



YOUR SOURCE FOR EVERYTHING TP MECHANICAL

FROM THE DESK OF **BILL RIDDLE**

TP Mechanical has had a year to remember. In 2015, we achieved financial goals, built a strategic plan to help see us through 2018, filled some critical roles and transitioned through Scott Teepe's role as Chief Executive Officer.

You've probably noticed a few new faces in our Cincinnati office. Holly Welch joined the team as the new Executive Assistant and Kelly Wilson is our new Human Relations Director. We're glad they're here and welcome them to the team.

This past summer, our executive team went through a process to define the next phase of strategy for TP Mechanical. This is a set of strategies which describes why we are here, our beliefs and values, our strengths, competencies, how we operate, who we serve and where we want to want our business to lead us in 2018. As a reminder of what TP Mechanical stands for as a company, you'll start seeing our purpose statement "Protect Health, Provide Comfort & Save Lives" throughout the offices and job sites.

Also in 2015, we watched as Scott Teepe took a step back from his role as CEO and shifted his position to a consultant and mentor. Scott's vision for TP Mechanical and developing the people through our TP Talent Program will continue to be an important aspect in growing our business with only the best of the best.

As we put this very busy and successful year behind us, we look forward to 2016 which looks promising with abundant opportunities as well as challenges to conquer. There is still much work to be done in order to continue moving the needle forward. We must stay focused and committed. We must be flexible and open minded. We must be compassionate and steadfast. With these goals in mind, we'll achieve the resus and beat the challenges that lie before us in 2016.

“ Protect Health, Provide Comfort & Save Lives ”

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Farewell Doug...

Retirement is the sweet reward for all the bitter battles fought on the job site in the office and boardroom for so many years. Be proud of what you have achieved in your career and try to remember all the things you wanted to do, but were prevented by your job and attempt to achieve as many of them as you can. I want you to enjoy every day; hour and minute you deserved the vacation! Have a happy retirement!

P.S. Your retirement is a just an illusion. Suzie will become your new boss and your grandchildren will become your full time job. When you need a vacation, you know where the office is!

Jason Ralstin

Doug's commitment to the company has been unparalleled through each and every change that has come over the past four decades (there have been a lot). Although I have not been here for all the years; I have been here for most of them in the last 20 years and have always felt that Doug had the field employee's best interests in mind when working through them. That type of support will be greatly missed when he is gone.

Chris Cordray

Prior to working here at TP Mechanical, I had no experience in the business of construction and couldn't believe the hard work that TP employees put in everyday. I have worked with Doug for 18 years and how humbling it was to watch an individual come to work every day who never complained about the trips to the jobsites no matter the distance or temperature. Doug's hard work was remarkable and astounding. It didn't matter the time of year or day of the week; he was ready to face whatever was handed to him. His goal every day was to make sure not only the field employees had what they needed to be successful but the reputation of the company. He was going to make the impossible, possible. It was important to Doug that he knew the employees went home safe every night to their families. His loyalty is beyond compare and he's the most trusting individual I've ever known. Doug was always there to lend a helping hand; he's gone over and above for the fellow employees more times than I can count. I refuse to say goodbye... enjoy this time of your life with Suzie and have fun with the grandchildren. You certainly deserve a happy and enjoyable retirement!

LuAnn Sheridan



“Loyalty, commitment, honesty and love for his field people describe Doug best.”

Other than hiring me, Doug's done nothing but do things to help improve this company. He's been the heartbeat behind the Columbus manpower, apprenticeship and overall company unity since before I was born. Serving as not just a boss to many, he's grown to become more of a family member. Doug has managed to deal with tough decisions day after day and been able to do it with a smile on his face. He's going to leave some tough shoes to fill. Take it easy "chief".

Joel Walter

Doug always made it an adventure finding new jobsites. Nothing like traveling an hour and a half looking for a big red barn with a rock in front of it to make a left turn and go another half an hour to find the project. I will say we always found the projects where map quest these days cannot. Maybe he can apply that same concept now and send directions to new fishing spots.

John McCann

Doug has been the rock that kept the field rolling for as long as I remember. He will be the first person to chew your a** if you need it, but also the first to pat you on the back when you deserve it. It's been a great run!

John Warren



Doug Kraner Letter of Appreciation

The first time I met Doug was 1998. I was working in the field as a superintendent for the company. Since then, I have observed him as a leader and developed a profound respect for him. Doug is one of the most dependable, honest, loyal, selfless and passionate people I have ever known. He exemplifies these characteristics on a daily basis thru his actions in which many, including myself, have observed and attempted to replicate over the years. His desire to grow and mentor people for their greater gain is second to none. His compassion for his family is admirable in which many are envious. What he has done for the success of the company and the growth of the people will be absolutely difficult to replicate.

I can truly say I am honored and proud to call Doug - Coach, Mentor and above all my friend. Thank you Doug for making me a better leader and a better father! Well done!!!!

Tim Hoover

First, I want to say thanks for giving me the opportunity for these past 10+ years to work here at TP. You have done a lot for my career and family with the opportunities this job has provided for us, thank you. I have gained a great deal of knowledge working with you; and I will continue to implement this knowledge in my jobs. You will definitely be missed around here; it will take several people to fill the job vacancy you are leaving. Good luck in your retirement you definitely deserve the easy life for a long time. You have meant a lot to the company and most times made my job a little easier by getting the correct people in the right places. Thanks again for everything.

Brian Powell

I have never worked with a more committed co-worker than Mr. Kraner... I say Mr. Kraner because I respect him so much and I just can't imagine not having him around because he is such a great man & more importantly a great friend.

Scott Riffle

I've worked with Doug since 1979 and I guess that means we are all getting older! I've seen Doug progress a long way in that time; thankfully so has technology. Thank goodness for texting. Good luck in whatever you do.

Bob Finckel

“ Doug is one of the most dependable, honest, loyal, selfless and passionate people I have ever known. ”

Doug has been a very important part of TP Mechanical. His dedication to the service of the company has contributed to our success. Doug is also very compassionate towards the men and women that make up our great field teams and crews. He genuinely cares about all their wellbeing. Doug's experience, knowledge and drive have been critical components of the strategy for success. It has been an honor working on the same team with Doug.

Bill Riddle

If you were to select a few words, loyalty, commitment, honesty and love for his field people describe Doug best. What I appreciated most about Doug was his ability to speak his mind and voice his concerns, sometimes not what I wanted to hear, but in most cases what I needed to hear. He was the crying voice of the field who loves, trusts and respects him. Lyn and I wish nothing but the best for Doug, Susie and their Family. They deserve all the happiness that is coming their way.

Scott Teepe



COMMUNITY OUTREACH

This summer our Columbus office was a Gold Sponsor for the annual Full Throttle Open, benefitting A Kid Again.

To give a little insight about "A Kid Again" below is their mission statement:

"We exist to foster hope, happiness and healing for families raising kids with life threatening illnesses. Families thrust into the situation of having to care for a child with a life threatening illness are unprepared and usually unequipped to deal with what follows, often feeling they have lost their hold on the situation and their own lives. A Kid Again helps to restore a sense of normalcy for their child and themselves. A Kid Again strives to make life for families caring for a child with a life-threatening illness more like "life" again by helping them gain back moments of solace and a sense of control over their circumstances."



**Thank You
for being a part of the
11th Annual
Full Throttle Open!**

For 11 years the Central Ohio construction community has been providing year-round hope to families raising children with life-threatening illness. This year was no exception . . . through your generosity **we raised over \$109,000!**

We hope the Johnson's Real Ice Cream and the course games - whether you led them or played them - brought a smile to your face. Your support for A Kid Again will surely bring smiles to hundreds of kids, siblings, and parents, so **THANK YOU!**

Special thanks to our Gold Sponsor, TP Mechanical, and Honorary Chair, Brian Dew, for making the 2015 Full Throttle Open an unforgettable day.

Please, take a moment to relive this fun-filled, memorable day by clicking on this video above provided by Reveal Visuals.

Can't wait until next year,

Jeffrey Damron
A Kid Again, CEO

Matt Monnin
Full Throttle Open, Committee Chair

2015 Holiday Season

We'd like to let everyone know that our Cincinnati and Columbus offices will once again participate in efforts to give back this holiday season with their annual charities.

- Cincinnati is helping the United States Post Office Operation Letter's to Santa program. Gina Lewis will supply the items needed from each letter. The gifts must be wrapped in a box and ready to be mailed. Please contact Gina Lewis at 513-851-8881 or gina.lewis@tpmechanical.com for information how to help.
- Columbus is helping the Ronald McDonald House Charities of Central Ohio and Nationwide Children's Hospital.
 - Please send in new gloves/mittens and hats for the families at the Ronald McDonald House Charities to our Columbus, Ohio; office Attn: Kim Kuehner
 - Nationwide Children's Hospital collects toys off an approved gift list. Please look for the list in your email from Kim.

Both collections will start the first week of December and run until December 14. Please join us in helping families enjoy a Merry Christmas.

FIREWORK PERFORMANCES

Congratulations to **Eric Thomas, Jonathan Dunkel, Les Collins, Nathan Ferguson, Taleeb Oshodi, and Trent Wentz** for passing the City of Columbus Journeyman license exam.

Congratulations to **Josh Beam, Dakota Grappin, and Preston Primavera** for passing the Ohio Fire Pumps license exam.

Congratulations to **Jeffrey Curran, Adam Heckman, and Josh Warnock** for passing the Ohio Sprinkler/Standpipe license exam.

Congratulations to **Joshua Edwards and Nathan Swaggerty** for passing the Ohio Fire Service Mains license exam.

From: Rod Stone
Sent: Friday, July 17, 2015 2:31 PM
To: Nick Davis
Cc: Jeff Keller; Rick Mercer; Mayur Kadakia; PJ Taylor
Subject: County inspector

Guys,
I got an inspection today from one of the Montgomery County plumbing inspectors. He told me how nice of a job **PJ Taylor** has been doing at the Meijer store on Springboro Pike. It was nice to hear some good feedback from an inspector.

Keep up the good work!
Thanks, Rod

On August 22, 2015, 29 of our employees and their families from Columbus partnered with Messer Construction for the 2015 Central Ohio Heart Walk for the American heart Association. The team raised a total of \$6,560.





STRESS RELIEVERS: Tips to Tame Stress

Source Mayo Clinic By Mayo Clinic Staff

Is stress making you frustrated and irritable? Stress relievers can help restore calm and serenity to your chaotic life. You don't have to invest a lot of time or thought into stress relievers. If your stress is getting out of control and you need quick relief, try one of these tips.

Get Active

Virtually any form of physical activity can act as a stress reliever. Even if you're not an athlete or you're out of shape, exercise is still a good stress reliever.

Physical activity pumps up your feel-good endorphins and other natural neural chemicals that enhance your sense of well-being. Exercise also refocuses your mind on your body's movements, improving your mood and helping the day's irritations fade away. Consider walking, jogging, gardening, housecleaning, biking, swimming, weightlifting or anything else that gets you active.

Laugh More

A good sense of humor can't cure all ailments, but it can help you feel better, even if you have to force a fake laugh through your grumpiness. When you laugh, it not only lightens your mental load but also causes positive physical changes in your body. Laughter fires up and then cools down your stress response. So read some jokes, tell some jokes, watch a comedy or hang out with your funny friends.

Connect with Others

When you're stressed and irritable, your instinct may be to wrap yourself in a cocoon. Instead, reach out to family and friends and make social connections.

Social contact is a good stress reliever because it offers distraction, provides support, and helps you tolerate life's up and downs. So take a coffee break with a friend, email a relative, or visit your place of worship. Got more time? You may want to consider volunteering for a charitable group and help yourself while helping others.

Assert Yourself

You might want to do it all, but you can't, at least not without paying a price. Learning to say no or being willing to delegate can help you manage your to-do list and your stress.

Saying yes may seem like an easy way to keep the peace, prevent conflicts and get the job done right. But it may actually cause you internal conflict because your needs and those of your family come second, which can lead to stress, anger, resentment and even the desire to exact revenge. And that's not a very calm and peaceful reaction.

Try Yoga

With its series of postures and controlled-breathing exercises, yoga is a popular stress reliever. Yoga brings together physical and mental disciplines to achieve peacefulness of body and mind, helping you relax and manage stress and anxiety. Try yoga on your own or find a class — you can find classes in most communities. Hatha yoga, in particular, is a good stress reliever because of its slower pace and easier movements.

Get Enough Sleep

Stress often gives sleep the heave-ho. When you have too much to do — and too much to think about — your sleep suffers. But sleep is the time when your brain and body recharge.

And the quality and amount of sleep you get affects your mood, energy level, concentration and overall functioning. If you have sleep troubles, make sure that you have a quiet, relaxing bedtime routine, listen to soothing music, put clocks away, and stick to a consistent schedule.

Keep a Journal

Writing down your thoughts and feelings can be a good release for otherwise pent-up emotions. Don't think about what to write — just let it happen. Write whatever comes to mind. No one else needs to read it, so don't strive for perfection in grammar or spelling. Just let your thoughts flow on paper — or computer screen. Once you're done, you can toss out what you wrote or save it to reflect on later.

Get musical and Be Creative

Listening to or playing music is a good stress reliever because it provides a mental distraction, reduces muscle tension and decreases stress hormones. Crank up the volume and let your mind be absorbed by the music.

If music isn't your thing, turn your attention to another hobby you enjoy, such as gardening, sewing, sketching — anything that requires you to focus on what you're doing rather than what you think you should be doing.

Seek Counseling

If new stressors are challenging your ability to cope or if self-care measures just aren't relieving your stress, you may need to look for reinforcements in the form of therapy or counseling. Therapy also may be a good idea if you feel overwhelmed or trapped, if you worry excessively, or if you have trouble carrying out daily routines or meeting responsibilities at work, home or school. Professional counselors or therapists can help you identify sources of your stress and learn new coping tools.

“ Stress getting to you? Try some of these tips for stress relief. ”

FIRST AID KIT NEEDED IN ALL WORKPLACES

Source proActive Safety Services



Accidents happen everywhere, but the key to keeping control of the situation is often good planning. A small accident in the workplace can turn into a major catastrophe when individuals aren't prepared and don't have the proper first aid supplies on hand.

Small Accidents with Big Consequences

Some accidents could appear small and non-consequential at first, but without proper first aid administration these small injuries could turn serious. For example, an employee in a packing/shipping department might accidentally injure their hand on a cutter. There is little blood or pain, so there is no attention paid to it. However, without the proper cleaning and a simple triple antibiotic ointment being applied at time of injury, the individual could get an infection. Even something that small can translate into problems for business owners. That is why every injury should be evaluated and a well-stocked first aid kit should be nearby to ensure that the person gets the assistance they need.

Workers Compensation Issues

When a workplace does not have adequate first aid supplies on hand or safety services to deal with work related injuries, there can be big consequences later on. If an employee does receive a substantial injury, and there are not sufficient first aid supplies to lessen the degree of the injury, the company could be putting themselves at risk of a lawsuit. Workplaces are required by law to provide a safe work environment. Safety at the workplace doesn't just mean a low percentage of accidents, it also means that

when an accident does take place there are supplies and properly trained personnel on site to help the employee.

Some Overlooked Details

Most workplaces have very detailed safety policies, but when it comes to policy on first aid supplies things can get very vague. If a company requires that first aid supplies be on site, this still leaves a lot of questions.

Where should the supplies be? There should be first aid supplies available in all major regions of the workplace. Individuals in each region should know where the supplies are kept and how to get to them quickly. Supplies should never be so far away that they could not be retrieved in a few seconds. This usually means that multiple first aid kits need to be placed around the workplace.

Is the packaging bi-lingual? This is something that is very often overlooked, but should be taken into consideration when purchasing supplies. You really have no way of knowing who might be using the supplies during an emergency so it is better to be safe than sorry.

Who is in charge of refreshing the kit?

After an emergency has taken place the used supplies need to be replaced. There should be one person in charge of restocking each kit when necessary.



TP Mechanical WINS!

COMMERCIAL

Bayley Place
CCI - Shower & Bath
CRAA Business Center Reno
CRAA Columbus Brewing
NCH Livingston Ambulatory Center
OSU Upper Arlington MOB

FIRE PROTECTION

Airside II
CCI - Shower & Bath
Chillicothe VAMC Acute Mental
Columbus Industries
CRAA Business Center Reno
CRAA Columbus Brewing
Heartland Dental
Henri's Cloud Nine
Hilton East Bulletin 1
Limited DC-4 Executive Offices Reno
Mary Rutan Elevator Machine Room
MCW Room 4S44 Renovation
NCH Livingston Ambulatory Center
New Albany Schools
Backflow
NRI Building I
OSU Atrium
OSU Upper Arlington MOB
OSU Wexner 5th Floor
OSU WHAC Atrium
Pilot Travel Center
Primanti Bros
Scioto Downs Bakery
Target T-1072 Optical Expansion
West Liberty Salem K-12
Reno
Windsor Bay Shopping Center

SERVICE

A Anthony Company
ACS
Air Comfort Corporation
Allegion-Kenwood Rd
Alterra Real Estate Advisors
Appalachian College Association
Auto Owners Insurance
Bemis
Buckhead Mountain Grill

Cardinal Hill
Central Community House
Chick-Fil-A Harrodsburg Road
Christ Church of Glendale
Circle K Midwest
Columbus Zoo
Covenant Presbyterian Church
Crane Plastics
Cushman & Wakefield
Delaware Radiation Oncology
Dominion Transmission
DTZ
EAGLE MANUFACTURING CO LLC
Etna United Methodist Church
Excel Facilities Maintenance
Festo
GeneralDynamics
Gilligan Oil
GNP Reality
HFI
ITT Technical Institute
KDC
Kdm P.O.P. Solutions Group
KFC
Liquidity Services
Logan's Roadhouse
Northbank Condos Bldg
Northbank Condos-Barb Kistler
NTN Driveshaft
ORW
Papa John's Pizza
PCI
Quanex
Ramco Gershenson
Rowan County
RRR Development
Save-A-Lot Mt. Sterling
Schweiger Construction Company
Serta
Sheraton Suites Columbus
Sherwin Williams
SHILOH BAPTIST CHURCH
Solstice Sleep Products, Inc.
Springhill Suites Northeast
SS Kemp - Tri Mark
Tempur-Pedic
Town Place Suites Blue Ash
Worthington Christian Schools
Wyoming Board of Education



Easy Crescent Veggie Pizza

From: Bob Elliott, adapted from *Pillsbury.com*

Serves: 32 servings

Prep Time: 20 min + cooling

Cook Time: 17 min

Ingredients

2 cans (8 oz each) Pillsbury™ refrigerated crescent dinner rolls or 2 cans (8 oz each) Pillsbury™ Place 'n Bake™ refrigerated crescent rounds or Pillsbury™ Crescent Recipe Creations® refrigerated seamless dough sheet
1 package (8 oz) Neufchatel cream cheese, softened
1/2 cup low fat sour cream
1 teaspoon dried dill weed
1/8 teaspoon garlic powder
1/2 cup small fresh broccoli florets
1/3 cup quartered cucumber slices
1 plum (Roma) tomato, seeded, chopped
1/4 cup shredded carrot

Instructions

Heat oven to 375°F. If using crescent rolls: Unroll both cans of dough; separate dough into 4 long rectangles. In ungreased 15x10x1-inch pan, place dough; press in bottom and up sides to form crust. If using dough sheets: Unroll both cans of dough. In ungreased 15x10x1-inch pan, place dough; press in bottom and up sides to form crust. Bake 13 to 17 minutes or until golden brown. Cool completely, about 30 minutes. In small bowl, mix cream cheese, sour cream, dill and garlic powder until smooth. Spread over crust. Top with vegetables. Serve immediately, or cover and refrigerate 1 to 2 hours before serving. Cut into 8 rows by 4 rows.

Tip

To keep the crust from getting soggy after putting on the filling and all those veggies. Before baking, take an egg yolk, mix with a little water and spread all over the crust, then bake as usual. Let cool and proceed with the rest of the recipe.

Nutritional info

Calories: 75, Total Fat: 3g, Cholesterol: 6mg
Sodium: 144mg, Potassium: 7mg, Total Carbs: 5g
Dietary Fiber: 0g, Sugars: 2g, Protein: 1g, Vitamin A: 4% DV
Vitamin C: 3% DV, Calcium: 1% DV, Iron: 1% DV

Grilled Salmon with Citrus Sauce

From: Frank Pauly

Serves: 4

Prep Time: 10 min

Cook Time: 20 min

Ingredients

4 salmon fillets, (6 ounces each)
1 teaspoon olive oil
1/2 teaspoon ground coriander
Coarse salt and ground pepper.
Citrus Sauce
1/2 cup fresh orange juice
1/4 cup fresh lime juice
2 teaspoons sugar
2 teaspoons Dijon mustard
2 tablespoons olive oil
Coarse salt and ground pepper

Instructions

Heat grill to medium-high. Rub 4 salmon fillets (6 ounces each) with 1 teaspoon olive oil. Sprinkle with 1/2 teaspoon ground coriander; season with coarse salt and ground pepper. Lightly oil grates; place salmon, skinned side up, on grill. Cover grill; cook 5 minutes. Turn fillets; cover, and cook until opaque throughout and flaky, about 4 minutes more. Serve salmon drizzled with Citrus Sauce.

Citrus Sauce

In a small skillet over high heat, boil 1/2 cup fresh orange juice and 1/4 cup fresh lime juice until reduced to 1/2 cup, 8 to 12 minutes. Remove from heat; whisk in 2 teaspoons sugar, 2 teaspoons Dijon mustard, and 2 tablespoons olive oil. Season with coarse salt and ground pepper.

Nutritional info

Calories: 457, Total Fat: 28g, Cholesterol: 108mg
Sodium: 445mg, Potassium: 732mg, Total Carbs: 9g
Dietary Fiber: 0g, Sugars: 7g, Protein: 39g, Vitamin A: 3% DV
Vitamin C: 44% DV, Calcium: 3% DV, Iron: 6% DV

ANGEL
BELLS
BOOTS
BOX
CANDY CANE
CAROLS
CHESTNUTS
CHIMNEY
CHRISTMAS
CIDER
COOKIE
DECORATIONS
EGGNOG
ELF
EXCHANGE
FAMILY
FESTIVAL
FIREPLACE
FROSTY
GIFT
GIVE
GREETINGS
HOLLY
HOPE
HOT
CHOCOLATE
HOT CIDER
ICICLE
JACK FROST
JESUS
JINGLE BELLS
JOLLY
JOY
KINGS
KRIS KRINGLE
LIGHTS
LIST
MERRY
MERRY CHRISTMAS
MISTLETOE
MITTENS
NATIVITY
NAUGHTY
NICE
NOEL
NORTH POLE
NUTCRACKER
ORNAMENTS
PACKAGE
PINE TREE
POINSETTIA
PRESENTS
REINDEER
REJOICE
RUDOLPH
SAINT
NICHOLAS
SANTA CLAUS
SKATE
SLED
SLEIGH BELLS
SNOW
SNOWMAN
SOCKING
SUGARPLUM
TIDINGS
TINSEL
TOY
TRADITION
TREE
TRIMMING
WINTER
WISE MEN
WORKSHOP
WREATH

WORD SEARCH

a w c v d j l g l k d s q v b n y l t o y m e x n y b c q n
b z z i f r e s n e o l l r w i n l s s s r u o l w f z a a
w t e m d y m m c i s u s e j m a h l a i m j l i h e l e m
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c l z s a u j c f e t s t n j l d k c e h m e g g k d w e p
s a l o h c i n k c t i i t o j f l m j c n e x g y c i o j
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o p d w g o k t r l b q d p s e m n o e g d r e m v e e z c
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u n y o s y d s n e t i d i n g s f h t o t e c i n p u d k
d b a u n t b j v u n f e s t i v a l s e p l i g h t s p i
g a l c c w d t x t x j k m d j k m t j l n b c t r e e g e
k m r k b m j p y r k t x z f n h p f i u w s i k z g l v g



Be Merry & Bright

May your Christmas
be merry and your
season be bright!

TP Mechanical
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*TP Mechanical welcomes all letters, comments, suggestions,
contributions, births, and other personal news.*

Regrettably editorials cannot be published.

*All published material must be approved by the
CEO of TP Mechanical.*

*Submissions should be directed to Tara Teepe by email
tara.teepe@tpmechanical.com*

A very special thank you to the following for your contributions to our publications:

Chris Cordray, Nick Davis, Bob Finckel, Tim Hoover
Lindsey House, Doug Kraner, John McCann
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Anthem BlueCross Blue Shield
Mayo Clinic
Susan Keller Photography
The Deciding Factor
proActive Safety Services

Thank You

Thank you for your
partnership and support
this year. We are wishing you
happiness and prosperity
in 2016. May you and
your family have a Merry
Christmas and safe, festive
holiday season.

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