them to provide a useful service that you don't have to think much about.

However, extension cords can be a safety hazard, especially when completing end-of-the-year yardwork and putting up holiday decorations.

The Electrical Safety Foundation International (ESFI) reports there are about 4,000 injuries associated with electric extension cords that are treated in hospital emergency rooms each year. Fifty percent of these injuries involve fractures, cuts, bruises or sprains from people tripping over extension cords. In addition, approximately 3,300 home fires originate in extension cords each year, killing 50 people and injuring about 270 more.

So, what can you do to avoid being one of those statistics? The ESFI provides some useful tips to help you complete your to-do list safely and easily:

- Make sure your extension cord is rated for its intended use (indoor or outdoor) and meets or exceeds the power needs of the appliance or device you're using.

- Inspect cords for damage before use: Check for cracked or frayed sockets, bare wires and any loose connections.
- Do not use a cord that feels hot or is damaged in any way.
- Keep extension cords out of high-traffic areas like doorways or walkways, where they are a tripping hazard.
- Insert plugs completely so that no part of the prongs is exposed when the extension cord is in use.
- Ensure that all extension cords are certified by a nationally recognized testing laboratory such as UL, CSA or ETL.



TP Mechanical is dedicated to safety, both at work and at home, and our first core value being "Safety First, Always First." Visit www.tpmechanical.com/safety to learn more about how we make our safety core value a reality on a daily basis.

TP MECHANICAL HAS A LOT OF HEART

At TP Mechanical, we believe in providing superior results to our clients and building better tomorrows for our community. Community outreach is an important part of who we are, and we're proud to announce we are again sponsoring and participating in the American Heart Association's Heart Mini in Cincinnati, Ohio.

For 40 years, the Heart Mini has raised funds to combat heart disease and stroke, the No. 1 and No. 5 leading causes of death in our country. The two-day event offers a variety of opportunities for all ages and interests including:

- 5K & 15K run
- Half marathon
- 5K walk
- Kid's Fun Run
- 1K Steps for Stroke
- Zumbathon

"We are proud to be a sponsor and participate as a team in the American Heart Association's Heart Mini," said TP Mechanical President & CEO Bill Riddle. "It's a great way for our team to be physically active together and an important way we can contribute to reducing death and disability from cardiovascular disease and stroke."

Event Details:

The Heart Mini

March 11 and 12, 2017

Downtown Cincinnati - Fountain Square

209 East 5th Street

Cincinnati, OH 45202

To join our team for this heart-healthy event or to make a donation in support of our walk, please visit the TP Mechanical team page online at bit.ly/tphasheart.

