



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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Fabricating a Career By Wally Adamchik

Unemployment is high, and it may go higher. You may think I am misguided to be talking about hiring people when you are thinking about laying them off. Unemployment means opportunity too. Good candidates are looking for jobs and now is your time to find them. But make sure what you think you are getting is actually what you are getting.

We have had this conversation before: As a person, but more important, as a leader, your word is your bond. People will not follow you if they cannot trust you. But what about that misstatement you made years ago? Should you be penalized for that? Opinions vary on this, but the court of public opinion has weighed in.

Let's look at a recent case. Tetra Tech is ranked 8th on the Engineering News-Record list of Top 500 Design firms. Based in Pasadena, California, it provides engineering and consulting services, with about 8,500 employees and 275 offices worldwide. Recently, Sam W. Box, 62, the President of the firm, was demoted for "discrepancies" on his educational record. Clearly in his years in the industry, Mr. Box has done much good and contributed a great deal. This is confirmed by his continued employment at Tetra Tech. I doubt the discrepancy had much material impact on his technical ability to lead the organization. However, this is a question of character.

In 2001, George O'Leary was selected to coach the football team at the University of Notre Dame. Sports Illustrated reported:

George O'Leary resigned as Notre Dame Football coach five days after being hired, admitting he lied about his academic and athletic background. O'Leary claimed to have a master's degree in education and to have played college football for three years, but checks into his background showed it wasn't true. In explaining his error, O'Leary commented, "Many years ago, as a young married father, I sought to pursue my dream as a football coach," he said. "In seeking employment, I prepared a resume that contained inaccuracies regarding my completion of course work for a master's degree and also my level of participation in football at my alma mater. These misstatements were never stricken from my resume or biographical sketch in later years."

Today, O'Leary is head coach at the University of Central Florida. He is enjoying some success on the field and his players are performing at high levels academically. I am truly glad to see him back on the field. We can only wonder where he would be had he not misrepresented himself years ago.

These episodes remind us that people get hired for their competence, their ability to do the work. But they get fired for character - or lack of it.

I am well aware of the old proverb that says those who live in glass houses shouldn't throw stones. My intent is not to criticize these two fine men. My intent is to remind everyone that reputations take years to develop, seconds to damage, and perhaps a lifetime to re-establish.

Tough times like we are in today can cause people to do dumb things, like fabricate a resume. Higher unemployment means better candidates coming in the door. This is the perfect time to pick up a couple of high-caliber team members so you are ready to go when the economy recovers. Just make sure you are getting what you think you are getting. Interview well and do the background checks. These are your two best methods to uncover a fabricated career. Do this today to protect your company's reputation for a lifetime.

Wally Adamchik is the President of FireStarter Speaking and Consulting, a national leadership consulting firm based in Raleigh, NC. You can email him at wally@beafirestarter.com or visit the website at <http://www.FireStarterSpeaking.com>.

His book No Yelling (<http://www.noyelling.net>) was selected by Entrepreneur Magazine as one of the best business books of Summer 2007.

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MCASC
18th Annual
Santee Scholarship
Tournament
June 5-7, 2009
See Page 6
To Register
Deadline May 8th



MCASC
Summer Convention
Aug. 6-9, 2009
Ginn Hammock
Beach Resort
Palm Coast, FL
See Page 4 For
Hotel
Reservation
Form



**Mechanical Member:
GREENVILLE MECHANICAL, LLC**

Greenville Mechanical was founded by W. W. "Bill" Bridwell in May of 1973 as a Heating, Air Conditioning, Sheet Metal and Piping company providing reliable services as a sub-contractor to the major general contractors and direct services to many facilities in the Greenville, South Carolina area. Bill Bridwell died suddenly in February 2005. Joe McMurry was named company president, successfully directing the company through the transitional period. Greenville Mechanical is still a family business, owned by Bill's daughters, June Bridwell and Donna Whatley. John Whatley was named company president in January 2009, after being with the company for over 21 years.

Greenville Mechanical, LLC holds unlimited licenses to perform work in the states of South Carolina, North Carolina, and Georgia. Greenville Mechanical provides top-quality services, including direct-plant mechanical services. Greenville Mechanical, LLC, has completed projects from the smallest systems up to a \$4 million dollar manufacturing plant. Experienced in HVAC design, estimating, project management and installation, our principle staff specializes in design/build projects and specification jobs. Our service department offers professional, well-trained technicians to respond to your commercial/industrial HVAC system needs. We also offer preventative maintenance agreements and technical HVAC repairs on any commercial building or industrial facility.

Greenville Mechanical, LLC, is especially proud to have been the mechanical contractor on Herman N. Hipp Hall at Furman University. Hipp Hall was the first LEED certified project in the state of South Carolina and was one of 25 LEED projects in the United States that was certified as Gold.

Greenville Mechanical is extremely grateful to all our dedicated employees past and present. Former employees include, past Mechanical Contractors Association of South Carolina State President, J. Winston "Wink" Major.

**Greenville Mechanical, LLC
103 Woodruff Industrial Lane
Greenville, SC 29607-4104
Phone: (864) 288-2040 Fax: (864) 297-5102
Website: www.greenvillemechanical.com**

APRIL BIRTHDAYS

Benny Waldrop	4/2	Waldrop. Inc.	
Tom Minor	4/9	G-M Mechanical Corporation	
Jean Roth	4/9	Freeman Mechanical, Inc.	
Bill Caldwell	4/10	Waldrop, Inc.	
Tom Deer	4/12	John J. Kirlin Company, Inc.	
Jayne Johnson	4/17	Jerry's Plumbing, LLC	Wife of Jerry
Fred Gibbs	4/22	Bear Mechanical Services, LLC	
Sylvia Jacobs	4/22	R. C. Jacobs, Inc.	Wife of Duwayne
Bucky Cole	4/23	AAA Supply, Inc.	
Joe Clarey	4/29	Bradford Sales Compay	

*Happy Birthday Members! We Would Like To Announce Yours.
Please call the Birthday Hotline at 803-772-7834 or Email to mflowers@mcasc.com*

“Tool Box Talks” - Safety Tip**TEAMWORK**

As a supervisor or an employee you have a responsibility to prevent accidents. Safety is a cooperative undertaking requiring a total safety consciousness on the part of every employee. No one likes to see someone injured, but if an accident occurs, in addition to treating the victim, prompt reporting must take place and corrective action taken to prevent additional problems. Proper planning, a good safety program, the right tools, and communication combine to prevent accidents.

Good housekeeping must be practiced at all times in and around your work areas. Return unused material to the proper storage place. Personal Protective Equipment must be worn when the task requires it. Clothing and footwear should be suitable for the job. Set the example - do what is right and never take chances or short cuts - they cause accidents and injuries.

Alcohol and drugs have no place on a construction worksite. They will impair your motor skills and judgment. Guns and other weapons must be left at home. Employees should be alert to see that guards are kept in place and properly adjusted. Never handle electrical equipment unless you have been trained to do so. Follow lockout/tagout procedures wherever applicable for routine servicing, repair, or relocation of electrical, hydraulic or pneumatic equipment.

Any good coach knows all the rules and all the players, and has a plan to get the team moving forward. A well planned job will have the same effect - a crew that pulls together to safely accomplish whatever has to be done. Teamwork, planning and safety training go a long way in having a safe work environment. Know your limits - ask for help - take as much training as the company offers - and look out for the other person. If you do all of the above, you know that your job will be safer for you and your co-workers.

One last thing to remember - never ignore near-miss accidents. Find out what happened so you can make sure it doesn't happen again, to you or any other member of your team!

RSS Safety, LLC

1122 Industrial Drive, Suite 113, Matthews, NC 28105

Telephone (704) 844-2519 Fax (704) 844-0291

Concerns

Rhett Leake - James M. Pleasants Co., Charlotte
Charley Hipp - Hipp Properties, Charleston
Ray Merritt - Irmo

Welcome New Members

Stuart Waugh - Aggreko, LLC
Lexington
Greg Wheeler - Eastern Industrial Supplies, Inc.
Hanahan

Condolences

F. T. Zeman, Jr. - Honorary Life Member
On the loss of his wife, Helen M. Zeman
Michael “Scat” Scaturro & Family
Eastern Industrial Supplies, Inc., Florence
On the loss of his father, Salvatore Anthony Scaturro
Kyle & Jonathan Hunt
Faulkner Haynes & Associates, W. Columbia
On the loss on her grandmother, Marie Butler
John Schelble & Family
BB&T/Boyle-Vaughan Insurance, Columbia
Joe Schelble & Family
McGill Airflow, Irmo
On the loss of their brother, Gregory James Schelble
Jamie Porterfield & Family
Waldrop, Inc., Spartanburg
On the loss of his grandfather, Carroll DeRoy Stone
Fred & Brenda Gibbs
Edward Gibbs
Bear Mechanical Services, Charleston & Columbia
On the loss of father and grandfather
Frederick Leslie Gibbs, Sr.

Happy Anniversary

Mr. & Mrs. Benny Waldrop - 4/15
Mr. & Mrs. Rudy Cullum - 4/16
Mr. & Mrs. Jim Haynes - 4/30

Upcoming Events!!!

3rd Annual Piedmont Area Clays for College
Friday, April 24, 2009
Harris Springs Sportsman's Preserve, Waterloo, SC
21st Annual George W. Bryce, Jr.
Memorial Golf Tournament
Friday, May 1, 2009
Oakdale Country Club, Florence, SC
1st Annual MCA Coastal Area
Fishing Tournament for Scholarships
Captain's Meeting
Tuesday May 12, 2009
Shriners Club, Pointe Grill, Mt. Pleasant, SC
Tournament Weigh In
Saturday, May 16, 2009
Remley's Point Landing, Mt. Pleasant, SC



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www.hammockbeach.com

GROUP: MCASC SUMMER CONVENTION RESERVATION FORM
DATES: AUGUST 6-9, 2009 CUT-OFF DATE: JULY 13, 2009
GROUP RATES ARE AVAILABLE 3 DAYS PRE AND POST CONVENTION DATES

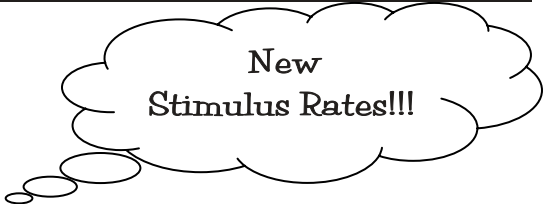
Name: _____

Address: _____

Home Tele. # _____

Work Tele. # _____

Fax # _____



- Room Request: 1/Bedroom Ocean View Suite ___ \$165.00 plus resort nightly service fee and tax
- 2/Bedroom Resort/Golf Course View Villa ___ \$199.00 plus resort nightly service fee and tax
- 3/Bedroom Ocean View Suite ___ \$289.00 plus resort nightly service fee and tax
- 4/Bedroom Ocean View Suite ___ \$369.00 plus resort nightly service fee and tax

The Resort Service Fee Is 9.75% & Includes: daily newspaper delivery, complimentary local and 1-800 calls, pool access with floats, beach chairs, towels and umbrellas, fitness center and health spa access, valet parking, high speed internet access, in-room coffee, plus all gratuities for bellmen, valet, concierge service, pool/beach/locker room attendants and housekeepers.

Arrival Date: _____ Departure Date: _____ # Of Adults / Children: _____/_____

CREDIT CARD INFORMATION

Type of Card _____ Name on Card _____

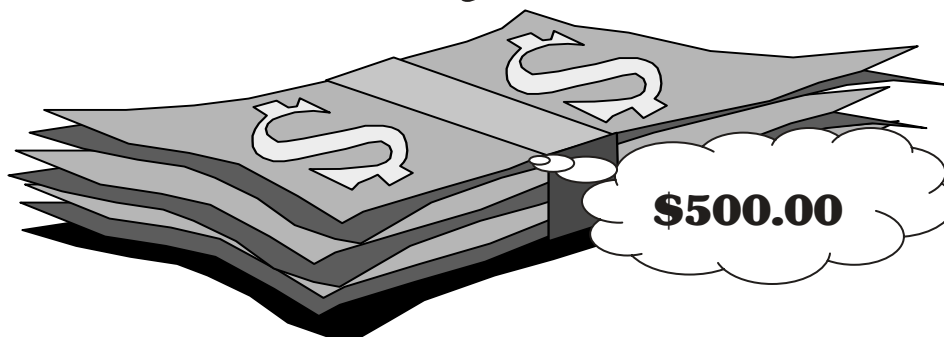
Card # _____ Exp. Date _____

Additional Info: _____

- 1 night deposit will be taken at time reservation is made. Balance will be due upon check out.
- Reservations are subject to a 7 day cancellation policy. Please cancel reservations 7 days prior to arrival to avoid forfeiture of deposit.

For Your Convenience, You May Book Your Reservations By Calling 1-866-453-2227 And Be Sure To Mention MCASC Group No. 20A300, Or Fax This Form To 1-321-939-6875

How would you like to win



IF SO, THEN MARK YOUR CALENDARS FOR THE...

**18th Annual
 MCASC Scholarship Tournament
 Swatter-Snagger-Shagger Weekend
 June 5, 6, 7, 2009 - Santee - Quality Inn & Suites**

TENTATIVE AGENDA

FRIDAY:

Check In - Quality Inn & Suite	3:00 PM* - UNTIL	*Earlier If Room Is Ready
GOLF: SANTEE COOPER COUNTRY CLUB	12:00 Noon - Tee Times Begin (Tee Times Will Be Published)	
Hospitality Suite	4:00 PM - MIDNIGHT	Room 122
Poker	IT'S YOUR DEAL	Room 124
BBQ & Rib Dinner	7:00 PM	Santee Cooper Country Club - Clubhouse

SATURDAY:

Buffet Breakfast	6:00 AM - 10:00 AM	Carolina Grill
FISHING	5:30 AM - UNTIL	Jack's Creek Marina
GOLF: LAKE MARION	10:00 AM - SHOTGUN START	Captain's Choice Format
Brandon Harris Band	3:00 PM - 6:00 PM	Poolside
Hospitality Suite	4:00 PM - MIDNIGHT	Room 122
Poker	IT'S YOUR DEAL	Room 124
Swatter-Snagger Awards & Door Prizes	6:00 PM	Santee Cooper Country Club - Clubhouse
Seafood Dinner	6:30 PM	Santee Cooper Country Club - Clubhouse
Brandon Harris Band	8:00 PM - UNTIL	Poolside

SUNDAY:

Buffet Breakfast	6:00 AM - 10:00 AM	Carolina Grill
Check Out - <u>Quality Inn & Suites</u>	12:00 NOON	<u>Have A Safe Trip Home!!</u>

\$500- Hole-In-One Contest

\$500 will be awarded for each hole-in-one made on Hole #6 (166 yds).

\$500 Angler Contest

\$500 will be awarded to the angler that captures the largest fish (weighed in ounces)

IF their lucky number matches the winning number.

Tale Of The Tape

Got \$20.00??? Buy a Hole-In-One



**18th Annual
MCASC Scholarship Tournament
Swatter-Snagger-Shagger Weekend
June 5, 6, 7, 2009
Quality Inn & Suites - Santee**



REGISTRATION FORM AND INFORMATION

COST:

**Swatter/Snagger - \$240.00/person (based on double occupancy)
Non-Sportster - \$190.00/person (based on double occupancy)**

NOTES:

- Any singles add \$27.75, \$55.50 or \$83.25 Depending On Package
- If you choose to go down on Thursday, there will be an additional room cost of \$71.04
 - Please indicate below so we can make the necessary accommodations
 - Cancellations and/or Substitutions Accepted Thru May 22nd

Hole Sponsor - \$150.00

Boat Sponsor - \$150.00

****Make checks payable to: MCASC Scholarship Fund****

REGISTRATION DEADLINE: MAY 8, 2009

Below, indicate activities with a ✓ mark

Complete registration form & fax to (803) 731-0390 or mail to: mflowers@mcasc.com

NAME:	HCP	HOTEL THURS.	GOLF FRI.	GOLF SAT.	FISH SAT.	NO SPORT	SPONSOR
1.							
2.							
3.							
4.							

IMPORTANT NOTE: FRIDAY & SATURDAY, Pre-arranged foursomes will be accepted both days provided you have contacted the MCASC State Office & submitted your team by no later than May 8, 2009. If you do not pre-arrange your foursome, & would like to play with a particular individual, please note on form. Otherwise, the Golf Committee will assign teams.

**Associate Member:
BLANCHARD CAT POWER SYSTEMS**

Blanchard CAT Power Systems is one of 6 divisions of Blanchard CAT, your South Carolina Caterpillar Dealer. With 14 statewide locations all backed by CAT's next day delivery parts network, a robust service technician and service support staff, and a full rental fleet, Blanchard CAT is your complete Electric Power Generation provider. We have a full sales staff covering the state, including an inside sales representative, rental and product support representatives. Our support staff includes an inside licensed engineer and several project managers.

The lower half of the state for generator sales is covered by Sara Cox and Jay McCormack, both working out of the Summerville location. Sara represents CAT's generator line up to 400kw and Jay represents the line above 400kw. Caterpillar's compact generator product is assembled in Newberry, S.C. Nothing like having the factory right in your own backyard! Many of the larger engines come out of Griffin, GA, nearby to our Transfer Switch/Switchgear manufacturer in Alpharetta. CAT offers both a diesel and natural gas generator line, as well as a transfer switch, switchgear and UPS line.

Blanchard CAT Power Systems assists you from inception of the project with generator sizing and design; in addition, we stay with the generator through the life of the product by completely supporting the end user. We offer preventative maintenance agreements, and a range of extended warranties. It is now possible to warranty a diesel set for 25 years through CAT's ESC Advantage program! CAT also offers attractive financing that can include installation for the generator project. We look forward to working with you and stand ready to assist with all of your generator needs!

Blanchard CAT Power Systems
153 Farmington Dr., Summerville, SC 29483-5351
Sara Cox: 843-412-6824
Jay McCormack: 843-209-7134
Phone: (843) 871-2001, Fax: (843) 285-2854
www.blanchardmachinery.com
WE PROVIDE POWER FOR LIVING

**Congratulations to our next Associate & Mechanical Members who will be
highlighted in the upcoming issue of "The Tool Box":
Harris Integrated Solutions, Inc., West Columbia - Associate Member
Upstate Plumbing, Inc., Greer - Mechanical Member**

APRIL 2009 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday, April 2, 2009 @ 6:00 PM
Location: 9221 Farrow Road, Columbia
Sponsored By: Ferguson Enterprises, Inc.

Topic: "Leadership In A Challenging Market"

Speaker: Glen Andrews

District Manager

Ferguson Enterprises, Inc.

Election of 2009-2010 Officers & Board

PIEDMONT AREA

Tuesday, April 14, 2009 @ 6:00 PM
Location: 720 Mauldin Road, Greenville
Sponsored By: G-M Mechanical Corp.

Joint Meeting With ASHRAE

Election of 2009-2010 Officers & Board

PEE DEE AREA

Thursday, April 16, 2009 @ 6:30 PM
Location: Roger's Barbeque, 2004 2nd Loop Road, Florence
Sponsored By: Eastern Industrial Supplies, Cayce Company,
Bradford White & Snider, Inc.

**Speaker: A representative from Bradford White
Will be the Guest Speaker**

Election of 2009-2010 Officers & Board

COASTAL AREA

Thursday, April 28, 2009 @ 6:00 PM
Location: 3674 Old Charleston Highway, Johns Island
Sponsored By: Triad Mechanical Contractors, Inc.

Topic: "Legal Workshop"

Speakers: Dan Brailsford, Esquire &

Chuck McDonald, Esquire

Robinson McFadden

Election of 2009-2010 Officers & Board



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www.mcasc.com

*Serving mechanical contractors in
South Carolina since 1912.*

MCASC Executive Board & Staff

Chris Cullum, President
Richard Miller, Jr., Vice-President
Jim Brewer, Treasurer
Henry Poplin, Secretary
Bob Jacques, Associate President
Mona Flowers, Managing Director

Mechanicals make it happen -
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MCASC Vision Statement

The Mechanical Contractors Association of South Carolina (MCASC) will be the leading construction association in South Carolina for specialty contractors and suppliers in the electrical, mechanical (HVAC), and plumbing fields by serving its membership, the industry, and the Community in a vibrant and harmonious fashion.

MCASC Mission Statement

The Mechanical Contractors Association of South Carolina (MCASC) will provide its membership with:

- current business/technical information and support
 - a proactive political/legislative agenda
- a joint industry collaboration to improve relative business practices
- an ongoing effort to offer training opportunities for both professional and craft personnel
 - educational scholarships for deserving students
- the development of industry related career opportunities

The Association's objective for this mission is to enhance the future of the Construction Industry in South Carolina.