

# The Tool Box

*Serving the Electrical, HVAC & Plumbing Industries Since 1912*

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### The Law of The Exit When You Get the Last Word

"Always leave them wanting more!" -P.T. Barnum

The Law of The Exit: How we leave is more important than how we arrive. If you leave an organization bitterly, the organization won, and you lost. If you leave content, everyone wins. Make your exit an experience that you enjoy and the people you leave celebrate their successes with you. There is no success without successors. Leave successors to carry on in your absence. Fulfillment, respect, and a reputation must be earned daily.

What's Left In Your Wake? Many years ago, I worked with a colleague who was probably the most difficult person I have ever encountered. He had the reputation for charming people he met, but leaving them unsatisfied, confused, and often angry. I remember he bragged that he only shined the front of his shoes, but never the backs of them. He said he wanted to make a great impression when he met people, but he didn't care what they thought when he left!

This attitude carried over into his work ethic and personal relationships. He would charm his way into a room, work the people over, and leave with everyone either enchanted or disgruntled. A year after I left that organization, he was caught in an affair with a member's wife. It not only destroyed his family, but also took down the staff team, the other person's family, and his entire reputation. To this day, people still reel from the relationships he destroyed in his selfish acts.

How we leave people is important. What do you want to be remembered for when you are gone? Do you want people to miss the motivation and momentum you created with them, or do you want them to strike your name from every plaque in the building after you are gone?

I heard this saying, that if you leave an organization bitterly, the organization won, and you lost. If you leave an organization content, you (and the organization) were winners. I'm not saying it comes down to you vs. the people you work with, but most bitter exits are detrimental to everyone.

A client I called gave me a perfect example of this. I asked the receptionist for the CEO I had spoken with by phone and emailed for several years. "She's no longer here..." was the muted response. I asked for the assistant I had also spoken with previously. Again, a somber, "She's no longer here, either." Jokingly, I said, "I hope their departures weren't in bad circumstances." The receptionist broke character and said, "Well, let's just say that things happen, and we have to move on.

Value is lost when our exit is negative and less than the best. We are embarrassed, don't say much about the circumstances, then move on. May that never be said about us! ."



My hobby club recently went through a bad transition in leadership. The club president resigned under suspicion that he was spending club money recklessly and not being accountable to the governing board. When he was questioned about this in a formal meeting, he flew off the rails. He ranted, cursed, and used his authority to put down anyone questioning his motives and actions.

The next week, he resigned, but not without writing a full indictment against everyone who questioned his ethics. As he showed up to resign (from not only the office, but the club in general), he sent out a blanket email to every member and literally lambasted his “enemies.” It was so damning, that we have lost many people in the club who lost faith in their fellow members... just weeks earlier they were in a harmonious relationship with each other. One of the members told me, that the former president, “didn’t just leave abruptly, he burned down the whole house.” Disaster was left in his wake.

When you get in the last word, make it a good one! How do you leave so that there is sorrow at your leaving, but contentment reigns? John Maxwell says that successful leaders know there is no success without successors. In other words, when you lead a team successfully, there will be people to take up your responsibilities and authority in your absence. They are grateful for the modeling and encouragement you have given them and want to do even more to build on your successes together. Great leaders equip people daily to do the tasks they are doing. They ask on each agenda item they have, “Who could be doing what I am doing now?” They add value to people and the reputation of the organization as an ongoing experience. In short, successful leaders are motivated by the desire to leave on a winning note. They spend every day pouring themselves into their people’s lives so that the eventual day they are no longer there is taken care of in advance. They ask themselves each day, “Who will take my place doing what I am doing now?” “How can I make sure that I have given everyone the tools, skills, and encouragement to carry on after I have left this place?”

If you see your job as investing in a future in your absence, your daily agenda will take on a whole new meaning. People will talk about what “We all did together.” They will want to duplicate your successes and build on them. The CEO of Costco, Craig Jelinik, models leadership in front of his employees. He visits every store and often wears a Costco shirt just like they do. When a manager was ill in San Francisco, he moved from his home in Texas for a year to take the man’s job over while he recuperated. After the death of George Floyd, while the nation was hurting and many people turned to violence, he wrote all the employees: “We’re proud of our efforts and our progress, but we can always do better. One of the key ways we can continue to improve as a company and as individuals is to listen to each other’s perspectives with respect, patience and humility. Now as much as ever, we all have an important role in taking care of each other and preserving our culture and our values. I am grateful for all of you.” This is modeling compassion, respect, and leadership that we can all learn from and take with us. He didn’t point fingers. He didn’t assign blame. He simply stated what he felt in his heart to share with his team, who he obviously cares about as individuals. How we leave is more important than how we arrive. Successful leaders know their job isn’t done until they know the people will perform just as well in their absence. They leave people singing their praises and wanting to keep momentum going strong.

A local restaurant shuttered its doors overnight. Employees found out when they showed up the next day and were met with locked doors. The furniture had been packed up, moved out and the managers snuck off without even a nice “Goodbye, and thank you for your dedicated service.” I’ve seen similar instances when a company exit was done fast and negatively. People’s lives were upset, and family futures left in doubt. The pandemic business shutdown had claimed another business and many people’s livelihoods. In contrast, a local Chamber of Commerce CEO told me about how he helped another restaurant close its doors permanently when the company decided to shut the business down, prior to his job with the chamber. At the time, he was the new restaurant manager brought in to simply shut the doors for good. The final month the business was open was spent assisting his team of employees finding other jobs. He wasn’t satisfied until everyone was well-placed and happy for their future. He said that in anticipation of the final day, he planned a party. He got celebration decorations, exalted the employees in a farewell celebration that was to be remembered! He set the standard in the organization for closing restaurants that had been affected by the pandemic and business shutdowns.

Fulfillment, respect, and reputation are earned, not taken. What you do today, will determine how you are remembered. It should touch lives that you cannot see today. When I am gone, I want people to say, “He helped us, but we did it together!” Add value and leave it everywhere you go. The world will be better for what you did to reinvent leadership in your people and the organization.

Jim Mathis, is The Reinvention PRO™, an International Platform Certified Speaker (IPCS), Certified Speaking Professional (CSP), Certified John Maxwell Team Speaker & Trainer (CSJMT), and best-selling author of Reinvention Made Easy: Change Your Strategy, Change Your Results. To subscribe to his free professional development newsletter, please send an email to: [subscribe@jimmathis.com](mailto:subscribe@jimmathis.com) with the word SUBSCRIBE in the subject. An electronic copy will be sent out to you every month. For more information on how Jim and his programs can benefit your organization or group, please call 404-922-8199, or visit our web site at: [www.jimmathis.com](http://www.jimmathis.com).

## Mechanical Member



Cayce Company got its start in 1948 when the Moore-Fonvielle Corporation of Wilmington opened a branch office in Florence, SC to install residential and small commercial heating and air conditioning systems. Eight years later, three Florence employees, including Frank W. Cayce, purchased the branch and began to expand operations.

Cayce Company opened its doors in 1956 and has actively participated in the welcomed expansion of institutional, commercial, and industrial construction in the Southeast ever since. Today, Cayce Company is leading the way in mechanical contracting and operates from the mountains to the seashore—designing, installing, and servicing systems ranging from plumbing to electrical to mechanical and much more. With unlimited licensing and bonding across the Southeast—in North Carolina, South Carolina, Florida, Virginia, Georgia, Alabama, Tennessee, Mississippi and Maryland—Cayce continues to build the future for clients of all sizes.

Since our founding in 1956, Cayce Company has been governed by a fixed set of core values. As a company and as individuals, we value teamwork, entrepreneurial spirit, and quality craftsmanship. But above all these values, unifying and directing them, comes integrity.

Our core values shape our corporate culture and define our collective character. Cayce Company's success is merely the outward manifestation of these values.

Cayce Company's core values: We are a team. We do the work and research to provide a solution. We honor not only the contract but also the spirit of the agreement. A satisfied customer will always be preferred over profit. Our goal is to give more than is expected.

## Associate Member



**Easy Way Insulation**

Established in 1972, Easy Way Insulation has been in the Singletary's family since the beginning. This year, we celebrate 50 years of excellent service and unfaltering commitment to continue. As a family-owned business, Easy Way knows the importance of family, as they welcome the ambitious third generation of Singletary's to the business.

The company's longevity could not have happened without our loyal dedicated extended family, our employees. Some of our employees have been with us for thirty-plus years, and we are truly thankful and honored to have grown the company with their help. The benefit of this level of experience and competence is passed directly to our clients.

Easy Way Insulation specializes in industrial, commercial, and marine insulation alongside providing specialty service in scaffolding and heat tracing. With our in-house fabrication capabilities, we can react to our clients' specific needs with custom services and skilled craftsmanship. Easy Way Insulation has a reputation in providing a full range of excellent contract services backed by experienced hands-on management, skilled supervision and qualified craftsmen.

Our mission and our safety directors' mission at Easy Way Insulation is to provide a safe quality service to our clients and for our employees. As we move forward to the next 50 years, Easy Way Insulation will continue to provide a wide range of services capabilities.

# "Tool Box Talks" - Safety Tip

## Goggles - Gloves

### Goggles

There is nothing new about wearing goggles for eye protection. Every job is using them to a greater or lesser degree. But the question always arises as to who should not be asked to wear eye protection.

There is no job throughout construction that does not carry a potential eye hazard. In analyzing eye injury cases, it is found that the most common are caused from foreign bodies in the eye, flying objects, dust, and horseplay. The jobs include office workers, laborers, operators, warehousemen, millwrights, drivers, mechanics, carpenters, and so on down the line.

Actual reported cases describe accidents in which a laborer was cleaning out one thing or another when some of the contents of a chemical nature splashed in his eyes and resulted in the loss of his sight. Goggles were not worn, since they were not considered necessary for that type of work or worker. But follow this injury and others like it and you will find that most could have been prevented if the right eye protection had been used.

There's No Such Thing As Being Too Safe!

### Gloves

Your hands are your wage-earners. Hands are hurt more often than any other part of the body. Hand injuries don't have to occur. As talented as your hands are, they can't think, they're your servants, and it is up to you to think and keep them out of trouble.

Be sure you wear the right kind of gloves for the particular kind of work you are doing. When you wear gloves, you aren't trusting to luck and you're not taking unnecessary chances. Wear gloves when you are doing a job that needs them, but, not around moving machinery.

Time spent in preparing your hands for the job will not only save trouble for you but will probably save time in doing the job.

## Hard Hats and Fall Protection

Do you think that the use of personal protective equipment is over-rated? Here are two actual stories.

Large, heavy plates of steel were being welded to form a section of deck in a shipyard. As can be expected, some warpage occurred which required correction. Hydraulic jacks accomplished this through the application of pressure. Off to one side, an individual was sighting down the plates to judge the corrections. Suddenly a temporary weld broke causing the plates to jump apart. One of these struck the man on the side of his hard hat with enough force to puncture the shell. In case you do not know, this is not easy to do and attests to the force of the blow. This person did suffer injury. However, so far, he has been able to continue working. Imagine what would have happened if he had not been wearing the hard hat. There is a good possibility he would have suffered a very serious and permanent head injury. In other words, his life, and that of his family, could have taken a tragic turn for the worse.

You may not know that hard hats are not designed to provide the maximum level of protection from blows to the side. Was this an isolated episode? I do not think so. There are plenty of people around who have fallen, and struck their head on something as they have gone down. But they were wearing a hard hat and are still functioning today because of the protection it provided..

Need another story to believe that personal protective equipment works? This incident occurred inside a 60 foot deep tank at a waste water treatment plant. After some scaffold planking slipped, a worker fell only 6 to 8 feet before being stopped by his safety harness. This harness prevented him from plunging an additional 40 to the bottom of the tank. He was rescued by firefighters and lifeguards, examined at a hospital, and released. Do you think he would have walked away if he had not been wearing the harness?

Personal protective equipment works, but only if you wear it.

## Happy Birthday Members!

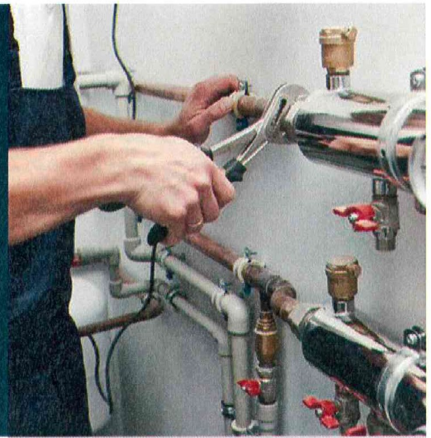
Richard G. "Jerry" Tuck	8/1	Tuck & Howell	
Guy Hancock	8/2	H. R. Allen, Inc.	
Tonja Ivey	8/2	Computer Design Consulting Service	
Joe Richardson	8/2	Atlantic Electric Company	
Cole Granger	8/10	Walkup Electrical Construction, Inc.	
Billy Kelly	8/10	H. R. Allen, Inc.	
Chris Karr	8/12	Yandle-Witherspoon Supply	
Jim Maguire	8/13	Mayer Electric Supply	
Missy Hunter	8/17	Ferguson Enterprises, Inc.	Wife of Michael
Buz Teas	8/18	Smith & Stevenson, Inc.	
Jay Adams	8/20	Feyen Zylstra Corporation	
Allen Goff	8/21	SIFCO Mechanical, Inc.	
Jim Haynes	8/21	Faulkner, Haynes & Associates	
Miriam Allen	8/22	H. R. Allen, Inc.	Wife of Roddy
Raymond DeAntonio	8/22	Honorary Life Member	
Edward Gibbs	8/22	Bear Mechanical Services, Inc.	
Jimmy Shealy	8/23	Honorary Life Member	
Billy Starrett	8/24	Mayer Electric Supply	
Bob Duke	8/27	Honorary Life Member	

*We would like to announce your Birthday too! If you would like to be listed, please call 803-772-7834.*

## Anniversaries

Mr. & Mrs. Chris Karr	8/14		Stephanie
Mr. & Mrs. Jimmy Gatch	8/21		Alice
Mr. & Mrs. Chris Cullum	8/22		Tiffney
Mr. & Mrs. Calvin Meetze	8/26		Charlene

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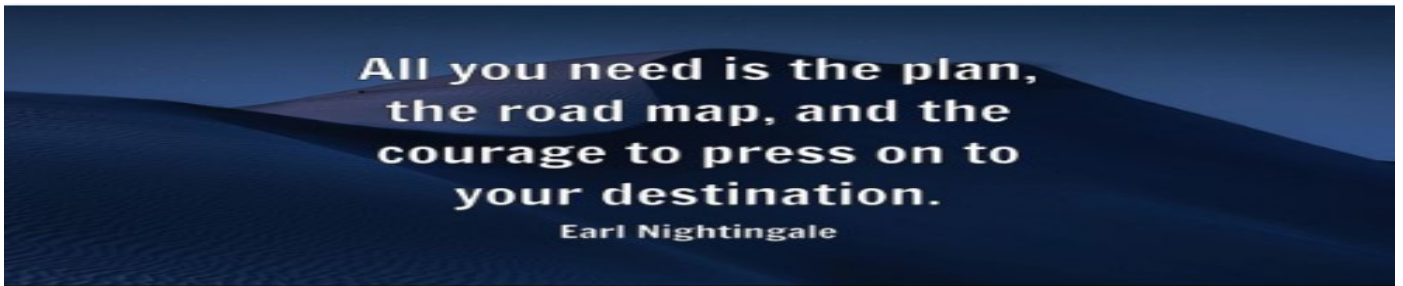
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# MCASC WORD SCRAMBLE

1. LAEGA \_\_\_\_\_
2. UNROP \_\_\_\_\_
3. UATSARNITO \_\_\_\_\_
4. EEETMNL \_\_\_\_\_
5. AYELYR \_\_\_\_\_
6. PROAV \_\_\_\_\_
7. FRSONATMRER \_\_\_\_\_
8. SEAGGU \_\_\_\_\_
9. MUDIHYTI \_\_\_\_\_
10. WLOTLVAEOG \_\_\_\_\_
11. IMNRCOS \_\_\_\_\_
12. DCAI \_\_\_\_\_
13. NEROF \_\_\_\_\_
14. HEUDMIIFDCINAIOT \_\_\_\_\_
15. EUEECRNQS \_\_\_\_\_
16. ETHA \_\_\_\_\_
17. TLTAEOIINV \_\_\_\_\_
18. RTMUOOHELPE \_\_\_\_\_
19. MELNOP \_\_\_\_\_
20. PAREDMS \_\_\_\_\_



Cullum Mechanical Construction, Inc. celebrates its 50th anniversary this year (1972-2022). We would like to wish them many more years of success!

# MCASC 2022 Training Snapshots

Boom & Scissor Lift  
February 15, 16, & 17, 2022



March 8 & 9, 2022





# MCASC 2022 Training Snapshots

**Boom & Scissor Lift**  
**April 14, 2022 & May 13, 2022**



**FORKLIFT**  
**MAY 13, 2022 AND JUNE 10, 2022**



**CPR**  
**June 4, 2022**



# MARK YOUR CALENDARS

## Area Meetings & Up Coming Events

### Piedmont Area

Tuesday, September 20, 2022  
Location & Speaker TBD



Pick a Winner for Education - Winner of Drawing was Hayes & Lunsford

### Midlands Area

Thursday, September 1, 2022  
Location & Speaker TBD



Pick a Winner for Education - Winner of Drawing was Gerald Edwards

### Pee Dee Area

Save The Date  
15<sup>th</sup> Annual Pee Dee Blast Sporting Clays Event  
Friday, September 16, 2022  
Back Woods Quail Club, Georgetown, SC



Pick a Winner for Education - Winner of Drawing was Paul J. Trembath

### Coastal Area

Tuesday, September 27, 2022  
Location & Speaker TBD



Pick a Winner for Education - Winner of Drawing was Bill Poole

MCASC requires that all attendees follow the CDC and OSHA Guidelines when attending.

**The Road To Success Is Always Under Construction . . . Come Draft Your Plans!**

**MCASC 177<sup>th</sup> Semi-Annual Convention – August 4-7, 2022**

**Hammock Beach Resort – Palm Coast, FL**

**Many Thanks To The Following Companies For Their Generous Support**

## **SPONSORS**

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<b>Carolina Insulation Contractors, Inc.</b>	<b>Midlands Area MCASC</b>
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<b>Coastal Area MCASC</b>	<b>Pee Dee Area MCASC</b>
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<b>Hayes &amp; Lunsford Electric, LLC</b>	<b>Walkup Electrical Construction, LLC</b>
<b>Hilb Group dba McCartha Cobb &amp; Assoc.</b>	<b>White Crane Co.</b>
<b>Hill Plumbing &amp; Electric Co., Inc.</b>	



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*Serving mechanical contractors  
in South Carolina since 1912.*

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Congratulations to our Associate &  
Mechanical Members who will be  
highlighted in the next issue of

## "The Tool Box"

Associate Member



Mechanical Member

*CASHION Electricians, Inc.*

### Update Your Outlook

Let us know if we need to  
update your Outlook or if  
you know someone who  
does!

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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 Associations objective for this mission is to enhance the future of the Construction Industry in South Carolina.