

THE EXCHANGE

WINTER 2014

At this time of year, we're counting our blessings.

We've experienced tremendous growth in 2013, and 2014's looking just as promising with a pipeline stronger than it has been in the past eight years. Our Whodunit Dinner Extravaganza exceeded our fundraising goals. Hopefully, sometime next year the Ronald McDonald House of Central Ohio will be able to accommodate even more families after a successful building campaign. This year, we've also enjoyed reflecting on the past, present and future of TP Mechanical in honor of our 60th Anniversary. We're closing the celebration with some words from Bill Riddle, our company President, and Scott Teepe Sr., our CEO and Chairman of the Board.

Above all, we're thankful for our loyal clients and partners, who've contributed to TP Mechanical's success. We wish you all a Happy New Year. Cheers!

COMMUNITY SPOTLIGHT

In Cincinnati, we're playing Santa.

St. Joseph's Orphanage provides residential, educational and community treatment programs for more than 1,800 children each year who've been abused or neglected, are severely emotionally disturbed or developmentally disabled. We're collecting donations and gifts throughout the month. We'll have the pleasure of delivering the gifts to the children on December 20.

We're spreading the holiday cheer in Columbus.

Because the Ronald McDonald House of Central Ohio is near and dear to our hearts, we're collecting hats and mittens to donate to the residents. We're also conducting a toy drive to benefit the children staying at Nationwide Children's Hospital.

WHERE THERE'S A WILL, THERE'S A WAY

Our President's Story

The first time that Bill Riddle applied for a job at TP Mechanical, he was not hired. That's pretty ironic, considering he's the President of the company today.

Bill applied for a summer job with us when he was in high school, but he didn't get a call for an interview until he was 19. Even though he had to take a pay cut to leave the job he had, he signed on to join the TP Mechanical apprenticeship program (down to \$4.25/hr from \$5/hr). Bill knew that an apprenticeship at TP Mechanical had the chance to build a "career with a future," as he says.

Bill spent the next four years working his way up in the company, while putting in the time in the plumbing and piping apprenticeship program. At one point just before he graduated the program, Bill was using his

apprenticeship field hours to run a project as a superintendent. Bill earned his license in May 1989.

"I was so fortunate to work with some good people who took the time to mentor me and share their technical expertise with me," Bill says. Over time, Bill's natural leadership ability, together with his uncompromising work ethic, shaped his future with the company and carried him straight to the top. Bill was named President of TP Mechanical in August 2011.

"Possibilities are endless for people with a strong work ethic. TP Mechanical is a place of opportunity if you're willing to work for it," Bill says. "Do your job and do it well, because there is a customer depending on us to deliver what we promised."

Bill Riddle's TP Mechanical success story proves that a little motivation and a lot of hard work go a long way.

CELEBRATING 60 YEARS

A Father's Legacy

When Scott Teepe Sr. was sifting through some old family albums, he found a card with a few words scrawled on the back – words that spoke volumes about his father, William (Bill) Teepe, and how he ran his plumbing business years ago.

“We lost my sister to brain cancer when she was only 7. The album I found was filled with cards and donations that had been made in her memory. I noticed that many of them were from clients of my Dad’s,” Scott explained.

On the back of a sympathy note from one of those clients was a handwritten quote that Bill must’ve been providing as a bid to a client for a sewer and water line.

“It was touching to read the sympathy note from a customer. My Dad built his business on client relationships, and the fact that a client took the time to send that to our family says a lot,” Scott says.

As for the quote on the back, well, that’s how Bill Teepe did things, as Scott recalls from the days he spent riding along with his father on the job.

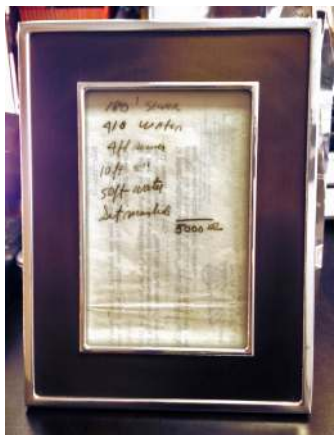
Bill would take a look at the job, do the numbers in his head and then write out a quote on a napkin or a receipt he had in his pocket – whatever was available. If the customer thought it was a fair price, they moved forward with the job. Bill’s customers didn’t need formal contracts; they trusted him and knew he’d get the job done right.

“He probably had that sympathy card in his pocket when the client called him for a bid. In the midst of what must have been a difficult time for him, my Dad still took care of his clients and provided superior customer service,” Scott says.

Scott remembers how his Dad brought out the best in people wherever he went; he made the workers laugh on the job sites and always earned a smile and a handshake from every customer he worked with.

That’s because Bill Teepe’s business philosophy was simple. He built the company on trust, rather than by being the lowest bidder. Steve Teepe served as President of the Company from 1977-1998 capitalizing on his father’s attributes by organizing the business to allow for the growth that we have achieved over the years.

Today, under the guidance of Bill Riddle, TP Mechanical continues to thrive. Our company has enjoyed tremendous growth in recent years, which can be attributed to the strong relationships we’ve formed with partners and clients, and our solid history.



Today, Bill’s handwritten quote is framed and hung in Scott’s office as a constant reminder of his father’s legacy.

“Building relationships is valuable not only in business, but in life. What I learned from my father is to always do the right thing. If you do, you’ll get repeat business because people will trust you to get the job done right,” he says.

At the close of TP Mechanical’s 60th Anniversary year, it’s important to reflect on where we came from and where we’re headed as a company. If there’s anything Bill Teepe taught us, it’s that the value of trust is far greater than the value of the dollar.



BABY, IT'S COLD OUTSIDE...

...but we're not afraid of a little snow, wind and ice on our construction sites.

Why? Because we have extensive safety measures in place to keep our workers warm and secure when they're out in the field.

Careful planning and preparation are the keys to safety in wintry conditions. When the temperature plummets, here's a little TP Mechanical advice that keeps our workforce and job sites accident-free:

Dress for a not-so-winter-wonderland.

We all know that not wearing enough warm clothing can cause hypothermia. However, dressing too warmly is just as dangerous. In cold weather, sweat refreezes to the body and cools the core temperature over time. Wear breathable layers and don't forget gloves and hats.



Glow like Rudolph.

In snowy, blustery weather, visibility decreases. TP Mechanical provides workers with reflective vests and jackets to help them stand out against the white-out weather. Our equipment operators are trained to recognize hazardous conditions and to shut down when visibility is dangerously low.

No ice skating on the job.

We keep at least 50 lbs. of salt at every job site and lay down gravel to ensure safe footing. When it comes to snow and ice inside open buildings, we'll install temporary heating units or fire up area heaters to melt the ice then use squeegees to clear out the water.

Pick up your toys.

Proper storage of equipment and supplies is vital. We lock ladders, fall protection equipment, harnesses, lanyards and tools inside on-site gang boxes to ward off slippery snow and ice and protect them from being damaged by the elements.

If road conditions require a sleigh, time to close down the job site.

Sometimes, it's just too treacherous to drive on the roads to come to work or to operate equipment. TP Mechanical superintendents are trained to use their best judgment and close our sites down when conditions become dangerous. As a company, our policy is to close down during Level 3 emergencies.

We don't gamble when it comes to safety, especially during the winter months. TP Mechanical's prepared for whatever winter throws our way and so we say, **let it snow, let it snow, let it snow.**

PROJECT PROFILE: ARM/BERRY PLASTICS

Tight timeline? Bring it on.

We like challenging projects and aggressive timelines; unusual circumstances and intricate details are our specialty.

That's why we were excited to tackle the ARM/Berry Plastics project. TP Mechanical welcomed the opportunity to fabricate and install a new primary/secondary chilled water piping system – while the old system continued to run and the facility remained occupied. We had four months from the time the contract was awarded until the project milestone to have the chillers up and running. Plus, there were no blueprints to work from.

For us, that's just another day on the job. The job included our engineering expertise, prefabrication, and expert work on-site. It was a resounding success. In the words of Mike Albright, CEO/Managing Partner of Applied Resource Management LLC: "I have at least 20 examples and a thousand words of praise... [The TP Mechanical] crew has been GREAT and their onsite leadership OUTSTANDING."

Read more about this innovative project on our website.

WHODUNIT? WE DID!

We'd like to express our gratitude to everyone who came out to support our Whodunit Dinner Extravaganza in November. We exceeded our goal of \$25,000 and raised a grand total of \$30,000 to benefit the Ronald McDonald House of Central Ohio. A special thank you to our contributors and sponsors:

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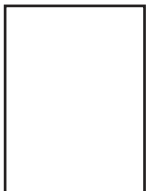
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As a result of our contribution, TP Mechanical will be able to fund the addition of one family suite at the Columbus facility. Thank you all for helping us make this dream come true for the families who'll make our room their home away from home.



TP Mechanical
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