



# The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 1, Issue 50 September 6, 2004

## This Too Shall Pass Away...Make Sure You Keep The Best

By: Tom Frisby

There was an Eastern monarch who once charged his wise men to invent a sentence which would be true and appropriate in all times and situations. The wise men came up with this: "And this too shall pass away." – *Timequake* by Kurt Vonnegut.

Isn't it the truth! The Roman Empire passed away. Enron passed away. The great financial era of the 1990s has passed away.

So it is too often in the construction industry. Success by the designer or the contractor often passes away. Large companies become smaller or non-existent. Small, profitable family-type companies become large, losing the camaraderie that once existed. The designer sees his industry change from plan and spec to design and build. From the top of the heap, he is becoming part of the heap. Not that this is all bad, but an era is slipping away.

In other words, cultures "pass," success "passes" and so does failure. Bad economies do not endure a lifetime, but neither do good ones. Often your best employees leave to form another company; sometimes your best employees become your mediocre employees. Very often the president of the company passes from being a great president to a failing president.

The challenge of business is to recognize that situations can pass for two reasons: one is trends, demographics and technology over which the business has no direct control. As to these situational changes, the businessperson must understand the trends (moving to design and build, for example) and know how to successfully function by taking advantage of these trends and not fighting them – not controlling the trend, in other words, but controlling the response to it.

The other reason situations "pass" is within the control of the businessperson exclusively. For example, a struggling company can raise its bar of performance with effective policies and procedures, training its staff and bringing on board excellent people. A president can develop a succession plan, which makes it likely the company will survive.

All the parties can assure that the euphoria of a new project continues beyond the "Notice to Proceed" stage by team building, effective decision-making, built-in quality and acceptance of accountability by everyone.

But there is also a spirit that must continue as well. My wife was on Broadway for years, appearing in "West Side Story" here and abroad. The company performed thousands of appearances. Each one was a sell-out, each one drew standing ovations.

"How did you do it?" I asked. "How could doing the same thing again and again not become boring and reflect your ennui in your performances?"

"Because," was her answer, "each night was the first night. Each night was the first night we did *this* performance, in front of *this* audience."

And therein was the reason for each night's freshness, excitement and energy.

In the companies that remain successful, we observe this energy throughout. When the estimator in a company looks at each new set of drawings that is laid on his desk with an attitude of "Ugh, here's another job to strip," or the project manager or superintendent takes on each new project with a "Well, here goes another war," those attitudes will represent self-fulfilling prophecies.

But when the estimator says, "Here's another opportunity to bring in profitable work" or the project team says, "Here's another challenge to provide a structure needed by this community and an opportunity to make a reasonable profit and enhance the reputation of my company," the odds are that the dream will come true. That is because for the estimator, it is his *first* estimate; for the project team it is their *first* project. (Continued on Page 8)

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**Mechanical Member:  
C. J. Compton Plumbing, Inc.**

With one plumber and one helper, C. J. Compton established C. J. Compton Plumbing and Heating, Inc. in 1972. C. J. gained his experience from prior employers like American Plumbing and Heating, Freeman Heating and Garrett & Son Plumbing. In 1986, C. J. acquired the Mechanical Contractors Plumbing Unlimited Classification. This achievement opened the door of opportunity to a greater spectrum of work.

C. J. and his wife Frances celebrated 51 years of marriage in August. They are very family oriented and believe in a strong family unit. They have three children, nine grandchildren, and one great-grandchild. The two sons, Michael and Mark have been actively involved in the company since childhood. C.J. and Frances' daughter, Cindy, joined the company in 1992. Michael has the primary duty of working closely with the general contractors estimating and acquiring the projects for C. J. Compton Plumbing. Mark works with the general contractors and C. J. Compton Plumbing employees to ensure the job site is ran efficiently. Cindy is accounting and human resources.

There is also a third generation. Kevin, Michael's son, started at a very young age working with his Granddaddy. Kevin has gained the knowledge of the plumbing field and is a very competent backhoe, bobcat and trackhoe operator, as well as trained on the CAD system. Derrick, Mark's son, recently joined C. J. Compton Plumbing and he is working in the field of welding and process piping.

By having knowledgeable employees and the equipment to work with, C. J. Compton Plumbing is a very diverse company that offers its services to residential, commercial or industrial customers in the Spartanburg and surrounding areas through plumbing, process piping, water, sewer and storm drain repair and installation, as well as welding.

The key to C. J. Compton's success is hard work, dedication and above all, fairness and honesty to his employees and his customers.

***C. J. Compton Plumbing, Inc.  
7606 Prince Street, Spartanburg, SC 29303  
Phone: (864) 503-0337 Fax: (864) 503-9610***



***SEPTEMBER BIRTHDAYS  
Happy Birthday!!***

<b>Jerry Baxter</b>	<b>September 1</b>	<b>Tri-Star Constructors</b>	
<b>Tommy Burkett</b>	<b>September 2</b>	<b>Burkett Systems</b>	
<b>Jake Shealy</b>	<b>September 5</b>	<b>Shealy &amp; Sons Electric Co., Inc.</b>	
<b>Lisa Simpson</b>	<b>September 7</b>	<b>Cullum Mechanical/Charleston</b>	<b>Wife of Al</b>
<b>Jerry Johnson</b>	<b>September 8</b>	<b>Jerry's Plumbing, LLC</b>	
<b>George Shealy</b>	<b>September 8</b>	<b>Shealy &amp; Sons Electric Co., Inc.</b>	
<b>Ned Forsberg</b>	<b>September 9</b>	<b>Metro Electric Co., Inc.</b>	
<b>MaryJane White</b>	<b>September 11</b>	<b>Walker-White</b>	<b>Wife of Bob</b>
<b>Art Brewer</b>	<b>September 12</b>	<b>Easley Mechanical</b>	
<b>Carla Long</b>	<b>September 12</b>	<b>Walker White, Inc.</b>	<b>Wife of Darron</b>
<b>Tom Brock</b>	<b>September 15</b>	<b>Boykin Contracting, Inc.</b>	
<b>Todd Burkett</b>	<b>September 21</b>	<b>Burkett Systems</b>	
<b>Roddy Allen</b>	<b>September 23</b>	<b>H. R. Allen, Inc. - Charleston</b>	
<b>Mitch Clark</b>	<b>September 24</b>	<b>RepSouth</b>	
<b>Del Laquiere</b>	<b>September 24</b>	<b>Triad Mechanical Contractors, Inc.</b>	
<b>Lisa Rabon</b>	<b>September 25</b>	<b>Cullum Mechanical - Chas.</b>	<b>Wife of Jim</b>
<b>Jan Hipp</b>	<b>September 25</b>	<b>Hipp Properties</b>	<b>Wife of Charley</b>
<b>Adam Varnadore</b>	<b>September 28</b>	<b>Cregger Company, Inc. (Charleston)</b>	
<b>Debbie Williams</b>	<b>September 29</b>	<b>Cashion Electricians</b>	<b>Wife of John</b>
<b>Terry Frame</b>	<b>September 29</b>	<b>Human Resource Devel.</b>	<b>Husband of Dr. Frame</b>
<b>Darlene McGee</b>	<b>September 30</b>	<b>Bryce Mechanical</b>	

**HAPPY BIRTHDAY MEMBERS! WE WOULD LIKE TO ANNOUNCE YOURS!  
PLEASE CALL THE BIRTHDAY HOTLINE AT (803) 772-7834 OR EMAIL TO [mflowers@mcasc.com](mailto:mflowers@mcasc.com)**

# PROJECTS FOR BID & BID FORECAST

MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA  
P.O. Box 384, Columbia, South Carolina 29202 · 1504 Morninghill Drive, Columbia, South Carolina 29210  
PHONE (803)772-7834 · FAX (803)731-0390 · E-MAIL: [mflowers@mcasc.com](mailto:mflowers@mcasc.com) WEBSITE: [www.mcasc.com](http://www.mcasc.com)

JOBS TO BE BID THROUGH THE MCASC BID PROCEDURE.  
ALL MECHANICAL CONTRACTORS WHO ARE NOT MEMBERS OF THIS ASSOCIATION BIDDING ON THESE ADVERTISED JOBS ARE INVITED AND URGED TO UTILIZE THE MCASC BID PROCEDURE PUBLISHED HEREIN.  
INFORMATION PUBLISHED BY THE MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA

## NOTES:

1. ALL JOBS LISTED WITHOUT REFERENCE TO THE MCASC FOUR-HOUR DESIGNATION ARE EITHER ZERO OR TWO-HOUR BID JOBS.
2. ALL ASPECTS OF THE MCASC FOUR-HOUR BID PLAN APPLY TO JOBS DESIGNATED AS EITHER ZERO OR TWO-HOUR JOBS WITH THE EXCEPTION OF TIME & BID PROCEDURE OFFICE/SIGNATORY GENERAL CONTRACTOR INTERFACING.

\*MCASC BID PROCEDURE SIGNATORY GC'S INDICATED WITH "O"

## PIEDMONT AREA

CHAIRMAN DESIGNATING COMMITTEE  
DAVID BISHOP  
TEL: (864) 578-7252 FAX: 578-341

NO JOBS LISTED

## MIDLANDS AREA

CHAIRMAN DESIGNATING COMMITTEE

NO JOBS LISTED

<b>PEE DEE AREA</b>	CHAIRMAN DESIGN, COMMITTEE	PAUL PREVATTE	JIMMY LEE
	WILLIAM L. SELF TEL: (803) 432-8519 FAX: 432-3845	G'TOWN HRY & MARION TEL: (843) 272-4915 FAX: 272-6071	FLO, DAR, DIL, C'FLD & M'BORO TEL: (843) 669-8243 FAX: 673-0826

1. **TURBEVILLE** (Clarendon Co.) Cornerstone Assembly, Cornerstone Assembly, Owner. John A. Fisher Architect, Florence, Archts.  
September 28 BIDS DUE MCASC: 3:00 PM GENRL OPEN: 3:00 PM  
Bidders Include:  
  - o Fbi Construction, Florence
  - o Wise Construction Company, Florence
  - o Fields Construction Co., Inc., Florence
  - o Gilbert Construction Company, Florence
  - o G & M Builders, Inc., Lake City
  - o Metal Builders of Florence, Inc., Florence
2. **SUMTER** (Sumter Co.) Alts. & Addns. Mayewood Mid. Sch., Sumter School District No.2, Owner. James Durant Matthews & Shelley, Sumter, Archts.  
**MANDATORY PREBID CONF: TBA, at job site, 4300 E. Brewington Road**  
September 29 BIDS DUE MCASC: 3:00 PM GENRL OPEN: 3:00 PM  
Bidders Include:  
  - o C. B Askins & Co., Inc., Lake City
  - o All Quality Construction Company, Lake City
  - o Custom Steel Fab Co., Inc., Gaston
  - o W. A. Stuckey Co., Inc., Georgetown
  - o Bethel Construction Company, Inc., Columbia
  - o Sharp Constr. Co. of Sumter, Inc., Sumter
  - o Rogers Industrial Contrs., Inc., Hemingway
  - o Gamble & Stuckey, Inc., Manning
  - o Wilks Robinson Construction Co., Marion
  - o Penn Contracting, LLC, Ballentine
  - o Sun Contractors, Sumter
  - o Talley Construction Co., Inc., Sumter

## COASTAL AREA

CHAIRMAN DESIGNATING COMMITTEE  
RON RUNYON  
TEL: (843) 556-5636 FAX: 763-3091

1. **NORTH CHARLESTON** Trident Tech. Complex, Ph.3, Renovs., Trident Technical College, Owner. Glick/Boehm & Associates, Inc., Charleston, Archts.  
**MANDATORY PREBID CONF: 10:00 AM, Sept. 14, Off. Own., Main Campus, Bldg. 910, Rm. 123**  
September 28 BIDS DUE MCASC: 2:00 PM GENRL OPEN: 2:00 PM  
Bidders Include:  
  - o Brantley Construction Co., Inc., Charleston
  - o Dawson, Inc., General Contr., Johns Island
  - o Gulf Stream Construction Co., Charleston
  - o Edison Foard, Inc., Charlotte, NC
  - o Metro Contracting, Inc., Columbia
  - o Palmetto Construction Group, Wando
  - o Mashburn Construction Co., Inc., Charleston
  - o Complete Building Corp., Charleston
  - o Emory J. Infinger & Assoc., Charleston
  - o Chancel Construction Group, Inc., Conway
  - o NBM Constr. Co., Inc., Charleston
  - o Martin Engineering, Inc., White Rock
  - o Sharp Constr. Co. of Sumter, Inc., Sumter
  - o Construction Dynamics, Inc., Columbia

WEEK OF SEPTEMBER 27, 2004-OCTOBER 1, 2004

DAY	JOB NO. 4/HR	LOCATION	NAME	BID DATE	TIME
Tuesday	4-3898	North Charleston	Community Center	09/28/04	2:00 PM
Postponed	3-2701	Turbeville	Cornerstone Assembly	Postponed	3:00 PM
Wednesday	3-2702	Sumter	Alts. & Addns. Mayewood Mid. Sch.	09/29/04	3:00 PM

WELCOME NEW MEMBERS

BWI DISTRIBUTION, INC. — COLUMBIA — GRADY SHARPE  
 CONTRACTING SOLUTIONS — CHARLESTON — JAIME LYN ATKINSON  
 CREGGER COMPANY, INC. — CONWAY — DOYLE VARNADORE  
 L. R. GORRELL COMPANY — GREENVILLE — RON BREWTON  
 L. R. GORRELL COMPANY — N. CHARLESTON — ROBERT BRASWELL

SPECIAL ARRIVAL

Toby Brock was born August 22nd to Jonathan Brock,  
 Proud grandparents are Tom & Ellen Brock, Boykin Contracting, West Columbia

SYMPATHY

MCASC would like to extend sympathy to the following family:

Thomas R. George, Sr., father of Robbie Stephens, Temporary Services, Spartanburg  
 Marshall E. Walker, Walker Electric Co., Inc., Rock Hill  
 Dana G. Butler, sister of Sharon Burkett, Burkett Electrical Systems, Columbia

CONCERNS

MCASC would like to extend thoughts and prayers to the following families:

Richard Miller, Sr. (City Plumbing Co. of Florence) at home  
 Dr. Terry Frame, Husband of Dr. Terry Frame (Human Resources) Columbia, at home  
 Carol Coleman, Wife of Harvey Coleman (Walker-White) Columbia, at home, Chapin

MCASC WEBSITE UPDATE

The new MCASC website was launched July 1st. Anyone who has not subscribed and would like to do so, please send your check for \$300 to the State Office in order to be issued your user name and password to enter your company data and job opportunity postings.

Only paid subscribers will have access to the contractors search and job opportunities posting functions. Those of you who have already subscribed have been sent your user name and password. If you have not completed your company data sheet, please do so as soon as possible. Should you have any questions please feel free to contact the MCASC State Office at 803-772-7834 or email Mona at [mflowers@mcasc.com](mailto:mflowers@mcasc.com).

# **MCASC 2004 COURSE REGISTRATION**

**COMPLETE AND FAX OR MAIL TO MCASC**  
 P.O. BOX 384, COLUMBIA, SC 29202  
 TELEPHONE #: 803-772-7834 FAX 803-731-0390  
 EMAIL: [mflowers@mcasc.com](mailto:mflowers@mcasc.com) WEBSITE: [www.mcasc.com](http://www.mcasc.com)

Name: \_\_\_\_\_ Company: \_\_\_\_\_

Address: \_\_\_\_\_ phone: \_\_\_\_\_ FAX \_\_\_\_\_

City: \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_ Email Address: \_\_\_\_\_

NAME ON LICENSE: \_\_\_\_\_ LICENSE NO.: \_\_\_\_\_ STATE \_\_\_\_\_

**Payment Method**

Please Invoice

Check Enclosed for \$ \_\_\_\_\_

Credit Card (Circle) VISA, Master Card  
# \_\_\_\_\_ N/A At This Time

Expiration Date: \_\_\_\_\_

Authorized Amount: \$ \_\_\_\_\_

Name on Card: \_\_\_\_\_

Card Billing Address: \_\_\_\_\_

\_\_\_\_\_

Authorized By: \_\_\_\_\_

**NOTE:**

We Offer A Discount  
 If Your Company Registers  
 Three (3) Or More  
 For The Same Course.  
 Send 3...The 4<sup>th</sup> Is Free!!

**NOTICE:**

Anyone failing to withdraw from a course two  
 weeks prior to its start will be billed  
 for the entire cost of the course.

Please Place A Check Beside Each Course You Wish To Register For:

- NC, GA, & AL APPROVED**
- Hydronic Systems One  
August 18, 2004 - Columbia  
Time: 9:00 AM - 4:00 PM  
Member: \$ 50.00 Non-Member: \$ 100.00
  
  - NC, GA, & AL APPROVED**
  - Hydronic Systems Two  
September 15, 2004 - Columbia  
Time: 9:00 AM - 4:00 PM  
Member: \$ 50.00 Non-Member: \$100.00
  
  - NC, GA, & AL APPROVED**
  - Steam Systems  
October 13, 2004 - Columbia  
Time: 9:00 AM - 4:00 PM  
Member: \$50.00 Non-Member: \$100.00

- NC, GA & AL APPROVED**
- Measuring & Maximizing  
Employee Productivity  
November 3, 2004 - Columbia  
Time: 9:00 AM - 4:00 PM  
Member: \$175.00 Non-Member: \$225.00
  
  - NC, GA, & AL APPROVED**
  - Cooling Tower & Chiller  
Plant Piping Systems  
November 17, 2004 - Columbia  
Time: 9:00 AM - 4:00 PM  
Member: \$50.00 Non-Member: \$100.00

- NC, GA & AL APPROVED**
- The 3 Things Contractors  
Must Do To Succeed &  
101 Ways To Do Them  
December 8, 2004 - Columbia  
Time: 9:00 AM - 4:00 PM  
Member: \$175.00 Non-Member: \$225.00

**NOTE:**

All Courses Will Be Held At The  
 MCASC State Office  
 Training Facility  
 1504 Morninghill Drive  
 Columbia, SC  
 Unless Otherwise Indicated!

## Some Companies Never Seem to Learn From Their Mistakes

### By Tom Frisby

In the construction industry, most of our struggles come from repeating our mistakes. I can't tell you how many repetitive mistakes I have catalogued over the years, although I do know that they relate to only a few generic categories:

- People: not attracting and keeping excellent people who have a potential for growth and who do in fact grow.
- A system for performance that is communicated to the employees, and executed and challenged as time goes on to improve.
- Scheduling, Planning, Execution.
- A quality program aimed at building quality into every function of the company.
- Operating the company to provide excellent performance.
- Integrity and accountability.
- Being committed to internal and external customers alike.

The failure to attract excellent people at all levels results perhaps in having a designer on the boards who is inexperienced and incompetent, who is given the responsibility of, say, designing the skyway for the Hyatt in Kansas City where over 100 people died when the walkway collapsed. Or one slip off a beam 100 feet high from a worker not tied off. Or one failure of a contractor to give written notification.

I cannot generalize for the industry, but in my own experience in dispute resolution, I invariably discover that any specific problem I am asked to deal with has occurred repetitively with this client or the entity (entitles) he is dealing with. Safety is a good example: It is rare that I find just one bad occurrence; almost always there have been a string of smaller incidents (and often with the same supervisors).

Why do we repeat our mistakes? And what can we do about it?

One of the reasons we repeat mistakes is that the mistake doesn't seem like a big deal at the time, like the superintendent who doesn't consider it important to give written notification when the concrete pour is delayed because there wasn't a timely RFI response or to include this information in his daily report. The designer who is rushed for time and says: "If there's a problem with the drawings we can handle that in the construction phase." At that moment, it is not that important in the scheme of things, or so he thinks, but it can (and usually does) become a big deal farther down the line.

Another reason for repeating mistakes is that mistakes are tolerated. About 20 years ago I was called in to handle a serious dispute resolution matter in which the project manager created adversarial relations on the job, failed to maintain good daily records or update his schedule. Recently I was contacted by the same company to handle a claim ... yes, the same project manager, the same inattention to project record keeping, scheduling and team building. I said "no thank you" to the request.

So, here's how to prevent repetitive mistakes: First, there must be procedures and processes in the company (design, construction, owner) that are communicated to everyone who has a responsibility for project planning and execution. Those processes become EXPECTATIONS, that is: this is what our company expects you to do in this situation.

Then there must be a control mechanism (a check and balance) to assure that the process is being followed. The control mechanism must be fairly close to real time, instead of getting to the end of the job and discovering what went wrong.

I hate post-mortems, which means everyone getting together at the end of the bad job and using 20/20 hindsight to figure out when and why this project went in the "can." I prefer pre-mortems, which happen prior to the job's beginning, with the staff planning how to make it successful and then monitoring the project as it unfurls against given guidelines.

Lastly, the best way to avoid repetitive mistakes is displaying an INTOLERANCE of failing to execute those steps required (and communicated though the procedures) for a successful project.

It is tolerable to make a mistake – but only the first time. And it's wise to keep in mind this trite but important saying: "Fool me once, shame on you. Fool me twice, shame on me."

*This article reprinted with permission from Charleston Regional Business Journal.- July 26 – Aug. 8, 2004 issue.  
Lawyer, mediator, author, consultant and educator Tom Frisby has managed Charleston-based construction-consulting firm Frisby Consulting for 40 years. He can be reached at thomasfrisby@msn.com.*

### **Associate Member: Temporary Services, Inc.**

Temporary Services, Inc. opened its doors on September 9, 1986. Robbie Stephens, founder and owner of Temporary Services, Inc. saw the need for such a company due to her extensive work in the field. Robbie, a civil engineer and project manager for eighteen years, became aware that the skills within the construction industry are unique and that training was becoming obsolete. Her hands on experience prepared her to seek qualified applicants and recognize their abilities allowing her and her staff to match applicants to suitable jobs and desirable companies.

Because of its field knowledge, Temporary Services, Inc. is prepared to recognize potential problems and shield its client companies from them. Independently held, Temporary Services, Inc. acts as a safeguard to its clients in areas ranging from payroll to labor laws.

Over the past eighteen years, Temporary Services, Inc. has developed a large data base that spreads nationwide. TSI is OSHA certified, degreed in loss control and educated in labor laws.

Temporary Services, Inc. is most proud of its relationship with Mechanical Contractors Association of South Carolina. Through its membership, TSI has continued a legacy for its owner. In 1957, Robbie's grandfather, J.N. George joined the organization and was an active member until his death. Her father, Thomas George, was also a member and still today proudly displays his MCASC sticker on his 1972 Ford Pickup

***Temporary Services, Inc.***  
***359 Whitney Road — Suite 15, Spartanburg, SC 29303***  
***PO Box 4843, Spartanburg, SC 29305***  
***Phone: (864) 573-7070 Fax: (864) 583-6785***

**Congratulations to our next Associate & Mechanical Members who will be highlighted in the upcoming issue of "The Tool Box":**

**R. C. Jacobs, Inc. — Georgetown**  
**Victaulic Company of America — Daniel Island**

#### SEPTEMBER 2004 MONTHLY AREA MEETINGS

##### **PIEDMONT AREA**

Tuesday, September 14, 2004 @ 6:00 PM  
 Location: The John B. Cleveland Event Center/Cleveland Park  
 Sponsored By: Waldrop Heating & Air Conditioning

**Topic: Legislative Forum to Discuss  
Industry Issues**

##### **MIDLANDS AREA NOTE DATE CHANGE**

Thursday, September 30, 2004 @ 6:00 PM  
 Location: Mill Creek Hunt Club, Bluff Road, Columbia  
 Sponsored By: Control Management, Inc.

**ALL AREAS INVITED TO ATTEND  
Topic: Legislators to Speak on Pending  
Legislation As It Relates To Our Industry  
STATEWIDE RALLY**

##### **PEE DEE AREA**

Thursday, September 30, 2004 @ 6:00 PM  
 Location: Mill Creek Hunt Club, Bluff Road, Columbia

**Joint Meeting with Midlands Area  
For a STATEWIDE RALLY**

##### **COASTAL AREA**

Tuesday, September 28, 2004 @ 6:00 PM  
 Location: 7320 Cross County Road, N. Charleston  
 Sponsored By: Atlantic Electric Company

**Speaker: Bill Settlemeyer, Executive Publisher  
with Charleston Regional Business Journal**



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1504 Morninghill Drive, 29210  
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*Serving mechanical contractors in  
South Carolina since 1912.*

**MCASC Executive Board & Staff**

Ned Forsberg, President  
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Billy Starrett, Associate President  
Mona Flowers, Managing Director  
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Mechanicals make it happen -  
Be part of the best!

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**This Too Shall Pass Away.....(Continued from Page 1)**

Is this a pipe dream? Can designers and contractors feel this enthusiasm day in and day out? Well, in fact, the answer is that many do. Who are they? You can generally walk into the designer's or contractor's office and in a few minutes you will know if the enthusiasm is there. And that is because the leader of the company has created a work place environment which is conducive to people *wanting* to work there.

I really hope we have not become so blasé, so materialistic that spirit and enthusiasm doesn't count any more.

*This article reprinted with permission from Charleston Regional Business Journal. July 12-25, 2004 issue.  
Lawyer, mediator, author, consultant and educator Tom Frisby has managed Charleston-based  
construction-consulting firm Frisby Consulting for 40 years. He can be reached at thomasfrisby@msn.com*

**ALL AREAS INVITED**

**"Meet, Greet and Eat" 1st Annual Barbeque**

**Due to Ivan, Rescheduled for Thursday, September 30 6 PM Until**

**Mill Creek Hunt Club, Columbia**

**DONT MISS THIS OPPORTUNITY  
TO MEET WITH YOUR ELECTED OFFICIALS**

**CALL 803-772-7834 TO RSVP TODAY IF YOU PLAN TO ATTEND**

**BE OUR GUEST! COME EARLY, STAY LATE!!**