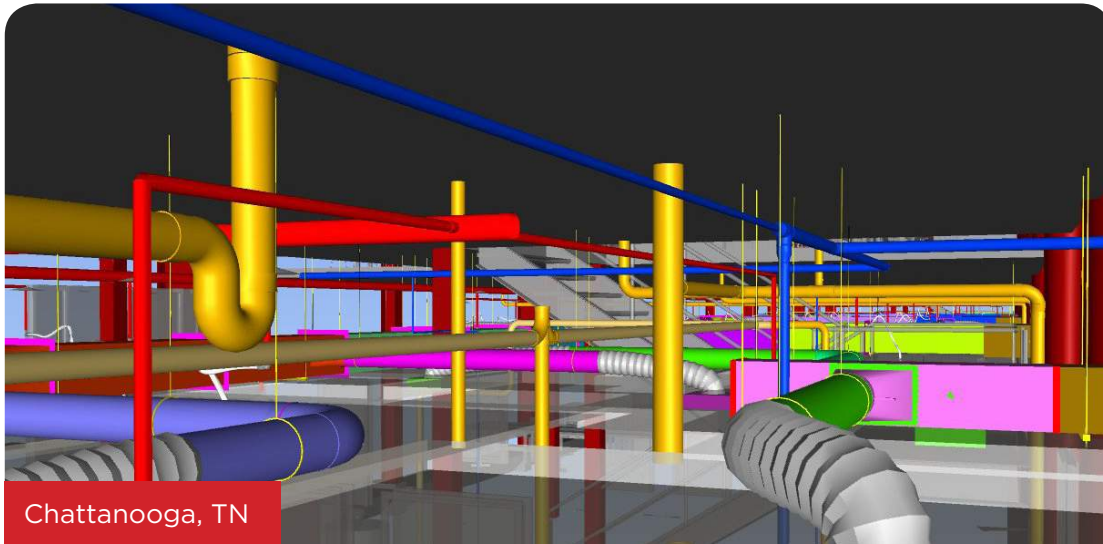


THE CONTRACTOR



Chattanooga, TN

Automotive Manufacturing Facility in Tennessee to Create 300 New Jobs

In September of 2014, the S.M. Lawrence mechanical division began working with general contractor, Walbridge Southeast LLC, on a \$1.7 million project located in Chattanooga, TN for Plastic Omnium Auto Exteriors, LLC.

Plastic Omnium is the world's number one producer of bumpers and is a tier one supplier for Volkswagen and other major automotive manufacturers located in the Southeast. Once construction concludes in 2015, Plastic Omnium hopes to create at least 300 jobs within a 3 year span.

According to the Tennessee Department of Economic and Community Development, "manufacturing operations at the Chattanooga facility will include injection molding, painting and assembly of automobile exterior components, such as bumpers and fenders, for sale and delivery to OEMs. Initially, all of the products will be for the production at Volkswagen Chattanooga, but Plastic Omnium will soon extend its reach to Ford, GM, Honda, Mercedes, Nissan and Toyota." (<https://news.tn.gov/node/12456>)

The scope of the project for S.M. Lawrence includes the design and installation of a complete plumbing system and a building HVAC system that contains process environment control and office/support comfort conditioning. S.M. Lawrence also designed and installed compressed air and natural gas systems to support the manufacturing process.

S.M. Lawrence is projecting to complete this project by March of 2015.

S.M. Lawrence

COMFORT SYSTEMS USA

DESIGN • BUILD • MAINTAIN • SINCE 1917

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New Initiatives in Workforce Development

The path to success has been clearly set for our young people. Graduate high school, earn a four-year degree and if you're feeling especially ambitious pursue a graduate degree. While there is a lot to be said for each of these accomplishments, they do not always guarantee instantaneous success. College graduates are faced with an increasingly competitive job market where they often lack the experience for positions available in the workforce. This is why S.M. Lawrence, along with thousands of other companies across the US, have partnered with the National Center for Construction Education and Research to increase awareness for an alternative path to success.

It is no secret that a career in construction has become progressively less appealing to the American workforce over the past couple of decades. As the construction industry continues to make a comeback, companies will be faced with a shortage in skilled labor. According to the Construction Labor Market Analyzer, the craft professional demand through December 2017 is 125,175 for electricians, 35,607 for HVAC Mechanics, 87,594 for plumbers and 57,637 for sheet metal workers in the state of Tennessee alone. Realizing this potential demand, S.M. Lawrence decided to take a more proactive approach.

The solution is two-fold. First, S.M. Lawrence will be re-introducing their apprenticeship program as an official NCCER training sponsor. All employees will be given the opportunity to enroll in the new program beginning March 2015. Classes will include HVAC, Plumbing, Sheet Metal, Electrical, Pipe Fitting and Welding. Students will be receiving approximately 144 hours of classroom instruction along with on-the-job training as they progress throughout the program. One key element of this program is that trainees will not only be knowledge tested, but performance tested as well. In addition, S.M. Lawrence has partnered with NCCER to become an accredited assessment center. This means the company will have the capability to assess our current and future workforce to see if there is a need for training remediation. Assessments will also be used as a tool throughout the interviewing process for future employees.

The second initiative is purely focused on recruiting. S.M. Lawrence is currently implementing a recruiting software called BirdDog that works in conjunction with the company website and allows us to post jobs across multiple recruiting sites such as Indeed, Simply Hired, Glassdoor, etc. The software has already proven to dramatically increase our candidate pool allowing us more opportunity to match an individual's credentials with the job description and requirements. This tool will enable us to extend our reach not only within the community, but in surrounding states and areas as well. In addition to BirdDog, the company will be making a concerted effort to connect with veterans and attend job fairs in surrounding areas not only to promote our company, but the trades as a whole so that our young people are fully aware of their earning potential and job growth within our industry.

S.M. Lawrence is one of many Comfort Systems companies making strides toward strengthening our workforce. With the help of the new corporate VP of Talent Development, Roger Rinker, and his entire support staff, S.M. Lawrence believes it has the capabilities and resources to grow and develop our team of highly skilled employees.

For more information on NCCER and construction labor statistics, please visit www.nccer.org or www.byf.org.



Training Sponsor and
Assessment Center Candidate

New Faces



S.M. Lawrence is pleased to welcome **Jamey Shore**, Project Manager for the mechanical division. Jamey joined the S.M. Lawrence team in August of 2014. His duties as a project manager include material procurement, labor management, cost tracking and project documentation

Jamey graduated from UT Martin in 1987 with a Bachelor's degree in Mechanical Engineering Technology. He began his career in mechanical contracting in 1988 with the Brady Horne Company where, coincidentally, he was hired by Steve Wood, who has now been with S.M. Lawrence for 20 years. His career has been filled with a diversity of mechanical projects that span from food manufacturing to institutional (schools/ university/ hospitals) to manufacturing and warehousing. These various projects have afforded Jamey exposure in virtually all manners of mechanical and piping systems.

Jamey and his wife of 26 years currently reside in Cedar Grove, Tennessee where they raise backyard chickens and a clowder of cats. When Jamey is not at the office, he enjoys spending his time vegetable gardening, fishing (crappie & catfish) and hunting (turkey, deer and squirrel).

S.M. Lawrence is also pleased to welcome **Nathan Shilts**, Estimator for the electrical division. Nathan joined the S.M. Lawrence team in October of 2014. In addition to his duties as an estimator, he will be assisting other estimators and project managers with learning and navigating the Accubid Estimating system and database.

Nathan brings over 25 years of experience in electrical estimating. Before joining S.M. Lawrence, he worked as Chief Estimator for Gephart Electric in Robersonville, MS.

Nathan has been married to his wife, Kim, for 33 years. They have 2 children, a son and daughter, and 1 granddaughter. When Nathan is not working, he spends his time serving at his church and helping his wife with their side business, "K&N Sweethearts Home Bakery."



S.M. Lawrence would also like to welcome **Jerry Hammock**, Superintendent for the mechanical division. His duties will consist of lay out and preparation of mechanical piping, plumbing piping and fixtures. Jerry is also responsible for managing installs as well as onsite safety measures to bring all assigned projects in under budget and on schedule.

Jerry is a Master Plumber who brings over 15 years of experience in the mechanical industry. Before joining S.M. Lawrence, he worked as a mechanical superintendent for Lee Company.

Jerry currently lives in London, KY and has been married to his wife, Mitzi for 16 years. They have one son who is 15 years old.

Current Projects

VA Powerplant

Brunswick, VA
Mechanical PM: Sam Lawrence
Electrical PM: Mike Raper
Superintendent: Mahlon Luck

Trinity Saginaw

Saginaw, TX
Mechanical PM: Richard Petty
Superintendents: Richard Coleman and Gary Karnes

Hendrickson Axle

Elizabethtown, KY
Electrical PM: Tommy Lane
Superintendent: Stanley Sanders

Buzzi

Bel Aire, KS
Mechanical PM: William Dabney
Superintendent: Lane Todd

Plastic Omnium

Chattanooga, TN
Mechanical PM: Jamey Shore
Superintendents: Rodney Head and Danny Graves

GE Aviation

Lafayette, IN
Mechanical PM: Jamey Shore
Superintendents: Tim Sloan and Joey Walker

Cherokee Casino and Hotel

Roland, OK
Sheetmetal PM: Justin Johnson
Superintendent: Terry Ross

KBP Office Renovation

Owensboro, KY
Mechanical PM: William Dabney
Sheetmetal PM: Joe Roberson
Superintendents: Jerry Hammock and Gary Karnes

Next Generation

West Memphis, AR
Electrical PM: Bobby Lawrence
Superintendent: Charlie Loper

Axis Heat Treat Building

Bryan, TX
Mechanical PM: Richard Petty
Superintendents: Richard Coleman and Gary Karnes

9 to 5 Seating

Union City, TN
Mechanical PM: William Dabney
Superintendent: Newell Turner

Kellogg's Proofing Room

Jackson, TN
Mechanical PM: Joe Roberson
Electrical PM: Bobby Lawrence
Superintendents: TBD

Hendrickson Axle Opening New Manufacturing Facility in Elizabethtown, KY



Construction is wrapping up for the S.M. Lawrence electrical division in Elizabethtown, KY. In April of 2014, the company began working on a \$1.04 million project with general contractor, Forcum Lannom, on a new facility for Hendrickson Axle, a manufacturer of suspension systems and other parts for heavy duty trucks and trailers.

The facility is located on over 30 acres of land and will feature a new kind of robotic technology to streamline the manufacturing process. This will ultimately reduce costs and the need for extra manpower, but Hendrickson still hopes to create at least 75 new jobs once construction is complete. (<http://www.thenewsenterprise.com/content/hendrickson-breaks-ground-elizabethtown-manufacturing-facility>)

The scope of this project for S.M. Lawrence includes installation of the building service, distribution and lighting. S.M. Lawrence was also responsible for all electrical connections to process equipment. The company is projecting to complete this project toward the beginning of February 2015.

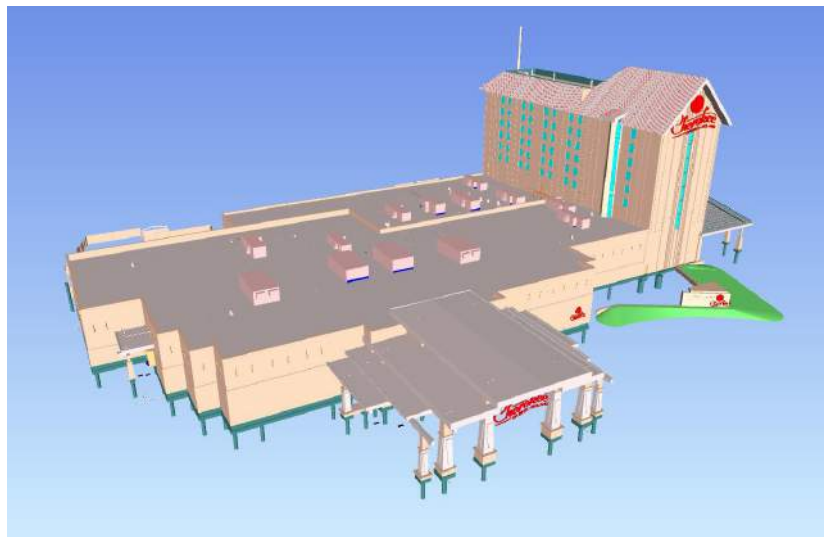
Sheet Metal Spotlight

In November of 2014, S.M. Lawrence's sheetmetal division partnered with sister company, Comfort Systems Arkansas, on a \$1.77 million project located in Roland, OK for Cherokee Nation Entertainment. The company is providing all the duct work and air distribution for the new 95,000 square foot casino and 10 story hotel that will be located behind the existing casino in Roland.

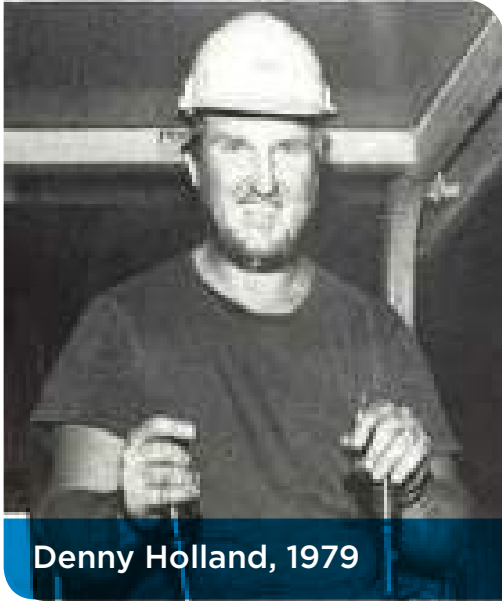
There are a variety of systems on this job including welded black iron grease duct and welded stainless dishwasher duct. There is also an under floor duct system that has a total of 1,054 floor grilles. S.M. Lawrence's capabilities do not stop with mechanical and electrical construction and service. Pre-fabrication has played a major role in the success of this company. This particular project is just one example of our capabilities and resources.

In Jackson, we operate our own sheet metal fabrication facility, which incorporates the latest technologies to produce the highest quality products in a timely fashion. All ductwork is fabricated from G-90 Galvanized Steel that we purchase through local vendors. We fabricate, seal and reinforce our ductwork to 2006 SMACNA standards and according to the job specifications.

If you're ever up against a tight schedule or are in need of additional resources, S.M. Lawrence is always here to serve you.



THEN AND NOW



Denny Holland, 1979



Denny Holland, 2015

Thirty-six years ago S.M. Lawrence hired Denny Holland to work primarily as a backhoe operator for underground utilities. Over the course of time, he has held other positions such as plumber and pipe fitter. Now, Denny works as a full time superintendent for the mechanical division. He has spent the majority of his career working under Tony Skelton, Project Manager, on multiple hospital projects around the region.

When Denny first joined S.M. Lawrence, the company had just moved its operations from Chester Street to Preston Street. S.M. Lawrence was well into transitioning out of coal sales and heavily focusing its efforts on HVAC sales, service and construction. If it were not for hard-working, dedicated employees like Denny, the company would not be where it is today.

Denny currently lives with his wife, Mary, in Enville, TN. They have been married for 35 years and have 2 children, 5 grandchildren and 5 great grandchildren.

S.M. Lawrence would like to thank Denny for his many of years service and dedication.

In 1979...

1 Gallon of Gas = 86 cents

Average Income = \$17,500

Average Cost of a New Home = \$58,100

Popular Musicians: The Eagles, Styx, The Commodores, Chic, Bee Gees, Donna Summer, Blondie, Rod Stewart

Best Film Oscar Winner: Kramer vs. Kramer

ESPN began broadcasting

52 Americans are taken hostage in Tehran, Iran for 444 days. Four days later, ABC's Nighline premiered, centering on the crisis.

Company Candid's



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